

# Savvory Sales Compensation Plan

## Hunter Model – Independent Sales Representative

### Overview

This plan is designed for high-performance independent sales professionals focused on acquiring new restaurant partners for Savvory. Compensation is earned based on fully launched, retained, revenue-generating accounts. This is a commission-only structure with strong performance upside.

### 1. 90-Day Trial Phase

- First 90 days constitute a probationary Hunter Trial Phase
- Maximum 10 commissionable deals per month during trial
- Accelerator tiers apply only after first 30 days
- Savvory reserves the right to terminate agreement at any time during trial

### 2. Commission Qualification Requirements

- Restaurant signs Savvory agreement
- Onboarding is fully completed
- Account is live and accepting paid online orders
- Account remains active for 30 consecutive days
- Minimum of 50 paid online orders processed

### 3. Base Commission

\$500 per qualified, live restaurant account.

Commission is paid after the 30-day activation and order threshold are met.

## 4. Monthly Performance Accelerators

Deals Closed in Calendar Month	Commission Per Deal
1–7 Deals	\$500
8–11 Deals	\$600 (retroactive)
12–15 Deals	\$700 (retroactive)
16–19 Deals	\$800 (retroactive)
20–24 Deals	\$900 (retroactive)
25+ Deals	\$1,000 (retroactive)

Retroactive means if a higher tier is achieved, all qualified deals within that month are paid at the higher rate.

## 5. Clawback Policy

- Account cancels within 60 days of activation
- Account becomes inactive
- Onboarding fee is refunded
- Misrepresentation occurred during sales process
- Fraudulent or inaccurate information was provided

If commission has already been paid, it may be deducted from future commission payments.

## 6. Brand Representation & Conduct

- Accurately represent Savvory pricing and positioning
- Avoid high-pressure or misleading sales tactics
- Not misrepresent competitor services
- Not make promises outside Savvory's written offering
- Maintain professional conduct at all times

Savvory reserves the right to terminate this agreement immediately for conduct that may harm brand reputation or client relationships.

## **7. No Residual Compensation**

This Hunter plan does not include recurring or lifetime residual payments. Savvory retains all subscription and transaction revenue.

## **8. Independent Contractor Status**

This is a 1099 independent contractor relationship. No salary, benefits, or employment status is implied.