



PASSIONATE ABOUT WEBSITES (PTY) Ltd

AGREEMENT: LEAD GENERATORS/SALESPERSONS RECRUITED BY TEAM LEADERS +

GENERAL

1. New Freelancers to complete and sign this form and then provide it to their Team Leader for signature. The Team Leader is to submit the application to the office for filing.
2. The best way to complete this form is by using Adobe Acrobat Reader.

This is an agreement between Passionate about Websites (PAW) and the undersigned freelancer:

FREELANCER DETAILS

First name/s	
Surname	
Email Address	
Telephone	
WhatsApp	
City/Town	
Province/State	
Country	

- I will be reeling in website clients on the sidelines (part-time).
- I will be reeling in website clients as a permanent freelance role.

PROPERTY AND PROCEDURES

1. PAW remains the sole holder of all accounts and client relationships.
2. Once a client permits PAW to receive more information from PAW, a copy of the signed permission letter must be sent to your immediate team leader.
3. PAW will contact the client to advise on the best solutions and sign the client up.
4. Freelancers step away after the letter of permission is submitted. PAW takes over all communication.
5. You will be added to a WhatsApp group/s after your application is accepted to enable swift communication.
6. You may cancel your freelance contract with written notice. You will receive your final month's commission.
7. PAW may cancel your contract at any time should you be in breach and not fulfil requirements and meet targets.
8. If PAW updates these T&Cs, notification will be sent, and you automatically accept them unless formally disputed.
9. You may only use content provided or approved by your Team Leader or PAW.



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10. Using unauthorised content or branding not provided by PAW will result in immediate termination.
11. All clients remain with PAW, even after termination
12. NO spamming is allowed on WhatsApp groups, email, or any other platforms.
13. You must always uphold the PAW brand and values.

COMMISSIONS AND STRUCTURE

1. The following referral commissions will be payable to current developers (Webbies), and **current/registered lead generators (salespersons)** who bring in 100% paying website clients (barter, hybrid, and charity clients are excluded from this):
 - Lead generators (salespersons) are not geographically bound and may recruit new clients globally. However:
 - New clients **MUST** be able to pay via Payfast, else we will not take them on as clients (they need to resolve the issue with their bank if Payfast does not accept their cards), and
 - Lead generators must provide us with the details of a South African bank account in their name, where we will deposit their earned commissions.
 - Referral commissions on recurring fees are payable at 20% for as long as the referred client is paying regularly.
 - Should the salesperson be a client of PAW and receive any services for free, the abovementioned commission structure will still apply.
 - This commission will be cancelled and not be taken up again should the client miss more than one recurring payment.
 - Where a single payment is missed and later corrected, the developer or lead generator will lose commission for the missed payment/s.
 - No referral commissions are paid or earned when the referred client signs up as a barter / hybrid client.
 - Referral fees will be paid at 20% on setup fees when PAW is behind on targets for paying clients. These targets are decided by budgetary requirements and revised daily.
 - Should a referred client end service for any reason with PAW and later return as a client, a referral commission will only be payable at the discretion of the owners of PAW.
 - GROWTH TARGETS: Even if other criteria are met, lead generators (salespersons) must have a net growth of at least ONE paying client per annum (1 July to 30 June each year, effective 1 July 2026). If these targets are not met, lead generators (salespersons) will forfeit any commissions, and their upper management will forfeit any commissions; their relationship with PAW will be terminated, and they will have to reapply should they wish to become a lead generator (salesperson) again. These targets may be adjusted with one month's notice by PAW to meet operational requirements.
 - Developers (Webbies) may become registered lead generators (salespersons).



PROMOTION

1. Developers (Webbies), and current/registered lead generators (salespersons) may become Team Leaders under the following circumstances:
 - Team leaders are not geographically bound and may recruit new clients globally.
However:
 - New clients MUST be able to pay via Payfast, else we will not take them on as clients, and
 - Lead generators must provide us with the details of a South African bank account in their name, where we will deposit their earned commissions.
 - They should have at least one 100% paying website (other products are excluded) client on their pay slip. They will be demoted and their commission structures adjusted if they do not meet this requirement.
 - When appointed by PAW and by mutual agreement.
 - Current/registered lead generators (salespersons) may apply with PAW to become Team Leaders.

GENERAL TERMS AND CONDITIONS:

1. Lead generators/salespersons are not employed and purely act on a freelance basis.
2. As per the norm for freelancers, any equipment used and other expenses, e.g. data, are for the account of the freelancer, not PAW.
3. Targets are introduced and are effective 1 July 2026.
4. Terms and Conditions as at <https://passionateaboutwebsites.co.za/terms-and-conditions/> also apply.



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DECLARATION

I, the undersigned Freelancer, declare that all information I supplied is true, and that I will abide by this agreement.

Freelancer

Full names	
Date	
Signed at	
Signature	

Team Leader

Full names	Irma Hattingh
Date	
Signed at	
Signature	

Passionate about Websites

Full names	
Date	
Signed at	
Signature	