

BakerOS Partner Program Agreement

Performance-Based Partner Program | Effective August 25, 2026

1. Participation

Participation is subject to approval, continued good standing, applicable law, disclosure requirements, BakerOS brand standards, and this Agreement.

2. 90-Day Qualification Periods

Partners are evaluated in recurring 90-day qualification periods. Promotions happen immediately when a higher threshold is reached. At the end of each period, completed-period performance determines the level, commission rate, and complimentary software benefit carried into the next period.

90-Day Qualified Sales	Level	Commission	BakerOS Benefit
0-2	Partner	20%	No complimentary account
3-9	Pro Partner	25%	Standard FREE
10-24	Growth Partner	30%	Pro FREE
25+	Ambassador	35%	Pro FREE

3. Active Partner and Complimentary Software

An Active Partner is an approved Partner in good standing whose performance during the applicable 90-day period supports the Partner level and benefits being used. Standard FREE requires at least 3 qualified sales per period. Pro FREE requires at least 10 qualified sales per period. If completed-period performance no longer supports complimentary software, a 30-day software grace period applies. The grace period does not extend the prior higher commission rate.

4. Qualified Referrals

A qualified paid referral is a legitimate referred BakerOS customer whose qualifying payment successfully clears and is not refunded, reversed, charged back, fraudulent, duplicate, a test transaction, an improper self-referral, or otherwise disqualified. Monthly and annual customers each count as one referred customer for performance qualification.

5. Commission Period

Partners earn the applicable commission on eligible payments received from a referred customer during that customer's initial 12 months with BakerOS. No Partner commission is earned on that customer's payments after the initial 12-month commission period.

6. Payouts

Eligible commissions are paid on or around the 15th of the applicable payout month. The minimum payout is \$25. Balances below \$25 carry forward until the minimum is reached.

7. Refunds and Chargebacks

Commissions related to refunded, reversed, charged-back, fraudulent, or otherwise invalid transactions may be reversed, withheld, or deducted from future amounts payable.

8. Reclassification and Good Standing

Missing a performance threshold results in tier reclassification, not automatic termination. Tier, commission rate, and complimentary software may move up or down. Fraud, abuse, material violations, or loss of good standing may result in suspension or termination.

9. Promotion Standards

Partners must accurately represent BakerOS, disclose the Partner relationship when required, and may not spam, make misleading claims, impersonate BakerOS or High Frequency Systems, or manufacture artificial referrals.

10. No Income Guarantee

BakerOS does not guarantee referrals, sales volume, commissions, earnings, or income.

11. Program Changes

BakerOS may change program requirements, commission rates, benefits, payout procedures, or other terms prospectively with reasonable notice. Valid commissions already earned are not retroactively reduced.

12. Contact

Partner Program questions may be directed to partners@getbakeros.com.