

SAMPLE — NOT A REAL RECORD. Elena Marchetti is a fictional worker invented to demonstrate this app. Every name, figure and date below was made up for that purpose. Nothing here describes a real person or a real employer.

COMMISSION RECORD

Elena Marchetti

Paid by	Vantage	Basis of pay	Commission
Period covered	May 13 – June 20, 2026	Entered by	Elena Marchetti
Kept from	May 13, 2026	Generated	September 19, 2026 · 3 exhibits
This record holds	8 deals · 1 money item · 3 conduct entries · 3 exhibits		

This is the complete record, not a summary of it.

Every entry carries the date it refers to AND the date it was entered — both are shown in The record (Section 7) so the reader can judge contemporaneity directly.

ROW-LLPX-789D-01 — Quote this reference when you send or discuss this document — it identifies this record and the day it was printed, and contains no name.

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The finding

Of 8 deals logged, 2 were paid as the plan provides, 1 was paid late and 5 were disputed.

Being paid late is not the same as not being paid, and it is not the same as being paid on time either — the money arrived, after the date the plan points to. The longest of those delays was 66 days. Each deal's own delay is in Section 5.

\$7,925.00

Apparent commission shortfall on the disputed deals — 13% of base salary

Every disputed deal is already due on the plan, so this is also what Section 5 states as the difference across the deals now due. Where a disputed deal is not yet due, the two differ by its amount and Section 5 carries it separately.

Mechanism	Amount
Never appeared on a statement	\$2,400.00
Paid below the agreed tier	\$450.00
Clawed back, no written reason	\$1,300.00
Close date moved	\$3,050.00
Told it didn't qualify	\$725.00
Total, as recorded	\$7,925.00

The plan earns commission when the deal closes, as the worker described it. 5 disputed deals are set out below — what the plan says, and what the worker recorded happening:

- Brightline Logistics — The worker recorded that nothing has arrived against this deal.
- Ardenne Foods — The worker recorded being paid less than the plan they described comes to.
- Kessler Group — The worker recorded that the commission arrived and was later taken back, with no written reason given to them.
- Pentland Civil — The worker recorded a close date, and the statement carries a different one.
- Virelli & Co — The worker recorded being told the deal did not qualify.
- Both are stated; neither is weighed against the other here. Whether the plan permitted what happened turns on the written plan and on the worker's state's rules, which are questions for an

attorney, a union or the state labor department.

Where the plan is silent:

The plan does not address clawback.
The plan does not address split or shared deals.

Silence in the plan is itself a finding — it is recorded here rather than assumed either way.

Based on the deals the worker logged against the plan they entered. Not a legal determination; confirm with the Department of Labor or an attorney.

What is left out of the figure, and why

What	Why	
Whether any of this must legally be paid	Not a question this document answers. It sets out what the worker recorded and the arithmetic that follows from it; whether any of it must be paid is for the Department of Labor or an attorney.	Out of scope

What follows

- 2 · What this record is built on
- 3 · How the record was kept
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- 5 · The deals
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- 7 · The record
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What this record is built on

Everything the figure on page one is measured against is stated here, in the worker's own account, with the source of each statement beside it. Where they hold a document, it is listed as an exhibit. Where they do not, the entry says so. Nothing on this page comes from anywhere else.

The job

What	As recorded	Source
Employer	Vantage Systems, Inc., trading as Vantage	The worker's own entry
Role	Account executive	The worker's own entry
Started	Aug 19, 2024	The worker's own entry
Employment type	Full time	The worker's own entry
Anything in writing	Yes, they hold a written agreement	The worker's own entry
Still working there	Yes. The record ends at their last entry, not because the work ended.	The worker's own entry

The rates, and where each figure comes from

Effective from	Effective to	What	Amount	How they came by it	Corroboration they hold
Aug 19, 2024	current	Commission plan	—	A contract or offer letter. Base salary and 5% share from the written commission plan Elena signed.	None held

Nothing here was supplied, suggested or assumed by the software. Every rate above was entered by the worker.

3 How the record was kept

Entries logged	4
Entered same day or next	4 (100%)
Documents attached as exhibits	3
Amended (shown as dated events)	0
Withdrawn (excluded from figures)	0

Each entry carries two timestamps: the date it refers to, and the date and time it was entered. The entry time is set by the server when the record is saved — it is not typed by the worker and cannot be back-dated. When an entry is amended, the change is kept as a separate dated event rather than overwriting the original, so the full history of the record is itself on the record.

4 The workings

Never appeared on a statement · 1

Deal	Closed	Expected	Statement paid	Taken back	PO
Brightline Logistics	Jun 1, 2026	\$2,400.00	—	—	PO-88412

Against the plan: The plan earns commission when the deal closes, as the worker described it. The worker recorded that nothing has arrived against this deal.

Paid below the agreed tier · 1

Deal	Closed	Expected	Statement paid	Taken back	PO
Ardenne Foods	Jul 7, 2026 → Aug 6, 2026	\$900.00	\$450.00	—	—

Against the plan: The plan earns commission when the deal closes, as the worker described it. The worker recorded being paid less than the plan they described comes to.

Clawed back, no written reason · 1

Deal	Closed	Expected	Statement paid	Taken back	PO
Kessler Group	Jun 15, 2026	\$1,300.00	\$1,300.00	-\$1,300.00	—

Against the plan: The plan earns commission when the deal closes, as the worker described it. The worker recorded that the commission arrived and was later taken back, with no written reason given to them.

Close date moved · 1

Deal	Closed	Expected	Statement paid	Taken back	PO
Pentland Civil	Jun 23, 2026 → Jul 23, 2026	\$3,050.00	—	—	—

Against the plan: The plan earns commission when the deal closes, as the worker described it. The worker recorded a close date, and the statement carries a different one.

Told it didn't qualify · 1

Deal	Closed	Expected	Statement paid	Taken back	PO
Virelli & Co	Jul 18, 2026	\$725.00	—	—	—

Against the plan: The plan earns commission when the deal closes, as the worker described it. The worker recorded being told the deal did not qualify.

Virelli & Co: "Told it fell outside the territory, which the plan does not mention."

The signed order for 1 disputed deal is filed at Exhibit A, carrying the close date the worker logged — so a moved-date dispute rests on the document, not on competing recollections.

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The deals

A deal closes on one date and is paid on another. What follows is every deal on the record with both dates, and the distance between them. It states timing and what was done, never an amount asserted as a debt.

Closed, not yet paid

5 deals

Longest outstanding

80 days past due

When the plan says it is paid

The month after closing

Paid, but after it was due

1 deal

Longest delay on a deal that was paid

66 days late

Deal	Closed	Due	What happened
Virelli & Co	Jul 18, 2026	Aug 18, 2026	Told it didn't qualify
Ardenne Foods	Jul 7, 2026	Aug 7, 2026	Paid less — \$900.00 due, \$450.00 paid
Pentland Civil	Jun 23, 2026	—	Close date moved
Kessler Group	Jun 15, 2026	Jul 15, 2026	Clawed back
Brightline Logistics	Jun 1, 2026	Jul 1, 2026	Not paid — 80 days past due
Ørsted Retail	May 16, 2026	Jun 16, 2026	Paid Jun 10, 2026 — on time
Halloway Partners	May 2, 2026	Jun 2, 2026	Paid May 27, 2026 — on time
Tolliver Health	Mar 3, 2026	Apr 3, 2026	Paid 66 days late (Jun 8, 2026)

The worker's plan pays commission the month after a deal closes. That is read here as the same day of the next month. The reading is the software's, not the worker's, and is stated so it can be corrected.

1 deal has no due date in the Due column. Either the term the worker was given does not set one — "when the customer pays" depends on a third party and is not a date on anyone's calendar here — or the close date was moved, leaving two closing dates on record and no single date to measure from. No deadline is supplied in either case.

What the plan comes to on each deal:

As they described the plan: paid the month after closing.

Deal	Deal value	Plan says	Arrived	Taken back	Difference
Virelli & Co	\$14,500.00	\$725.00	—	—	\$725.00

Deal	Deal value	Plan says	Arrived	Taken back	Difference
Ardenne Foods	\$18,000.00	\$900.00	\$450.00	—	\$450.00
Pentland Civil	\$61,000.00	\$3,050.00	—	—	\$3,050.00
Kessler Group	\$26,000.00	\$1,300.00	\$1,300.00	-\$1,300.00	\$1,300.00
Brightline Logistics	\$48,000.00	\$2,400.00	—	—	\$2,400.00
Ørsted Retail	\$9,800.00	\$490.00	\$490.00	—	\$0.00
Halloway Partners	\$21,000.00	\$1,050.00	\$1,050.00	—	\$0.00
Tolliver Health	\$33,000.00	\$1,650.00	\$1,650.00	—	\$0.00

Where it stands:

The plan comes to, on deals now due	\$11,565.00
Arrived	\$4,940.00
Taken back afterwards	-\$1,300.00
Difference, across every deal now due	\$7,925.00
Not yet due on the plan	—

Arithmetic on the plan the worker stated and the payments they recorded. It is not a legal determination — whether a clawback was permitted turns on the written plan and on the worker's state's rules, which are questions for an attorney, a union or the state labor department.

Toward quota across the whole record: \$231,300.00 — counting the full deal value, by the date each deal closed. Neither of those is the worker's answer: both are what we count until they say otherwise. Which band prices a deal depends on where this running total stood when the deal counted.

Deals paid as the plan provides are listed too. A record that only showed the disputed ones would be worth less, not more — the deals that came out right are part of what makes the rest credible.

The commission plan on record has no document attached to it.

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How they were treated

Their dated entries about the work, in the order they made them. Each row states what they recorded and where the record for it sits; their own words appear in quotation marks and are theirs. The entries are set out in date order and nothing here is grouped, ranked or connected to anything else in this document.

Date	Entry about	What they recorded	Where it rests
May 27, 2026	Something that happened at work	Commission on the Brightline deal never appeared — “Deal closed 12 May and signed. Not on the May statement. Curtis said it would ‘catch up next cycle’.”	Their entry, same day
Jun 9, 2026	Something that happened at work	Close date moved after the fact — “The Brightline close date was changed in the CRM to June, moving it into the next quarter’s target.”	Their entry, same day
Jun 20, 2026	Something that happened at work	Told the plan is ‘discretionary’ when I asked in writing — “Asked HR for the plan terms in writing. Told commission is discretionary. The signed plan says otherwise.”	Their entry, same day

7 The record

What the log contains, month by month

Month	Entries	Days with an entry
March 2026	1	1
May 2026	4	4
June 2026	5	5
July 2026	2	2
Total	12	

Every entry the worker made is printed below, one to a row, in date order — 12 rows. Nothing is summarised and nothing is left out.

Refers to	Entered	Entry
Mar 3, 2026	Mar 6, 2026, 13:20	Deal — Tolliver Health · contract value \$33,000.00 · commission recorded \$1,650.00
May 2, 2026	May 5, 2026, 14:20	Deal — Halloway Partners · contract value \$21,000.00 · commission recorded \$1,050.00
May 14, 2026, 21:50	May 14, 2026, 17:50	Out of pocket — client dinner — Took the Pentland team to dinner to get the deal over the line. Expense claim refused as 'not pre-approved'.
May 16, 2026	May 19, 2026, 14:20	Deal — Ørsted Retail · contract value \$9,800.00 · commission recorded \$490.00
May 27, 2026, 17:30	May 27, 2026, 13:30	Something I thought was unfair (involving Curtis Blake) — Deal closed 12 May and signed. Not on the May statement. Curtis said it would 'catch up next cycle'.
Jun 1, 2026	Jun 4, 2026, 14:20	Deal — Brightline Logistics · contract value \$48,000.00 · commission recorded \$2,400.00 · ref PO-88412
Jun 9, 2026, 10:00	Jun 9, 2026, 06:00	Something I thought was unfair (involving Curtis Blake) — The Brightline close date was changed in the CRM to June, moving it into the next quarter's target.
Jun 15, 2026	Jun 18, 2026, 14:20	Deal — Kessler Group · contract value \$26,000.00 · commission recorded \$1,300.00
Jun 20, 2026, 16:45	Jun 20, 2026, 12:45	Something I thought was unfair (involving Nadia Osman) — Asked HR for the plan terms in writing. Told commission is discretionary. The signed plan says otherwise.

Refers to	Entered	Entry
Jun 23, 2026	Jun 26, 2026, 14:20	Deal — Pentland Civil · contract value \$61,000.00 · commission recorded \$3,050.00
Jul 7, 2026	Jul 10, 2026, 14:20	Deal — Ardenne Foods · contract value \$18,000.00 · commission recorded \$900.00
Jul 18, 2026	Jul 21, 2026, 14:20	Deal — Virelli & Co · contract value \$14,500.00 · commission recorded \$725.00

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What this record does not contain

These are the honest limits of the record, stated plainly rather than left for the reader to find:

7 deals rest on the worker's own record without an attached document (no signed order).

The employer's own time and payroll records are not part of this document; they may confirm or contradict what is here.

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Exhibits

#	Exhibit	Dated	Added
Exhibit A	Signed order — Pentland Civil	May 13, 2026	May 13, 2026, 13:25
Exhibit B	Commission plan — signed	May 27, 2026	May 27, 2026, 14:10
Exhibit C	May commission statement	May 31, 2026	May 31, 2026, 15:40

10 About this document

This document was generated by rippedoffworker from the worker's own logged entries and own declared pay rates. Every figure in it is arithmetic on that data — the software performs no estimation and draws no conclusion about the employer's conduct. The same entries always produce the same document.

Entry timestamps are set by the server at the moment each record is saved and cannot be altered. Every date and time shown in this document is expressed in EDT. Amendments are retained as separate dated events. rippedoffworker is not a law firm and does not provide legal advice. The figures here are an apparent shortfall based on the worker's records — not a legal determination. The employer may hold records that differ. Questions about what must be paid should go to the U.S. Department of Labor or an attorney.

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