

Thryv Bargaining Report - March 3, 2023

The CWA District 7 Bargaining Team reached a tentative agreement with Thryv on March 2, 2023. Negotiations have been ongoing for almost 4 months. The Agreement provides:

1) Establish Premise Business Advisor II (BA II) 2022 criteria to qualify for BA II role:

- Minimum one-year in Premise Business Advisor role
- Meet minimum objectives for all four (4) measurements:
- 2022 Thryv Sales (24 Incremental or New)
- 2022 SaaS Revenue (100% or greater to Objective)
- # Of Active Thryv 4.0 Clients (30 or More)
- Total Growth (100% or greater to Objective)

Thryv will staff additional Business Advisor II roles in early 2024 based on attainment of eligibility qualifications over full-year 2023 sales performance in support of Thryv 2023 sales objectives.

A promotional annual base salary increase of **15%** will be provided to individuals who accept the job offer and applied at the time of the effective date of their promotion to BA II.

BA II - Base Salary Ranges			
Pay Area	MIN	MID	MAX
1	\$50,000	\$50,000	\$ 59,400
2	\$50,000	\$55,000	\$ 66,000
3	\$50,000	\$60,500	\$ 72,600
4	\$ 52,800	\$66,000	\$ 79,200
5	\$ 57,200	\$71,500	\$ 85,800

2023 Commission Rates for BA II:							
Pay Area	Total	Commission	Bonus	Renewal	Increase	New	SEM
1	\$ 49,500	\$ 36,000	\$ 13,500	31%	250%	250%	31%
2	\$ 55,000	\$ 40,000	\$ 15,000	35%	275%	275%	35%
3	\$ 60,500	\$ 44,000	\$ 16,500	38%	300%	300%	38%
4	\$ 66,000	\$ 48,000	\$ 18,000	42%	325%	325%	42%
5	\$ 71,500	\$ 52,000	\$ 19,500	46%	350%	350%	46%

2) 30 days following ratification, Thryv will adjust the commission rates and monthly bonus rates up for the sales offices noted below. No changes to base wages of individual BAs will made.

Changes	From	To
Sales Office	Pay Area	Pay Area
Portland, OR	3	4
Vancouver, WA	3	4
Tacoma, WA	2	3
Olympia, WA	2	3
Spokane, WA	1	2
Medford, OR	1	2
Rapid City, SD	1	2
Yakima, WA	1	2

Business Advisor	Renewal	Increase	New Sales	New/Inc SEM
PA 1	21%	250%	250%	25%
PA 2	24%	275%	275%	25%
PA 3	27%	300%	300%	27%
PA 4	29%	325%	325%	29%
PA 5	32%	350%	350%	32%

3) Monthly Commission payments with a one-time payment to eligible premise business advisors of 150% of one week's average commissions earned over the prior 12-month period (2022) as a non-recoverable draw.

4) Juneteenth as an additional Thryv Holiday

5) Thryv Stock Purchase Plan

6) For purposes of administering Article 19 (Reduction in Force) the Company will evaluate employees in the BA I and BA II job titles together in making any force reduction decisions.

7) Recognition Payment* **

- BAs ranked in the 1st Quintile of the PRR will receive a \$500 lump-sum payment.
- BAs ranked in the 2nd Quintile of the PRR will receive a \$400 lump-sum payment.
- BAs ranked in the 3rd Quintile of the PRR will receive a \$300 lump-sum payment.
- BAs ranked in the 4th or 5th Quintile of the PRR will receive a \$200 lump-sum payment.
- BAs not appearing on the Full-Year 2022 PRR will receive a \$200 lump-sum payment.
- If CBA is ratified by the membership. Payment will be paid within 30 days.

*Eligible business advisors must have been on Thryv payroll as of 12/31/22 and active on payroll at the time of payment to receive a payment.

**The amount of the payment to individual employees will be determined by their ranking on the full-year 2022 Performance Ranking Report (PRR) measuring all members of the CWA D7 PRR.

8) Duration.

- The contract terms will be in effect through 3/30/2026.

The Bargaining Committee recommends ratification.