

INDEPENDENT CONTRACTOR AGREEMENT

I. The Parties. This Agreement is made between a business entity known as JW Realty INC with a mailing address of 401 Hawthorne Lane STE 110 #214, Charlotte , North Carolina, 28024 (“Client”)

AND

1 individual(s) known as _____ (“Contractor”).

WHEREAS the Client intends to pay the Contractor for services provided, effective Date Signed, under the following terms and conditions:

II. Services. The Contractor agrees to perform the following:

1. Work Performance:

1.1 The Contractor agrees to perform the work outlined in the work orders on an as-needed basis as specified by the Client.

1.2 Once a work order is accepted by the Contractor, they are obligated to complete the work promptly and efficiently in accordance with the specifications provided.

2. Insurance:

2.1 The Contractor shall maintain appropriate insurance coverage to protect against any liabilities arising from their work. This includes, but is not limited to, general liability insurance for \$1,000,000/2,000,000 minimum listing JW Realty INC as an additionally insured.

2.2 The Contractor agrees to provide proof of insurance upon request by the Client.

3. Quality Assurance:

3.1 The Contractor guarantees that all work performed shall meet industry standards and specifications outlined in the accepted work orders.

3.2 In the event that any work is found to be incomplete or not meeting the specified standards, the Contractor agrees to remedy the situation promptly and at no additional cost to the Client, excluding supply costs.

3.3 The Contractor shall return to the property to rectify any deficiencies identified by the Client within a reasonable timeframe.

4. Inspection and Acceptance:

4.1 The Client reserves the right to inspect the completed work before final acceptance.

4.2 Upon acceptance, the Client acknowledges satisfaction with the completed work.

5. Supply Costs:

5.1 The Client shall be responsible for covering the costs of necessary supplies related to the completion of the work, except in cases where deficiencies arise due to the Contractor's negligence.

6. Termination of Agreement:

6.1 Failure to remedy incomplete or substandard work within a reasonable timeframe may result in termination of this agreement at the discretion of the Client.

Hereinafter known as the "Services".

III. Payment. The Client agrees to pay for the Services performed by the Contractor.

The Contractor agrees to be paid as follows:

The Contractor shall be entitled to commissions based on: Contractor is paid per work order and based on rate previously discussed prior to completing the work order.

IV. Due Date. The Services provided by the Contractor shall be: and not due on a specific date but to be completed with a reasonable time-frame in accordance with industry standards. Work orders will be sent to contractor and accepted through the appfolio system or any other dispatch system JW Realty INC selects . Work orders are billed and paid individually on a net 30 basis. Any work orders over \$10,000 are subject to payment based on the property funds.

V. Expenses. The Contractor shall be responsible for all expenses related to providing the Services under this Agreement. This includes, but is not limited to, supplies, equipment, operating costs, business costs, employment costs, taxes, Social Security contributions / payments, disability insurance, unemployment taxes, and any other cost that may or may not be in connection with the Services provided Contractor.

VI. Independent Contractor Status. The Contractor, under the code of the Internal Revenue Service (IRS), is an independent contractor and neither the Contractor's employees or contract personnel are, or shall be deemed, the Client's employees.

In its capacity as an independent contractor, Contractor agrees and represents:

Contractor has the right to perform Services for others during the term of this Agreement;

Contractor has the sole right to control and direct the means, manner, and method by which the Services required by this Agreement will be performed. Contractor shall select the routes taken, starting and ending times, days of work, and order in which the work is performed;

Contractor has the right to hire assistants as subcontractors or to use employees to provide the services required under this Agreement.

Neither Contractor, nor the Contractor's employees or personnel, shall be required to wear any uniforms provided by the Client;

The Services required by this Agreement shall be performed by the Contractor, Contractor's employees or personnel, and the Client will not hire, supervise, or pay assistants to help the Contractor;

Neither Contractor nor Contractor's employees or personnel shall receive any training from the Client in the professional skills necessary to perform the services required by this Agreement; and

Neither the Contractor nor Contractor's employees or personnel shall be required by the Client to devote full-time to the performance of the Services required by this Agreement.

VII. Business Licenses, Permits, and Certificates. The Contractor represents and warrants that all employees and personnel associated shall comply with federal, state, and local laws requiring any required licenses, permits, and certificates necessary to perform the Services under this Agreement.

VIII. Federal and State Taxes. Under this Agreement, the Client shall not be responsible for:

Withholding FICA, Medicare, Social Security, or any other federal or state withholding taxes from the Contractor's payments to employees or personnel or make payments on behalf of the Contractor;

Making federal or state unemployment compensation contributions on the Contractor's behalf; and

The payment of all taxes incurred related to or while performing the Services under this Agreement, including all applicable income taxes and, if the Contractor is not a corporation, all applicable self-employment taxes. Upon demand, the Contractor shall provide the Client with proof that such payments have been made.

IX. Benefits of Contractor's Employees. The Contractor understands and agrees that they are solely responsible and liable for all benefits that are provided to their employees including, but not limited to, retirement plans, health insurance, vacation time-off, sick pay, personal leave, or any other benefit provided.

X. Unemployment Compensation. The Contractor shall be solely responsible for the unemployment compensation payments on behalf of their employees and personnel. The Contractor shall not be entitled to unemployment compensation in connection with the Services performed under this Agreement.

XI. Workers' Compensation. The Contractor shall be responsible for providing all workers' compensation insurance on behalf of their employees. If the Contractor hires employees to perform any work under this Agreement, the Contractor agrees to grant workers' compensation coverage to the extent required by law. Upon request by the Client, the Contractor must provide certificates proving workers' compensation insurance at any time during the performance of the Service.

XII. Liability Insurance. The Contractor agrees to bear all responsibility for the actions related to themselves and their employees or personnel under this Agreement. In addition, the Contractor agrees to obtain comprehensive liability insurance coverage in case of bodily injury, personal injury, property damage, contractual liability, and cross-liability.

There shall be a minimum amount of combined single limit of \$1,000,000.00.

XIII. Indemnification. The Contractor shall indemnify and hold the Client harmless from any loss or liability from performing the Services under this Agreement.

XIV. Termination of Agreement. Section: Termination

1. Termination Notice:

1.1 The Vendor agrees to provide a written notice of termination at least 30 days prior to the intended termination date.

1.2 JW Realty INC reserves the right to terminate this agreement at any time and for any reason, with or without cause, upon providing written notice to the Vendor.

2. Obligations upon Termination:

2.1 In the event of termination, the Vendor shall complete any ongoing work and fulfill any outstanding obligations under accepted work orders within the notice period.

2.2 The Vendor agrees to return any property, documents, or materials belonging to JW Realty INC promptly upon termination.

3. Compensation upon Termination:

3.1 Termination of this agreement by JW Realty INC does not relieve the Vendor of the obligation to complete and deliver any work in progress or due under accepted work orders.

3.2 JW Realty INC shall compensate the Vendor for completed work and services rendered up to the termination date.

4. Immediate Termination:

4.1 Notwithstanding the 30-day notice requirement, JW Realty INC reserves the right to terminate this agreement immediately if the Vendor breaches any material term or condition of this agreement.

5. Survival of Terms:

5.1 The provisions related to confidentiality, indemnity, and any other provisions necessary for the interpretation or enforcement of this agreement shall survive termination.

In addition, the Client or Contractor may terminate this Agreement, including any obligations stated hereunder, with reasonable cause by providing written notice of:

A material breach of the other party; or

Any act exposing the other party to liability to others for personal injury or property damage.

XV. Option to Terminate. The Client and Contractor shall have the option to terminate this Agreement at any time by providing at least 30 day(s) notice.

XVI. Exclusive Agreement. This entire Agreement is between the Client and Contractor.

XVII. Resolving Disputes. If a dispute arises under this Agreement, any party may take the matter to a North Carolina state court.

XVIII. Confidentiality. The Contractor acknowledges that it will be necessary for the Client to disclose certain confidential and proprietary information to the Contractor in order for the Contractor to perform their duties under this Agreement. The Contractor acknowledges that disclosure to a third party or misuse of this proprietary or confidential information would irreparably harm the Client. Accordingly, the Contractor will not disclose or use, either during or after the term of this Agreement, any proprietary or confidential information of the Client without the Client's prior written permission except to the extent necessary to perform services on the Client's behalf.

Proprietary or confidential information includes, but is not limited to:

The written, printed, graphic, or electronically recorded materials furnished by Client for Contractor to use;

Any written or tangible information stamped "confidential," "proprietary," or with a similar legend, or any information that Client makes reasonable efforts to maintain the secrecy of business or marketing plans or strategies, customer lists, operating procedures, trade secrets, design formulas, know-how and processes, computer programs and inventories, discoveries, and improvements of any kind, sales projections, and pricing information; and

Information belonging to customers and suppliers of the Client about whom the Contractor gained knowledge as a result of the Contractor's services to the Client.

Upon termination of the Contractor's services to the Client, or at the Client's request, the Contractor shall deliver to the Client all materials in the Contractor's possession relating to the Client's business.

The Contractor acknowledges that any breach or threatened breach of confidentiality of this Agreement will result in irreparable harm to the Client for which damages would be an inadequate remedy. Therefore, the Client shall be entitled to equitable relief, including an injunction, in the event of such breach or threatened breach of confidentiality. Such equitable relief shall be in addition to Client's rights and remedies otherwise available at law.

XIX. Proprietary Information. Proprietary information, under this Agreement, shall include:

The product of all work performed under this Agreement ("Work Product"), including without limitation all notes, reports, documentation, drawings, computer programs, inventions, creations, works, devices, models, works-in-progress, and deliverables, will be the sole property of the Client, and Contractor hereby assigns to the Client all right, title, and interest therein, including, but not limited to, all audiovisual, literary, moral rights and other copyrights, patent rights, trade secret rights, and other proprietary rights therein. Contractor retains no right to use the Work Product and agrees not to challenge the validity of the Client's ownership in the Work Product;

Contractor hereby assigns to the Client all right, title, and interest in any and all photographic images and videos or audio recordings made by the Client during Contractor's work for them, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings; and

The Client will be entitled to use Contractor's name and/or likeness use in advertising and other materials.

XX. No Partnership. This Agreement does not create a partnership relationship between the Client and the Contractor. Unless otherwise directed, the Contractor shall have no authority to enter into contracts on Client's behalf or represent the Client in any manner.

XXI. Assignment and Delegation. The Contractor may assign rights and may delegate duties under this Agreement to other individuals or entities acting as a subcontractor ("Subcontractor"). The Contractor recognizes that they shall be liable for all work performed by the Subcontractor and shall hold the Client harmless of any liability in connection with their performed work.

The Contractor shall be responsible for any confidential or proprietary information that is shared with the Subcontractor in accordance with Sections XVIII & XIX of this Agreement. If any such information is shared by the Subcontractor to third (3rd) parties, the Contractor shall be made liable.

XXII. Additional Terms and Conditions. 1. Communication Protocol:

1.1 Vendors are expressly prohibited from engaging in direct communication with tenants. All communication must be conducted through the designated software or platform provided by JW Realty INC.

1.2 Vendors shall not disclose their contact information to tenants and must direct any tenant inquiries or concerns to the designated communication channel.

2. Professionalism and Fraternalization:

2.1 Vendors shall maintain a professional relationship with tenants and refrain from any form of fraternization. This includes but is not limited to socializing, exchanging personal contact information, or engaging in any activities with tenants that may compromise the professional nature of the vendor-tenant relationship.

3. Accuracy and Honesty:

3.1 Vendors are obligated to perform all work accurately and honestly, adhering to industry standards and specifications outlined in accepted work orders.

3.2 Misrepresentation or dishonesty in any aspect of the work, including reporting completion status or providing false information, is strictly prohibited.

4. Approval Process:

4.1 Prior to commencing any work, vendors must obtain written approval from JW Realty INC for both parts and labor. No work shall proceed without explicit written authorization.

4.2 JW Realty INC reserves the right to inspect and approve the quality and appropriateness of all materials and labor proposed by the vendor.

5. Liability:

5.1 JW Realty INC assumes no responsibility for any liability arising from the actions, errors, or omissions of the vendor.

5.2 Vendors are solely responsible for ensuring the quality and safety of their work, and they shall indemnify and hold JW Realty INC harmless from any claims, damages, or liabilities resulting from the vendor's performance under this agreement.

XXIII. Governing Law. This Agreement shall be governed under the laws in the State of North Carolina.

XXIV. Severability. This Agreement shall remain in effect in the event a section or provision is unenforceable or invalid. All remaining sections and provisions shall be deemed legally binding unless a court rules that any such provision or section is invalid or unenforceable, thus, limiting the effect of another provision or section. In such case, the affected provision or section shall be enforced as so limited.

XXV. Breach Waiver. Any waiver by the Client of a breach of any section of this Agreement by the Contractor shall not operate or be construed as a waiver of any subsequent breach by the Contractor.

XXVI. Entire Agreement. This Agreement, along with any attachments or addendums, represents the entire agreement between the parties. Therefore, this Agreement supersedes any prior agreements, promises, conditions, or understandings between the Client and Contractor.

Client's Signature _____ Date _____

Print Name _____

Contractor's Signature _____ Date _____

Print Name _____