

MINNESOTA INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement (“Agreement”) is made between Junk Thing, LLC with a principal place of business at 442 Oak Hill Rd, Chaska, MN 55318 (“Client”)

AND

You with a mailing address of provided in the online form (“Contractor”). The Client and Contractor shall be known collectively as the “Parties”.

WHEREAS this Agreement shall be made effective on the date provided on the online form provided by the (“Client”)

THE PARTIES AGREE AS FOLLOWS:

1. Services to Be Performed

Contractor agrees to perform the following services: **Identify 50 homes per calendar week that have a Green Bagster Bag in their yard, place a door hanger flyer (provided by the client) on the door of the home or other highly visible spot (no mailboxes), Mark the gps location via an iOS or Android app, and take a picture of the property with the door hanger and Bagster bag in the picture. No home may be delivered a door hanger within 14 days of an original door hanger placed by Contractor or any other contractor contracted with Client.** (“Services”)

2. Payment

In consideration for the Services to be performed by Contractor, Client agrees to pay Contractor in the following manner: **\$4 per door hanger delivered verified by gps location and photograph as noted under services to be performed. Any bonuses will be posted with amount, time limit, and terms via email or text.**

Contractor shall be paid within a **2 days after Contractor submits 50 GPS located homes and photograph(s)** to Client. The cut-off time is 8pm each day. The contractor will submit the 50 GPS located home and photographs via the GAIA app or similar app electronically or other means in accordance with this Agreement. **If at anytime the contract terminates without cause under the Agreement in accordance with Section 14, Contractor may submit all remaining GPS Located Homes and Photographs under 50 and will be paid \$4 per door hanger delivered.**

3. Expenses

✓ - Contractor shall be responsible for all expenses incurred while performing Services

under this Agreement. This includes automobile, truck, and other travel expenses; vehicle maintenance and repair costs; vehicle and other license fees and permits; insurance premiums; road, fuel, and other taxes; fines; radio, pager, and cell phone expenses; meals; and all salary, expenses, and other compensation paid to employees or contract personnel the Contractor hires to complete the work under this Agreement.

4. Vehicles and Equipment

Contractor will furnish all vehicles, equipment, tools, and materials used to provide the Services required by this Agreement. Client will not require Contractor to rent or purchase any equipment, product, or service as a condition of entering into this Agreement.

5. Independent Contractor Status

Contractor is an independent contractor, and neither Contractor nor Contractor's employees or contract personnel are, or shall be deemed, Client's employees. In its capacity as an independent contractor, Contractor agrees and represents, and Client agrees, as follows:

(check all that apply)

- ✓ - 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 quitting times, days of work, and order the work is performed.
- ✓ - Contractor has the right to hire assistants as subcontractors or to use employees to provide the Services required by this Agreement.
- ✓ - Neither Contractor nor Contractor's employees or contract personnel shall be required to wear any uniforms provided by Client.
- ✓ - The Services required by this Agreement shall be performed by Contractor, Contractor's employees, or contract personnel, and Client shall not hire, supervise, or pay any assistants to help Contractor.
- ✓ - Neither Contractor nor Contractor's employees or contract personnel shall receive any training from Client in the professional skills necessary to perform the Services required by this Agreement.

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

6. Business Licenses, Permits, and Certificates

Contractor represents and warrants that Contractor and Contractor's employees and contract personnel will comply with all federal, state, and local laws requiring drivers and other licenses, business permits, and certificates required to carry out the Services to be performed under this Agreement.

7. State and Federal Taxes

Client shall not: Withhold FICA (Social Security and Medicare taxes) from Contractor's payments or make FICA payments on Contractor's behalf; Make state or federal unemployment compensation contributions on Contractor's behalf; or Withhold state or federal income tax from Contractor's payments.

Contractor shall pay all taxes incurred while performing Services under this Agreement—including all applicable income taxes and, if Contractor is not a corporation, self-employment (Social Security) taxes. Upon demand, Contractor shall provide Client with proof that such payments have been made.

8. Fringe Benefits

Contractor understands that neither Contractor nor Contractor's employees or contract personnel are eligible to participate in any employee pension, health benefits, vacation pay, sick pay, or other fringe benefit plan of Client.

9. Unemployment Compensation

Client shall make no state or federal unemployment compensation payments on behalf of Contractor or Contractor's employees or contract personnel. Contractor will not be entitled to these benefits in connection with work or Services performed under this Agreement.

10. Workers' Compensation

Client shall not obtain workers' compensation insurance on behalf of Contractor or Contractor's employees. If Contractor hires employees to perform any work under this Agreement, Contractor will cover them with workers' compensation insurance to the extent required by law and provide Client with a certificate of workers' compensation insurance before the employees begin work.

11. Insurance

Client shall not provide insurance coverage of any kind for Contractor or Contractor's employees or contract personnel. Contractor shall obtain the following insurance coverage and maintain it during the entire term of this Agreement:

- ✓ - Automobile liability insurance for each vehicle used in the performance of this Agreement -- including owned, non-owned (for example, owned by Contractor's employees), leased, or hired vehicles -- in the minimum amount of required by Minnesota Law combined single limit per occurrence for bodily injury and property damage.

12. Indemnification

Contractor shall indemnify and hold Client harmless from any loss or liability arising from performing Services under this Agreement.

13. Term of Agreement

This agreement will become effective on the Effective Date after being signed by Contractor and confirm through email with the client and will continue on an ongoing open ended basis or the Client or Contractor terminates this Agreement in accordance with Section 14.

14. Terminating the Agreement

With reasonable cause, either Client or Contractor may terminate this Agreement, effective immediately upon giving written notice or emailed notice. Reasonable cause includes: A material violation of this Agreement; Any act exposing the other party to liability to others for personal injury or property damage; or Either party terminating this Agreement at any time by giving 2 days' written notice to the other party of the intent to terminate.

15. Exclusive Agreement

This is the entire Agreement between Contractor and Client.

16. Modifying the Agreement

This Agreement may be modified only in writing and signed by both parties.

17. Resolving Disputes (check one)

If a dispute arises under this Agreement, any party may take the matter to Minnesota state court, jurisdiction of the county of Carver.

18. Confidentiality

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

Proprietary or confidential information includes:

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; Information belonging to customers and suppliers of Client about whom Contractor gained knowledge as a result of Contractor's Services to Client; and Other (if any): _____

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

Contractor acknowledges that any breach or threatened breach of Section 18 of this Agreement will result in irreparable harm to Client for which damages would be an inadequate remedy. Therefore, Client shall be entitled to equitable relief, including an injunction, in the event of such breach or threatened breach of Section 18 of this Agreement. Such equitable relief shall be in addition to Client's rights and remedies otherwise available at law.

19. Proprietary Information.

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.

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

20. No Partnership

This Agreement does not create a partnership relationship. Contractor does not have authority to enter into contracts on Client's behalf.

21. Assignment and Delegation (check one)

Contractor may not assign or subcontract any rights or delegate any of its duties under this Agreement without Client's prior written approval.

22. Applicable Law

This Agreement shall be governed under the laws in the State of Minnesota, without giving effect to conflict of laws principles.

23. Attachments. (check one)

There are no additional attachments or addendums to this Agreement.

24. Signature Area

Client's Signature (Confirmed via Email) Date (Electronically Signed)

Contractor's Signature (Electronically Signed) Date (Electronically Signed)

