



## INDEPENDENT CONTRACTOR AGREEMENT

This independent contractor agreement (the “**Agreement**”) is made and entered into as of \_\_\_\_\_ (the “**Effective Date**”) between **Dakota Cat LLC** (the “**Company**”), a Nebraska Independent Catastrophe Adjusting Firm, and \_\_\_\_\_, an Independent Adjuster (the “**Contractor**”) (collectively, the “**Parties**”).

The Company requests the Contractor to perform services for it and may request the Contractor to perform other services in the future; and

The Parties therefore agree as follows:

### 1.0. **Term and Termination.**

1.1. This Agreement takes effect immediately as of the Effective Date, and remains in full force and effect for one year and will automatically renew in succession for a period of one year (the “**Term**”), unless earlier terminated under this Section 1.

1.2. Either Party may terminate this Agreement for cause by providing the other Party written notice if the other Party: (i) is in material breach of this Agreement and has failed to cure such breach within five (5) days after its receipt of written notice of such breach provided by the non-breaching Party; or (ii) engages in any unlawful business practice related to that Party's performance under the Agreement.

### 2.0. **Contractor Services.**

2.1. During the Term, the Company may engage the Contractor to provide the following services as needed (the “**Services**”), or other such services as mutually agreed upon in writing by the Parties (email is acceptable):

2.2. The Contractor shall provide the necessary equipment and tools including software to complete a satisfactory work product as set forth by the Company and/or its carrier clients in a timely and professional manner. It is also understood the Contractor possesses the necessary knowledge, skills, software, licenses, equipment and insurances to perform the services. The Contractor agrees they possess a valid driver's license and automotive liability insurance with minimum limits of \$100,000/\$300,000. It is also understood the Contractor shall be responsible for all expenses incurred performing the work for the Company including, but not limited to (i) travel costs (ii) lodging, (iii) food, (iv) software, and (v) supplies/tools necessary for the trade.

2.3. The Contractor acknowledges the Company cannot demand they work exclusively for the Company, however given the nature of the claims business the contractor agrees that while they have open claims with the company they must complete them in a timely manner as set forth by the Company. It is further understood that due to the time demand while on Catastrophe the Contractor agrees to work exclusively for Company while on temporary assignment.

2.4. The Contractor agrees to adhere to the following claims standards including but not limited to: (i) Maintain a professional attitude and wear acceptable business casual attire while performing duties for the Company, (ii) contact customers (insureds) within 24 hours of assignment, (iii) return completed claim packages within 10 days of assignment, (iv) Return all correspondence (calls, emails or any other communication) within 24 hours, (v) Correct rejected files within 48 hours of notice and (vi) follow standards/reporting procedures as may be set forth by the Company or Insurance Carrier.

2.5. As a result of providing the Services, the Contractor or Contractor Personnel may create certain work product (the "**Work Product**").

2.6. The Contractor shall notify the Company of any change(s) to the Contractor's schedule that could adversely affect the availability of the Contractor, whether known or unknown at the time of this Agreement, no later than seven days prior to such change(s). If the Contractor becomes aware of such change(s) within the seven day period, the Contractor shall promptly notify the Company of such change(s) within a reasonable amount of time.

2.7. The work performed by the Contractor shall be compensated at the following rate: 65% of the invoice total (excluding sales tax) submitted to the Insurance Carrier and/or Client. Payment for services on files closed, invoiced, and submitted to the carrier on or about the 1<sup>st</sup> and 15<sup>th</sup> of each month shall be paid on or about the 5<sup>th</sup> and 20<sup>th</sup> day of each month (we will process direct deposit shortly after the 1<sup>st</sup> and 15<sup>th</sup> of the month). It is understood that this payment is in good faith and as such any discrepancies, reduced payments, or other deductions may be adjusted on future payments. Additional deductions may include, but are not limited to (i) overpayment on invoices (ii) fees/charges to correct Contractor work product and/or supplements as a result of improper adjusting procedures such as known missed items, insufficient supporting documentation or other similar practices. It is also understood that the Company may, at their discretion, holdback 10% of the compensation for a period of no more than 90 days from the last day the Contractor submits their final claim to the Company for possible deductions.

2.8. The Company shall not be responsible for federal, state and local taxes derived from the Contractor's net income or for the withholding and/or payment of any federal, state and local income and other payroll taxes, workers' compensation, disability benefits or other legal requirements applicable to the Contractor.

### **3.0. Independent Contractor Status.**

3.1. The Parties intend that the Contractor and any Contractor Personnel be engaged as independent contractors of Company. Nothing contained in this Agreement will be construed to create the relationship of employer and employee, principal and agent, partnership or joint venture, or any other fiduciary relationship.

3.2. The Contractor may not act as agent for, or on behalf of, the Company or its clients, or to represent the Company, or bind the Company in any manner.

3.3. The Contractor will not be entitled to worker's compensation, retirement, insurance or other benefits afforded to employees of the Company.



#### 4.0. **Ownership.**

4.1. The Parties intend that, to the extent the Work Product or a portion of the Work Product qualifies as a "work made for hire," within the definition of Section 101 of the Copyright Act of the United States (17 U.S.C. § 101), it will be so deemed a work made for hire. If the Work Product or any portion of the Work Product does not qualify as work made for hire, and/or as otherwise necessary to ensure the Company's complete ownership of all rights, titles and interest in the Work Product, the Contractor shall transfer and assign to the Company all rights, titles and interests throughout the world in and to any and all Work Product. This transfer and assignment includes, but is not limited to, the right to publish, distribute, make derivative works of, edit, alter or otherwise use the Work Product in any way the Company sees fit.

5.0. **Representations.** Both Parties represent that they are fully authorized and empowered to enter into this Agreement, and that the performance of the obligations under this Agreement will not violate or infringe upon the rights of any third-party, or violate any agreement between the Parties and any other person, firm or organization or any law or governmental regulation.

6.0. **Indemnification.** The Contractor shall indemnify and hold harmless the Company, its affiliates, and its respective officers, directors, agents and employees from any and all claims, demands, losses, causes of action, damage, lawsuits, judgments, including attorneys' fees and costs, arising out of, or relating to, the Contractor's services under this Agreement.

#### 7.0. **Confidential Information.**

7.1 Each Party (on its behalf and on behalf of its subcontractors, employees or representatives, or agents of any kind) agrees to hold and treat all confidential information of the other Party, including, but not limited to, trade secrets, sales figures, employee and customer information and any other information that the receiving Party reasonably should know is confidential ("**Confidential Information**") as confidential and protect the Confidential Information with the same degree of care as each Party uses to protect its own Confidential Information of like nature.

7.2 Confidential Information does not include any information that (i) at the time of the disclosure or thereafter is lawfully obtained from publicly available sources generally known by the public (other than as a result of a disclosure by the receiving Party or its representatives); (ii) is available to the receiving Party on a non-confidential basis from a source that is not and was not bound by a confidentiality agreement with respect to the Confidential Information; or (iii) has been independently acquired or developed by the receiving Party without violating its obligations under this Agreement or under any federal or state law.

8.0. **Liability.** EXCEPT WITH RESPECT TO THE PARTIES' INDEMNIFICATION OBLIGATIONS, NEITHER PARTY SHALL BE LIABLE TO THE OTHER FOR ANY SPECIAL, INDIRECT, INCIDENTAL, PUNITIVE, OR CONSEQUENTIAL DAMAGES ARISING FROM OR RELATED TO THIS AGREEMENT, INCLUDING BODILY INJURY, DEATH, LOSS OF REVENUE, OR PROFITS OR OTHER BENEFITS, AND CLAIMS BY ANY THIRD PARTY, EVEN IF THE PARTIES HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. THE FOREGOING LIMITATION APPLIES TO ALL CAUSES OF ACTION IN THE AGGREGATE, INCLUDING WITHOUT LIMITATION TO



BREACH OF CONTRACT, BREACH OF WARRANTY, NEGLIGENCE, STRICT LIABILITY, AND OTHER TORTS.

**9.0. Disclaimer of Warranty.** THE WARRANTIES CONTAINED HEREIN ARE THE ONLY WARRANTIES MADE BY THE PARTIES HEREUNDER. EACH PARTY MAKES NO OTHER WARRANTY, WHETHER EXPRESS OR IMPLIED, AND EXPRESSLY EXCLUDES AND DISCLAIMS ALL OTHER WARRANTIES AND REPRESENTATIONS OF ANY KIND, INCLUDING ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT. THE COMPANY DOES NOT PROVIDE ANY WARRANTY THAT OPERATION OF ANY SERVICES HEREUNDER WILL BE UNINTERRUPTED OR ERROR-FREE.

#### **10.0 Miscellaneous Provisions.**

10.1. This Agreement, and any accompanying appendices, duplicates, or copies, constitutes the entire agreement between the Parties with respect to the subject matter of this Agreement, and supersedes all prior negotiations, agreements, representations, and understandings of any kind, whether written or oral, between the Parties, preceding the date of this Agreement.

10.2. This Agreement may be amended only by written agreement duly executed by an authorized representative of each party (email is acceptable).

10.3. If any provision or provisions of this Agreement shall be held unenforceable for any reason, then such provision shall be modified to reflect the parties' intention. All remaining provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

10.4. This Agreement shall not be assigned by either party without the express consent of the other party.

10.5. A failure or delay in exercising any right, power or privilege in respect of this Agreement will not be presumed to operate as a waiver, and a single or partial exercise of any right, power or privilege will not be presumed to preclude any subsequent or further exercise, of that right, power or privilege or the exercise of any other right, power or privilege.

10.6. This Agreement is be governed by and construed in accordance with the laws of the State of **Nebraska** without reference to any principles of conflicts of laws, which might cause the application of the laws of another state. Any action instituted by either party arising out of this Agreement will only be brought, tried and resolved in the applicable federal or state courts having jurisdiction in the State of **Nebraska**. EACH PARTY HEREBY CONSENTS TO THE EXCLUSIVE PERSONAL JURISDICTION AND VENUE OF THE COURTS, STATE AND FEDERAL, HAVING JURISDICTION IN THE STATE OF **NEBRASKA**.



The Parties are signing this Agreement on the date stated in the introductory clause.

[COMPANY NAME]

By: \_\_\_\_\_ (sign)

Name:

Title:

[CONTRACTOR/ADJUSTER NAME]

By: \_\_\_\_\_ (sign)

Name:

