

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement, made this _____ day of _____, between, Roofing Giant hereinafter referred to as "Company", located at 2730 N. Stemmons Freeway, Suit 415, Dallas, TX 75207 and _____ hereinafter referred to as "Independent Contractor", collectively referred to as the "Parties".

RECITALS

Independent Contractor is engaged in providing sales services for the Company located at 2730 N. Stemmons Freeway, Suit 415, Dallas, TX 75207, Employer Tax I.D. Number 45-4700348. Independent Contractor represents that he or she has complied with all Federal, State, and local laws regarding business permits, sales permits, licenses, reporting requirements, tax withholding requirements, and other legal requirements of any kind that may be required to carry out said business and the Scope of Work which is to be performed as an Independent Contractor pursuant to this Agreement. Independent Contractor holds himself or herself out to the public to be a separate business entity.

Company desires to engage and contract for the services of the Independent Contractor to perform certain tasks as set forth below. Independent Contractor desires to enter into this Agreement and perform as an independent contractor for the company and is willing to do so on the terms and conditions set forth below.

Performing all desired by homeowner construction and remodeling services to be referred to in this Agreement as the Project.

NOW, THEREFORE, in consideration of the above recitals and the mutual promises and conditions contained in this Agreement, the Parties agree as follows:

STATUS OF INDEPENDENT CONTRACTOR

1. This Agreement does not constitute a hiring by either party. It is the parties intention that Independent Contractor shall have an independent contractor status and not be an employee for any purposes, including, but not limited to, the application of the Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, the State Revenue and Taxation Code relating to income tax withholding at the source of income, the Workers' Compensation Insurance Code 401(k) and other benefit payments and third party liability claims. Independent Contractor shall retain sole and absolute discretion in the manner and means of carrying out their activities and responsibilities under this Agreement. This Agreement shall not be considered or construed to be a partnership or joint venture, and the Company shall not be liable for any obligations incurred by Independent Contractor unless specifically authorized in writing. Independent Contractor shall not act as an agent of the Company, ostensibly or otherwise, nor bind the Company in any manner, unless specifically authorized to do so in writing.

TASKS, DUTIES, AND SCOPE OF WORK

2. Independent Contractor agrees to devote as much time, attention, and energy as necessary to

complete or achieve the following: Perform canvassing and roof inspections, meet with adjusters, close the sale, deliver all the signed contracts, forms, bank checks, other forms and customer information to the Company, perform quality control of the project and provide excellent customer experience to the customers.

1. Meeting a Homeowner
2. Roof Inspection
3. Create an estimate if needed and deliver it to homeowner
4. Sign the contract
5. Submit an insurance claim
6. Meet with the adjuster for inspection
7. Receive an Adjuster report and first payment (first insurance check or 50% of the job payment)
8. Submit a Project Package to management (Job Submittal Checklist, Adjuster Report, First Check)
 - Place the material order
 - Notify homeowner
9. Be present on the job site on the project day . Make sure subs have everything and perform according to the standards.
10. Submit final invoice when the job is completed (only with the managers approval of the invoice)
11. Final Quality control. Should be done within 24 hours after the completion of the job
 - Customer satisfaction form filled out and signed by the homeowner
 - Thank You Package delivered
 - Video Testimonial recorded
 - Final payment collected
 - Pictures taken

The above to be referred to in this Agreement as the “Scope of Work”. It is expected that the Scope of Work will be completed on time within Standard Operation Procedures of the Company.

3. Independent Contractor shall additionally perform any and all tasks and duties associated with the Scope of Work set forth above, including but not limited to, work already being performed or related change orders. Independent Contractor shall not be entitled to engage in any activities that are not expressly set forth by this Agreement.

4. The books and records related to the Scope of Work set forth in this Agreement shall be maintained by the Independent Contractor at the Independent Contractor’s principal place of business and open to inspection by Company during regular working hours. Documents to which Company will be entitled to inspect include, but are not limited to, any and all contract documents, change orders/purchase orders and work authorized by Independent Contractor or Company on existing or potential projects related to this Agreement.

5. Independent Contractor shall be responsible to the management and directors of Company, but

Independent Contractor will not be required to follow or establish a regular or daily work schedule, Independent Contractor shall supply all necessary equipment, materials and supplies. Independent Contractor will not rely on the equipment or offices of Company for completion of tasks and duties set forth pursuant to this Agreement. Any advice given to Independent Contractor regarding the Scope of Work shall be considered a suggestion only, not an instruction. Company retains the right to inspect, stop, or alter the work of Independent Contractor to assure its conformity with this Agreement.

COMPENSATION

6. Independent Contractor shall be entitled to compensation for performing those tasks and duties related to the Scope of Work as follows: Independent Contractor receives commission according to the Sales Level, which will be 40%, 50% or 60% of the profit from each Project that was performed by the Company in which Independent Contractor participated and completed the required work as a sales representative and successfully performed all the tasks described in the "Scope of Work".

7. Such compensation shall become due and payable to Independent Contractor upon completion, receiving and processing of full payment of each Project. The compensation shall be paid according to the following schedule: 100% payment in two weeks or less after the completion of the Project.

Independent Contractor is entitled to participate annually in the Company Profit Share Plan. 20% of the profit of the Company shall be divided among Independent Contractors and entitled employees of the company up to 2.5% per Independent Contractor. To participate in the Company Profit Share the following conditions should be met:

- Annual compensation of the Independent Contractor reaches \$60,000.00 (sixty thousand dollars) not including amount from the Company Profit Share.
- Company's profit reaches \$250,000.00 (two hundred and fifty thousand dollars) for 2012. (Revised annually)
- Independent Contractor follows this Agreement, works with the Company and is in a good standing with the Company. In case of the ending of this Agreement by any party for any reason, Independent Contractor does not participate (or stops to participate) in Company Profit Share and does not receive any compensation from the Company for the previous period. Company Profit Share is distributed in the following way: 20% within first month after the year- end and the remaining 80% is paid monthly (8% of the Company Profit Share every month) starting with the second month of the year.

NOTICE CONCERNING WITHHOLDING OF TAXES

8. Independent Contractor recognizes and understands that it will receive an IRS 1099 statement and related tax statements, and will be required to file corporate and/or individual tax returns and to pay taxes in accordance with all provisions of applicable Federal and State law. Independent Contractor hereby promises and agrees to indemnify the Company for any damages or expenses,

including attorney's fees, and legal expenses, incurred by the Company as a result of independent contractor's failure to make such required payments.

AGREEMENT TO WAIVE RIGHTS TO BENEFITS 9.

Independent Contractor hereby waives and foregoes the right to receive any benefits given by Company to its regular employees, including, but not limited to, health benefits, vacation and sick leave benefits, profit sharing plans (if not mentioned differently), such as 401(k) plans. This waiver is applicable to all non-salary benefits that might otherwise be found to accrue to the

Independent Contractor by virtue of their services to Company, and is effective for the entire duration of Independent Contractor's agreement with Company. This waiver is effective independently of Independent Contractor's employment status as adjudged for taxation purposes or for any other purpose.

TERMINATION

10. Either party giving 10 days written notice may terminate this Agreement prior to the completion or achievement of the Scope of Work. Such termination shall not prejudice any other remedy to which the terminating party may be entitled, either by law, in equity, or under this Agreement.

NON-DISCLOSURE OF TRADE SECRETS, CUSTOMER LISTS AND OTHER PROPRIETARY INFORMATION

11. Independent Contractor agrees not to disclose or communicate, in any manner, either during or after Independent Contractor's agreement with Company, proprietary information about Company, its operations, clientele, or any other proprietary information, that relate to the business of Company including, but not limited to, the names of its customers, its marketing strategies, operations, or any other information of any kind which would be deemed confidential, a trade secret, a customer list, or other form of proprietary information of Company. Independent Contractor acknowledges that the above information is material and confidential and that it affects the profitability of Company. Independent Contractor understands that any breach of this provision, or that of any other Confidentiality and Non-Disclosure Agreement, is a material breach of this Agreement. To the extent Independent Contractor feels they need to disclose confidential information, they may do so only after obtaining written authorization from Chief Executive Officer of the Company.

NON-SOLICITATION COVENANT

12. Independent Contractors shall not, during the Agreement and for a period of two years immediately following termination of this Agreement, either directly or indirectly, call on, solicit, or take away, or attempt to call on, solicit, or take away, any of the customers or clients of the Company on whom Independent Contractor called or became acquainted with during the terms of this Agreement, either for their own benefit, or for the benefit of any other person, firm, corporation or organization. If Independent Contractor receives the phone call from the customer or client, he/she has to disclose to the customer or client that he/she does not work with the

Company anymore.

NON-RECRUIT COVENANT

13. Independent Contractor shall not, during this Agreement and for a period of two years immediately following termination of this agreement, either directly or indirectly, recruit any of Company's employees for the purpose of any outside business.

NON-COMPETE AGREEMENT

14. Independent Contractor agrees not to make use of research done in the course of work done for the Company while employed by a competitor. Independent Contractor agrees not to set up in business or start any other enterprise as a direct competitor of the Company within a radius of 300 miles from Dallas, TX for a period of two years following the expiration or termination of this agreement.

Independent Contractor agrees to pay liquidated damages of \$200,000.00 if any violation of this paragraph is proved or admitted.

RETURN OF PROPERTY

15. On termination of this Agreement, or whenever requested by the parties, each party shall immediately deliver to the other party all property in its possession, or under its care and control, belonging to the other party to them, including but not limited to, proprietary information, customer lists, trade secrets, intellectual property, computers, equipment, tools, documents, plans, recordings, software, and all related records or accounting ledgers.

EXPENSE ACCOUNTS

16. Independent Contractor and the Company agree to maintain separate accounts in regards to all expenses related to performing the Scope of Work. Independent Contractor is solely responsible for payment of expenses incurred pursuant to this Agreement unless provided otherwise in writing by the officer of the Company. Independent Contractor agrees to execute and deliver any agreements and documents prepared by Company and to do all other lawful acts required to establish document and protect such rights.

WORKS FOR HIRE

17. Independent Contractor agrees that the Scope of Work, all tasks, duties, results, inventions and intellectual property developed or performed pursuant to this Agreement are considered "works for hire" and that the results of said work is by virtue of this Agreement assigned to the Company and shall be the sole property of Company for all purposes, including, but not limited to, copyright, trademark, service mark, patent, and trade secret laws.

LEGAL COMPLIANCE

18. Independent Contractor is encouraged to treat all company employees, customers, clients, business partners and other affiliates with respect and responsibility. Independent Contractor is

required to comply with all laws, ethical codes and company policies, procedures, rules or regulations, including those forbidding sexual harassment, discrimination, and unfair business practices. Independent contractor grants the company permission to do ant background checks, that my include jobs, history, legal violations, etc.

LICENSING, WORKERS' COMPENSATION AND GENERAL LIABILITY INSURANCE

19. Independent Contractor agrees to immediately supply the Company with proof of any licensing status required to perform the Scope of Work pursuant to this Agreement, Workers' Compensation Coverage where required by law and General Liability Insurance, upon request of the Company.

PERSONS HIRED BY INDEPENDENT CONTRACTOR

20. All persons hired by Independent Contractor to assist in performing the tasks and duties necessary to complete the Scope of Work shall be the employees of Independent Contractor unless specifically indicated otherwise in an agreement signed by all parties. Independent Contractor shall immediately provide proof of Workers' Compensation insurance and General Liability insurance covering said employees, upon request of the Company.

NOTICES

21. Any notice to be given hereunder by any party to the other may be affected either by personal delivery in writing, or by mail, registered or certified, postage pre-paid with return receipt requested. Mailed notices shall be addressed to the parties at the addresses appearing in the introductory paragraphs of this Agreement, but each party may change their address by written notice in accordance with this paragraph. Notices delivered personally shall be deemed communicated as of actual receipt; mailed notices shall be deemed communicated as of five (5) days after mailing. Independent Contractor agrees to keep Company current as to their business and mailing addresses, as well as telephone, facsimile, e-mail and pager numbers.

ATTORNEY'S FEES AND COSTS

22. If any action at law or in equity is necessary to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs and necessary disbursements incurred either before or after judgment in addition to any other relief to which such party may be entitled.

MEDIATION AND ARBITRATION

23. Any controversy between the parties to this Agreement involving the construction or application of any of the terms, provisions, or conditions of this Agreement, shall on written request of either party served on the other, be submitted first to mediation and then if still unresolved to binding arbitration. Said mediation or binding arbitration shall comply with and be governed by the provisions of the American Arbitration Association for Commercial Disputes unless the Parties stipulate otherwise. The attorneys' fees and costs of arbitration shall be borne by the losing party, as set forth in paragraph 22 above, unless the Parties stipulate otherwise, or in such proportions, as the arbitrator shall decide.

INDEMNIFICATION

24. Independent Contractor shall defend, indemnify, hold harmless, and insure Company from any and all damages expenses or liability resulting from or arising out of, any negligence or misconduct on Independent Contractor's part, or from any breach or default of this Agreement that is caused or occasioned by the acts of Independent Contractor. Independent Contractor shall insure that its employees and affiliates take all actions necessary to comply with the terms and conditions set forth in this Agreement. Independent Contractor shall name Company as an additional insured on all related insurance policies including workers compensation, and general liability.

CONTAINMENT OF ENTIRE AGREEMENT

25. This Agreement is an independent document and supersedes any and all other Agreements, either oral or in writing, between the parties hereto, except for any separately signed Confidentiality, Trade Secret, Non-Compete or Non-Disclosure Agreements to the extent that these terms are not in conflict with those set forth herein.

REPRESENTATION

26. Each party of this Agreement acknowledges that no representations, inducements, promises or agreements, orally or otherwise, have been made by any party hereto, or anyone acting on behalf of any party hereto, which are not embodied herein, and that no other agreement, statement or promise not contained in this Agreement shall be valid or binding. Any modification of this Agreement shall be effective only if it is in writing, signed and dated by all parties hereto.

PARTIAL INVALIDITY

If any provision of this Agreement is held by a Court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force and effect without being impaired or invalidated in any way.

GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by, and construed under, the laws of the State of Texas. Executed this _____ day of _____, _____.

Independent Contractor's Signature _____ Date _____

Independent Contractor's Name Printed _____

Company Representative _____ Date _____