

Independent Contractor Agreement

1. Scope of Work

The Contractor agrees to perform services for the Company including, but not limited to:

- Christmas light installation and removal
- Outdoor décor setup
- Light maintenance
- Related property services as assigned

The Contractor will perform all services in a professional and safe manner, using appropriate tools, ladders, and safety gear.

2. Independent Contractor Status

The Contractor is an independent contractor and not an employee of the Company.

- Contractor shall control the manner and means of performing the work.
- Contractor shall supply their own tools, vehicles, ladders, and safety equipment.
- Contractor is solely responsible for payment of all federal, state, and local taxes.
- Contractor will receive an IRS Form 1099-NEC for annual earnings exceeding \$600.

3. Compensation

The Company shall pay the Contractor a flat rate per job, determined before each assignment.

Example:

For a \$1,500 customer installation, the Contractor shall receive \$600 upon verified completion.

Payment will be made within 3–5 business days after completed and approved work.

The Contractor must submit photos or confirmation of job completion to receive payment.

4. Insurance and Liability

Contractor must maintain general liability insurance and, if required, workers' compensation coverage.

Contractor assumes full responsibility for any injury, property damage, or loss caused by their actions.

Contractor agrees to indemnify and hold harmless R.A.G. Group Services LLC from any claims arising from the work performed.

5. Term and Termination

This Agreement is effective from the date signed and remains in effect until either party terminates it with written notice.

Either party may terminate the Agreement at any time, with or without cause, provided that payment for completed work is made.

6. Confidentiality & Non-Solicitation

The Contractor agrees not to directly solicit or perform services for the Company's customers outside of assignments given by the Company.

7. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California.

8. Signatures

IN WITNESS WHEREOF, the parties have executed this Agreement:

Company:

Signature: _____

Name: _____

Title: _____

Date: _____

Contractor:

Signature: _____

Name: _____

Business Name: _____

Date: _____

Recommended Attachments:

- Copy of Contractor's driver's license or business license
- Proof of insurance (if available)
- IRS Form W-9 (for 1099 reporting)
- Job assignment sheet (description, date, rate)