

Independent Contractor Responsibility Statement & Agreement

1. Independent Contractor Status

- All individuals providing services through *An Extra Hand* are **independent contractors**, not employees, agents, or representatives of the Company.
- Contractors are solely responsible for their own actions, tools, vehicles, equipment, materials, taxes, and financial responsibilities while performing any job obtained through the Company.

2. Liability for Loss, Theft, or Damage

At *An Extra Hand*, honesty, trust, and accountability are essential. To protect our clients, our company, and our contractors, the following applies:

Responsibility for Client Property

- Contractors must respect and protect all client property while on a job.
- If a client reports an item as missing or damaged and provides reasonable proof (such as photos or documentation), the contractor may be held financially liable.

Financial Liability & Offsets

- The value of the missing or damaged item may be offset against the contractor's earnings.
- If the cost exceeds the contractor's earnings, the contractor agrees to repay the remaining balance directly to the Company.

Failure to Reimburse

- If the contractor does not repay as required, *An Extra Hand* will reimburse the client directly.
- In such cases, the Company will:
 1. Report the incident to law enforcement, and
 2. Immediately terminate the contractor's agreement.

No Exceptions Policy

- Theft, dishonesty, or refusal to cooperate will not be tolerated.
- Any incident of theft, dishonesty, or property damage may result in permanent removal from our platform and possible legal action.

3. Company's Role

- The Company serves only as a connection platform between clients and independent contractors.
- The Company is **not liable** for contractor actions, omissions, negligence, or damages.

4. Insurance

- Contractors are strongly encouraged to maintain general liability insurance for their services.
- Contractors are solely responsible for their own vehicle, health, and any other applicable insurance coverage.

5. Conduct & Compliance

Contractors agree to:

- Perform work professionally, legally, and ethically.
- Comply with all laws, safety requirements, and client-specific instructions.
- Avoid conduct that could damage the Company's reputation.

6. Payment

- Payment terms will be as outlined in individual job agreements.
- Contractors acknowledge they are not entitled to employee wages, benefits, workers' compensation, or unemployment insurance.

7. Term & Termination

- This Agreement remains in effect until either party provides written notice.
- The Company may terminate this Agreement immediately for theft, breach of contract, unethical conduct, or failure to comply with responsibilities outlined herein.

Acknowledgment & Agreement

By signing below, the contractor affirms that they:

- Have read, understood, and agreed to this policy and Agreement.
- Understand they are classified as an **independent contractor** and not an employee of *An Extra Hand*.
- Accept full responsibility for their conduct, financial obligations, and legal compliance while performing services.

Independent Contractor Signature:

Date:

Company Representative Signature: Rana Adamchick Date: 8/18/2025