

Independent Contractor Agreement

This Agreement is made between Union Little League, located at 5680 Camden Ave. San Jose, CA 95118 ("Client") and _____ ("Contractor").

1. Services to Be Performed

Contractor agrees to perform the following services [Check one or multiple]:

- Facilities upkeep / Lawn maintenance
- Snack shack services
- Umpire

2. Payment

In consideration for the services to be performed by Contractor, Client agrees to pay Contractor at the following rates: \$25.00-\$35.00 per game depending on assignment.

3. Equipment

Contractor will furnish necessary equipment (such as a protective cup and cleats) 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.

4. Independent Contractor Status

Contractor is an independent contractor, and Contractor shall not be deemed to be Client's employee. In capacity as an independent contractor, Contractor agrees and represents, and Client agrees, as follows:

- 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.
- Client will not require Contractor to devote full time to the performance of the services required by this Agreement.

5. State and Federal Taxes

Client will 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.

6. Workers' Compensation

Client shall not obtain workers' compensation insurance on behalf of Contractor.

7. Term of Agreement

This agreement will become effective when signed by both parties and will terminate on December 31, 2026, unless terminated earlier in accordance with Section 8 of this Agreement.

8. Terminating the Agreement

Either party may terminate this Agreement at any time by giving seven days' written notice to the other party of the intent to terminate.

9. Exclusive Agreement

This is the entire Agreement between Contractor and Client.

10. Modifying the Agreement

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

11. Applicable Law

This Agreement will be governed by California law, without giving effect to conflict of laws principles.

Signatures

Client: _____

Printed Name

Signature

Date

Contractor: _____

Printed Name

Signature

Date

Contractor's Parent or Legal Guardian in case of a minor:

Printed Name

Signature

Date