

INDEPENDENT CONTRACTOR AGREEMENT

TechyOptions, LLC

This Independent Contractor Agreement ("Agreement") is entered into as of _____, 20____ (the "Effective Date"), by and between:

TechyOptions, LLC ("Company")

and

Name / Business Name: _____ ("Contractor")

1. Services

Contractor shall provide sales, marketing, referral, and related services for telecommunications, internet, mobility, security, and other services offered by Company (the "Services"). Contractor shall perform the Services in a professional manner consistent with industry standards.

2. Independent Contractor Status

Contractor is and shall remain an independent contractor. Nothing in this Agreement shall be construed as creating an employer-employee, partnership, or joint venture relationship. Contractor is solely responsible for:

- All taxes, including self-employment, income, and any applicable local taxes;
- Obtaining and maintaining any required licenses, permits, or insurance;
- All expenses incurred in performing the Services unless otherwise agreed in writing.

3. Compensation

Contractor shall be compensated according to the then-current TechyOptions Commission Schedule, which is provided separately and incorporated by reference into this Agreement.

The Commission Schedule is subject to change by Company with reasonable notice. The version of the Commission Schedule in effect at the time of a qualified activation shall control the compensation for that activation.

Commissions are earned on qualified activations after the install is complete. Company reserves the right to recover commissions on chargebacks, cancellations, or fraudulent activity.

4. Payment Terms

Commissions are paid weekly after the install is complete. Sales installed by Friday are paid the following Friday in most cases. Contractor must provide a completed W-9 and accurate payment information (direct deposit preferred).

5. Non-Solicitation

During the term of this Agreement and for twelve (12) months thereafter, Contractor shall not knowingly solicit or encourage any customer of Company whose account was originated or serviced by Contractor to transfer service away from Company or its providers, except as required by law.

6. Confidentiality

Contractor agrees to be bound by the terms of the Mutual Non-Disclosure Agreement executed between the Parties, which is incorporated herein by reference.

7. Term and Termination

This Agreement begins on the Effective Date and continues until terminated by either Party. Either Party may terminate this Agreement at any time, with or without cause, by providing written notice. Upon termination:

- Contractor shall immediately cease representing Company;
- Company shall pay any earned and unpaid commissions;
- Sections regarding confidentiality, non-solicitation, and compensation recovery shall survive.

8. Compliance

Contractor shall comply with all applicable laws, regulations, and the policies and codes of conduct of Company and its upstream providers. Contractor shall not engage in any deceptive, misleading, or fraudulent sales practices.

9. Indemnification

Contractor shall indemnify, defend, and hold harmless Company and its officers, directors, and agents from any claims, damages, losses, or expenses arising out of Contractor's performance of the Services, negligence, or breach of this Agreement.

10. Governing Law

This Agreement shall be governed by the laws of the State of Nevada. Disputes shall be resolved in the state or federal courts located in Clark County, Nevada.

11. Entire Agreement

This Agreement, together with the then-current Commission Schedule and any NDA, constitutes the entire agreement between the Parties and supersedes all prior agreements. It may only be amended in writing signed by both Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the Effective Date.

TECHYOPTIONS, LLC

Signature: _____

Name: _____

Title: _____

Date: _____

CONTRACTOR

Signature: _____

Name: _____

Business Name (if any): _____

Address: _____

Phone / Email: _____

Date: _____