



EMPLOYMENT CONTRACT This Agreement (the "Agreement") is made and entered into on 09/7/2023 by and between: Wildwood Small Engine Repair LLC (the "Employer"), with its principal place of business at 3514 SE 4th Place, Cape Coral, Florida 33904 and Collyn Tumbleson (the "Employee"), with a mailing address at 8402 Lavern Rd Pleasant Valley, MO 64068

1. Services: The Employee shall offer mobile small engine repair services (the "Services") for the Employer as a technician on a 1099 basis. The Employee is responsible for supplying their own tools, equipment, and transportation. All fuel and transportation costs associated with providing the Services will be borne by the Employee.

2. Compensation and Bonuses:

a. Standard Compensation: The Employee shall receive a 25% commission on all revenue generated from the Services rendered by the Employee to the Employer's customers, payable weekly.

b. Bonus for Reception Duties: If the Employee manages all calls independently and doesn't need the assistance of a receptionist, an additional 5% commission will be applied, totalling 30% commission for those transactions.

c. Managerial Role Compensation: Upon promotion to a manager/receptionist role overseeing other locations, the Employee will be entitled to a 10% commission on the entire transaction revenue from those locations.

d. Review-based Adjustments: A deduction of 0.5% will be made from the Employee's commission for each negative review attributed to their negligence or unprofessionalism. For every positive review directly credited to the Employee's service, a \$25 bonus will be awarded.

3. Potential for Promotion: Based on performance and the Employer's discretion, the Employee may be promoted to a managerial or receptionist role as the company expands to other locations.

4. Term: The Agreement commences on 09/7/2023 and remains in effect until either party terminates it with written notice.

5. Termination: Termination can be initiated by either party with written notice. Following termination, the Employee must promptly return any Employer-owned parts, tools, equipment, and materials.

6. Confidentiality: All trade secrets and proprietary information of the Employer must be kept confidential by the Employee, with no disclosure to third parties unless written consent is given by the Employer.

7. Non-Compete: For three years post-termination of this Agreement, the Employee agrees not to engage, directly or indirectly, in any business within Missouri that rivals the Services provided by the Employer.

8. Independent Contractor: The Employee is considered an independent contractor, not an employee of the Employer for tax purposes or any other reason.

9. Governing Law: This Agreement adheres to and will be interpreted under the laws of the State of Missouri , disregarding any conflict of law provisions.

10. Entire Agreement: This document represents the full agreement between the parties, superseding any previous agreements or understandings related to the subject matter, whether written or verbal.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

EMPLOYER: Wildwood Small Engine Repair LLC By: _____ Date: _____