



INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is entered into as of the _____ day of _____, 2012, between Dealer Dialer LLC ("the Company") and _____ ("the Contractor").

- 1. Independent Contractor.** Subject to the terms and conditions of this Agreement, the Company hereby engages the Contractor as an independent contractor to perform the services set forth herein, and the Contractor hereby accepts such engagement.
- 2. Duties and Compensation.** The Contractor's duties, term of engagement, compensation and provisions for payment thereof shall be as set forth in the estimate previously provided to the Company by the Contractor and which is attached as Exhibit A, which may be amended in writing from time to time, or supplemented with subsequent estimates for services to be rendered by the Contractor and agreed to by the Company, and which collectively are hereby incorporated by reference.
- 3. Recording Calls.** The Company records all calls, both inbound and outbound for monitoring and training purposes. By signing this document, the Contractor acknowledges and agrees that they are giving written consent to have all of their calls recorded.
- 4. Inventions.** Any and all inventions, discoveries, developments and innovations conceived by the Contractor during this engagement relative to the duties under this Agreement shall be the exclusive property of the Company; and the Contractor hereby assigns all right, title, and interest in the same to the Company. Any and all inventions, discoveries, developments and innovations conceived by the Contractor prior to the term of this Agreement and utilized by [him or her] in rendering duties to the Company are hereby licensed to the Company for use in its operations and for an infinite duration. This license is non-exclusive, and may be assigned without the Contractor's prior written approval by the Company to a wholly-owned subsidiary of the Company.
- 5. Confidentiality.** The Contractor acknowledges that during the engagement he will have access to and become acquainted with various trade secrets, inventions, innovations, processes, information, records and confidential consumer information owned or licensed by the Company and/or used by the Company in connection with the operation of its business including, without limitation, the Company's business and product processes, methods, customer lists, accounts and procedures. **The Contractor agrees that he will not disclose any of the aforesaid, directly or indirectly, or use any of them in any manner, either during the term of this Agreement or at any time thereafter, except as required in the course of this engagement with the Company.** All files, records, documents, blueprints, specifications, information, letters, notes, media lists, original artwork/creative, notebooks, and similar items relating to the business of the Company, whether prepared by the Contractor or otherwise coming into his possession, shall remain the exclusive property of the Company. The Contractor shall not retain any copies of the foregoing without the Company's prior written permission. Upon the expiration or earlier termination of this Agreement, or whenever requested by the Company, the Contractor shall immediately deliver to the Company all such files, records, documents, specifications, information, and other items in his possession or under his control. The Contractor further agrees that he will not disclose his retention as an independent contractor or the terms of this Agreement to any person without the prior written consent of the Company and shall at all times preserve the confidential nature of his relationship to the Company and of the services hereunder.
- 6. Conflicts of Interest;** The Contractor represents that he is free to enter into this agreement and that this engagement does not violate the terms of any agreement between the Contractor and any third party. Further, the Contractor, in rendering his duties shall not utilize any invention, discovery, development, improvement, innovation, or trade secret in which he does not have a proprietary interest. During the term of this agreement, the Contractor shall devote as much of his productive time, energy and abilities to the performance of his duties hereunder as is necessary to perform the required

duties in a timely and productive manner. The Contractor is expressly free to perform services for other parties while performing services for the Company.

7. Non-Solicitation

A.) **Employees/Contractors.** For a period of six months following any termination, the Contractor shall not, directly or indirectly hire, solicit, or encourage to leave the Company's employment, any employee, consultant, or contractor of the Company or hire any such employee, consultant, or contractor who has left the Company's employment or contractual engagement within one year of such employment or engagement.

B.) **Affiliates.** Contractor shall not knowingly solicit the Company's affiliates for any reason whatsoever.

8. **Right to Injunction.** The parties hereto acknowledge that the services to be rendered by the Contractor under this Agreement and the rights and privileges granted to the Company under the Agreement are of a special, unique, unusual, and extraordinary character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated by damages in any action at law, and the breach by the Contractor of any of the provisions of this Agreement will cause the Company irreparable injury and damage. The Contractor expressly agrees that the Company shall be entitled to injunctive and other equitable relief in the event of, or to prevent, a breach of any provision of this Agreement by the Contractor. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies that the Company may have for damages or otherwise. The various rights and remedies of the Company under this Agreement or otherwise shall be construed to be cumulative, and no one of them shall be exclusive of any other or of any right or remedy allowed by law.

9. **Merger.** This Agreement shall not be terminated by the merger or consolidation of the Company into or with any other entity.

10. **Termination.** The Company may terminate this Agreement at any time by 5 working days' written notice to the Contractor. In addition, if the Contractor is convicted of any crime or offense, fails or refuses to comply with the written policies or reasonable directive of the Company, is guilty of serious misconduct in connection with performance hereunder, or materially breaches provisions of this Agreement, the Company at any time may terminate the engagement of the Contractor immediately and without prior written notice to the Contractor. The contractor will only be paid on commissions earned prior to his or her termination date and will be paid in accordance with the compensation plan in Exhibit A. All phoning software must be deleted off of the contractor's computer within three business days of the termination date. If contractor does not delete all phoning software the contractor will be charged \$100 for the phoning software.

11. **Independent Contractor.** This Agreement shall not render the Contractor an employee, partner, agent of, or joint venturer with the Company for any purpose. The Contractor is and will remain an independent contractor in [his or her] relationship to the Company. The Company shall not be responsible for withholding taxes with respect to the Contractor's compensation hereunder. The Contractor shall have no claim against the Company hereunder or otherwise for vacation pay, sick leave, retirement benefits, social security, worker's compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind.

12. **Successors and Assigns.** All of the provisions of this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, if any, successors, and assigns.

13. **Choice of Law.** The laws of the state of Arizona shall govern the validity of this Agreement, the construction of its terms and the interpretation of the rights and duties of the parties hereto.

14. **Arbitration.** Any controversies arising out of the terms of this Agreement or its interpretation shall be settled in Arizona in accordance with the rules of the American Arbitration Association, and the judgment upon award may be entered in any court having jurisdiction thereof.

15. **Headings.** Section headings are not to be considered a part of this Agreement and are not intended to be a full and accurate description of the contents hereof.

16. **Waiver.** Waiver by one party hereto of breach of any provision of this Agreement by the other shall not operate or be construed as a continuing waiver.

17. **Assignment.** The Contractor shall not assign any of his rights under this Agreement, or delegate the performance of any of his duties hereunder, without the prior written consent of the Company.

18. **Notices.** Any and all notices, demands, or other communications required or desired to be given hereunder by any party shall be in writing and shall be validly given or made to another party if personally served, or if deposited in the United States mail, certified or registered, postage prepaid, return receipt requested. If such notice or demand is served personally, notice shall be deemed constructively made at the time of such personal service. If such notice, demand or other communication is given by mail, such notice shall be conclusively deemed given five days after deposit thereof in the United States mail addressed to the party to whom such notice, demand or other communication is to be given as follows:

If to the Contractor:

Name:
Street Address:
City, State, Zip

If to the Company:
Dealer Dialer LLC
4848 East Cactus Rd. Suite 505
Scottsdale, AZ 85254

Any party hereto may change its address for purposes of this paragraph by written notice given in the manner provided above.

18. **Modification or Amendment.** No amendment, change or modification of this Agreement shall be valid unless in writing signed by the parties hereto.

19. **Entire Understanding.** This document and any exhibit attached constitute the entire understanding and agreement of the parties, and any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect.

20. **Unenforceability of Provisions.** If any provision of this Agreement, or any portion thereof, is held to be invalid and unenforceable, then the remainder of this Agreement shall nevertheless remain in full force and effect.

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above. The parties hereto agree that facsimile signatures shall be as effective as if originals.

Dealer Dialer LLC

By: _____

Its: _____

Date: _____

Contractor's Name

By: _____ Date: _____

Exhibit A

AUTO AGENT DUTIES and COMPENSATION

DUTIES: The Contractor will make outbound phone calls to Internet consumers who have previously filled out an application for an auto loan on one of our affiliate’s websites. Once contact is made, the Contractor will gather some pertinent survey data regarding the consumer’s experience during the vehicle purchase process. After the survey data is collected, the contractor will utilize this information to determine what additional products may make sense for the consumer. Once interest is determined, depending on the product, the contractor will **live transfer** the consumer to one of our affiliate partners **and/or send an email link** to the consumer to complete a quote form for the product online.

COMPENSATION: Contractors sales performance will be calculated, ranked and split into quintiles at the end of each pay period. Ranking will be determined by dividing the number of sold products by the total number of live conversations with consumers (opportunities to sell).

In order to ensure fair sales rankings, the contractor must meet a minimum of either 250 opportunities or 5 sold credit repair deals for each pay period. If these minimums are not met, the contractor will be paid at the 3rd quintile rate of \$27.50 per paid consumer (sales).

Below are the pay outs per product by quintile:

Product 1 – Credit Repair

Quintile	Per Paid Consumer (Sales)
1st	\$ 40.00
2nd	\$ 32.50
3rd	\$ 27.50
4th	\$ 22.50
5th	\$ 10.00

Product 2 – Auto New Loan and Refinancing (Application)

Product 3 – Insurance (Quote)

Product 4 – Vehicle Service Contracts (Quote)

Quintile	Per Quote/Application
1st	\$ 2.50
2nd	\$ 2.00
3rd	\$ 1.50
4th	\$ 1.00
5th	\$ 0.50

The Contractor will be paid \$8 per hour draw against commission earned on all products. If commissions do not exceed the draw for two consecutive pay periods the Contractor will be at risk for termination.

I understand the draw and commission pay structure Initial _____

PAY PERIODS – Commissions will be paid twice a month by direct deposit.

- The agent hours worked from the 1-15th will be paid by the 5th of the following month
- The agent hours worked from the 16th-31st with be paid by the 20th of the following month

Initial _____

The Importance of shift coverage

For every shift requested by the contractor, the Company reserves a virtual call center seat, at least eight phone lines per agent ID and the appropriate lead allotment per agent. The Company also allocates management and tech support based on the number of agents phoning each shift.

If the Contractor is going to miss hours of their shift, the Company requires an email notification to management. The Contractor is expected to make up the missed hours of that shift sometime during that fifteen day pay period. If a minimum of forty hours are not covered during each 15 day pay period a \$50.00 fee will be deducted from the pay owed for that period to cover overhead expenses and lost revenue from inactivity for that seat.

Due to the time, training and technology investment by the Company; if the contractor quits within the first thirty days a \$100 fee will be deducted from the total money earned by contractor. The contractor will not, at any time, owe the company money even if the fee deducted is greater than the money earned by the Contractor.

I understand the importance of covering the shifts that I request. Initial_____