

American Law Firms

1900 Powell Street, Emeryville, CA 94608

(916) 282-9448

HIRING CONTRACT:

(Independent Contractors Agreement)

Name:

Position: Legal Specialist / Certified Legal Specialist

Assigned Territory: Open

I hereby become an Independent Associate with Law Firms of America, hereafter to be referred to as, "The Company." As an Independent Associate, I understand and agree that:

Legal Age: I understand and agree I am at least 18 years of age.

Independent Contractor: I understand and agree upon acceptance of this application and agreement by the Company, I will become an Independent Contractor of the company.

1099 POSITION / W-2 POSITION:

I understand and agree after 30 days with the company, the company will allow me to switch my 1099 position to a W-2 position if this is what I prefer.

Probation Period: I understand and agree the company has the option to do a performance review at the end of 90 days to determine whether or not to extend this agreement.

Renewal of Term: I understand and agree that upon acceptance and agreement by the Company, I am able to continue after my 90-day probation period.

Independent Contractor: I understand and agree I shall become an Independent Contractor or Independent Associate upon acceptance of this application and agreement by the Company. As an Independent Associate, I shall have the right to help market, promote and/or represent the products and services as directed and instructed by the company.

Cancellation: I understand and agree that as an Independent Associate, I shall be entitled to cancel participation as an Independent Contractor at any time and for any reason upon notice to the company.

REMOTE POSITION:

I understand and agree I am approved to work from home or to work remotely.

I understand and agree I will always be honest and accurate when reporting my work hours to the company.

I understand and agree I will always be organized and disciplined when working from home or remotely in order to do an effective job for the company.

APPROVED FOR PART-TIME, FULL-TIME OR SPARE-TIME:

I understand and agree I am approved for part-time, full-time or I can work in my spare-time.

I understand and agree when I am approved to work remotely, it is up to me how many hours I want to work each week.

I understand and agree the company is approving me for a maximum of 8 hours per day and a total of 40 hours per week.

I understand and agree that any hours I put in over 8 hours in one day, I will be on commission only.

I understand and agree I am only approved to work a maximum of 40 hours in a 7-day time period.

POSITION: Legal Specialist

I understand and agree a Legal Specialist will help the company promote and market our Legal Products and Legal Services. I understand and agree this is a non-sales position and there is no actual selling required.

STARTING HOURLY PAY:

I understand and agree my starting pay is **\$17.50 per hour** plus commission.

HOURLY PAY - AFTER CERTIFICATION:

I understand and agree when I become a Certified Legal Specialist, my pay will increase to **\$25.00 per hour** plus commission.

PAID TRAINING:

I understand and agree I will receive Paid Training prior to activating my hourly pay.

PERFORMANCE BONUS:

I understand and agree I am approved for a \$1,500.00 Cash Performance Bonus just for completing my 90-day probation period.

I understand and agree I must clock-in for a minimum of (10) hours every week for (12) weeks to fulfill the agreement for the cash Performance Bonus.

I understand and agree my Performance Bonus is available within 72 hours after I complete my (90) probation period.

I understand and agree I am also approved for a \$1,000.00 Cash Performance Bonus if I become a Certified Legal Specialist within the first (7) days of your Orientation Appointment.

I understand and agree after I complete and pass my (90) probation period, I will be eligible to receive a significant cash sign-up bonus if I am willing to commit to 24 or 36 months or longer.

Full Medical and Dental Benefits:

I understand and agree I am automatically eligible to receive Full Medical and Dental Benefits after 90 days.

I understand and agree, I must put in at least 30 hours per week to be eligible to receive Full Medical and Dental Benefits.

**I acknowledge that I have read, understood, and agree to
the terms set forth in this Agreement.**

Signature: _____ Date: _____

Please sign this agreement **OR** forward the email back with the Hiring Contract attachment and type the following words:

I have read, I understand and I agree to this Hiring Contract.

THEN TYPE YOUR NAME AND DATE.

Approved by Wallace Smith, Senior Hiring Manager,

AMERICAN LAW FIRMS, on this 18th day of September, 2022.

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