



Subcontractor Agreement

This Subcontractor Agreement ("Agreement") is entered into between **Boots and Ladder LLC**, hereinafter referred to as "Company," and the undersigned party, hereinafter referred to as "Subcontractor."

Subcontractor Name: _____

Effective Date: _____

1. Scope of Work

Subcontractor agrees to perform services as outlined and directed by Boots and Ladder LLC for each assigned project. The specific scope of work will be defined on a per-project basis and communicated in writing or verbally prior to commencement. Subcontractor shall supply all labor, tools, and equipment unless otherwise agreed upon in writing.

2. Independent Contractor Status

Subcontractor is an independent contractor and not an employee of Boots and Ladder LLC. The Subcontractor is solely responsible for all applicable taxes, insurance, and permits required by federal, state, and local law. Nothing in this Agreement shall be construed to create a partnership, joint venture, or employment relationship.

3. Payment Terms

Payment rate and schedule will be determined on a per-project basis. Subcontractor will be informed of the applicable rate and payment schedule prior to the start of each project. Invoices must be submitted to Boots and Ladder LLC as directed. Accepted payment schedules include: Weekly, Biweekly, Upon Completion, or as otherwise agreed.

4. Insurance Requirements

Subcontractor shall maintain General Liability Insurance with a minimum coverage of \$1,000,000 and Workers' Compensation Insurance or a valid exemption as required by law. Boots and Ladder LLC shall be listed as Certificate Holder on all applicable policies. Proof of insurance must be provided upon request.

5. Safety & Compliance

Subcontractor agrees to comply with all OSHA standards, applicable federal, state, and local laws, and all Boots and Ladder LLC jobsite safety policies. Any safety violation may result in immediate removal from the jobsite and termination of this Agreement.

6. Indemnification

Subcontractor agrees to indemnify, defend, and hold harmless Boots and Ladder LLC, its officers, agents, and employees from any and all claims, damages, injuries, losses, or expenses arising out of or related to the Subcontractor's work, acts, omissions, or negligence.

7. Non-Solicitation

During the term of this Agreement and for a period of one (1) year following its termination, Subcontractor shall not directly or indirectly solicit, contact, or enter into any contract with clients of Boots and Ladder LLC without prior written consent from the Company.

8. Confidentiality

Subcontractor shall not disclose, share, or use for personal gain any proprietary, financial, or client information belonging to Boots and Ladder LLC, whether during or after the term of this Agreement.

9. Termination

Either party may terminate this Agreement with 24 or 48 hours written notice. Boots and Ladder LLC reserves the right to terminate this Agreement immediately for safety violations, misconduct, or material breach of any terms herein.

10. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

11. Entire Agreement

This Agreement constitutes the entire understanding between the parties with respect to its subject matter and supersedes all prior discussions or agreements. Any modifications must be made in writing and signed by both parties.

SIGNATURES

By signing below, the Subcontractor acknowledges reading, understanding, and agreeing to all terms of this Agreement.

SUBCONTRACTOR

Printed Name: _____

Signature: _____

Date: _____

BOOTS AND LADDER LLC — AUTHORIZED REPRESENTATIVE

Printed Name: Boots and Ladder LLC

Signature: _____

Date: _____

This document is legally binding once signed by the Subcontractor. Retain a copy for your records.