



## **TF EMPIRES**

### **Independent Contractor Agreement**

*Define scope, protect IP, and preserve proper worker classification.*

#### **Purpose of This Agreement**

This Independent Contractor Agreement establishes the terms under which a contractor provides services to the business as a non-

#### **Core Sections Included**

1. Parties & Effective Date
2. Scope of Services
3. Independent Contractor Status (No Employment Relationship)
4. Compensation & Payment Terms
5. Taxes, Withholding & Benefits
6. Expenses & Equipment
7. Confidentiality
8. Intellectual Property Ownership & Work Product
9. Non-Solicitation / Non-Interference (if applicable)
10. Term & Termination
11. Indemnification & Limitation of Liability
12. Governing Law & Dispute Resolution
13. Miscellaneous Provisions

#### **Important Classification Notes**

- Contractors control how and when work is performed
- Contractors provide their own tools unless otherwise agreed
- No employee benefits are provided
- Misclassification can trigger taxes, penalties, and liability
- Use W-9 and issue 1099-NEC when required

*Clear agreements protect classification, IP, and working relationships.*