**Small Changes Big Shifts** ®

**Event Speaker/Service Provider Independent Contractor Agreement**

The purpose of this agreement is to establish and clearly define your relationship and responsibilities while serving as a representative of Small Changes Big Shifts (SCBS) in what we hope to be a win-win partnership for you and SCBS.

#### **What We Do**

Small Changes Big Shifts® partners with companies, organizations and groups to provide wellness education, support services, and resources to expand and enhance whole person wellbeing and a culture of wellness.

**Your Role and Responsibilities**

Your relationship with SCBS is that of an Independent Contractor Provider (herein after called IC) whose duties may including providing SCBS-developed or IC-developed presentations, and/or other wellbeing services on behalf of SCBS at any SCBS event or program.

As part of accepting a SCBS service engagement, you acknowledge and agree to the following:

* First and foremost, you are an extension of SCBS, our message and our reputation. We ask you to do what you already do in terms of being professional and ethical in language, manner and actions.
* At SCBS we use the Quadrants of Well-being as the framework to help people understand whole person health. While you share your own expertise, please integrate it within the Quadrants to provide consistency in language and understanding of this framework.
* If providing a wellbeing service like yoga, massage, energy work, acupuncture, etc., you confirm that you meet all state/local credentialing requirements to practice and maintain liability insurance.
* Agree to not sell your personal business services or products to the participants as part of the contracted event without the express written authorization of SCBS.
* All communication with the SCBS client shall go through the SCBS including providing any presentation materials or pre/post information about the event.
* Protect confidential information by not disclosing, in whole or in part, to any third party any information or experience regarding any of SCBS’s intellectual property and content, IC compensation, existing or developing product information, or any proprietary information of the SCBS (“Confidential Information”). The term “Confidential Information” shall not include information that is in the public domain.
* Recognize that you are responsible for all federal and state tax withholding.
* Respond to communication about the event or program in a timely manner (24-48 hours) and show up for all scheduled SCBS client and team meetings, or listen to the team meetings recordings in you are unable to attend.

Agreement Term

The IC may terminate association with the SCBS at any point with a minimum of two-weeks' notice.

SCBS reserves the same right with the exception for immediate termination of this contract if IC is charged with a felony crime, commits fraud, fails to perform his/her duties in a competent manner reflecting of the SCBS’s values and standards, commits any act or acts that harm the SCBS’s reputation, standing or credibility with its clients, and/or shares, uses or plagiarizes SCBS created content outside of the contracted events.

This agreement continues until termination by either party.

This Independent Contractor Agreement is by and between Small Changes Big Shifts, LLC. (“SCBS”), a Kansas corporation doing business at 7410 Switzer, Shawnee, KS, 66203 and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (“IC”) whose address is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

1. **Event/program date and duty details** shall be provided to the IC as opportunities arise. The IC has the choice of which events and programs they wish to participate in based on their schedule and preferences. If the IC chooses to participate in any given event or program, they are responsible for delivering on services as outlined in this agreement.
2. **Materials**. IC guarantees that any and all materials prepared or provided by IC to SCBS relating to IC’s obligations under this Agreement for an event or program including, but not limited to, written authorship, drawings and photographs, are created by IC’s and are IC’s original works. SCBS recognizes that IC, as sole creator of original content, owns original work.
3. **Payment & Expenses**. The compensation for events and programs will vary depending on the event and services performed by the IC. The compensation and reimbursable expenses amounts will be shared for each event/program for the IC to approve and sign off on. Payment of the fee shall be made within 7 days of the completion of your deliverables.

If IC has pre-approved hotel, meals, transportation or event-related expenses, IC should submit a SCBS Expense Report along with all applicable receipts to SCBS.

IC has read and agrees to abide by this agreement.

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| Small Changes Big Shifts, LLC | [IC Name] |
| By: *Jamie Durner* | By: |
| Printed Name: Jamie Durner | Printed Name: |
| Date: 1-1-2022 | Date: |