

INDEPENDENT CONTRACTOR AGREEMENT

I. The Parties. This California Independent Contractor Agreement ("Agreement") is made between:

Client: __Omni Commons__ with a mailing address of
__4799 Shattuck Ave, Oakland CA 94609__ ("Client"), and
Contractor: __Emily Bauer__ with a mailing address of
__777 Morton St, San Francisco CA 94129__ ("Contractor").

WHEREAS the Client intends to pay the Contractor for Services provided, effective Thursday December 1st, 2022, under the following terms and conditions:

II. The Services. The Contractor agrees to perform the following:

- Financial Coordination - budgeting, analysis, forecasting, and reporting to delegates the financial status of Omni accounts in the past, present, and future
- Fiscal Sponsorship and Funds Support - financial operations and transactional support to internal teams
- Financial Operations - coordination of accounts payable, accounts receivable, treasury, general ledger accounting, and statutory filings for the Omni and associated entities
- Grants and Impact Investments - grants and impact investment priorities, policies, and strategies
- Real Estate - coordination of financial aspects of property in East Bay

In particular, the following are to be completed before the end of the contract:

- Making a list of necessary tasks ("Omni Essentials") via interviews with collectives (pending delegate review to confirm essentials)
- Omni mortgage loan coordination (keeping the building open and owned by omni in short term)
- Organizing finance data to bank standards for a mortgage team
- Make sure we can close the refinance mortgage loan within 6 months
- Coordination of tax exemption status with orgs and city
- Creation of workflows and training for finance roles, including hiring or training a bookkeeper
- Review of grants list for non-loan income
- Omni Commons Tax filings
- Provide a regular progress report for the delegates meeting at least once a month

Hereinafter known as the "Services".

III. Payment. In consideration for the Services to be performed by the Contractor, the Client agrees to pay the following: (check one)

☒ - \$75 / Hour, for up to 15 Hours/Week.

☐ - \$____ for the Services.

☐ - Commission in the amount of: _____.

☐ - Other: _____.

Contractor will submit invoices to the Client, include in each invoice sufficient information to support the invoiced work, and provide other data that may be requested by the Client.

Completion shall be defined as the fulfillment of Services as described in Section II in accordance with industry standards and to the approval of the Client, not to be unreasonably withheld.

The Contractor agrees to be paid: (check one)

☐ - At completion of the Services performed.

☒ - On a ☒ weekly ☐ monthly ☐ quarterly basis beginning on December 19, 2022 until the completion of the Services.

☐ - Other: _____.

IV. Due Date. The Services provided by the Contractor shall: (check one)

☒ - Be completed by June 1, 2023.

☐ - Not have a due date.

☐ - Other: _____.

V. Expenses. The Contractor shall be: (check one)

☒ - Responsible for all expenses related to providing the Services under this Agreement. This includes, but is not limited to, supplies, equipment, operating costs, business costs, employment costs, taxes, Social Security contributions/payments, disability insurance, unemployment taxes, and any other cost that may or may not be in connection with the Services provided Contractor.

☐ - *Reimbursed for the following expenses that are attributable directly to the Services performed under this Agreement: _____.

*The Client will be required to pay the Contractor within thirty (30) days of any Expense after receiving an itemized expense statement from the Contractor. Upon request by the Client, the Contractor may have to show any receipt(s) or proof of purchase for said Expense(s).

VI. Liability Insurance (Minimum (\$) Amount). The Contractor agrees to bear all responsibility for the actions related to themselves and their employees or personnel under this Agreement.

VII. Termination. This Agreement shall terminate upon the: (check one)

☐ - Completion of the Services provided.

☒ - Date of June 1, 2023

☐ - Other: _____.

In addition, the Client or Contractor may terminate this Agreement, and any obligations stated hereunder, with reasonable cause by providing written notice of a material breach of the other party; or any act exposing the other party to liability to others for personal injury or property damage.

VIII. Option to Terminate. The Client and Contractor shall: (check one)

☒ - Have the option to terminate this Agreement at any time by providing 7 days' written notice.

☐ - Not have the option to terminate this Agreement unless there is reasonable cause, as defined in Section VII.

IX. Independent Contractor Status. The Contractor, under the code of the Internal Revenue Service (IRS), is an independent contractor, and neither the Contractor's employees or contract personnel are, or shall be deemed, the Client's employees.

In its capacity as an independent contractor, Contractor agrees and represents: Contractor has the right to perform services for others during the term of this Agreement; Contractor has the sole right to control and direct the means, manner, and method by which the Services required by this Agreement will be performed. Contractor shall select the routes taken, starting and ending times, days of work, and order the work is performed; Contractor, shall not be required to wear any uniforms provided by the Client; The Services required by this Agreement shall be performed by the Contractor, and the Client will not hire, supervise, or pay assistants to help the Contractor; Contractor shall not receive any training from the Client in the professional skills necessary to perform the Services required by this Agreement; and Contractor shall not be required by the Client to devote full-time to the performance of the Services required by this Agreement.

X. Business Licenses, Permits, and Certificates. The Contractor represents and warrants that all employees and personnel associated shall comply with federal, state, and local laws requiring any required licenses, permits, and certificates necessary to perform the Services under this Agreement.

XI. Federal and State Taxes. Under this Agreement, the Client shall not be responsible for: Withholding FICA, Medicare, Social Security, or any other federal or state withholding taxes from the Contractor's payments to employees or personnel or make payments on behalf of the Contractor; Make federal or state unemployment compensation contributions on the Contractor's behalf; and the payment of all taxes incurred related to or while performing the Services under this Agreement, including all applicable income taxes and, if the Contractor is not a corporation, all applicable self-employment taxes. Upon demand, the Contractor shall provide the Client with proof that such payments have been made.

XII. Benefits of Contractor's Employees. The Contractor understands and agrees that they are solely responsible for shall be liable to all benefits that are provided to their employees, including but not limited to, retirement plans, health insurance, vacation time-off, sick pay, personal leave, or any other benefit provided.

XIII. Unemployment Compensation. The Contractor shall be solely responsible for the unemployment compensation payments on behalf of their employees and personnel. The Contractor shall not be entitled to unemployment compensation in connection with the Services performed under this Agreement.

XIV. Workers' Compensation. The Contractor shall be responsible for providing all workers' compensation insurance on behalf of their employees. If the Contractor hires employees to perform any work under this Agreement, the Contractor agrees to grant workers' compensation coverage to the extent required by law. Upon request by the Client, the Contractor must provide certificates proving workers' compensation insurance at any time during the performance of the Service.

XV. Indemnification. The Contractor shall indemnify and hold the Client harmless from any loss or liability from performing the Services under this Agreement.

XVI. Confidentiality. The Contractor acknowledges that it will be necessary for the Client to disclose certain confidential and proprietary information to the Contractor in order for the Contractor to perform their duties under this Agreement. The Contractor acknowledges that disclosure to a third party or misuse of this proprietary or confidential information would irreparably harm the Client. Accordingly, the Contractor will not disclose or use, either during or after the term of this Agreement, any proprietary or confidential information of the Client without the Client's prior written permission except to the extent necessary to perform Services on the Client's behalf.

Proprietary or confidential information includes, but is not limited to: The written, printed, graphic, or electronically recorded materials furnished by Client for Contractor to use; Any written or tangible information stamped "confidential," "proprietary," or with a similar legend, or any information that Client makes reasonable efforts to maintain the secrecy of business or marketing plans or strategies, customer lists, operating procedures, trade secrets, design formulas, know-how and processes, computer programs and inventories, discoveries, and improvements of any kind, sales projections, and pricing information; and information belonging to customers and suppliers of the Client about whom the Contractor gained knowledge as a result of the Contractor's Services to the Client. Upon termination of the Contractor's Services to the Client, or at the Client's request, the Contractor shall deliver to the Client all materials in the Contractor's possession relating to the Client's business. The Contractor acknowledges any breach or threatened breach of confidentiality that this Agreement will result in irreparable harm to the Client for which damages would be an inadequate remedy. Therefore, the Client shall be entitled to equitable relief, including an injunction, in the event of such breach or threatened breach of confidentiality. Such equitable relief shall be in addition to the Client's rights and remedies otherwise available at law.

XVII. Proprietary Information. Proprietary information, under this Agreement, shall include: The product of all work performed under this Agreement ("Work Product"), including without limitation all notes, reports, documentation, drawings, computer programs, inventions, creations, works, devices, models, work-in-progress and deliverables will be the sole property of the Client, and Contractor hereby assigns to the Client all right, title and interest therein, including but not limited to all audiovisual, literary, moral rights and other copyrights, patent rights, trade secret rights and other proprietary rights therein. Contractor retains no right to use the Work Product and agrees not to challenge the validity of the Client's ownership in the Work Product;

Contractor hereby assigns to the Client all right, title, and interest in any and all photographic images and videos or audio recordings made by the Client during Contractor's work for them, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs or recordings; and The Client will be entitled to use Contractor's name and/or likeness in advertising and other materials.

XVIII. No Partnership. This Agreement does not create a partnership relationship between the Client and the Contractor. Unless otherwise directed, the Contractor shall have no authority to enter into contracts on the Client's behalf or represent the Client in any manner.

XIX. Assignment and Delegation. Neither the Client nor the Contractor may assign this Agreement without the express written consent of the other party..

XX. Governing Law. This Agreement shall be governed under the laws in the State of California.

XXI. Severability. This Agreement shall remain in effect in the event a section or provision is unenforceable or invalid. All remaining sections and provisions shall be deemed legally binding unless a court rules that any such provision or section is invalid or unenforceable, thus, limiting the effect of

another provision or section. In such case, the affected provision or section shall be enforced as so limited.

XXII. Breach Waiver. Any waiver by the Client of a breach of any section of this Agreement by the Contractor shall not operate or be construed as a waiver of any subsequent breach by the Contractor.

XXIII. Entire Agreement. This Agreement, along with any attachments or addendums, represents the entire agreement between the parties. Therefore, this Agreement supersedes any prior agreements, promises, conditions, or understandings between the Employer and Employee.

XXIV. Modifying the Agreement. This Agreement may be modified only by a writing signed by both parties.

XXV. Resolving Disputes. If a dispute arises under this Agreement, the parties agree to first try to resolve the dispute with the help of a mutually agreed-upon mediator in Alameda County, CA. Any costs and fees other than attorney fees associated with the mediation shall be shared equally by the parties. If it proves impossible to arrive at a mutually satisfactory solution through mediation, the parties agree to submit the dispute to a mutually agreed-upon arbitrator in Alameda County, CA. Judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction to do so. Costs of arbitration, including attorney fees, will be allocated by the arbitrator.

Client Signature: _____ Date _____

Print Name _____

Contractor Signature: _____ Date _____

Print Name _____