

INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT (hereinafter referred to as the "Agreement") is made this _____ day of _____, 20____, by and between Maryland-DC Amateur Softball Association, Inc., trading as MDDCASA (hereinafter referred to as the "Corporation"), a Maryland corporation, and _____ (hereinafter referred to as the "Independent Contractor").

1. **EMPLOYMENT.** The Corporation hereby engages the Independent Contractor and the Independent Contractor hereby accepts engagement with the Corporation upon the terms and conditions hereinafter set forth.

2. **TERM.** The term of this Agreement shall be for the period of one year beginning the date hereof.

3. **DUTIES.** The Independent Contractor is engaged as a softball umpire of the Corporation and his duties shall be to provide umpiring services for the Corporation and such other phases of the Corporation's business as may from time to time be determined by the Board of Directors of the Corporation. Independent Contractor agrees to be bound by the Constitution, Bylaws, and Operating Procedures of the Corporation.

4. **COMPENSATION.** As the entire compensation to the Independent Contractor for his services to the Corporation under and during the term of this Agreement, in whatever capacity rendered, the Corporation shall pay to the Independent Contractor a fee for each game he umpires in accordance with the fee schedule established by the Corporation, as amended from time to time. The Corporation makes no representation or promise as to the number of games to be given to the Independent Contractor to umpire.

5. **EXTENT OF SERVICE.** The Independent Contractor shall devote such time to the performance of his duties under this Agreement as is reasonably required and shall utilize his best efforts in furtherance of the business of the Corporation.

6. **TAXES AND BENEFITS.** Independent Contractor shall be responsible for his own taxes and insurance, except the secondary group liability policy maintained by the Corporation for which a pro-rata deduction shall be made from fees paid to Independent Contractor. The Corporation is not responsible to withhold taxes from or pay FICA contributions on monies paid to the Independent Contractor. Independent Contractor is not entitled to receive any sick leave, vacation, retirement or health benefits from the Corporation.

7. **INDEMNIFICATION.** Independent Contractor agrees to indemnify and hold harmless the Corporation from any and all claims and losses sustained in the performance of the terms of this Agreement by Independent Contractor.

8. **GOVERNING LAW.** This Agreement shall be governed by and construed in accordance with the laws of the State of Maryland.

9. **ENTIRE AGREEMENT.** This Agreement contains the entire agreement of the parties, and may be amended, waived, changed, modified, extended or rescinded only by a writing signed by the party against whom any such amendment, waiver, change, modification, extension and/or rescission is sought.

10. **INDEPENDENT CONTRACTOR STATUS.** Independent Contractor shall work under his own direction. Independent Contractor shall provide his own equipment. The relationship between the Corporation and Independent Contractor is not that of employer/employee but that of an independent contractor arrangement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals as of the date first above written.

Maryland DC Amateur Softball Association, Inc.
t/a MDDCASA

Representative of MDDCASA

INDEPENDENT CONTRACTOR

Signature: _____