



TERMS AND SERVICES

This Agreement is made between Cassie's Cardinals, LLC and its Clients (hereinafter referred to as "Client") as follows:

- I. **Term and Payment.** Cassie's Cardinals, LLC will place an employee or independent contractor (hereinafter referred to as a "Cardinal") with a client beginning upon registration.

Enrollment Fee: \$250

Monthly Membership: \$79/monthly membership

Hourly Rates: Clients will pay the hourly rate specified on the Cassie's Cardinals [service page](#). (3 hour minimum)

Rush Fee: A \$25 fee will apply for services scheduled less than 24 hours in advance.

Errand Running/Pet Sitting: \$40/stop (2 hr minimum)

Client agrees to pay weekly for the above services. In addition to the weekly payment, Client also agrees to pay overtime (over 40 hours per week) at a rate of two times the above-stated-rate, to pay travel expenses of 60 cents per mile for any transportation using a Cardinal's motor vehicle, and to reimburse any out of pocket expenses incurred by a Cardinal. Cassie's Cardinals, LLC will routinely invoice Client for these additional items, which will be promptly paid by Client.

- II. **Termination.** The Parties agree to give each other a minimum of two weeks notice of cancellation of this Agreement with the exception that Cassie's Cardinals, LLC may terminate immediately without any advanced notice for the failure of Client to promptly pay any balance due.
- III. **Scheduling and Non-circumvention.** All scheduling of a Cardinal must occur through the main office and not with the Cardinal directly. Client also understands and agrees that Cassie's Cardinals, LLC has incurred considerable time and expense in recruiting, training and retaining qualified individuals to serve in the role of a

Cardinal and will not otherwise retain the services of a Cardinal without the express written consent of Cassie's Cardinals, LLC. In the event that a Client does wish to directly hire a Cardinal within a two-year period from the date of the Cardinal's last work for Client, Client agrees to pay Cassie's Cardinals, LLC a recruitment fee in the amount of \$4,500.00 as compensation for its expenses.

In the event that Cassie's Cardinals, LLC is required to take legal action to enforce this provision, Client agrees to pay Cassie's Cardinals, LLC for its attorney's fees and all costs incurred as a result.

- IV. **Vacations and cancellations.** For weekly placements, if Client has scheduled a vacation or otherwise cancels a scheduled visit from a Cardinal or portion thereof, Client agrees to pay for the entire time that the Cardinal was scheduled unless there is a two week notice given. Client agrees that this is essential in order to ensure continuity of a Cardinal's placement with the Client. If this is an additional booking outside of a placement, there will be a \$45 cancellation fee applied.