

## CONTRACTOR AGREEMENT

This Contractor Agreement (“Agreement”) is entered into on April 17, 2023.

### BY AND BETWEEN

**Knownhost LLC**, having its registered address at 1625 Richard Arrington Jr. Boulevard South, Birmingham, AL 35205, United States,  
(Hereinafter referred to as “Knownhost”);

### AND

**Dorian Klak** designated as Technical Support Operator via this agreement, Croatian national having Personal Identification Number 07285355232 and having his place of residence at Petra Preradovića 1, 31208 Petrijevci, Croatia.  
(Hereinafter referred to as the “Contractor”);

Knownhost and the Contractor shall hereinafter be singularly referred to as “Party” and collectively as “Parties”, as the context may so require.

### WHEREAS

1. Knownhost hereby employs the Contractor to provides service and assistance to Knownhost in his area of expertise; and
2. The Contractor agrees to provide such services and assistance to Knownhost under the terms and conditions of this Agreement.

**NOW THEREFORE KNOWNHOST AND THE CONTRACTOR HEREBY AGREE AS FOLLOWS:**

#### 1. TERM AND TERMINATION

- 1.1. This Agreement is effective as of April 17, 2023, for indefinite period, unless sooner terminated as hereinafter provided, by agreement of the parties.
- 1.2. Either party may terminate this Agreement at any time for any reason by written notice.
- 1.3. Upon termination of this Agreement for any reason whatsoever, by the Contractor, the Contractor shall, in accordance with the terms and conditions hereof, continue to provide services in an orderly fashion, through out any such notice period.
- 1.4. Upon termination of this Agreement for any reason whatsoever, except of breach of this Agreement by the Contractor, the Contractor shall be entitled to receive such compensation and reimbursement, if any, accrued under the terms of this Agreement, but unpaid, as of the date the Contractor ceases work under this Agreement.

#### 2. SERVICES

- 2.1. Knownhost hereby retains the services of the Contractor, which shall provide the Services (as defined below) to Knownhost in accordance with the terms of this Agreement.

2.2. During the Term (as defined above) of this Agreement, the Contractor shall provide employment services to Knownhost in connection with its business activities on matters within the Contractor's area of expertise.

2.3 The Services shall comprise, without limitation:

- Engage with customers over tickets
- Understand their problems and investigate their servers and applications
- Find and provide solutions for issues reported by Knownhost customers
- Ensure customer satisfaction

2.4 The Contractor shall allocate eleven (11) work hours per day and one (1) hour lunch break, 5 days a week and 2 days every other week, for the performance of the Services as per the agreed time slot in rotation of shifts.

2.5 The Contractor will record daily attendance through the company time clock system.

2.6 The Contractor will not be allowed to carry out freelance activity of competitive business model of Knownhost, during contract with Knownhost. If engaged in such activities, strict action shall be taken in accordance with the policy of the organization.

### **3.0 PLACE OF WORK**

3.1 The Contractor shall perform work from home, at the address of their residence indicated in the heading of this Agreement or at any other address or premises which can be used by the Contractor, if they meet requirements for the performance of duties and responsibilities of the Contractor based on this Agreement.

### **4.0 FEE AND COMPENSATION**

4.1 In consideration of the performance of Services by the Contractor, Knownhost undertakes to compensate as follows:

4.1.1 Knownhost shall pay the Contractor monthly fee of 3000 Dollars (Three Thousand Dollars) inclusive of any applicable taxes for the Term of the Agreement.

4.1.2 The Contractor is liable to pay his own Taxes and any other governmental fees that he may be required to pay.

### **5.0 ANNUAL LEAVE**

5.1 After first 90 days of engagement of this Agreement, the Contractor will receive 64 hours of paid time off per year up to a total time of 64 hours per year. This can be taken after 90 days of engagement, in blocks of no more than 40 hours at a time.

5.2 The Contractor will earn from the third anniversary of Agreement, to the fifth anniversary of Agreement date, a total of 104 hours per year up to a total time of 104 hours. This time can be taken in blocks of no more than 80 hours at a time.

### **6.0 WORK RESOURCES AND EXPENSES**

6.1 The Contractor shall secure and maintain, exclusively at its own expense, the following work resources:

- Internet Connection
- Personal Computer
- All utility expenses including electrical energy costs

## 7.0 WORK CONDITIONS

7.1 The Contractor shall secure a confidential work environment and fully comply with all IT security rules of the Employer

7.2 The Contractor shall comply with all work safety rules and all other safety and health measures and requirements in accordance with the applicable laws and regulations, including health and safety rules of the Knownhost

7.3 The Contractor acknowledges that the place of works is not under the supervision and control of Knownhost, and Knownhost is, therefore, not responsible for:

7.3.1 Any kind of consequences that may arise or occur due to the use of inappropriate equipment and/or improper use of the equipment by the Contractor, or from the Contractors failure to comply with the applicable work safety rules

7.3.2 Any costs relating to the use and maintenance of furniture, equipment, tools, and other work resources used by the Contractor for the purpose of working at place of work, which are not the property of Knownhost nor have been provided by Knownhost for the purpose of working to the Contractor

7.3.3 Any losses or damage to the property of the Contractor incurred during work at the place of work

## 8.0 POLICIES AND PROCEDURES FOR INTERNATIONAL CONTRACTORS

8.1 The Contractor understands and agrees to follow the Policies and Procedures for International Contractors provided and prescribed by Knownhost which are not necessarily interpreted by this Agreement

In virtue whereof the parties have signed this Agreement on April 17, 2023.

**KNOWNHOST LLC:**

**CONTRACTOR:**

DocuSigned by:  
*Daniel Pearson* 4/27/2023  
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**Name: Daniel Pearson**

DocuSigned by:  
*Dorian Klak* 4/26/2023  
F03FB...9993466...  
**Name: Dorian Klak**

**Title: Chief Executive Officer**