

Work Opportunities V3.0

This document is subject to change without notice.

Some people ask about work opportunities at Abraham Solar. This is another area where we're, um, different. The information below should help you evaluate the ASE work opportunities.

Working with us isn't for everyone--only for entrepreneurial high achievers.

Work Parameter

ASE Characteristic, with Comments

Dependent or Independent?

ASE does not want any dependents, nor any subordinates. We don't have "employees" in the traditional sense. Any ASE helpers are independent contractors who manage the ups and downs of their own work.

Will you help me move to Colorado?

No. You must have the money needed to live in the Pagosa area on your own. (Some money to *leave here with* is also a good idea, if things don't work out.)

What salary do you pay? What about benefits?

We don't offer salaries or guarantees of any kind. Instead, we'll pay you a nice percentage of the profit from each of your transactions. Here's an important bonus: we don't dictate the time, place, or extent of your work activities.

Will you furnish me with an office?

Your "office" is anywhere with a good internet connection; our collaboration tools are accessed over the web. You could work from home or from the coffee shop, using your own computer and your own materials.

What does the work consist of?

The work is part "white collar", part "blue collar". First, you communicate with the client about a transaction. If you get the order, you'll build any special assemblies (under my watchful tutelage), and prepare the shipments. One worker handles one trade, to maintain good service. (If you hire out to help with an installation, you keep all of what the client pays you for that work.)

What qualifications do you look for?

High literacy is vital; our online tools can't check your spelling. Alternate energy competence is also important--no beginners, please. Certifications and degrees are fine to have, but working experience is most important.

As mentioned above, this is not for everybody. If you think this might be a good fit for you, read on, and contact me for further discussion. **Serious inquiries only, please.**

Mick Abraham, Proprietor

Our nickel: **800.222.7242**
email: mick@abrahamsolar.com
Fax: 970.731.3292

You decide who should pay, based on the purpose for each phone call...

970.731.4675: Your nickel
124 Creekside Place
Pagosa Springs, CO 81147

Contractor Agreement

Abraham Solar Equipment (ASE) sometimes needs helpers who can assist with client transactions. This agreement provides for _____ (Contractor) to act as an independent agent in serving some ASE customers.

Contractors are assumed to have internet access, so sales leads will be posted for retrieval from ASE's web based software. This software also offers automation and tools optimized for the ASE business model. Contractors may use these functions if desired, but they are not required to do so.

- 1.** No Oversight; No Set Hours. The contractor decides when, where, and how to work.
- 2.** No Formal Training. The contractor decides how to manage each project to best effect.
- 3.** No Integration. ASE began as a "one man business". Contractors are merely an extension of the basic business model, and are not vital to ASE's success.
- 4.** No Individual Limitation. The contractor may manage projects personally, or may use helpers consistent with good customer care.
- 5.** Contractor Assistants. Any helpers used by the contractor must be hired, supervised, and paid by the contractor.
- 6.** No Continuing Relationship. This relationship expires six months from date of signing, and neither party is obligated to renew it.
- 7.** No "Full Time" Requirement. Contractors may communicate their "free/busy" status through the ASE web based software. They may invite ASE to refer small projects, big projects, or no projects at all. ASE will refer to the "Free/Busy Board" when deciding how to refer sales leads.
- 8.** No Specified Location. The contractor can work at home, the coffee shop, the client's jobsite, or elsewhere. It is assumed that all contractors will reside in the Pagosa Springs area.
- 9.** No Required Sequence. The contractor decides on the work sequence for each project. Exception: customer funds must be received and verified before ASE incurs any liabilities.
- 10.** No Reports. ASE does not require the contractor to prepare any progress reports.
- 11.** Compensation. Early each month, the contractor will be paid for any project on which the total profit is known, at 40% of the total profit. Commissions are paid only when the total profit is known.
- 12.** No Expense Account. The contractor handles his or her own business and travel expenses.
- 13.** Tools. The contractor should furnish his or her own tools and equipment.
- 14.** Facilities. The contractor should supply his or her work facilities. Exception: a contractor who (for family reasons) lives in the Abraham home will naturally have access to the facilities in that home.

15. Profit/Loss Opportunity. The contractor may enjoy a high return on his/her time investment, or a low return. Much depends on Providence and ability. If a project loses money, the total amount of that loss will be deducted from the contractor's next commission earnings.
16. Sales from ASE to Contractor. If a contractor wishes to purchase equipment through ASE for personal use, he or she should present a detailed listing of the desired equipment to the undersigned ASE representative. This document should confirm that the equipment is for the contractor's own use and not for resale. ASE will then develop pricing for the equipment at its sole discretion, probably including some markup over wholesale cost.
17. No Exclusivity. The contractor's time is not exclusive to ASE. When ASE refers a project lead, the contractor is asked to either handle it promptly or reject it promptly.
18. Contractor Respect for Trade Secrets. Suppliers, vendors, and methods that ASE uses are proprietary to ASE and may not be used outside the terms of this contract.
19. Contractor Avoidance of Side Dealings with ASE clients. For client contacts resulting from its efforts or reputation, ASE expects to supply all the site based energy gear that the undersigned contractor sells, with a profit split as discussed above. ASE earns its part of the profit by providing sales leads, unique products, quotation/project management software, buying power, product know-how, etc.
20. Work for Other Entities. The contractor may work for entities other than ASE as desired. In the case of work involving energy equipment sold by ASE, the contractor must explain to the client that ASE is not a party to that work, unless ASE has also signed on to help with the work.
21. No "Right to Fire". This agreement remains in force for six months from date of signing. ASE has not right to "fire" the contractor, but ASE in its sole discretion may refer each project to the person most likely to succeed with it.
22. No "Right to Quit". A project is considered "complete" when the client is satisfied and all costs are known. Contractors who (in the sole opinion of ASE) "quit working" in the middle of a project will sacrifice their commission for that project.
23. Taxes. On or before 1-31, ASE will furnish form 1099-Misc for the prior calendar year to the contractor and to appropriate taxing entities. These entities may expect the contractor to pay self employment tax in addition to any applicable income taxes. ASE will not withhold any tax amounts from the contractor's commission checks. Contractors are responsible for any taxes they may be liable for, and ASE is held harmless for any such taxes.
24. Insurance. ASE does not furnish any insurance to its contractors. A contractor may choose to purchase one or more forms of insurance if desired.

This **Contractor Agreement** is hereby executed on _____.

For Abraham Solar Equipment

For Contractor

Document Revision Date: 7-18-2005