

INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT (hereafter "Agreement"), dated on **December 13, 2021**, and is entered into by and between **Midwest Best Landscaping, Brad A. White DBA** (hereafter "Contractor") and PALATINE TOWNSHIP (hereafter "Township").

WHEREAS, Contractor will be performing services and work for the Township as set forth in the Proposal, attached hereto as Exhibits A-E, dated **December 8, 2021** (hereinafter "Contract Work");

WHEREAS, Contractor may have subcontractors, material suppliers, employees, agents, volunteers, and/or one or more of anyone acting on its or their behalf engaged in the performance of the Contract Work; and

WHEREAS, the Exhibits attached hereto, contain the terms and conditions of the engagement of the Contractor by the Township and are hereby incorporated into this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, and other good and valuable consideration received and to be received, the Contractor hereby agrees as follows:

1. To comply with all applicable laws, regulations, and rules promulgated by any Federal, State, County, Municipal and or other governmental unit or regulatory body now in effect during the performance of the Contract Work, and as amended. By way of example, the following are included within the scope of the laws, regulations, and rules referred to in this paragraph, but in no way to operate as a limitation on the laws, regulations and rules with which Contractor shall comply, are all forms of Workers Compensation Laws, all terms of the Equal Employment Opportunity Clause of the Illinois Fair Employment Practices Commission, the Illinois Preference Act, the Social Security Act, Statutes relating to contracts let by units of government, all applicable Civil Rights and Anti-Discrimination Laws and Regulations, and traffic and public utility regulations.
2. To the fullest extent permitted by law, to waive any and all rights of contribution against the Township and to indemnify, protect, save, defend, and hold harmless the Township and the Township Board of Trustees, its respective officers, officials, employees, volunteers agents, successors, and/or assigns, from and against any and all claims, causes of action, damages, demands, losses, penalties, obligations, liabilities, and expenses, including, but not limited to, attorneys' and paralegals' fees, expert fees, and court costs (hereafter "Legal Fees"), arising out of or resulting from the performance of the Contractor's work and the Contract Work, provided that any such claims, causes of action, damages, demands, losses, penalties, obligations, liabilities, or expenses are attributable to (i) any act, omission, wrongful act, or negligence attributable to Contractor and/or the Contractor's subcontractors, material suppliers, employees, agents, volunteers, and/or one or more of anyone acting on its or their behalf; (ii) any accident, injury, or damage whatsoever occurring, growing out of, incidental to, or resulting, directly or indirectly, from the Contract Work and/or use of the Township's property, whether such claims, causes of action, damages, demands, losses, penalties, obligations, liabilities or expenses are contributed by a condition of the Township property itself or any equipment thereon, whether latent or patent, or from other causes whatsoever, including, but not limited to, bodily injury, sickness, disease or death, or

injury to or destruction of property, other than the work itself, including the loss of use resulting therefrom, or is attributable to misuse or improper use of trademark or copyright protected material or otherwise protected intellectual property; and/or (iii) Contractor's breach or breach by Contractor's subcontractors, material suppliers, employees, agents, volunteers, and/or one or more of anyone acting on its or their behalf of any terms to this Agreement. Such obligation shall not be construed to negate, abridge or otherwise reduce any other right to indemnity which the Township would otherwise have. The indemnification obligations under this paragraph shall not be limited in any way by any limitation on the amount or type of damages, compensation, or benefits payable by or for the Contractor, material suppliers, employees, agents, volunteers, and/or one or more of anyone acting on its or their behalf under Workers' Compensation or Disability Benefit Acts or Employee Benefit Acts. This obligation to defend, hold harmless, and indemnify shall survive the expiration and/or termination of this Agreement. Nothing herein shall be construed to represent a waiver of any privileges and immunities granted, by statute or common law, to the Township as a unit of local government. The Contractor agrees to waive any right which it may have to punitive, consequential, special, indirect, incidental, and/or exemplary damages against the Township and the Township Board of Trustees, its respective officers, officials, employees, volunteers agents, successors, and/or assigns and agrees not to make any claim or demand for such damages against the Township and the Township Board of Trustees, its respective officers, officials, employees, volunteers agents, successors, and/or assigns.

3. To keep in force, to the satisfaction of the Township, at all times during the performance of any work referred to above, Employer's Liability Insurance, Commercial General Liability Insurance, and Automobile Insurance in at least the type and amounts as follows:

a. Commercial General Liability:

- i. \$2,000,000.00 General Aggregate
- ii. \$2,000,000.00 Products Completed Operations Aggregate
- iii. \$1,000,000.00 Personal and Advertising Injury
- iv. \$1,000,000.00 Each Occurrence
- v. \$50,000.00 Fire Damage (any one fire)
- vi. \$5,000.00 Medical Expense (any one person)

b. Business Automobile Liability (including owned, non-owned and hired vehicles):

i. Bodily Injury:

- 1. \$1,000,000.00 Per Person

2. \$1,000,000.00 Per Accident

ii. Property Damage:

1. \$1,000,000.00 Per Occurrence

4. All policies of insurance purchased or maintained in fulfillment of Section 3 shall name the Township as an additional insured thereunder and the Contractor shall provide Certificates of Insurance evidencing the coverages and the addition of the Township as an insured. Contractor shall furnish to the Township original Certificates of Insurance evidencing the required coverage to be in force on the date this Agreement is entered into, and Renewal Certificates of Insurance, or such similar evidence, if the coverages have an expiration or renewal date occurrence during the term of this Agreement. Contractor shall submit evidence on insurance prior to entering into the Agreement. The receipt of any certificate does not constitute agreement by the Township that the insurance requirements in the Agreement have been fully met or that the insurance policies on the certificate are in compliance with all Agreement requirements. The failure of the Township to obtain certificates or other insurance evidence from the Contractor shall not be deemed to be a waiver by the Township. The Contractor shall advise all insurers of the Agreement provisions regarding insurance. Non-conforming insurance shall not relieve the Contractor of its obligations to provide insurance as specified herein. Nonfulfillment of the insurance conditions may constitute a violation of this Agreement, and the Township retains the right to terminate the Agreement until proper evidence of insurance is provided. The insurance shall provide for thirty (30) days prior written notice to be given to the Township in the event coverage is substantially changed, cancelled, or non-renewed. Any and all deductibles or self-insured retention on referenced insurance coverages shall be borne by the Contractor. The Contractor agrees that insurers shall waive their rights of subrogation against the Township and the Township Board of Trustees, its respective officers, officials, employees, volunteers agents, successors, and/or assigns. The Contractor expressly understands and agrees that any coverage and limits furnished by the Contractor shall in no way limit the Contractor's liabilities nor the Contractor's subcontractors, material suppliers, employees, agents, volunteers, and/or one or more of anyone acting on its or their behalf's liability and responsibilities specified within the Agreement documents or by law. The Contractor expressly understands and agrees that any insurance or self-insurance programs maintained by the Township shall apply in excess of and not contribute with insurance provided by the Contractor under this Agreement. The required insurance shall not be limited by any limitations expressed in the liability language herein or any limitation placed on the liability therein given as a matter of law. The Township maintains the right to reasonably modify, delete, alter, or change these requirements. The Township shall provide the Contractor with thirty (30) day prior written notice of such modification, deletion, alteration, or change of these requirements. All insurance shall be written on an occurrence basis rather than a claims-made basis. All the insurance required of the Contractor shall state that the coverage afforded to the additional insureds shall be primary insurance of the additional insureds with respect to claims arising out of operations performed by or on their behalf. The Contractor agrees that the obligation to

provide the insurance required by these documents is solely its responsibility and that this is a requirement which cannot be waived by any conduct, action, inaction, or omission by the Township. Upon request, the Contractor will provide copies of any or all policies of insurance maintained in fulfillment hereof.

5. To the fullest extent permitted by law, Contractor assumes all liability for claims, causes of action, damages, demands, losses, penalties, obligations, liabilities, or expenses from any personal injury, personal loss, economic loss, or damage to property, intellectual, personal, and real, arising out of or attributable to the Contract Work and/or use of the Township property. Contractor is aware of the risks associated with the Contractor Work and/or use of the Township property, and the Contractor voluntarily assumes those risks in consideration of the Agreement herein granted. The Township shall not be liable for any damage occasioned from the Contract Work and/or use of the Township property. Contract agrees to indemnify, protect, save, defend, and hold harmless the Township from any claims, causes of action, damages, demands, losses, penalties, obligations, liabilities, or expenses as a result of the Contract Work and/or use of the Township property. Furthermore, the Township shall not be liable for damages of any kind in the event the Township property becomes unusable by the Contractor for any reason whatsoever.
6. To furnish any affidavit or Certificate in connection with the work covered by this agreement as required by law. The Contractor will in every respect comply with the terms and provisions of this Agreement, as well as the ordinances, rules, and regulations of the Township as well as with all applicable laws, including the laws of any municipality in which the Contract Work is located. Contractor shall obtain at its sole cost any and all bonds, permits, and approvals from any federal, state, and/or local government and/or agency and/or body thereof that has jurisdiction over the Contract Work.
7. Contractor agrees to maintain, without charge to the Township, all records and documents for projects of the Township in compliance with the Freedom of Information Act, 5 ILCS 140/1 et seq. In addition, Contractor shall produce records which are responsive to a request received by the Township under the Freedom of Information Act so that the Township may provide records to those requesting them within the time frames required. If additional time is necessary to compile records in response to a request, then Contractor shall so notify the Township and if possible, the Township shall request an extension so as to comply with the Act. In the event that the Township is found to have not complied with the Freedom of Information Act due to Contractor's failure to produce documents or otherwise appropriately respond to a request under the Act, then Contractor shall indemnify and hold the Township harmless, and pay all amounts determined to be due including but not limited to fines, costs, attorneys' fees and penalties.
9. This Agreement shall be binding upon and inure to the benefit of the Township and the Contractor and their respective successors and assigns. Notwithstanding the foregoing, the Contractor shall not assign, lease, or sub-lease this Agreement or any portion thereof without the express written consent of the Township which the

Township may withhold in its sole and absolute discretion. Any such assignment shall be null and void.

10. Contractor expressly acknowledges that the Township makes no representation or warranties, express or implied, as to the adequacy, fitness, or condition of the Township properties where the Contract Work shall take place, for the purposes set forth herein, or for any other purpose or use, expressed or implied, by Contractor. ALL IMPLIED WARRANTIES OF QUALITY, FITNESS, MERCHANTABILITY, AND HABITABILITY ARE HEREBY EXCLUDED. Contractor accepts use of the Township properties and the improvements thereon, "AS-IS" and "WITH ALL FAULTS." Contractor acknowledges that Contractor has inspected the Township properties and is satisfied as to the adequacy, fitness, and condition thereof. Further, Contractor expressly acknowledges the Township shall not provide any training regarding the Township property, use of the Township property, or any hazards contained therein.
11. It is understood, acknowledged and agreed by the parties that the relationship of the Contractor to Township arising out of this Agreement shall be that of an independent contractor. Neither Contractor, nor any employee or agent of Contractor, is an employee, partner, joint venture, and/or agent of Township, and therefore is not entitled to any benefits provided to employees of Township. Contractor has no authority to employ/retain any person as an employee or agent for or on behalf of Township for any purpose. Neither Contractor nor any person engaging in any work or services related to this Agreement at the request or with the actual or implied consent of the Contractor may represent himself to others as an employee of Township. Should any person indicate to the Contractor or any employee or agent of Contractor by written or oral communication, course of dealing or otherwise, that such person believes Contractor to be an employee or agent of Township, Contractor shall use its best efforts to correct such belief. In ordering or accepting delivery of or paying for any goods or services, Contractor shall do so in Contractor's own business.

Contractor shall at all times have sole control over the manner, means and methods of performing the Contract Work required by this Agreement according to its own independent judgment. Contractor acknowledges and agrees that it will devote such time and resources as necessary to produce the contracted for results. Township shall not have any control over, change of, nor be responsible for, the construction means, methods, techniques, sequences of procedures, or for safety precautions and programs in connection with the Contract Work since they are solely the Contractor's rights and responsibilities. The Contractor shall supervise and direct the Contract Work efficiently with its best skill and attention; and the Contractor shall be responsible for initiating, maintaining and supervising all safety precautions and programs in connection with the work; and the Contractor shall take all necessary precautions for the safety of, and shall provide the necessary protection to prevent damage, injury or loss to all employees and all other persons who may be affected thereby.



12. All payments under this Agreement shall be based on the previous determined contract price between Township and Contractor. See payment terms attached hereto as Exhibit A.

13. This Agreement sets forth the entire understanding of the Township and the Contractor. The Township and the Contractor agree there shall be no change or modification to this Agreement unless any such amendment is dated, reduced to writing, executed by both parties, and attached to and made a part of this Agreement. The Township and the Contractor agree that the titles of the items in this Agreement, hereinabove set forth, are for conveniences of identification only and shall not be considered for any other purpose. This Agreement shall be construed, governed, and enforced according to the laws of the State of Illinois and any action to enforce this Agreement shall take place in the Circuit Court of Cook County, Illinois. This Agreement is entered into solely for the benefit of the contracting parties, and nothing in this Agreement is intended, either expressly or impliedly, to provide any right or benefit of any kind whatsoever to any person or entity who is not a party to this Agreement, or to acknowledge, establish, or impose any legal duty or obligation to any third-party. Nothing in this Agreement shall be construed or interpreted in any way as a waiver, express or implied, of any common law and/or statutory privileges and/or immunities of the Township and/or the Township Board of Trustees, its respective officers, officials, employees, volunteers agents, successors, and/or assigns, as to any claims, causes of action, damages, demands, losses, penalties, obligations, liabilities, or expenses of any kind or nature whatsoever. If any clause, phrase, provision, or portion of this Agreement to any person or circumstance, shall be invalid or unenforceable under applicable law, such event shall not affect, impair, or render invalid or unenforceable the remainder of this Agreement.

IT IS MUTUALLY UNDERSTOOD AND AGREED that the Contractor shall have the full control of the ways and means of performing the work referred to above and that the Contractor or its employees, representatives or subcontractors are in no sense employees of the Township, it being specifically agreed that the Contractor bears the relationship of an independent contractor to the Township.

This agreement shall be in full force and effect from the 13th day of December 2021 until such time as it is terminated by the Township.

IN WITNESS WHEREOF, THE PARTIES have executed this Agreement this 13th day of December, 2021

PALATINE TOWNSHIP 	CONTRACTOR 
Andy-John G. Kalkounos Print Name	Brian A. White Print Name
Supervisor Title	OWNER / OPERATOR Title



C

Exhibit A

ESTIMATE For & SHRUB

PROTECTION PLAN

P.O. Box 42 Carpentersville, Il. 60110
847-836-7406/main office 815-547-8333

Name: Palatine Township Ctr.

Date: 12/08/21

Address: 721 Quintin Rd.

Time: 9:00am

City: Palatine

Zip: 60067

Cus#: 335

Phone: 847-358-6700

Hello, and thank you for the opportunity to maintain or enhance the value of your landscape. Your licensed Horticulturalist will customize a program to fit your needs. We thank you again and look forward to serving you for years to come.

Lawn Care Plan

- L1 Early spring
- L2 Late spring
- L3 Early Summer
- L4 Late Summer
- L5 Early Fall
- L6 Late Fall

\$870.00

Total

(organic also available)

Tree & Shrub Plan

- H1 Superior Oil
- H2 Deep Root Fertilization
- H3 Insect/ Disease Protection
- H4 Insect/ Disease Protection
- H5 Mite/Insect Protection
- H6 Fall Root Zone Fertilization

\$770.00

Total

Additional Beneficial Services

Aeration & Overseeding _____

Boring Insect Control _____

Spring Aeration _____

Total Vegetation Control \$100.00

Fall Aeration _____

Annual Grub Control \$195.00

- I agree to the Prepay and will send the specified amount.
- I understand the price for Lawn, and for T&S program and agree to pay with in 30 days after each application.

Signature: _____

Date: _____

2/4/2022

(mail back top copy and remaining copies are for your records)



Exhibit B

ESTIMATE For & SHRUB PLAN

P.O. Box 42 Carpentersville, Il. 60110
847-836-7406/main office 815-547-8333

Name: Hillside Cemetery

Date: 12/08/21

Address: Colfax & Smith Rd.

Time: 9:00am

City: Palatine

Zip: 60067

Phone: 847-358-6700

Cus#: 372

Hello, and thank you for the opportunity to maintain or enhance the value of your landscape. Your licensed Horticulturalist will customize a program to fit your needs. We thank you again and look forward to serving you for years to come.

Lawn Care Plan

- L1 Early spring
- L2 Late spring
- L3 Early Summer
- L4 Late Summer
- L5 Early Fall
- L6 Late Fall

\$3828.00

Total

(organic also available)

Tree & Shrub Plan

- H1 Superior Oil
- H2 Deep Root Fertilization
- H3 Insect/ Disease Protection
- H4 Insect/ Disease Protection
- H5 Mite/Insect Protection
- H6 Fall Root Zone Fertilization

\$1275.00

Total

Additional Beneficial Services

Aeration & Overseeding _____

Boring Insect Control \$69.00 1 Cedar

Spring Aeration _____

Total Vegetation Control \$420.00 Entire Drive

Fall Aeration _____

Annual Grub Control \$857.00

- I agree to the Prepay and will send the specified amount.
- I understand the price for Lawn, and for T&S program and agree to pay with in 30 days after each application.

Signature: _____

Date: 2/4/22

(mail back top copy and remaining copies are for your records)



C

Exhibit C

ESTIMATE For & SHRUB PROTECTION PLAN

P.O. Box 42 Carpentersville, IL 60110
847-836-7406/main office 815-547-8333

Name: Cady Cemetery

Address: Ela & Dundee Rd.

City: Inverness

Zip: 60067

Phone: 847-358-6700

Date: 12/08/21

Time: 9:00am

Cus#: 380

Hello, and thank you for the opportunity to maintain or enhance the value of your landscape. Your licensed Horticulturalist will customize a program to fit your needs. We thank you again and look forward to serving you for years to come.

Lawn Care Plan

- L1 Early spring
- L2 Late spring
- L3 Early Summer
- L4 Late Summer
- L5 Early Fall
- L6 Late Fall

\$390.00

Total

(organic also available)

Tree & Shrub Plan

- H1 Superior Oil
- H2 Deep Root Fertilization
- H3 Insect/ Disease Protection
- H4 Insect/ Disease Protection
- H5 Mite/Insect Protection
- H6 Fall Root Zone Fertilization

N/A

Total

Additional Beneficial Services

Aeration & Overseeding _____

Boring Insect Control _____

Spring Aeration _____

Total Vegetation Control _____

Fall Aeration _____

Annual Grub Control \$170.00

- I agree to the Prepay and will send the specified amount.
- I understand the price for Lawn, and for T&S program and agree to pay with in 30 days after each application.

Signature: _____

Date: 2/8/22

(mail back top copy and remaining copies are for your records)



Exhibit D

ESTIMATE For E & SHRUB

PROTECTION PLAN

P.O. Box 42 Carpentersville, IL 60110
847-836-7406/main office 815-547-8333

Name: Wolfrum Cemetery

Date: 12/08/21

Address: Old Plum Grove Rd.

City: Rolling Meadows Zip: 60067

Time: 9:00am

Phone: 847-358-6700

Cus#: 382

Hello, and thank you for the opportunity to maintain or enhance the value of your landscape. Your licensed Horticulturalist will customize a program to fit your needs. We thank you again and look forward to serving you for years to come.

Lawn Care Plan

- L1 Early spring
- L2 Late spring
- L3 Early Summer
- L4 Late Summer
- L5 Early Fall
- L6 Late Fall

\$390.00

Total

(organic also available)

Tree & Shrub Plan

- H1 Superior Oil
- H2 Deep Root Fertilization
- H3 Insect/ Disease Protection
- H4 Insect/ Disease Protection
- H5 Mite/Insect Protection
- H6 Fall Root Zone Fertilization

N/A

Total

Additional Beneficial Services

Aeration & Overseeding _____

Boring Insect Control _____

Spring Aeration _____

Total Vegetation Control _____

Fall Aeration _____

Annual Grub Control \$170.00

- I agree to the Prepay and will send the specified amount.
- I understand the price for Lawn, and for T&S program and agree to pay with in 30 days after each application.

Signature: _____

Date: 2/4/22

(mail back top copy and remaining copies are for your records)



C

Exhibit E

ESTIMATE For & SHRUB

PROTECTION PLAN

P.O. Box 42 Carpentersville, IL 60110
847-836-7406/main office 815-547-8333

Name: Salem Cemetery

Date: 12/08/21

Address: Plum Grove Rd.

City: Rolling Meadows Zip: 60067

Time: 9:00am

Phone: 847-358-6700

Cus#: 381

Hello, and thank you for the opportunity to maintain or enhance the value of your landscape. Your licensed Horticulturalist will customize a program to fit your needs. We thank you again and look forward to serving you for years to come.

Lawn Care Plan

- L1 Early spring
- L2 Late spring
- L3 Early Summer
- L4 Late Summer
- L5 Early Fall
- L6 Late Fall

\$165.00

Total

(organic also available)

Tree & Shrub Plan

- H1 Superior Oil
- H2 Deep Root Fertilization
- H3 Insect/ Disease Protection
- H4 Insect/ Disease Protection
- H5 Mite/Insect Protection
- H6 Fall Root Zone Fertilization

N/A

Total

Additional Beneficial Services

Aeration & Overseeding _____

Boring Insect Control _____

Spring Aeration _____

Total Vegetation Control _____

Fall Aeration _____

Annual Grub Control \$65.00

- I agree to the Prepay and will send the specified amount.
- I understand the price for Lawn, and for T&S program and agree to pay with in 30 days after each application.

Signature: _____

Date: _____

2/4/22

(mail back top copy and remaining copies are for your records)