

TO ANY OF THE NEIL JONES FOOD COMPANIES:  
NORTHWEST PACKING COMPANY  
NORTHWEST PACKING COMPANY DBA SAN BENITO FOODS  
TOMA-TEK, INC.

This is to confirm that I am an independent contractor, doing business as a sole proprietor, and as such do not carry any form of business insurance similar to that which might be issued to a company or corporation. For that reason I am unable to provide you with a "certificate of insurance" which you normally require of your vendors and suppliers.

I acknowledge that I am doing business with your firm in my role as an independent contractor and sole proprietor, and that I am not your employee. I acknowledge that I would not have any benefits due me, such as insurance benefits, or benefits under the workers' compensation laws of the state, or wage and hour benefits.

I understand that any rights that I may have are set out in a written contract with your company, if any, and that the contractual business relationship may be ended pursuant to the terms of that contract. If there is no written contract, or if the contract is silent as to termination, then I understand that the business relationship can be ended at anytime for any purpose by either party.

I understand that I must complete paperwork that would allow the company to issue me a 1099 at year-end to reflect the company's payment of fees to me as an independent contractor and that taxes are not being withheld from these payments since I am not an employee.

I understand that the company may have certain business requirements of me, such as deadlines for performance of tasks, or quality standards. I understand that the company may have requirements having to do with certain federal laws (such as federal anti-harassment policies). These business and legal requirements do not make me an employee of the company.

Signature: \_\_\_\_\_  
Printed name: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_  
Phone: \_\_\_\_\_  
Date: \_\_\_\_\_

BUSINESS LICENSE (If Any) \_\_\_\_\_  
SSN NUMBER OR FEDERAL TAX I.D. \_\_\_\_\_