

FREELANCE SERVICES - WORK AGREEMENT

This Freelance Services Agreement (the "Agreement") is made and entered into as of the date of the last signature below (the "Effective Date"), by and between **Sommcoder Web Services** ("Freelancer"), and **Brightsource Media** ("Client").

Sommcoder Web Services

43 Hanna Avenue, Suite 415

M6K 1X1

Toronto, Ontario, Canada

Brightsource Media

1. Scope of Work

Freelancer agrees to provide web development and design services for Client, including but not limited to design drafts, revisions, development, and testing. The full scope of work, features, and integrations will be finalized upon confirmation of design and project requirements.

2. Availability

- For the first **two (2) weeks** following the signing of this Agreement and a confirmed contract with Indeed Labs, Freelancer will be available for **20-25 working hours per week**.
- Thereafter, Freelancer will be available for **30-40 working hours per week** for the full duration of the project.

3. Project Timeline & Milestones

- A **first design draft** will be delivered within **2-3 weeks** following the execution of this Agreement and the provision of all required inspiration materials.
- **Revisions, if necessary**, will be completed within **1-2 weeks** after the initial design draft.
- Development and testing will require **2-4 months**, with an additional **one (1) month** allocated for revisions, subject to project complexity and scope.

- Freelancer requires **collaborator access** to the Indeed Labs site to properly assess the development requirements and scope.
 - The total estimated timeline for completion is **less than six (6) months**, subject to adjustments based on project needs.
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4. Compensation & Billing

- The agreed-upon billable rate is **\$40 USD per hour**.
 - Freelancer will track hours worked in a shared timesheet for Client's review, if requested.
 - Freelancer will **bill the Client weekly**.
 - Client agrees to review and process payments in a timely manner within **3-5 business days**.
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5. Communication

- Freelancer will be available for text communication **Monday - Friday, between 8:00 AM - 6:00 PM (EST)**. Responses outside of these hours may be limited.
 - For quick communication, **WhatsApp** will be used; for formal correspondence, **email** is preferred.
 - Scheduled phone or video calls will be arranged for discussions requiring significant clarification or back-and-forth communication.
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6. Termination

- Either party may terminate this Agreement with **three (3) weeks' written notice**.
 - In the event of termination, Freelancer will be compensated for all completed work and hours billed up to the termination date.
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7. Independent Contractor Relationship

Freelancer is an independent contractor and not an employee of Client. Nothing in this Agreement shall be construed as creating an employment relationship, partnership, or joint venture between the parties.

8. Confidentiality

Freelancer agrees to maintain the confidentiality of all proprietary and sensitive information received from Client and Indeed Labs during the course of the project.

9. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the jurisdiction in which Client is based.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the Effective Date.

Sommcoder Web Services

Signature: _____

Name: _____

Date: _____

Brightsource Media

Signature: _____

Name: _____

Date: _____