

**ALT, LC SOFTWARE DEVELOPER EMPLOYMENT AGREEMENT (CONTRACTOR  
BUG FIXER)**

AGREEMENT dated as of “date” by and between “ADVANCED LEGAL TECHNOLOGIES, LC” (the “Company”, also referred in this agreement as ALT,LC), a New Mexico Limited Liability Company with its principal office located in Dallas County, Texas (the "Employer") and

\_\_\_\_\_ (name of contractor), (the "Contractor").

W I T N E S S E T H :

WHEREAS, the Employer desires to employ and retain the services of the Contractor;

WHEREAS, the Contractor represents and warrants to the Employer that he has the qualifications and experience necessary to effectively perform the responsibilities, and assist the Employer, as contemplated by this Agreement;

NOW, THEREFORE, in consideration of the mutual covenants of the parties which are hereinafter set forth and for other good and valuable consideration, receipt of which is hereby acknowledged,

IT IS AGREED:

Recitals Adopted. The parties hereto adopt as part of this Agreement each of the recitals which are contained above in the WHEREAS clauses, and agree that such recitals shall be binding upon the parties hereto by way of contract and not merely by way of recital or inducement; and such clauses are hereby confirmed and ratified as being true and accurate by each party as to itself and himself.

2. Employment. The Employer shall employ the Contractor as SOFTWARE DEVELOPER A1 (the "Position"). The Contractor accepts such employment upon the terms and conditions which are hereinafter set forth.

3. Duties. The Contractor shall report to (and shall have only such authority as shall be granted to him by) the Employer’s Lead Developer, Project Manager, Supervisor, Team Lead, President and/or Chief Executive Officer. The Contractor shall perform such duties as may be assigned by the Employer’s, President and/or Chief Executive Officer or other Senior Person(s) at the direction of the Chief Executive or President, provided such duties are commensurate with his Position. Such duties to be performed by the Contractor shall include, but shall not be limited to, the duties set forth in Exhibit "A", which is annexed hereto, incorporated by reference and made a part hereof.

4. Location/Office Space. The Contractor's services shall be performed at such location or locations in the United States, or remotely as may be determined by the Employer from time to time, in its sole and absolute discretion including, but not limited to, the Contractor's residence (from time to time). The Employer shall provide, at its expense, such office space, equipment and furniture and support staff as the Employer shall, in its sole and absolute discretion, determine is required for the performance of the Contractor's duties. Any equipment, including, but not limited to, office and computer equipment and software which is purchased or provided by the Employer for the benefit, and/or use, of the Contractor shall at all times remain the property of the Employer and shall be returned to the Employer upon the termination of the Contractor, pursuant to Article "7" of this Agreement, and shall be in good working order and operating condition and repair upon such return subject to reasonable wear and tear in the course of the equipment's intended and reasonable usage.

5. Term. The term of this Agreement shall commence as of "starting date" and, unless sooner terminated as hereinafter provided, shall continue for a period of one (1) month until "termination date" (the "Term"). Said agreement will automatically renew for an additional term unless terminated. The Term of this Agreement and the Contractor's employment shall automatically terminate upon the date of the death of the Contractor, and the Employer shall have the right to terminate the Contractor's employment for Cause (as defined in Article "7" of this Agreement). The Employer shall also have the right to terminate the Contractor's employment without cause (as defined in Article "7" of this Agreement) upon seven (7) days prior written notice (the "Termination Notice"), pursuant to paragraph "C" of Article "24" of this Agreement. Such termination of the Contractor's employment shall not constitute a breach of this Agreement by the Employer. The Contractor shall have the right to resign his position under this Agreement if he gives the Employer at least 2 months notice of his intention to do so in writing pursuant to Paragraph "C" of Article "24" of this Agreement. Such resignation of the Contractor's employment shall not constitute a breach of this Agreement by the Contractor. The Contractor shall also have the right to resign his position pursuant to this Agreement without giving notice if Compensation due under this Agreement is not paid (as provided in Article "6" of this Agreement). Such resignation of the Contractor's employment shall not constitute a breach of this Agreement by the Contractor.

## 6. Compensation

### 6.1 Compensation (Bug Fixer – Case Management System Cleanup)

(a) Contractor shall be compensated on a flat-fee basis for the successful completion of assigned bug fixes in the Case Management System.

(b) The total compensation for full performance and delivery of all assigned bug resolutions, code commits, and verification compliance shall be One Thousand Dollars (\$1,000.00 USD).

(c) Compensation shall be paid in two (2) installments:

(i) Initial Payment: Five Hundred Dollars (\$500.00 USD), to be released upon successful completion and verification of the first twenty five (25) bug fixes assigned to Contractor;

(ii) Final Payment: Five Hundred Dollars (\$500.00 USD), to be paid only upon completion, CI and QA verification, and final approval of all remaining assigned bug fixes.

- (d) Upon verified completion of all deliverables, payment shall be released within five (5) business days, provided all other conditions precedent are satisfied.
- (e) Contractor understands and agrees that final payment is contingent upon both successful verification of all assigned fixes and completion of the offboarding process.

## 6.2 Condition of Payment

- (a) All bug fixes must pass both automated CI-pipeline tests and manual QA verification.
- (b) Contractor shall ensure that all bug fixes are properly committed, pushed to the appropriate branch, and submitted via pull request (PR) with complete documentation and test evidence where applicable (e.g., Postman, Pytest).
- (c) Contractor shall participate in the corporate offboarding process, which includes:
  - (i) confirmation of final code handoff and closure of all access credentials;
  - (ii) verification of permanent deletion of all ALT code, repositories, data, documents, and related intellectual property from every local device, virtual machine, cloud drive, backup service, and third-party system to which Contractor has or has had access;
  - (iii) submission of a video or other verifiable record showing the deletion process; and
  - (iv) full compliance with all additional protocols, checklists, and confirmations required by ALT in connection with IP protection and offboarding.
- No payment shall be released until completion and verification of all items above.
- (d) Contractor expressly agrees not to disclose, share, transfer, sell, display, or otherwise make available any ALT code, data, documents, or intellectual property to any third party, person, entity, or organization without the prior written authorization of a designated ALT representative. Any violation of this clause constitutes a material breach and grounds for immediate dismissal from the project, termination of the contract, and forfeiture of all compensation.
- (e) No payment shall be released for incomplete, non-functional, unverified, or unmerged code fixes.
- (f) Timely performance and adherence to all project protocols are mandatory. Delays, failure to complete assigned fixes, or non-compliance with requirements may result in forfeiture of final payment.
- (g) Contractor must respond to all project communications or requests for information within twenty-four (24) hours unless expressly excused in writing.
- (h) Contractor shall participate in daily stand-up reporting through the official ALT communication channel (currently Discord #daily-standup or any successor platform designated by ALT) and provide accurate daily progress updates.
- (i) Contractor shall comply with the ALT Performance Logging Protocol and any amendments or related directives issued thereafter. Failure to submit required performance logs constitutes non-performance.
- (j) Under the ALT Submission and Update (ASU) Protocol, each bug fix may be resubmitted for approval a maximum of three (3) times unless otherwise authorized by ALT. Exceeding this limit without satisfactory resolution may result in reassignment of the issue, forfeiture of compensation for that task, and may constitute grounds for dismissal from the project and termination of the contract at ALT's election with no liability for breach.
- (k) Contractor agrees to complete the first five (5) bugs or development tasks assigned by the Company within four (4) calendar days, starting from the time the Contractor is provided with account credentials granting access to the project systems.

Failure to complete all five (5) tasks within this time frame shall constitute nonperformance, and the Company may, at its sole discretion, rescind this agreement without breach, penalty, or further obligation of any kind. Such rescission shall not be considered a termination for cause or convenience, but a valid withdrawal due to unmet performance conditions.

7. Cause. For purposes of this Agreement, the term "Cause" shall include: (i) willful malfeasance or gross negligence; (ii) the Contractor's fraud, misappropriation or embezzlement; (iii) the Contractor's failure to perform such duties and/or meet any deadline which was assigned to him by the Employer's President, Chief Executive Officer or Lead Programmer; or other designated supervisory person (iv) the Contractor's default, violation of, or failure to perform any provision of this Agreement, including, but not limited to, Articles "9", "10" and "11" of this Agreement. The Employer may terminate this Agreement and the Contractor's employment for Cause upon notice to the Contractor, which notice shall state the cause for termination and the date of termination which, at the Employer's election, may be effective immediately. Such termination of the Contractor's employment shall not constitute a breach of this Agreement by the Employer and the Employer's sole obligation to the Contractor shall be to pay the Contractor the amount of any compensation then due to the Contractor through the date of termination.

8. Death of Contractor. If the Contractor dies during the Term hereof, there shall be paid to the executor or administrator of the Contractor's estate the sum of (A) any unpaid base compensation through the date of his death, and (B) such other amounts, if any, under such benefit or other plans or programs of the Employer, if any, as may be provided generally for other similarly situated senior executives (and not pursuant to agreements with specific senior executives) of the Employer in the event of their deaths.

#### 9. Confidential Information; Non-Disclosure.

A. As used in this Agreement, "Confidential Information" means information which is presented to the Contractor by the Employer or developed, conceived or created by the Employer, or disclosed to the Contractor or known by or conceived or created by the Contractor during the term of the Contractor's employment by the Employer, with respect to the Employer, its business or any of its products, processes, and other services relating thereto relating to the past, present or future business of the Employer or any plans therefore, or relating to the past, present or future business of a third party or plans therefore which are disclosed to the Contractor. Confidential Information includes, but is not limited to, all documentation, hardware and software relating thereto, and information and data in written, electronic, graphic and/or machine readable form, products, processes and services, whether or not patentable, trademarkable or copyrightable or otherwise protectable, including, but not limited to, information with respect to discoveries; know-how; ideas; computer programs, source codes and object codes; designs; algorithms; processes and structures; product information; marketing information; price lists; cost information; product contents and formulae; manufacturing and production techniques and methods; research and development information; lists of clients and vendors and other information relating thereto; financial data and information; business plans and processes; documentation with respect to any of the foregoing; and any other information of the Employer that the Employer informs the Contractor or the Contractor should know, by virtue

of his position or the circumstances in which the Contractor learned such other information, is to be kept confidential including, but not limited to, any information acquired by the Contractor from any sources prior to the commencement of the Contractor's employment by the Employer. Confidential Information also includes similar information obtained by the Employer in confidence from its vendors, licensors, licensees, customers, Contractors and/or clients. Confidential Information may or may not be labeled as confidential.

B. Except as required in the performance of the Contractor's duties as an Contractor, the Contractor will not, during or after his employment, directly or indirectly, use any Confidential Information or disseminate or disclose any Confidential Information to any person, firm, and corporation, member of the press, association or other entity. The Contractor shall take all reasonable measures to protect Confidential Information from any accidental, unauthorized or premature use, disclosure or destruction. The Contractor will be responsible for, and required to sufficiently encrypt and otherwise protect, any information contained on any Laptop computer or any removable drives or backup devices that the Contractor may use either inside or outside of the Employer's office. The foregoing prohibition shall not apply to any Confidential Information which: (i) was generally available to the public prior to such disclosure; (ii) becomes publicly available through no act or omission of the Contractor, (iii) is disclosed as reasonably required in a proceeding to enforce the Contractor's rights under this Agreement or (iv) is disclosed as required by court order or applicable law.

C. Upon termination of the Contractor's employment with the Employer for any reason or at any time upon request of the Employer, the Contractor agrees to deliver to the Employer all materials of any nature which are in the Contractor's possession or control and which are or contain Confidential Information, Work Product or Work Products (hereinafter defined), or which are otherwise the property of the Employer or any vendor, licensor, licensee, customer or client of the Employer, including, but not limited to writings, designs, documents, records, data, memoranda, tapes and disks containing software, computer source code listings, routines, file layouts, record layouts, system design information, models, manuals, documentation and notes.

D. All ideas, inventions, discoveries or improvements, whether patentable or not, conceived by the Contractor (alone or with others) during the term of the Contractor's employment by the Employer ("Work Products") shall be the exclusive property of and assigned to the Employer or as the Employer may direct without compensation to the Contractor. Any records with respect to the foregoing shall be the sole and exclusive property of the Employer and the Contractor shall surrender possession of such records to the Employer upon any suspension or termination of his employment with the Employer. Any Work Product shall be deemed incorporated in the definition of Confidential Information for all purposes hereunder.

E. The Contractor will not assert any rights with respect to the Employer, its business, or any of its products, processes and other services relating thereto, Work Product or any Confidential Information as having been acquired or known by the Contractor prior to the commencement of the Contractor's employment with the Employer.

## 10. Contractor's Work Product

A. The Contractor represents and warrants to the Employer

that all work that the Contractor performs, for or on behalf of the Employer and its clients, and all work product that the Contractor produces, including, but not limited to, software, documentation, memoranda, ideas, designs, inventions, processes, algorithms, etc. (Also “Work Product”) will not knowingly infringe upon or violate any patent, copyright, trade secret or other property right of any of the Contractor's former employers or of any other third party. Further, the Contractor will not disclose to the Employer or use in any of the Contractor's Work Product any confidential or proprietary information belonging to others, unless both the owner thereof and the Employer have consented to such disclosure and usage.

B. The Contractor will promptly disclose to the Employer all Work Products developed by the Contractor within the scope of his employment with the Employer or which relate directly to, or involve the use of, any Confidential Information including, but not limited to, all software, concepts, ideas and designs, and all documentation, manuals, letters, pamphlets, drafts, memoranda and other documents, writings or tangible things of any kind.

C. The Contractor acknowledges and agrees that all copyrightable Work Products prepared by the Contractor within the scope of the Contractor's employment with the Employer are “works made for hire” and, consequently, that the Employer owns all copyrights thereto.

D. The Contractor hereby assigns, transfers and conveys to the Employer, without additional consideration, all of his other rights, title and interest (including, but not limited to, all patent, copyright and trade secret rights) in and to all Work Products prepared by the Contractor, whether patentable or not, made or conceived, in whole or in part, by the Contractor within the scope of the Contractor's employment by the Employer, or that relate directly to, or involve the use of, Confidential Information.

E. The Contractor will, without additional compensation, execute all assignments, oaths, declarations and other documents requested by the Employer to effect and further evidence the foregoing assignment, transfer and conveyance, and agree to provide all reasonable assistance to the Employer (at the Employer's expense) to provide all information, documentation and assistance to the Employer in perfecting, enforcing, defending or protecting any or all of the Employer's rights in all Work Product.

11. Restrictive Covenants.

A. During the Term of the Contractor's employment by the Employer, and for a period of three (3) years following the termination of his employment (whenever, however and by whomever such termination is caused), Contractor will not (i) induce or attempt to induce any customer or client of the Employer to reduce such customers or client's business with the Employer; (ii) solicit or attempt to induce any of the Employer's Contractors to leave the employment of the Employer; (iii) induce or attempt to induce any of the Employer's suppliers or vendors to reduce the business which they do with the Employer; or (iv) take any other action prejudicial to the Employer or its business affairs or interests.

B. For a period of one (2) years following the end of the Term (notwithstanding the earlier termination of this Agreement), the Contractor will not, anywhere in the United States, Canada, Mexico, Colombia, or Latin America directly or indirectly, own, manage, join, control, be employed by, or participate in the ownership (other than the ownership of shares of a publicly-held corporation, which shares (a) are equal to no more than one (1%) percent of the issued and outstanding shares of such corporation, and (b) have a value equal to no more than three (3%) percent of the Contractor's net worth), operation or control of, or be connected in any manner with, any corporation or other entity engaged in any business which is "competitive" with the business of the Company, whether for his own account or as an Contractor of any other person, firm or corporation. A business shall be deemed "competitive" with the business of the Company if a material part of its activities consist of Web based services or cell phone applications which facilitate the acquisition and provisioning of legal services.

C. The restrictions which are contained in this Article "11" of this Agreement shall apply to all locations anywhere in the United States, Canada and Mexico, Europe, Asia, and Latin America. Contractor hereby acknowledges and agrees that the Employer plans to carry on substantial business throughout the United States, Canada and Mexico, Europe, Asia and Latin America.

12. Representations of the Contractor. The Contractor represents warrants and covenants to the Employer as follows:

A. The execution, delivery and performance of this Agreement does not violate any agreement or undertaking to which the Contractor is a party or by which the Contractor may be bound and shall not result in the imposition of any restrictions or obligations upon the Contractor other than the restrictions and obligations created by this Agreement.

B. The Contractor has the full right, power and legal capacity to enter into this Agreement and to consummate the transactions contemplated hereby. Contractor knows of no agreements or contracts, whether written or oral, which would prevent him from entering into this Agreement and to consummate the transactions contemplated hereby.

C. The Contractor has not entered into and is not subject to any agreement, including, but not limited, to any employment, non-compete, confidentiality or work product agreement which would (i) prohibit the execution of this Agreement, (ii) prohibit his employment by the Employer or (iii) affect any of the provisions of, or his obligations pursuant to, this Agreement.

D. If, during the Term, any event occurs or any event known to the Contractor relating to or affecting the Contractor shall occur as a result of which this Article "12" of this Agreement at that time shall include an untrue statement of a fact, or omit to state any fact necessary to make the statements herein, in light of the circumstances under which they were made, not misleading, the Contractor will immediately notify the Employer pursuant to Paragraph "C" of Article "24" of this Agreement.

E. All representations, warranties and covenants made in or in connection with this Agreement shall continue in full force and effect during the Term of this Agreement, it being agreed and understood that each of such representations, warranties and covenants is of the essence of this Agreement and the same shall be binding upon and inure to the benefit of the parties hereto, their successors and assigns.

F. It shall not be a defense to a suit for damages for any misrepresentation or breach of covenant or warranty that the Employer knew or had reason to know that any representation, warranty or covenant in this Agreement or furnished or to be furnished to the Employer contained untrue statements.

G. No representation or warranty of the Contractor which is contained in this Agreement, or in a writing furnished or to be furnished pursuant to this Agreement contains or shall contain any untrue statement of a material fact, omits or shall omit to state any material fact which is required to make the statements which are contained herein or therein, in light of the circumstances under which they were made, not misleading.

13. Reasonableness of Restrictions. Contractor agrees that the duration, scope and geographic area for which the provisions set forth in this Agreement are to be effective are reasonable. If any court of competent jurisdiction determines that any provision of this Agreement is invalid or unenforceable by reason of such provision extending the covenants and agreements contained herein for too great a period of time or over too great a geographical area, or by reason of its being too extensive in any other respect, such agreement or covenant shall be interpreted to extend only over the maximum period of time and geographical area, and to the maximum extent in all other respects, as to which it is valid and enforceable, all as determined by such court in such action. Any determination that any provision of this Agreement is invalid or unenforceable, in whole or in part, shall have no effect on the validity or enforceability of any remaining provision of this Agreement.

14. Non-Exclusive. Any period of time set forth in this Agreement shall not be construed to permit the Contractor to engage in any of the prohibited acts set forth in this Agreement after such period if such acts would otherwise be prohibited by any applicable statute or legal precedent.

15. Equitable Relief. Contractor acknowledges that the services to be rendered by the Contractor hereunder are of a special character which gives them a peculiar value, the loss of which cannot be reasonably or adequately compensated in damages in an action at law. Furthermore, a breach by the Contractor of any of the provisions contained herein, including, but not limited to, the provisions contained in Articles "9", "10", "11" and "12" of this Agreement, will cause the Employer irreparable injury and harm. The Contractor expressly agrees that, notwithstanding anything which is contained in this Agreement to the contrary, the Employer shall be entitled to injunctive or other equitable relief to prevent the Contractor's breach or anticipated breach of this Agreement, including, but not limited to, the Contractor's breach of the provisions contained in Articles "9", "10", "11" and "12" of this Agreement. Resort to such equitable relief, however, shall not be construed to be a waiver of any other rights or remedies which the Employer may have for damages or otherwise.



16. Employer. As used in this Agreement, "Employer" shall mean "ADVANCED LEGAL TECHNOLOGIES, LC", its successors and assigns, and any of its present or future subsidiaries or organizations controlled by it.

17. Construction. Each of the parties hereto hereby further acknowledges and agrees that each has had significant input in the development of this Agreement and this Agreement shall not, therefore, be construed more strictly against any party responsible for its drafting regardless of any presumption or rule requiring construction against the party who drafted this Agreement.

18. Miscellaneous.

A. Headings. The headings contained in this Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Agreement.

B. Enforceability. If any provision which is contained in this Agreement should, for any reason, be held to be invalid or unenforceable in any respect under the laws of any State of the United States, such invalidity or unenforceability shall not affect any other provision of this Agreement. Instead, this Agreement shall be construed as if such invalid or unenforceable provisions had not been contained herein.

C. Notices. Any notice or other communication required or permitted hereunder must be in writing and sent by email

To the Employer: cgraham@advlegaltech.world

To the Contractor: \_\_\_\_\_

Each notice or communication shall be deemed to have been given as of the date so mailed or delivered, as the case may be.

D. Governing Law. This Agreement shall in all respects be construed, governed, applied and enforced in accordance with the internal laws of the State of Texas without giving effect to the conflict of laws rules and be deemed to be an agreement made under the laws of and entered into in the State of Texas. Except as otherwise provided in Article "21" of this Agreement, the parties agree that they shall be deemed to have agreed to binding arbitration in Dallas County, Texas, with respect to the entire subject matter of any and all disputes relating to or arising under this Agreement including, but not limited to, the specific matters or disputes as to which arbitration has been expressly provided for by other provisions of this Agreement. Any such arbitration shall be by a panel of three arbitrators and pursuant to the rules then obtaining of the American Arbitration Association. The parties may agree in writing to conduct any arbitration in another location or forum by their mutual consent. In all arbitrations, judgment upon the arbitration award may be entered in any court having jurisdiction. The parties specifically designate the Courts in the County of Dallas County, Texas as properly having

jurisdiction for any proceeding to confirm and enter judgment upon any such arbitration award. The parties hereby consent to and submit to personal jurisdiction over each of them by the Courts of the State of Texas in any action or proceeding, waive personal service of any and all process and specifically consent that in any such action or proceeding, any service of process may be effectuated upon any of them by certified mail, return receipt requested, in accordance with Paragraph "C" of this Article "24" of this Agreement. The parties agree, further, that the prevailing party in any such arbitration as determined by the arbitrators shall be entitled to such costs and attorney's fees, if any, in connection with such arbitration as may be awarded by the arbitrators; provided, however, that if a proceeding is commenced to confirm and enter a judgment thereon by the Courts of the State of Texas and such application is denied, no such costs or attorneys fees shall be paid. In connection with the arbitrators' determination for this purpose of which party, if any, is the prevailing party, they shall take into account all of the facts and circumstances including, without limitation, the relief sought, and by whom, and the relief, if any, awarded, and to whom. In addition, and notwithstanding the foregoing sentence, a party shall not be deemed to be the prevailing party unless the amount of the arbitration award is greater than one hundred and fifteen (115%) percent of the amount offered in writing by the other party prior to the commencement of the arbitration proceeding. For example, if the party initiating the arbitration ("A") seeks an award of \$100,000 plus costs and expenses, the other party ("B") has offered A \$50,000 prior to the commencement of the arbitration proceeding, and the arbitration panel awards any amount less than \$57,500 to A, the panel should determine that B has "prevailed".

E. Entire Agreement. The parties have not made any representations, warranties or covenants with respect to the subject matter hereof which is not set forth herein, and this Agreement constitutes the entire agreement between them with respect to the subject matter hereof. All understandings and agreements heretofore had between the parties with respect to the subject matter hereof are merged in this Agreement which alone fully and completely expresses their agreement. This Agreement may not be changed, modified, extended, terminated or discharged orally, but only by an Agreement in writing, which is signed by all of the parties to this Agreement.

F. Further Assurances. The parties agree to execute any and all such other further instruments and documents, and to take any and all such further actions which are reasonably required to consummate, evidence, confirm or effectuate this Agreement and the intents and purposes hereof.

G. Binding Agreement. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their heirs, executors, administrators, personal representatives, successors and assigns.

H. Waiver. Except as otherwise expressly provided herein, no waiver of any covenant, condition, or provision of this Agreement shall be deemed to have been made unless expressly in writing and signed by the party against whom such waiver is charged; and (i) the failure of any party to insist in any one or more cases upon the performance of any of the provisions, covenants or conditions of this Agreement or to exercise any option herein contained shall not be construed as a waiver or relinquishment for the future of any such provisions, covenants or conditions, (ii)

the acceptance of performance of anything required by this Agreement to be performed with knowledge of the breach or failure of a covenant, condition or provision hereof shall not be deemed a waiver of such breach or failure, and (iii) no waiver by any party of one breach by another party shall be construed as a waiver with respect to any other breach of this Agreement.

I. Counterparts. This Agreement may be executed simultaneously in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties to this Agreement have set their hands and seals or caused these presents to be signed of the day and year first above written.

BY

CONTRACTOR: \_\_\_\_\_  
Address: \_\_\_\_\_

Name:

BY EMPLOYER: \_\_\_\_\_

ADVANCED LEGAL TECHNOLOGIES, LC

Name: C. GRAHAM

Title: TECHNICAL RECRUITER/PROJECT MANAGER

#### EXHIBIT A

- Design, develop, test, and deploy software features assigned by management.
- Create clean, maintainable, and scalable code that adheres to defined coding standards.
- Participate in sprint planning, daily standups, and team retrospectives as requested.
- Collaborate with other developers and teams on code integration and architecture.
- Create and maintain documentation for code, systems, APIs, and workflows.
- Conduct unit testing and integration testing to ensure software quality and performance.
- Use version control (e.g., GitHub) to track and manage changes in codebase.
- Submit pull requests for code review and address feedback from senior developers/managers
- Resolve bugs and technical issues reported during staging or after deployment.
- Assist with database schema design and query optimization (for full-stack or backend roles).
- Build and refine user interfaces according to design mockups (for frontend roles).
- Monitor and improve performance of software applications.

- Follow CI/CD practices to ensure seamless testing and deployment of features.
- Provide post-deployment support and hotfixes if needed.
- Integrate third-party APIs and tools as directed.
- Ensure all developed features meet accessibility, privacy, and security requirements.
- Conduct research on new tools or frameworks relevant to assigned projects.
- Proactively suggest improvements to software functionality, efficiency, or user experience.
- Participate in debugging sessions and code walkthroughs with the team.
- Respect deadlines and report progress regularly to the technical lead or project manager.