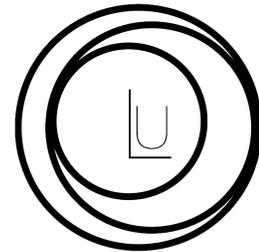


Independent Contractor Agreement
Lumen Interpreting and Translation, INC.
State Certified Court Interpreters (Spanish)



Article I. Interpreter fee is \$400.00 per half day (defined as a 3-hour period in the morning or afternoon during normal business hours) and \$100.00 per hour thereafter.

Article II. The interpreter will be compensated for all of the reserved time of the appointment whether worked or not, and will only work over the time reserved if his schedule permits (to be compensated at the rates set forth below). Unless otherwise agreed, after the half-day period, the interpreter shall be paid by the hour in 1-hour increments. Time shall be determined by using the next highest 1-hour increment (i.e., 3 hours 4 minutes equals half day + 1 hour).

Article III. Roundtrip mileage will be compensated at the rate set forth by the Nebraska Supreme Court or IRS if the number of miles traveled from the interpreter's starting point to the interpreting site is more than 1 mile one way. In addition, when an interpreter assignment requires him to travel 10 or more miles in a single day, he will receive compensation for time spent traveling to and from the assignment. In such instances, the interpreter shall be compensated for driving to and from the assignment at the hourly rate of 100 dollars per hour for travel time. For purposes of compensation, 50 miles is equal to 1 hour of travel time.

Article IV. Any notice of cancellation of services must be submitted in writing via email. If there is no written cancellation, payment will be required for the reserved time including assumed travel time as calculated by Apple Maps. If the interpreter has an assignment that is canceled within 2 business days (48 business hours) of the time the assignment is due to commence, the interpreter will require payment for all the reserved time as well as proposed travel time to and from the location where the interpretation was to take place (if located 5 miles or more away from home of interpreter).

Article V. Timely payment is required. Timely payment is within 30 days of the completion of any assignment. After 30 days without receipt of payment, a 10% late fee will be added to the total amount due. If payment is not received within 45 days of the completed assignment, an extra 10% late fee will be added to the current total amount due and will continue to be added after every 30-day period that the payment is not received.