

REQUIREMENTS TO BE CONSIDERED FOR A CONTRACTOR'S POSITION

Thank you for your interest the possibility of being considered for the position as an Independent Contractor with Mid America Distributors, Inc. doing business as Fireworks Supermarket.

An Independent Contractor is one who:

- **Works** for him or herself;
- **Contracts** for responsibility for a limited period of time and as specified in the contract agreement;
- **Provides management skills** to accomplish stated and agreed upon goals;
- **Supplies sufficient laborers** to meet all needs during the contract period;
- **Is willing to accept suggestions and guidelines** which will enhance the productivity, sales and other accomplishments of him(her)self and his(her) staff; and
- **Receives payment** at the conclusion of the contract fulfillment

In order to be considered for a position as an Independent Contractor with Mid America Distributors, Inc. as an operator of a fireworks stand one must have and/or be willing to do the following:

Read and thoroughly familiarize yourself with the Contractors Manual, which will be loaned to you by Mid America Dist. This book is loaned and must be returned to the company at settlement time.

You must attend one orientation session (the new operator's meeting) specifically designed for new operators; it is offered a couple of different times during late May and early June for your convenience. This training lasts about four to four and half hours and instructs you on how to open, manage and operate a fireworks stand. We encourage you to bring one or two key people you plan to have to help you at your fireworks tent. It is only mandatory that you come to this meeting once; returning operators are not required to attend.

You (and as many of your personnel as you may wish to bring) must also attend a second meeting that will be held at the Harpeth Hills church on Old Hickory Blvd; it is usually held around June 6 or whatever day falls on the closest Thursday. This is a mandatory annual meeting for all contractors (both new and returning) covering procedures, sales, advertising, and general operations. After the meeting we have refreshment and go outside and shoot all the fireworks that you will be selling at your fireworks tent.

SOME SKILLS AND EQUIPMENT YOU WILL NEED

Transportation: Have the use of a truck or trailer (min. 4'x8') in which the lumber and supplies (which we provide) may be hauled **FROM OUR WAREHOUSE TO YOUR LOCATION.** The vehicle may be yours, borrowed, or rented. It will be needed at a minimum to pick up your supplies and to return supplies and unsold products (some stipulations may apply which we cover in your initial meeting).

Basic Manual Labor Skills Needed:

- The ability to use a drill or screwdriver and follow simple directions
- Ability to hook up extension cords and screw in light bulbs
- Ability to tape things to a table and tie rope
- Ability to put t-posts in the ground and string a banner between two t-posts

Personnel to be furnished by you:

(1) Guarantee the presence of at least one adult (18 yrs of age or older) in the tent at all times (24 hours a day) between the dates of June 20 through July 5. This means someone must sleep (or some may call it camping) in the tent after closing hours until you re-open the tent the next morning for business operations.

(2) Employ and train (at your time and possibly expense) sufficient personnel to handle the volume of sales at your location as sales increase between June 20 and July 2. This can mean having 2 people working from when the tent opens on June 20 to July 1, then 2-3 people working between July 1 and July 2, and possibly 6-8+ working on July 3 and 4; and 2-3 selling on July 5th. **As the contractor of the location, it is absolutely mandatory that you clear your schedule enabling you to devote all your time and 100% of your efforts to the fireworks tent from June 28 through July 5; the only exception to this policy is if you have a contractual partner with whom you are operating the tent.**

Qualifying Meeting: You will meet with one of the officials of Mid America Dist. Inc. prior to accepting the contract to discuss with you the obligations of contracting, answer any questions you may have and to determine the feasibility of your contracting. .

Finances: We do not ask you to put up any of your personal funds for the operations of the sale location (supplies used to operate the location, product, lot preparation, the tent itself, etc.). You will be responsible for the payment of those you employ and for your personal expenses including transportation, food, personal items (such as fans, sleeping paraphernalia, small refrigerator, and other comfort items) and other items such as these. Take it from us; how you operate your locations will largely dictate how many out-of-pocket expenses you incur. Many of our operators run their location in such a way that they have very minimal personal expenses. It is also the contractor's responsibility to handle or closely oversee all funds collected from sales of fireworks.

As Contractor you are to:

(1) Sell the merchandise furnished by Mid America using the price list furnished to you and collect the required state and local Sales Tax.

(2) Have on hand sufficient initial funds to make change as you begin to sell. Usually \$100 to \$200 in change and small bills is enough. Once sufficient sales to do so have been made, you may pay yourself back with money from the cash box.

(3) Open a bank account in your name, or the name of your stand or Contractor's business name (not in Mid America's name), at a convenient bank using the first deposit from sales to open the account. You must keep all deposit receipts and be prepared to turn them in at the end of the sale period. You must also obtain from the bank at the end of the selling season a printout of the deposits made and be prepared to turn it in when you settle with us.

(4) Deposit all sales funds in the bank as bulk cash on hand reaches a certain point (we will discuss this further at our new operator meeting).

(5) Make your return and settlement appointments (most of the time back-to-back 30 minute blocks) to bring to Mid America's offices in LaVergne, TN your supplies, remaining inventory, records and bank deposit slips (along with two checks from the checking account you opened); this is also when you get paid. The method for doing this will be explained in much more detail at the new operator's meeting.

Responsibility for equipment and supplies loaned to you:

As the operator of your location you are solely responsible for all supplies and inventory we give (loan) to you for your location. You must pay us in full for any supplies and/or inventory unaccounted for after your return and settlement appointment that you were responsible for returning. Think of it like this, if you loaned me a chainsaw and I didn't return it (for whatever reason), you would expect me to pay you for your lost property; simple really.

Advertising around your stand. The contractor is responsible for erecting furnished signs to the extent allowed by law at your location (again, discussed further in the new operator meeting). The signs are a proven aid in getting people to visit your stand and the more people who do that, the more people you have who will buy from you. The company may also provide some advertising of various types (billboards, newspaper, radio, TV) for some stands to various degrees and amounts to assist you in attracting customers.

As you may observe by these requirements, Mid America Distributors has a very efficient and effective operation which will support, train, encourage and guide you in proven ways to help you earn the greatest amount from your invested labors; assuming you become one of the company's Independent Contractors. We have been in this business for many years and have proudly assisted many people with the opportunity to subcontract as a tent operator and earn extra income.

Mid America Distributors, Inc. has a web site at <http://tnfireworkssupermarket.com/> that shows our facilities in Lavergne, tells you more about the company and offers specialized information for our contractors (with a password). You are invited to visit this web site anytime.

If you have questions about becoming an Independent Contractor or are interested in running a fireworks stand for us, please give one of us a call. Thank you for your time in reading our informative information on becoming a tent contractor.

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