Exhibit D - Team Leader Control Framework

D.1 Guiding Principle

All Team standards are:

Outcome-based, not behavior-controlled

TM retains full discretion over:

- Schedule
- Work methods
- Client interaction style

D.2 Permitted TL Authority

TL may establish **non-exclusive standards** relating to:

(a) Brand & Compliance

- Use of approved marketing materials
- Compliance with Broker and state rules

(b) Transaction Coordination

- File completeness standards
- Deadline tracking requirements

(c) Lead Management

- Assignment and reassignment
- CRM usage requirements

D.3 Prohibited Control

TL shall NOT:

- Require specific working hours
- Mandate physical office attendance
- Control how TM performs services
- Restrict TM from lawful outside business (subject to Broker rules)

D.4 Independent Business Acknowledgment

TM acknowledges:

- They operate an independent business
- They bear their own expenses
- They control their income through effort

D.5 Optional Support (Non-Mandatory)

TL may offer:

- Training
- Systems
- Administrative support

Participation is:

- Voluntary
- Not required for continued affiliation

D.6 Safe Harbor Statement

The Parties agree:

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Exhibit D - Team Leader Control Framework

Nothing in this Agreement is intended to create an employer-employee relationship, and all provisions shall be interpreted to preserve independent contractor status under Connecticut law.

SO AGREED;

TM: _____ _____ _____
Signature *Print Name* *Date*

TL: _____ _____ _____
Signature *Print Name* *Date*

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