

ASSURITY HOME MAINTENANCE LLC

CORPORATE COMPLIANCE & RISK MITIGATION STANDARDS

B2B Multifamily Staffing & Reserve Technician Dispatch

Assurity Home Maintenance LLC ("Assurity") is committed to providing elite, risk-free staffing solutions for property management portfolios. To protect your assets, your residents, and your corporate liability, we enforce the following strict compliance, screening, and insurance standards for every technician dispatched through the Assurity Reserves program.

PART 1 | CORPORATE COMPLIANCE STANDARDS

1. STRICT W-2 WORKFORCE CLASSIFICATION

Unlike traditional temp-agencies or gig-economy platforms, Assurity does not utilize 1099 independent contractors. Every technician dispatched to your property is a fully vetted W-2 Employee of Assurity Home Maintenance LLC. We handle 100% of payroll processing, state and federal tax withholding, unemployment insurance, and HR compliance, ensuring your company faces zero co-employment liability.

2. COMPREHENSIVE BACKGROUND & DRUG SCREENING

No technician is permitted on an Assurity partner property without passing a rigorous, multi-tiered screening process. Our standard pre-employment vetting includes:

- **SSN Trace & Identity Verification:** Confirmation of legal right to work.
- **Multi-State Criminal History (7-to-10 Year Look-back):** County, state, and national federal criminal database searches.
- **National Sex Offender Registry Search:** Zero-tolerance policy for any related offenses.
- **Substance Screening:** Mandatory pre-employment drug paneling.

3. TRADE VERIFICATION & EPA 608 CERTIFICATION

Assurity technicians undergo strict technical vetting prior to deployment.

- **HVAC Specialists:** Every technician dispatched under our HVAC Specialist tier holds a valid, active EPA 608 Universal Certification and is legally compliant to handle, recover, and troubleshoot refrigerant systems.
- **Maintenance Technicians:** Vetted for competency in multifamily turnovers, plumbing, electrical, and carpentry.

4. COMPREHENSIVE INSURANCE COVERAGE

Assurity completely insulates your property management firm from on-site contractor risk. We carry active, premium commercial policies, including:

COMMERCIAL GENERAL LIABILITY	\$1,000,000 Per Occurrence / \$2,000,000 Aggregate
WORKERS' COMPENSATION	Statutory Limits / \$1,000,000 Employers' Liability
CERTIFICATES OF INSURANCE	COIs listing your property management firm as an Additional Insured are available upon request.

5. ON-DEMAND TRANSPARENCY GUARANTEE

We believe in absolute transparency. Upon request, Assurity will provide an official “Clear to Work” confirmation certificate or an anonymized background verification report for any technician prior to their arrival at your property.

PART 2 | MASTER SERVICES AGREEMENT (MSA) LEGAL CLAUSES

Section [X]. WARRANTY OF SCREENING AND COMPLIANCE

Assurity Home Maintenance LLC (“Contractor”) warrants and represents that all personnel, employees, or agents assigned to perform services under this Agreement have successfully passed a comprehensive screening process prior to placement on the Client’s property. This process includes, but is not limited to, Social Security Number verification, a multi-state criminal background check with a minimum seven (7) year look-back period, a National Sex Offender Registry search, and pre-employment substance screening. Contractor agrees to provide anonymized compliance verification for any assigned personnel upon Client’s written request.

Section [X]. EMPLOYEE CLASSIFICATION AND NO CO-EMPLOYMENT

All personnel supplied by Contractor to perform services under this Agreement are strictly W-2 employees of the Contractor. The contractor retains sole responsibility for the payment of all wages, salaries, state and federal payroll taxes, unemployment insurance, and workers’ compensation. Under no circumstances shall Contractor’s personnel be deemed employees, agents, or joint-employees of the Client. Client assumes no co-employment liability.

Section [X]. LICENSING AND TRADE CERTIFICATIONS

Contractor warrants that all personnel dispatched to perform specialized mechanical or HVAC services shall hold all necessary federal, state, and local licenses required to perform the work. Specifically, Contractor guarantees that any personnel assigned to troubleshoot, repair, or maintain heating, ventilation, and air conditioning (HVAC) systems hold a valid and active EPA 608 Universal Certification.

Section [X]. INSURANCE REQUIREMENTS

Throughout the term of this Agreement, Contractor shall maintain, at its own expense, the following minimum insurance coverages to protect Contractor and Client from claims arising from the performance of the services:

- 1. Workers’ Compensation Insurance** in compliance with the statutory requirements of the state in which services are performed, with Employers’ Liability limits of not less than \$1,000,000.
- 2. Commercial General Liability Insurance** covering bodily injury, property damage, and completed operations, with limits of not less than \$1,000,000 per occurrence and \$2,000,000 general aggregate.

Upon request, Contractor shall furnish Client with a Certificate of Insurance (COI) evidencing such coverage and naming Client as an Additional Insured.

DOCUMENT CONTROL	Corporate Compliance & Risk Mitigation Standards
ENTITY	Assurity Home Maintenance LLC
PROGRAM	Assurity Reserves — B2B Multifamily Staffing & Technician Dispatch
STATUS	Official Corporate Standards