



SERVICE CONTRACT AGREEMENT – TERMS AND CONDITIONS - CREDIT APPLICATION - 1 -

Please complete the forms and email to heather@soslabourleasing.com

This contract outlines the agreement between SOS Labour Leasing Ltd. ("the Company") and [Client Name] ("the Client").

1. CONTRACT DURATION AND TERMINATION

- This contract begins on the date of full execution and continues for at least one year.
- Either party may terminate the contract with 30 days' written notice, effective at the end of the next calendar month.

2. COMPLIANCE WITH LAWS

- The Company is responsible for paying employee wages, withholding taxes, and maintaining Workers' Compensation Board (WCB) coverage.

3. WORKER ASSIGNMENTS

- **Assignment:** The Company assigns workers to the Client on a permanent basis until released.
- **Quality Guarantee:** The Company guarantees worker quality. If dissatisfied, the Client may return the worker within two hours of the first charge.
- **Minimum Charge:** A four-hour minimum charge applies unless the Company is notified of changes at least two hours before the scheduled start time.
- **Terminating an Assignment:** The Client may end a worker's assignment at any time for any lawful reason.

4. HIRING SOS EMPLOYEES'

- **Labourers:** The employee must complete a minimum of 90 consecutive working days with your company to be eligible for hire at no additional cost.
- **Skilled Trades or Equivalent:** The employee must complete a minimum of 90 consecutive working days with your company to be eligible for hire, and the client agrees to pay a \$5,000 Placement fee.
- **Early Hire Penalty:** In the event that the Client hires a Skilled Trade or Labourer prior to the 90-day period the Client agrees to pay an early hire penalty.
- **The early hire penalty will be calculated as follows:**
 - ***NUMBER OF DAYS REMAINING TO REACH THE 90-DAY PERIOD X 28% GROSS PROFIT PLUS THE PLACEMENT FEE***

Revised 05/22/2026

Kelowna

101 – 251 Lawrence Avenue
Kelowna, B.C. V1Y 6L2

Vernon

2907 – 32nd Street
Vernon, B.C. V1T 5M2

Penticton

750 Eckhardt Avenue West
Penticton, B.C. V2A 2B7

Calgary & Area

Satellite Office
Calgary, AB.



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5. BILLING RATES

- **Skilled Trades:** The Company quotes and agrees on skilled trades costs with the Client before assigning a worker.
- **Overtime:** Overtime is billed according to federal and provincial guidelines.

6. PAYMENT TERMS

- **Payment:** The Client pays the bill-out rate per hour multiplied by the number of hours worked.
- **Payment Schedule:** Invoices are due within 30 days with approved credit. Late payments accrue interest at 2% per month (24% per annum) or the highest rate permitted by law.
- **Non-Payment Remedies:** If the Client fails to pay, the Company may discontinue services and prohibit workers from working for the Client. The Client is responsible for collection costs, including attorney fees.

7. INSURANCE & INDEMNIFICATION

- The Client releases, defends, indemnifies, and holds the Company harmless from claims, losses, liabilities, and costs (including attorney fees) related to worker performance or non-performance.
- The client is solely responsible for directing, supervising and controlling SOS Labour Leasing's employees as well as their work. SOS Labour Leasing does not guarantee warranty or insure the work.

8. SAFETY

- The Client provides a safe work environment complying with federal and provincial safety standards and regulations.
- The Client notifies the Company immediately in case of any incidents or medical treatments of workers.

By signing below, the client acknowledges reading, understanding, and agreeing to this contract agreement terms and conditions.

Client Name Printed:	Client Signature:
Date Signed:	

"By entering my digital signature, I agree to the terms and conditions outlined in this application and I understand that my digital signature is legally binding."

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CREDIT APPLICATION

Account information

Legal business name of Customer:	
Operating as (if different than above):	
Address:	Phone Number:
City & Province:	Email Address:
Postal Code:	Accounts Payable Contact:
Customer Billing Address if different than above:	

Organizational Information

Type of Business: <input type="checkbox"/> Sole Proprietor <input type="checkbox"/> Partnership <input type="checkbox"/> Limited Corporation <input type="checkbox"/> Home Based <input type="checkbox"/> Other _____
Owners or Partners Names and Titles:
1.
2.
Date incorporated under this name:

Trade References

Supplier Name:	Phone:
Supplier Name:	Phone:

*Acceptable Trade references are from Vendors that form part of the direct costs of your business and are NOT Vendors related to your administrative costs, such as rent, telephone, utilities, insurance etc.

Banking Reference

Name of Bank:	Business Account #:	
Branch Address:	Contact:	
Phone:	Number of years with this bank:	
Credit Card Type and Number:	Expiry Date:	CSC:

All information provided will be held in confidence by SOS Labour Leasing

Information completed by/Title:	Signed:	Date:
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