

INDEPENDENT CONTRACTOR AGREEMENT
I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN

This Independent Contractor Agreement (“Agreement”), effective October 1, 2025, is entered into by and between *I Liheslaturan Guåhan*, whose mailing address is 163 W. Santo Papa, Hagåtña, Guam 96910, and INFJ GLOBAL, LLC. (“Contractor”), whose mailing address is 105 Kayen Senesco, Dededo, GU 96929 (hereafter collectively referred to as the “Parties”).

RECITALS

WHEREAS, it is the intention of the Parties that Contractor provide services to the Office of Senator Sabrina Salas Matanane, under the direction of Senator Sabrina Salas Matanane (“Member”), and *I Liheslaturan Guåhan* shall pay for said services from the Office of Senator Sabrina Salas Matanane budget;

WHEREAS, it is the intention of the Parties that Contractor be deemed an independent contractor, *not* an employee and, therefore, *not* entitled to any benefits otherwise available to employees of the government of Guam; and

WHEREAS, it is the intention of the Parties that Contractor *not* be entitled to payment for any services rendered until such time as all signatures are affixed to this Agreement.

NOW, THEREFORE, the Parties agree to the terms and conditions as set forth below.

TERMS AND CONDITIONS

1.0. Specified Deliverables. In consideration for the amount and payment terms specified below, Contractor *shall* provide the following specialized services to the Member:

- 1.1 Policy consultation, strategic planning, policy analysis, and policy related stakeholder engagement services for use in the Guam Legislature by the Member, deliverable within 72-hours of request, with all reasonable efforts made by the Contractor for speedy delivery in a preferably abbreviated timeline. Requests for services shall be submitted via email by the Member to drafts@taokats.com. Any

deviations to the timelines herein shall be noticed by the Contractor to the Member prior to their expiration and shall articulate the purpose for any such extension which may include, but not be limited to, clarifying engagement between the Contractor and the Member to refine or expand product output.

2.0. Payment Terms. *I Liheslaturan Guåhan* shall pay Contractor the total amount of **Thirty-Six Thousand Dollars (\$36,000.00)** for the specialized services identified in Paragraph 1.0 above, in equal Monthly installment amounts of **Three Thousand Dollars (\$3,000.00)** due on the first of each month beginning October 1, 2025. Payments *shall* commence on the effective date of this Agreement, with said Monthly installments after the effective date of this Agreement. Contractor *shall not* be paid before the commensurate value of services is rendered.

2.1. Availability of Funds. This Agreement is expressly subject to the availability of funds of *I Liheslaturan Guåhan*.

3.0. Contract Period. This Agreement is effective October 1, 2025 and *shall* remain in effect through September 30, 2026, unless otherwise earlier terminated in accordance with this Agreement.

4.0. Representations and Warranties.

4.1. Capacity. Contractor represents and warrants that it has the legal capacity to enter into this Agreement.

4.2. Licensure. Contractor represents and warrants that it holds and will continuously maintain any and all licenses and permits necessary to perform its obligations under this Agreement for the duration of this Agreement, and will comply with all Guam laws pertinent to such licenses and permits.

4.3. Lobbyist Status. Contractor represents and warrants that it is not a legislative lobbyist.

4.4. Contractor's Agents. Contractor shall be liable for any and all of its agent's acts and omissions under this Agreement.

5.0. Covenants.

5.1. Covenant not to Sue; Conflicts of Interest. Contractor covenants not to bring, file, or maintain any claim, grievance, suit, or legal action or proceeding of any nature whatsoever where the Committee on Rules, by Rules Resolution, deems its representation to be contrary to the interest of *I Liheslaturan Guåhan*, or to constitute a

conflict of interest in any administrative or judicial proceeding, or in any case or legal matter whatsoever. If the Committee on Rules makes such a determination, *I Liheslaturan Guåhan* shall transmit a copy of the resolution to Contractor. Unless *I Liheslaturan Guåhan* and Contractor otherwise agree to continued representation, Contractor covenants to take necessary steps to withdraw from representation of the adverse interest against *I Liheslaturan Guåhan* within fourteen days of receiving a copy of the resolution. Notice of such withdrawal shall be given in writing to *I Liheslaturan Guåhan*. Failure to abide by this Paragraph shall constitute a breach of the entire Agreement and all rights of Contractor herein are thereafter automatically terminated.

5.2. Assignment and Delegation. Unless otherwise agreed to, this Agreement shall not be assignable or delegable. Contractor covenants not to assign any right nor delegate any responsibility under this Agreement without the written consent of *I Liheslaturan Guåhan*. Violation of this Paragraph shall constitute a material breach of this Agreement, which shall terminate this Agreement and any and all rights of Contractor.

5.3. Indemnification. In addition to other legal remedies, in the event that an action is filed against *I Liheslaturan Guåhan* because of the acts or omissions of Contractor and its agent(s), Contractor covenants to defend, indemnify and hold harmless *I Liheslaturan Guåhan* for any judgment rendered against it that is the result of Contractor and/or its agent(s) acts or omissions.

6.0. Notices. Unless otherwise indicated, all notices shall be delivered under this Agreement via U.S. Mail; hand-delivery, with receipt confirmation; or e-mail, with receipt confirmation, to *each* of the following persons at either of the following addresses:

	<i>I Liheslaturan Guåhan</i>	Contractor
Persons Receiving Notice	Joann G. Camacho, Executive Director Senator Sabrina Salas Matanane, Member Darlene Hiton, Legislative Counsel	INFJ GLOBAL, LLC. c/o Michael F.Q. San Nicolas
Physical Address	Guam Congress Building 163 W. Santo Papa Hagåtña, GU 96910	105 Kayen Seneso, Dededo, GU 96929
Mailing Address	(Same)	147 Justo St, Barrigada Guam 96921
E-mail Address	joann.camacho@guamlegislature.gov office.senatorbri@guamlegislature.gov legislativecounsel@guamlegislature.gov	drafts@taokats.com

7.0. Waiver. No term, condition, or covenant of this Agreement shall be deemed waived unless executed in writing by the waiving party. No payment by *I Liheslaturan Guåhan* to Contractor *shall* constitute an acknowledgement that services rendered were appropriate. Failure to exercise a right under this Agreement *shall not* be deemed a waiver to exercise that right in the future.

8.0. Integration. This Agreement constitutes the entire agreement between the Parties relating to matters stated herein. All prior discussions and agreements with respect to these matters, except to the extent stated in this Agreement, shall be of no further force and effect.

9.0. Amendments. No amendment to this Agreement, including deletion or additions, may be made except via written addendum signed by the Parties or as otherwise stated herein.

10.0. Termination.

10.1. Mutual Termination Right. This Agreement may be immediately terminated upon written notice at any time and for any reason by either party. Termination *shall* be effective as of the date specified in the written notice of termination.

10.2. Automatic Termination. This Agreement *shall* automatically terminate upon any of the following events: (i) assignment of the Agreement without the prior written consent of *I Liheslaturan Guåhan*; (ii) Contractor's failure to maintain or renew the appropriate licenses required in order to perform this Agreement; (iii) Contractor's failure to pay the applicable federal or local government taxes arising from this Agreement, e.g., Guam gross receipts tax; or (iv) death of Contractor; (v) dissolution or termination of Contractor who is a business partnership, joint venture, corporation, or any other type of business entity.

11.0. Payment Upon Termination. Upon termination under any provision of this Agreement—whether automatic or otherwise—Contractor *shall* be entitled to the value of services rendered to *I Liheslaturan Guåhan* up to the date of termination, less any and all damages incurred or anticipated by *I Liheslaturan Guåhan* arising out of or deriving from Contractor's breach or anticipatory breach of this Agreement.

12.0. Governing Law. The laws of Guam *shall* govern the construction, interpretation, and resolution of any disputes under this Agreement.

13.0. Remedies. In addition to any other remedies available under law, *I Liheslaturan Guåhan shall* have the right to withhold any amounts that may be due Contractor in order to


mitigate any and all damages incurred and anticipated by *I Liheslaturan Guåhan* arising out of or deriving from Contractor's breach or anticipatory breach of this Agreement.

14.0. Severability. If any provision of this Agreement is held invalid, void or unenforceable by a court of competent jurisdiction, the remaining parts of this Agreement *shall* remain in full force and effect.

15.0. Signatures Required. This Agreement *shall not* be effective, and Contractor *shall not* be entitled to any monies from *I Liheslaturan Guåhan*, *nor shall* it be binding upon *I Liheslaturan Guåhan*, until such time as all identified signatures are affixed herein.

IN WITNESS WHEREOF, the Parties have executed this Agreement in Hagåtña, Guam on the date set forth below.

CONTRACTOR:

Signed by:

2C777633D74840B...

Michael F.Q. San Nicolas
For: INFJ GLOBAL, LLC.
Principal

10/29/2025

Date

I LIHESLATURAN GUÅHAN:

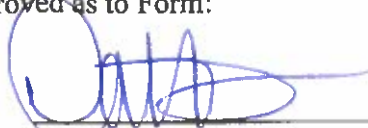


Senator Sabrina Salas Matanane
Authorizing Senator

10/30/25

Date

Approved as to Form:




Darleen Eustaquio Hiton
Legislative Counsel

11/04/25

Date


Certification as to Availability of Funds and as to Expenditure of Funds in Accordance with the Budgetary Requirements of the Standing Rules:



Agnes A. Cruz
Certifying Officer

11/05/25
Date


Executed by:



Frank F. Blas, Jr.
Speaker

11/05/25
Date

Attested by:



Sabrina Salas Matanane
Legislative Secretary

11/10/25
Date

Countersigned by:



V. Anthony Ada
Committee on Rules

11/10/25
Date

FOR USE BY CENTRAL OPERATIONS STAFF OF I LIHESLATURAN GUAHAN:

FY 26
1st - 9,000 -
2nd - 9,000 -
3rd - 9,000
4th - 9,000

Allotment Number: 06302-503

Authorized Amount: \$36,000-

Contract Number: 2638C0013

**GUAM LEGISLATURE
FISCAL OFFICE**

NOV 10 2025
TIME: 3:30 [AM/PM]
RECEIVED BY: 