



UNITED EVANGELICAL CHURCH

(UNITED CHURCH OF CHRIST)

EAST AVENUE & DILLON STREET
BALTIMORE, MARYLAND 21224
CHURCH PHONE: 276-0393

W. SCOTT HENGEN III, PASTOR
PARSONAGE: 945 S. EAST AVENUE
BALTIMORE, MARYLAND 21224
PHONE: 276-0621

November 12, 1981

Mr. Roy McNeal
450 North Highland Avenue
Baltimore, Maryland 21224

Dear Mr. McNeal:

This letter will embody the terms upon which you will perform certain services as an independent contractor for United Evangelical Church, East Avenue and Dillon Street, Baltimore, Maryland 21224 (hereinafter referred to as "the Church"), said services to be those ordinarily and customarily performed by a janitor.

You will render ^{8 A.M. - 1 P.M.} your services at the aforesaid location on Monday, Tuesday, ~~Wednesday~~ ^{Thursday} and Friday of each week commencing as of the date hereof, during the hours from 7 a.m. through 1 p.m. of each of said days, or during such other days and hours as may be agreed upon by and between you and duly authorized representatives of the Church from time to time, provided that you shall devote not less than twenty-four (24) hours per week to rendering such services. Your services shall involve performing generally those duties discharged by you in your previous employment by the Church as a janitor, and such other activities as shall be agreed upon by and between you and the Church.

You will be compensated by the Church at the rate of \$3.25 per hour for each hour worked, payable weekly. In your rendering of such services, you, in all respects, shall be, and be considered to be an independent contractor, and not an employee of the Church. The Church shall not withhold for Federal, State or any other income taxes from your compensation, nor pay or withhold any Social Security taxes, nor include you in any of the Church's insurance or benefit programs, including specifically any workmen's compensation or other similar insurance coverages. You will not be, or be considered to be either an employee or an agent of the Church for any purpose or purposes whatsoever.

It is understood that you will comply with all Federal, State and local laws respecting any of the work or services to be performed, including the filing of all necessary tax returns and the payment of all taxes required here-



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under or under applicable laws. You will observe all local customs incident to the work and services performed under this agreement, and you agree to hold the Church harmless from and against all costs, claims, charges or liabilities by reason of your failure to comply with such laws or customs. You will not divulge, reveal, disclose or publish to any person any matters concerning the private affairs, dealings and concerns of the Church, nor any information of any confidential character which may be acquired as a result of this agreement. Any publication by you of this agreement may not be made without the prior written consent of the Church.

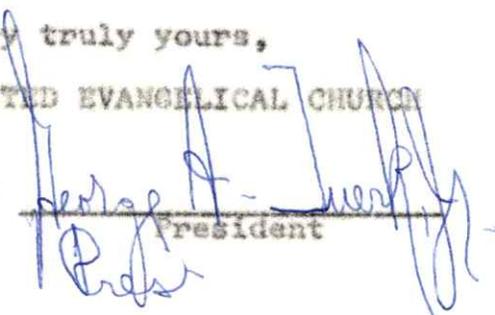
It is understood that the Church, of necessity, may be required to disclose the fact of the execution of this agreement, the services to be rendered by you and the compensation paid, should there be a proper inquiry from such a source as an authorized government agency or should the Church believe that it has a legal obligation to disclose such information.

This agreement may be terminated by either you or the Church upon one (1) week prior notice, or sooner as mutually agreed, or upon your death or inability for any reason to perform hereunder. This agreement may not be assigned by you, and the same will not inure to the benefit of your heirs, personal representative, executors or assigns.

If the foregoing expresses your understanding of this agreement, please indicate by signing the acknowledgment copy of this letter and returning the same herewith.

Very truly yours,

UNITED EVANGELICAL CHURCH

By: 
President

Accepted as of the date hereof:

November 12, 1981



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Roy Nelson McNeal Sr.
Roy McNeal

(SEAL)

Medford S. Slechta
Witness