



Code of Conduct

Here in Colorado we have venue to circulate petitions at the King Snoper Stores. Below is the code of conduct for circulating at these stores. We appreciate your cooperation with these guidelines.

I will only initiate signature gathering activities to individuals EXITING the locations where I will be collecting signatures. INT

I will not stand closer than 15 feet from the exit door unless given permission, that day, by management. INT

I will not block entrances or exits, at the locations where I will be collecting signature while circulating petitions. INT

I will not harass, yell, make needless comments, follow or make unnecessary contact, with anyone while I am collecting signatures. INT

If I, or any person working with me, not under contract with National Ballot Access, is reported by any person on more than 2 occasions, to be in violation of the above, my signatures will no longer be accepted by this office or any client under contract. INT

\_\_\_\_\_  
Name (Printed):

\_\_\_\_\_  
Signature:

\_\_\_\_\_  
Date:

KENNEDY ENTERPRISES  
EXPECTATIONS FOR INDEPENDENT CONTRACTORS

I ACKNOWLEDGE THIS CONDUCT COULD JEOPARDIZE THE  
ABILITY OF ALL INDEPENDENT CONTRACTORS TO CIRCULATE  
PETTIONS.

THEREFORE, I, \_\_\_\_\_, WILL  
ONLY INITIATE SIGNATURE GATHERING ACTIVITIES TO  
INDIVIDUALS EXITING THE LOCATIONS WHERE I WILL BE  
COLLECTING SIGNATURES. (INITIALS) \_\_\_\_\_

I WILL NOT STAND CLOSER THAN 15' FROM THE EXIT DORR  
UNLESS GIVEN PERMISSION, THAT DAY, BY MANAGEMENT.  
(INITIALS) \_\_\_\_\_

I WILL NOT BLOCK ENTRANCES OR EXITS, AT THE LOCATIONS  
WHERE I WILL BE COLLECTING SIGNATURES, WHILE  
CIRCULATING PETTIONS. (INITIALS) \_\_\_\_\_

I WILL NOT HARASS, YELL AT, MAKE NEEDLESS COMMENTS,  
FOLLOW OR MAKE UNNECESSARY CONTACT, WITH ANYONE  
WHILE I AM COLLECTING SIGNATURES. (INITIALS) \_\_\_\_\_

IF I, OR ANY PERSON WORKING WITH ME, NOT UNDER  
CONTRACT WITH KENNEDY ENTERPRISES, AM/IS REPORTED,  
BY ANY PERSON, ON MORE THAN 2 OCCASIONS, TO BE IN  
VIOLATION OF THE ABOVE, MY SIGNATURES WILL NO LONGER  
BE ACCEPTED BY THIS OFFICE OR ANY CLIENT UNDER  
CONTRACT. (INITIALS) \_\_\_\_\_

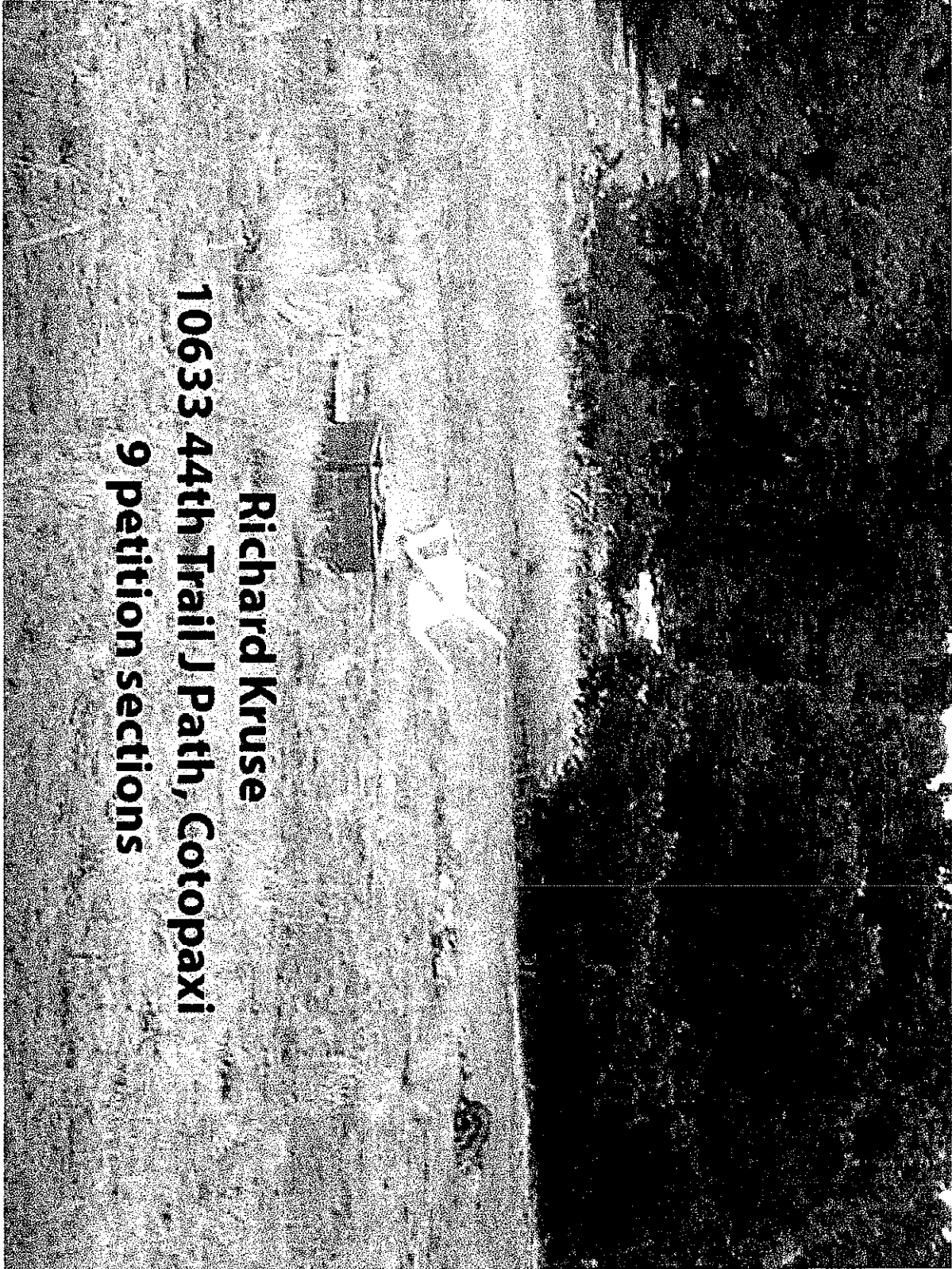
NAME (PRINTED) \_\_\_\_\_

SIGNATURE \_\_\_\_\_

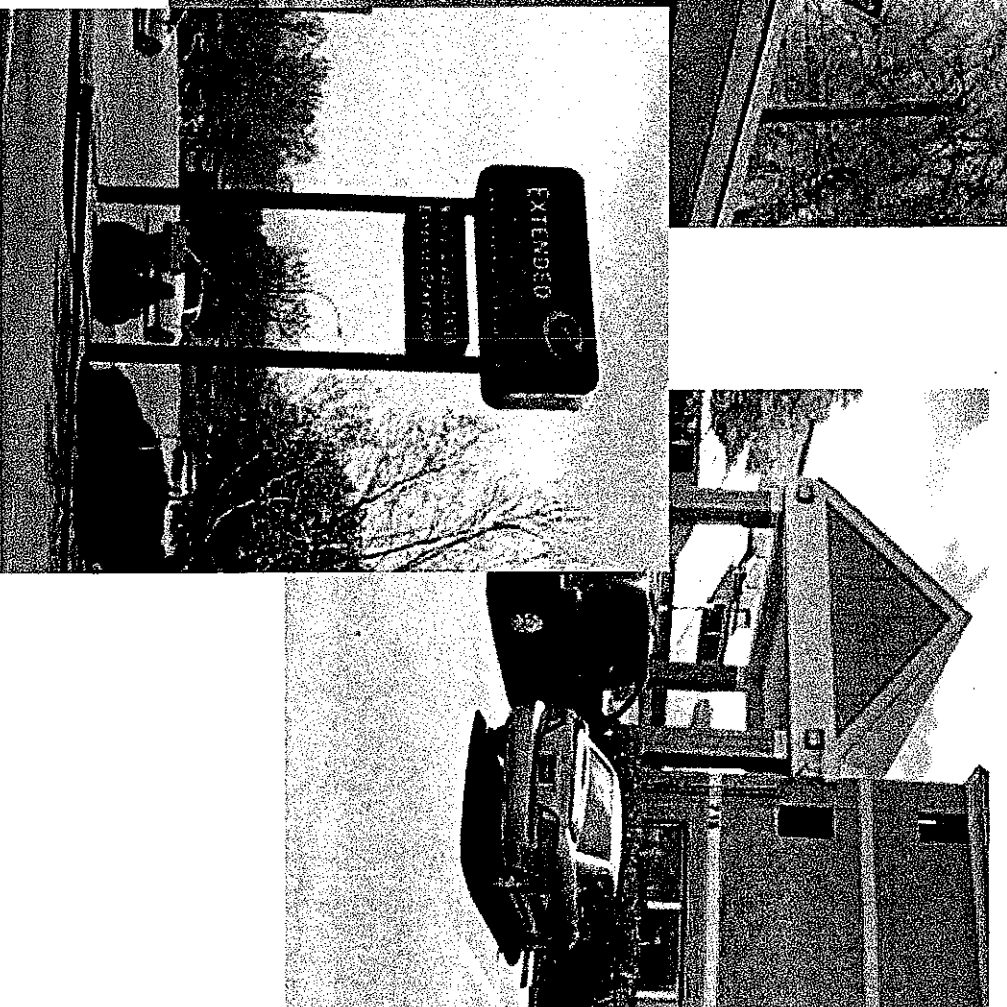
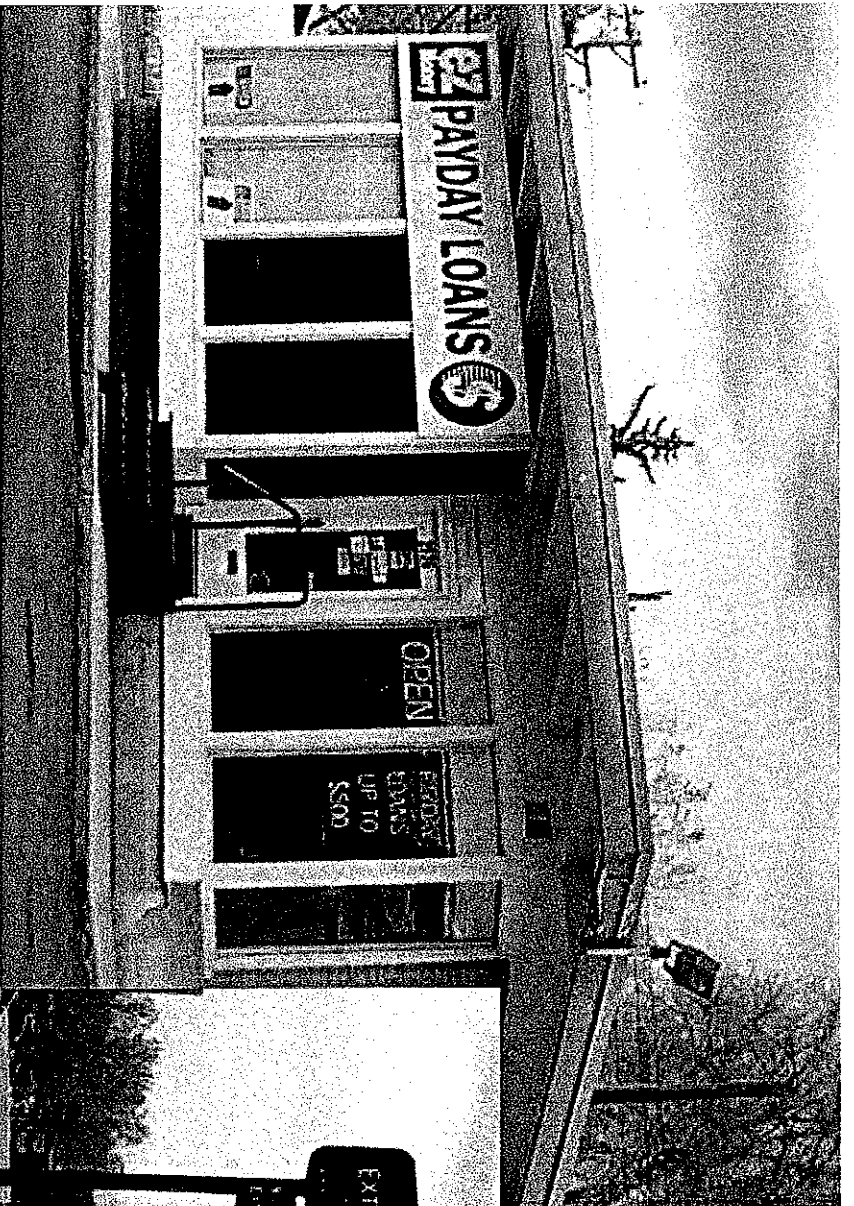
DATE \_\_\_\_\_

David Vaughn  
8000 East Quincy #500  
12 petition sections with this address





**Richard Kruse**  
**10633 44th Trail J Path, Cotopaxi**  
**9 petition sections**



Ted Tomaszewski

Payday Loan Store - 2526 S. Broadway

Extended Stay America Hotel - 751 Kipling

13 petition sections

# CIRCULATOR INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is made this \_\_\_\_\_ day of \_\_\_\_\_ 2008 between KENNEDY ENTERPRISES (Company) and \_\_\_\_\_ an independent contractor (Contractor)

1. Contractor agrees to collect signatures of registered voters on petitions for the Initiative (Initiative) provided by Company. Such services by Contractor are to be performed in a competent and professional manner. Contractor shall do nothing which will embarrass or which could cause adverse publicity to the Initiative, its proponents or Company. Contractor shall take reasonable steps to insure that signatures obtained are not forged or fraudulent.

2. In consideration for the services to be performed by Contractor, Company shall pay Contractor in the amount as promised, or otherwise, or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise contained in the Agreement shall be valid or binding or enforceable. Any modification of this Agreement will be effective only if it is in writing signed by the party to be changed. This Agreement contains no implied covenants or conditions.

3. Contractor agrees that at least seventy five percent (75%) of all signatures submitted to Company will be of registered voters qualified to sign the Initiative petition. Company shall be the sole determining factor as to whether or not the Contractor has met this requirement. If Contractor's valid rate falls below 75% on any one turn in Company will only pay for valid signatures as stated on the validly report and this contract may be terminated at the discretion of the Company. (e.g. A turn in of 100 signatures @ \$2.50 if the rate of valid signatures is only 55% Company will only pay for 55% of the 100 signatures you turned in. Payment would be \$22.50 versus \$50.00.)

4. Company will supply Contractor with the necessary petitions. No other petition forms will be accepted.

5. Contractor will determine where and when he will collect signatures so long as Contractor does so in compliance with all state and local laws.

6. No state, federal income tax or FICA (social security) tax shall be withheld from payments to the Contractor by Company.

7. No federal, state unemployment insurance, state disability insurance, and workers compensation insurance shall be withheld or paid by Company on account of Contractor.

8. To protect the integrity of Colorado's Initiative process and Contractor agrees to only contract with companies whose principal place of business is in Colorado in regard to gathering

COMPANY NAME: KENNEDY ENTERPRISES  
 ADDRESS: 1045 Garden Of The Gods Rd. Ste G  
 Colorado Springs, CO 80907  
 PHONE: (719) 522-1101  
 SIGNATURE/DATE: \_\_\_\_\_  
 CONTRACTOR NAME: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 PHONE: \_\_\_\_\_  
 SIGNATURE/DATE: \_\_\_\_\_  
 SOCIAL SECURITY NUMBER: \_\_\_\_\_

# New Pricing Structure

## Level 1

If you only circulate 1 or 2 Issues you will

Receive-.50 per signature.

## Level 2

If you circulate all 3 and your highest amount is

on the yellow and you have at least 60% of your

lowest amount of signatures from the highest you will

Receive-1.00 Union (Yellow)

.75 Campaign (Blue)

.75 Paycheck

## Bonus Level

Collect 200 signatures on the yellow petition per turn in  
(while staying with in level 2) and

Receive-1.10 Union (Yellow)

.80 Campaign (Blue)

.80 Paycheck

STATE OF COLORADO  
Department of State  
1700 Broadway  
Suite 300  
Denver, CO 80290



Mike Coffman  
Secretary of State  
Andrew Whitfield  
Acting Director, Licensing & Enforcement Division

Karen Steinhäuser  
Isaacson Rosenbaum P.C.  
633 17<sup>th</sup> St, Ste. 2200  
Denver, CO 80202

*Re: Right to Work Notaries*

Dear Ms. Steinhäuser:

The Division of Licensing and Enforcement at the Secretary of State's office was asked to verify two notaries as defined under Article 55 of Title 12, Colorado Revised Statutes. A search was performed for the records of purported notaries James Austen, Janet Brown, Julia Furrer, Sam Hughes, Jared Schmidt, and Jennifer Westrob.

Our records indicate that four of the five notaries researched including James Austen, Julia Furrer, Sam Hughes, Jared Schmidt, and Jennifer Westrob have never been commissioned notaries in the State of Colorado.

If this office can be of further assistance, please do not hesitate to contact me.

Sincerely,

Andrew Whitfield  
Acting Director, Licensing & Enforcement

Main Number  
TDD  
Fax

(303) 894-2200  
(303) 869-4867  
(303) 869-4871

Web Site  
E-mail -- Licensing

www.sos.state.co.us  
sos.licensing@sos.state.co.us