

| Arizona Independent Contractor (Updated 7/1/2025)                                    |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
|--------------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-------------------------------------|
| Driver Full Name:                                                                    |                                                                     | James Cowan                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Driver Earnings Report                                  | 8/11/2025 to 8/24/2025              |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Trip Summary                                                                         |                                                                     | Full Amount +/- Added Up<br>Full Amount +/- Added Up<br>Full Amount +/- Added Up<br>Full Amount +/- Added Up                                                                                                                                                                                                                                                                                                                                                  | Max Pay (Hourly Equivalent Before Cash Tips) \$ 26.00   |                                     |
| Total Trips From Ridebits                                                            | \$ 2,707.42                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Maximum Pay (25% to 30% Based on 5 Star Reviews) 25.0%  |                                     |
| Doubles: 1/2 to each driver                                                          | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Average Fleet Speed (MPH) 55.00                         |                                     |
| Triples: 1/3 to each driver                                                          | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Compensation Percentage = Wages / Revenue 26.4%         |                                     |
| Quads: 1/4 to each driver                                                            | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Extra Time For Car Washes, Pre-Trip and Fuel 7.7%       |                                     |
| Pents: 1/5 to each driver                                                            | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Estimated MKZ Hourly Including Cash Tips \$ 25.06       |                                     |
| Total Confirmed Revenue                                                              | \$ 2,707.42                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Estimated Navigator Hourly Including Cash Tips \$ 30.06 |                                     |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Estimated Shuttle Hourly Including Cash Tips \$ 40.06   |                                     |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Tax Rate (Non-Commissionable Amount) 9.10%              |                                     |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | YTD Earnings                                            |                                     |
| Tip Summary                                                                          |                                                                     | Full Amount +/- Added Up<br>Full Amount +/- Added Up<br>Full Amount +/- Added Up<br>Full Amount +/- Added Up                                                                                                                                                                                                                                                                                                                                                  |                                                         |                                     |
| Total Tips from RideBits                                                             | \$ 357.45                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Deduction Summary                                       |                                     |
| Tips from Doubles: 1/2 to each driver                                                | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Photo Tickets and Parking Tickets \$ -                  |                                     |
| Tips from Triples: 1/3 to each driver                                                | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Insurance Increase (Driver Accidents and Tickets) \$ -  |                                     |
| Tips from Quads: 1/4 to each driver                                                  | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Damage (Vehicle, Airport or Customer Property) \$ -     |                                     |
| Tips from Pents: 1/5 to each driver                                                  | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Advance Repayment or Vehicle Purchase \$ -              |                                     |
| Total Tips on Reservation                                                            | \$ 357.45                                                           | Total Deductions \$ -                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                         |                                     |
| Final Pay Calculation                                                                |                                                                     | Total Miles on Confirmed Reservations =><br>Estimated Hours Round Trip With A Customer + Car Washes and Fuel (E13) =><br>CDL, Fleet Manager or Driver Trainer? (Yes / No) =><br>5 Star Reviews - Last 14 Days (1% Each) =><br>Total Local No Shows =><br>Maintenance / Training Hours =><br>Minimum Pay Calculation (Larger of 20% to 25% of Revenue, 10% + Tips, or \$18/hr) =><br>Maximum Pay Calculation (Smaller of 25% to 30% of Revenue, or \$26/hr) => |                                                         |                                     |
| Base + Tips + Bonuses                                                                | \$ 615.26                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| 5 Star Reviews > 5 (\$10 Each)                                                       | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1,270                                                   |                                     |
| Pay For Local No Show (\$20)                                                         | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 35.66                                                   |                                     |
| Maintenance / Training (\$18/hour)                                                   | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | No                                                      |                                     |
| New FT/PT Driver (200/100 X 4 Pay Periods)                                           | \$ 100.00                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0                                                       |                                     |
| Independent Contractor (1099) Wages                                                  | \$ 715.26                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0                                                       |                                     |
| Reimbursement                                                                        | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0                                                       |                                     |
| Advance Repayment / Deductions                                                       | \$ -                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 641.79                                               |                                     |
| Paycheck                                                                             | \$ 715.26                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 615.26                                               |                                     |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Normal Driver Pay (Smaller of Minimum or Maximum Pay)                                |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Minimum Pay: Larger of                                                               | Minimum 20% to 25%<br>Absolute Minimum 10% + Tip<br>Minimum \$18/hr |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 492.21<br>\$ 603.55<br>\$ 641.79 |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Maximum Pay: Smaller of                                                              | Maximum 25% to 30%<br>Maximum \$26/hr                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 615.26<br>\$ 927.03              |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Revenue / Mile - All Miles                                                           |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 1.36                             |
| Revenue / Mile - One Way                                                             |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 1.95                             |
| Percent Utilization (Round Trip)                                                     |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | 70%                                 |
| Round Trip Miles Adjusted for Downtime                                               |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | 1.43                                |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Driver Trainer, Fleet Manager, or CDL Driver Pay (Smaller of Minimum or Maximum Pay) |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Minimum Pay: Larger of                                                               | Minimum 25% to 30%<br>Absolute Minimum 15% + Tip<br>Minimum \$18/hr |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 615.26<br>\$ 726.61<br>\$ 641.79 |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Maximum Pay: Smaller of                                                              | Maximum 25% to 30%<br>Maximum \$32.50/hr                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 615.26<br>\$ 1,158.79            |
|                                                                                      |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         |                                     |
| Revenue / Mile - All Miles (Updated Monthly)                                         |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 1.36                             |
| Revenue / Mile - One Way (Updated Monthly)                                           |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | \$ 1.95                             |
| Percent Utilization (Round Trip)                                                     |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | 70%                                 |
| Round Trip Miles Adjusted for Downtime                                               |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                         | 1.43                                |