

| Arizona Independent Contractor (Updated 10/22/2025)                                  |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
|--------------------------------------------------------------------------------------|----------------------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------|--------|
| Driver Full Name:                                                                    |                                              | Raymond Cieslak | Driver Earnings Report                                                                                                                                                                                                                                                                                                                                                       | 11/17/2025 to 11/30/2025                          |        |        |
| Trip Summary                                                                         |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Total Trips From Ridebits                                                            | \$                                           | 650.26          | Full Amount +/- Added Up                                                                                                                                                                                                                                                                                                                                                     | Max Pay (Hourly Equivalent Before Cash Tips)      | \$     | 26.00  |
| Doubles: 1/2 to each driver                                                          | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Maximum Pay (25% to 30% Based on 5 Star Reviews)  |        | 29.0%  |
| Triples: 1/3 to each driver                                                          | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Average Fleet Speed (MPH)                         |        | 55.00  |
| Quads: 1/4 to each driver                                                            | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Compensation Percentage = Wages / Revenue 28.0%   |        |        |
| Pents: 1/5 to each driver                                                            | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Extra Time For Car Washes, Pre-Trip and Fuel      |        | 7.7%   |
| Total Confirmed Revenue                                                              | \$                                           | 650.26          | Full Amount +/- Added Up                                                                                                                                                                                                                                                                                                                                                     | Estimated MKZ Hourly Including Cash Tips          | \$     | 30.23  |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              | Estimated Navigator Hourly Including Cash Tips    | \$     | 35.23  |
| Tip Summary                                                                          |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              | Estimated Shuttle Hourly Including Cash Tips      | \$     | 45.23  |
| Total Tips from RideBits                                                             | \$                                           | 84.82           | Full Amount +/- Added Up                                                                                                                                                                                                                                                                                                                                                     | Card Processing (Non-Commissionable Amount)       |        | 3.00%  |
| Tips from Doubles: 1/2 to each driver                                                | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | YTD Earnings                                      |        |        |
| Tips from Triples: 1/3 to each driver                                                | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Deduction Summary                                 |        |        |
| Tips from Quads: 1/4 to each driver                                                  | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Photo Tickets and Parking Tickets                 | \$     | -      |
| Tips from Pents: 1/5 to each driver                                                  | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | Insurance Increase (Driver Accidents and Tickets) | \$     | -      |
| Total Tips on Reservation                                                            | \$                                           | 84.82           | Full Amount +/- Added Up                                                                                                                                                                                                                                                                                                                                                     | Damage (Vehicle, Airport or Customer Property)    | \$     | -      |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              | Advance Repayment or Vehicle Purchase             | \$     | -      |
| Final Pay Calculation                                                                |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              | Total Deductions                                  | \$     | -      |
| Base + Tips + Bonuses                                                                | \$                                           | 182.07          | 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 (See Below) =><br>Maximum Pay Calculation (See Below) => |                                                   |        |        |
| 5 Star Reviews > 5 (\$10 Each)                                                       | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | 257    |        |
| Pay For Local No Show (\$20)                                                         | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | 7.22   |        |
| Maintenance / Training (\$18/hour)                                                   | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | No     |        |
| New FT/PT Driver (200/100 X 4 Pay Periods)                                           | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | 4      |        |
| Independent Contractor (1099) Wages                                                  | \$                                           | 182.07          |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | 0      |        |
| Reimbursement                                                                        | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | 0      |        |
| Advance Repayment / Deductions                                                       | \$                                           | -               |                                                                                                                                                                                                                                                                                                                                                                              | \$                                                | 182.07 |        |
| Paycheck                                                                             | \$                                           | 182.07          |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 182.92 |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Normal Driver Pay (Smaller of Minimum or Maximum Pay)                                |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Minimum Pay: Larger of                                                               | Minimum 24% to 30% (Based on 5 Star Reviews) |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 182.07 |
|                                                                                      | Absolute Minimum 10% + Tip                   |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 149.85 |
|                                                                                      | Minimum \$18/hr                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 129.87 |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Maximum Pay                                                                          | Maximum 25% to 30% (Based on 5 Star Reviews) |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 182.92 |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Driver Trainer, Fleet Manager, or CDL Driver Pay (Smaller of Minimum or Maximum Pay) |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Minimum Pay: Larger of                                                               | Minimum 25% to 30% (Based on 5 Star Reviews) |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 188.58 |
|                                                                                      | Minimum \$20/hr                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 144.30 |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| Maximum Pay                                                                          | Maximum 26% to 30% (Based on 5 Star Reviews) |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   | \$     | 182.92 |
|                                                                                      |                                              |                 |                                                                                                                                                                                                                                                                                                                                                                              |                                                   |        |        |
| 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   |