

INDEPENDENT CONTRACTOR AGREEMENT

This agreement is made between Texas Shuttle LLC, Airport Shuttle of Phoenix and its affiliates, and _____, an independent contractor. Whereas the independent contractor will perform sales over the phone or dispatching as a service for Texas Shuttle LLC, Airport Shuttle of Phoenix and its affiliates in exchange for compensation and is subject to the following.

Initial: _____

WORKERS COMPENSATION WAIVER

I am an independent contractor, doing business as _____, and performing work for Texas Shuttle LLC, Airport Shuttle of Phoenix, and its affiliates. I am not an employee for workers' compensation or unemployment purposes. Therefore, I understand I am not entitled to workers' compensation or unemployment benefits from Texas Shuttle LLC, Airport Shuttle of Phoenix and their affiliated companies. I understand that if I have any employees working for me, I must maintain a workers' compensation policy covering them.

Initial: _____

TAX AND COMPENSATION INFORMATION

Independent contractors are required to fill out a W-9, and paid every two weeks on Friday at 5 pm via check or direct deposit. Compensation is based on the hourly pay of \$15 plus the monthly sales bonus, and subject to change when necessary by management. Any outstanding advances will be paid out of the next payroll all or in part according to management. The cutoff for pay is the Sunday before at midnight.

Initial: _____

Independent contractors are not subject to withholding of state or federal income taxes including social security and medicare. 1099s are issued to contractors once per year per federal guidelines and reported annually if they meet certain income requirements. If you do not receive a 1099, then it is to your discretion what to report since filing one is not required under law. Unlike employees, independent contractors are eligible for work related deductions for items like gas, cell phone, bottled water, meals and entertainment, clothing, etc. We cannot give you legal or tax advice, so please consult a tax professional for more details. Your 1099 will be issued from the company that is the

best match according to the state you live in. For example, contractors living in Texas will receive a 1099 from Texas Shuttle LLC and contractors living in Arizona will receive a 1099 from Airport Shuttle of Phoenix sole proprietorship or LLC by management discretion. Other states may receive a 1099 from a different affiliated company.

Initial: _____

ZERO TOLERANCE POLICY

Texas Shuttle LLC, Airport Shuttle of Phoenix and it's affiliates have a zero tolerance policy prohibiting the use of intoxicating substances, lying to customers, stealing sales from other salespeople, or stealing by not answering the phones. Any contractor using intoxicating substances, lying, stealing, or failing an alcohol or drug test will be automatically terminated and not eligible for rehire. Contractors will receive a copy of this policy and agree to it prior to contract work. Any contractor suspected by company management of using intoxicating substances will be required to be tested as soon as possible; the company also reserves the right to do random drug and alcohol testing. Contractors will not be able to work until they are tested. Any refusal to testing will result in termination. Contractors suspecting the use of intoxicating substances by another contractor are encouraged to send us an email.

Initial: _____

TERMINATION

This agreement can be terminated after completing the rides assigned by either party with or without notice. All interactions with management are for training purposes only, and should not be interpreted as control or supervision. Independent contractors with excessive reservation errors, clocking in and not working, attendance problems, unprofessional behavior, or failing to meet minimum hourly standards for sales performance will be terminated, and are not eligible for unemployment benefits. Upon termination all company property including cell phones, computers and proprietary information must be returned within 3 business days, or the replacement cost of the items will be deducted from the contractors final pay. If the value of the items exceeds final pay to the contractor, a police report will be filed for the stolen items if they are not received within 3 business days.

Initial: _____

DIRECT DEPOSIT ENROLLMENT

I, _____, authorize Texas Shuttle LLC, Airport Shuttle of Phoenix and its affiliates to deposit my pay into the following account. The name on the account must match in order to be verified by the bank, which normally takes 5 business days.

9-Digit Routing Number: _____

Account Number: _____

X _____
Independent Contractor

Date: ___ / ___ / 202__