

Driver Services Agreement

Pathfinder Private Rides LLC doing business as HUM Private Transportation

This agreement explains the terms for independent drivers who accept transportation assignments from Pathfinder Private Rides LLC (the Company). Complete the driver and vehicle information, select the vehicle arrangement, review each section, and sign by hand. The Company and driver should each retain a completed signed copy.

1. Parties and driver status

Company: Pathfinder Private Rides LLC, doing business as HUM Private Transportation. Driver:

_____. The driver performs accepted assignments as an independent contractor, not as an employee. The driver may accept or decline offered assignments. There is no guaranteed minimum number of trips, hours, or income. Frequent declines may reduce the likelihood of future offers. Accepting trips may help build repeat-client relationships and may lead to more or better-fit offers; no future offer or better trip is guaranteed. The driver is responsible for applicable taxes and required business registrations and licenses. Worker classification depends on applicable law and the facts of the working relationship; the contract label alone does not determine status. Nothing in this agreement waives a right that cannot be waived or prohibits protected concerted activity or collective bargaining where protected by law.

2. Select the vehicle arrangement

Select one for this assignment or driver arrangement: ☐ Driver's own vehicle ☐ Company vehicle. The selected arrangement and any vehicle-specific compensation must be confirmed in the written onboarding record or assignment. Applicable trip fees are deducted from the trip price before the split; the remaining amount is Net Trip Revenue. For the driver's own vehicle, the driver receives 70% of Net Trip Revenue and the Company retains 30%. For a Company vehicle, the driver receives 55% of Net Trip Revenue and the Company retains 45%. Fee responsibility remains as stated below: the driver pays the applicable fees for the driver's own vehicle, and the Company pays the applicable fees for a Company vehicle.

3. Fees and expenses

If the driver uses a personal vehicle, the driver is responsible for all fees and operating expenses associated with that vehicle and assignment, including applicable HUM Private Transportation driver or insurance fees and airport fees. If the driver uses a Company vehicle, the Company is responsible for all applicable vehicle, service, and airport fees and expenses. The driver remains responsible for fines, citations, or documented vehicle damage caused by the driver's negligence, misuse, or unauthorized use, subject to applicable law and the damage-review process in Section 8. The Company will not treat ordinary wear, pre-existing damage, or a mechanical failure not caused by the driver as driver-caused damage.

4. Trip recording, payment schedule, Express Pay, and payment records

Every Company passenger trip must be entered and activated in the HUM Private Transportation app before pickup, and the driver must be approved by HUM Private Transportation and active. The driver must keep the HUM Private Transportation app active for the entire passenger trip and complete the Company trip log. The log must record the HUM Private Transportation trip ID, passenger first name only, trip status, pickup and drop-off locations, approved stops, start and end times, starting and ending odometer readings, fare, tips, and approved wait time. The Company may use the trip and fare records to reconcile payment. A driver must not transport a Company client outside the HUM Private Transportation app or while the required trip coverage/app status is inactive. Failure to use the required app during a client trip is grounds for immediate removal from assignments and termination of this agreement.

Payment dates

Eligible trips completed Sunday through Tuesday will be paid on Thursday by 5:00 p.m. Arizona time. Eligible trips completed Wednesday through Saturday will be paid on Tuesday by 5:00 p.m. Arizona time. The driver must submit a complete driver trip form and any required supporting records for the trips to be included in the scheduled payout. If a scheduled payment day falls on a bank holiday, the Company will notify the driver of the adjusted payment date.

Optional Express Pay

A driver may request an optional early payout through Express Pay. The fee is \$2.25 for each Express Pay transaction and will be deducted from that payout. If the driver does not request Express Pay, the regular Tuesday and Thursday payment schedule above applies without an Express Pay fee.

5. Route, stops, approvals, and cash

The driver must follow the accepted itinerary. The driver may not add a stop, take a client to another destination, or make a detour without direct Company approval by text or email. Verbal approval is not valid. Unless this agreement specifically says otherwise, approvals and exceptions must be documented by text or email. The driver must not independently quote, negotiate, or collect added charges; the Company determines and communicates any revised customer price, and the driver must obtain the client's agreement to that price before proceeding. The driver may accept cash only as a tip or when the Company has approved the cash payment by text or email. The driver must record cash tips in the trip log. The driver must not discuss the driver's compensation or what the Company charges or earns with a client.

6. Wait time

Wait time means actual time when the driver is required to remain stopped and wait for the client, including an approved client-requested stop or a surgical appointment assignment that requires the driver to remain. Wait time is paid to the driver at \$28 per hour only when authorized in advance in the written trip assignment or by Company text or email. Verbal approval or unapproved waiting does not qualify for this payment. The driver must record the authorized start and end time. The Company alone determines and communicates any wait-time charge to the client; the driver's wait-time compensation is separate from the amount charged to the client.

7. Safety and professional conduct

The driver must operate legally and safely, maintain a valid driver's license, required registration, and vehicle insurance, use seat belts, and promptly tell the Company about any lapse, citation, suspension, accident, or safety issue that could affect an assignment. The driver must not drive a client while impaired by alcohol or drugs, drive recklessly or at an unsafe speed, or use a handheld phone while driving. The driver must immediately notify the Company of a collision, injury, vehicle breakdown, citation, or client safety issue and follow emergency instructions. Driving under the influence, reckless or unsafe driving with a client, or failing to use the required HUM Private Transportation app during a client trip may result in immediate suspension from assignments and termination.

8. Vehicle inspection and damage reporting

A personal vehicle used for Company trips must pass inspection at Meineke in accordance with Company policy and must remain current with inspections required by HUM Private Transportation. Before each work period, the driver must check that the vehicle is operational and report a safety concern before accepting a trip. For a Company vehicle, the driver must inspect it at checkout and return, record mileage and condition, and take clear photos of existing or new damage. The driver must report new damage immediately and must not arrange repairs or settlements without written Company authorization. The Company will review the facts, photos, and any insurance information before seeking payment for driver-caused damage; no automatic deduction from contractor compensation is authorized by this agreement.

9. Company vehicle care

A Company vehicle may be used only for assigned Company work and may not be lent or operated by an unapproved driver. The driver must secure the vehicle and keys, promptly report problems, and return the vehicle as directed. The driver must take the vehicle to a Mr. Car Wash location for cleaning as directed. The Company pays for the authorized Mr. Car Wash service; the driver must provide the receipt. The driver must not smoke in the vehicle or leave it in a condition that is unsafe or unsuitable for the next assignment.

10. Client privacy and non-solicitation

Client information may be used only to perform an accepted Company assignment and must not be copied, retained, sold, or shared except as needed for the trip or required by law. During a Company assignment, the driver must not distribute personal business cards or advertising, solicit a client for outside transportation, arrange a side booking, or divert a Company client to bypass the Company. A proven intentional diversion is subject to a proposed \$1,500 contractual charge per incident as an agreed estimate of hard-to-measure losses, only to the extent permitted by applicable law. The parties understand that a court may review whether this amount is enforceable; it is not a wage or payment forfeiture.

11. Company property, records, and end of relationship

The driver must return Company vehicles, keys, devices, documents, and other property when requested or when this agreement ends. Either party may end the relationship, subject to completing or properly handing off any accepted assignment and paying amounts legally owed for completed authorized work. The driver must preserve trip records and cooperate with a reasonable review of a payment, accident, or damage issue. Company instructions and approvals about client changes, wait time, expenses, or cash must be retained in text or email when this agreement requires written approval.

12. Signing, entire agreement, and changes

This agreement should be printed and signed by hand by both parties. Each party should keep a complete signed copy. This agreement and any signed written addendum state the parties' terms on the subjects covered here. A change to compensation, vehicle arrangement, or other material term must be recorded in a writing accepted by both parties. If a provision is unenforceable, the remaining provisions continue to the extent allowed by law.

Driver acknowledgments and signatures

Driver name (print): _____

Email or mobile for company records: _____

Initial each topic to confirm you reviewed it

Initials: _____ 1. Independent contractor status and trip offers

Initials: _____ 2. Compensation, fees, pay dates, and trip records

Initials: _____ 3. Written approvals, route changes, and cash

Initials: _____ 4. Wait time and surgical appointment waiting

Initials: _____ 5. HUM Private Transportation app use and driving safety

Initials: _____ 6. Vehicle inspections and daily checks

Initials: _____ 7. Company vehicle checkout, cleaning, and damage

Initials: _____ 8. Client privacy and non-solicitation

Initials: _____ 9. Incident, accident, and citation reporting

Initials: _____ 10. Paper records and signatures

Signing acknowledgment

By signing below, I acknowledge that I have reviewed this agreement and agree to its terms.

Driver signature: _____ Date: _____

Pathfinder Private Rides LLC authorized representative: _____

Authorized representative signature: _____ Date: _____

Each signer should retain a complete signed copy of this printed agreement.