1099 INDEPENDENT CONTRACTOR AGREEMENT

Option 4 — 1099 Higher Draw | $3,500 Monthly Recoverable Draw + 20% Commission

This Agreement is entered into as of _____, by and between **MilitaryDrivers.com, a division of DriverCheck Systems LLC**, 1100 Peachtree St NE, #900, Atlanta, GA 30309 ("Company"), and the individual identified below ("Contractor").

Contractor Legal Name: _____
Street Address: _____
City/State/ZIP: _____

1. CONTRACTED SERVICES — MILITARYDRIVERS.COM REPRESENTATIVE

Contractor may provide independent sales, enrollment, and account-development services for MilitaryDrivers.com. Services principally involve working Company-provided or otherwise properly credited leads consisting of motor carriers, drivers, prospective carriers, prospective drivers, and other prospective customers, and assisting qualified prospects through contact, needs assessment, program explanation, enrollment, follow-up, and readiness for appropriate services and available freight-related opportunities.

2. REPRESENTATIVE SERVICES

Contractor's services may include contacting assigned or credited prospects; determining needs and basic qualifications; accurately explaining MilitaryDrivers.com programs, services, fees, processes, and requirements; assisting prospects with enrollment and applications; following up for missing information or documentation; helping participants understand verification, training, readiness, and onboarding requirements; maintaining reasonable follow-up with active prospects; and coordinating with Company personnel when Company review or support is required. Contractor retains control over the manner and means of performing these services, subject to contractual deadlines, confidentiality, data-security, customer commitments, and legal requirements.

3. LEADS, ACCOUNT CREDIT, AND RECORDS

Company may make leads, inbound inquiries, referrals, or accounts available to Contractor. For compensation purposes, an account must be assigned to Contractor, originated by Contractor and accepted into Company records, or otherwise credited to Contractor under Company procedures. Contractor must maintain sufficient records of material contacts, enrollment progress, and follow-up in the Company-designated system so that account ownership and commission attribution can be reasonably determined. Company retains ownership of its lead lists, customer records, and account data.

4. QUALIFICATION AND READINESS SUPPORT

Contractor may assist carriers and drivers in understanding and completing applicable enrollment, verification, training, documentation, and readiness steps. Contractor may help qualified participants progress toward review for available freight-related opportunities but has no authority to independently approve a participant for military, government, prime-contractor, broker, shipper, or other freight.

5. NO GUARANTEE OR UNAUTHORIZED REPRESENTATIONS

Contractor may not guarantee or promise freight, loads, military freight, government contracts, acceptance by a prime contractor, broker or shipper, employment, revenue, profit, or a particular level of income. Contractor may not imply that enrollment guarantees freight. Availability and acceptance depend on participant qualifications, customer requirements, freight demand, security/compliance requirements, and decisions of the applicable contracting or freight party.

6. INDEPENDENT CONTRACTOR STATUS

The parties intend an independent-contractor relationship. Contractor is not a W-2 employee, partner, joint venturer, or owner and is not entitled to employee benefits. Contractor may provide services to others subject to confidentiality, conflicts, and accepted commitments. Classification is governed by applicable law and the actual relationship.

7. TAX RESPONSIBILITY

Company generally will not withhold payroll taxes. Contractor is responsible for applicable federal, state, and local taxes, self-employment taxes, estimated payments, licenses, and filings, and will provide a completed IRS Form W-9. Company may issue Form 1099 or other required reporting.

8. COMMISSION AND ACCOUNT ATTRIBUTION

Contractor will receive a **20% commission** on qualifying commissionable revenue actually received and retained by Company from accounts assigned or properly credited to Contractor. Account credit must be reasonably supported by Company records. Unpaid, cancelled, refunded, reversed, disputed, charged-back, or uncollected amounts are excluded or may be reversed. Company may maintain a written commission schedule identifying commissionable products/services and account-credit rules.

9. MONTHLY RECOVERABLE DRAW

Contractor is eligible for a **$3,500.00 monthly recoverable draw against commissions**. The draw is an advance against commissions, not compensation in addition to commissions. If commissions for the applicable monthly period are below $3,500.00,

Company may advance the difference necessary to reach the draw amount, subject to Contractor remaining actively engaged in accepted services and satisfying applicable contractual obligations.

10. DRAW ACCOUNTING AND RECOVERY

Draw advances accumulate as an outstanding draw balance. When commissions exceed the applicable $3,500.00 monthly draw level, commissions above that level may be applied toward the outstanding draw balance. Company will maintain reasonable records of commissions, draw advances, recoveries, remaining balance, and net payments. The draw does not change the **20% commission rate**.

11. NO PERSONAL REPAYMENT AFTER TERMINATION

The draw is recoverable only from commissions earned or later payable based on qualifying work under this Agreement. Contractor is not personally liable to repay an unrecovered balance from personal funds. After final commission reconciliation following termination, any remaining unrecovered balance is extinguished.

12. PAYMENT SCHEDULE

Draw and commission payments will ordinarily be processed under Company's contractor payment schedule, potentially through Zelle or another mutually acceptable method, subject to reconciliation, banking availability, processing limitations, and receipt of customer funds.

13. EXPENSES

Unless otherwise agreed in writing, Contractor is responsible for ordinary expenses incurred in performing services. Reimbursable expenses require prior authorization when required by Company.

14. CONFIDENTIALITY AND DATA SECURITY

Contractor will protect driver, carrier, customer, prospect, pricing, training, business-process, freight, credential, and other non-public information and use it only for authorized services. These obligations survive termination.

15. COMPANY PROPERTY; NO AUTHORITY TO BIND

Company lead lists, account records, systems, credentials, documents, and training materials remain Company property. Contractor may not execute contracts, incur debt, make guarantees, or otherwise legally bind Company unless expressly authorized.

16. TERMINATION AND COMMISSION RECONCILIATION

Either party may terminate by written notice. Contractor remains entitled to qualifying commissions earned before termination and qualifying commissions that later become payable based on work performed before termination, subject to applicable attribution and reconciliation provisions. Company property and information must be returned or deleted as directed.

17. COMPLIANCE WITH LAW

Each party will comply with applicable law. Nothing in this Agreement overrides a legal worker-classification test or waives rights or obligations that cannot lawfully be waived.

18. ENTIRE AGREEMENT; SEVERABILITY

This Agreement and incorporated written commission rules constitute the agreement on these subjects. Material amendments must be in writing. If a provision is unenforceable, the remainder remains effective to the fullest extent permitted by law.

19. ACKNOWLEDGMENT

Contractor acknowledges the MilitaryDrivers.com representative services described above, the **20% commission**, $3,500.00 monthly recoverable draw, account-attribution and recordkeeping requirements, prohibition against guaranteeing freight or income, tax responsibilities, and opportunity to obtain independent advice.

SIGNATURES

MILITARYDRIVERS.COM — A Division of DriverCheck Systems LLC
1100 Peachtree St NE, #900, Atlanta, GA 30309

Authorized Representative: **Philip J Nenadov** Title: **CEO**

Philip J Nenadov

_____ Date: _____
Company Signature

CONTRACTOR

Printed Name: _____

Signature: _____ Date: _____