W-2 EMPLOYMENT AGREEMENT

Option 1 — MilitaryDrivers.com Representative | $40,000 Annual Base + 12.5% 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 ("Employee").

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

1. POSITION — MILITARYDRIVERS.COM REPRESENTATIVE

Employee will serve as a MilitaryDrivers.com representative responsible for working Company-provided and otherwise properly assigned leads involving motor carriers, drivers, prospective carriers, prospective drivers, and other prospective customers. The representative's primary function is to move qualified prospects from initial contact through explanation, enrollment, required follow-up, and readiness for appropriate MilitaryDrivers.com services and available freight-related opportunities.

2. CORE RESPONSIBILITIES

Employee's responsibilities may include: contacting assigned leads by telephone, text, email, video meeting, or other approved channels; determining the carrier's or driver's needs and basic qualifications; explaining MilitaryDrivers.com programs, services, fees, processes, and requirements accurately; helping prospects select an appropriate service or enrollment path; assisting with applications and enrollment; following up for missing information or documentation; helping participants understand verification, training, readiness, and onboarding requirements; maintaining continuing contact with active prospects and customers; and coordinating with Company personnel when additional review or support is required.

3. LEAD MANAGEMENT AND FOLLOW-UP

Company may provide Employee with lead lists, assigned accounts, inbound inquiries, referrals, or other prospects. Employee is expected to work assigned leads diligently, make reasonable and timely follow-up attempts, document material communications and status changes, and keep Company records current. Leads and accounts remain Company business records and may be reassigned based on availability, performance, customer needs, inactivity, or business requirements.

4. ENROLLMENT, QUALIFICATION, AND READINESS SUPPORT

Employee will help carriers and drivers understand and complete the steps applicable to the services they are pursuing. This may include collecting or confirming information, identifying missing requirements, directing participants to approved verification or training resources, explaining next steps, and helping qualified participants progress toward review for available freight-related opportunities. Employee does not independently approve a carrier or driver for military, government, prime-contractor, broker, shipper, or other freight.

5. NO GUARANTEE OF LOADS, CONTRACTS, OR INCOME

Employee may explain opportunities and Company services but may **not guarantee or promise** freight, loads, military freight, government contracts, acceptance by a prime contractor, broker or shipper, employment, revenue, profit, or any particular level of income. Availability and acceptance depend on qualifications, customer requirements, freight demand, security/compliance requirements, and decisions made by the applicable contracting or freight party.

6. RECORDKEEPING AND COMPANY SYSTEMS

Employee will accurately record assigned-lead activity, contact attempts, enrollment status, material customer communications, required follow-up, and other information reasonably requested by Company in the designated CRM, portal, spreadsheet, or other Company system. Company information, leads, account history, and customer records are Company property.

7. W-2 STATUS AND BASE SALARY

Employee will be treated as a W-2 employee and receive a **$40,000.00 annual base salary**, paid through Company payroll or a third-party payroll/payment processor according to the regular payroll schedule, less required taxes and deductions. The salary is not a recoverable draw.

8. 12.5% COMMISSION AND ATTRIBUTION

Employee may earn a **12.5% commission** on qualifying commissionable revenue actually received and retained by Company from accounts assigned or properly credited to Employee. Commission credit requires sufficient Company records to establish attribution. Unpaid, cancelled, refunded, reversed, disputed, charged-back, or uncollected amounts are excluded or may be reversed. The Company may maintain a written commission schedule identifying products, services, revenue categories, and crediting rules.

9. COMMISSION PAYMENT AND ACCOUNT REASSIGNMENT

Commission timing may follow customer payment, reconciliation, refund/chargeback periods, and payroll processing. Account reassignment does not retroactively eliminate commission already earned under the applicable written commission rules, but future

credit after reassignment will be determined by those rules and applicable law.

10. PERFORMANCE EXPECTATIONS

Employee is expected to maintain professional communications, timely and persistent but appropriate follow-up, accurate records, completion of assigned training, reasonable activity levels, and performance against written goals established for the role. Company may establish lead-contact standards, enrollment goals, sales targets, account-management standards, and reporting requirements.

11. WORK LOCATION, HOURS, AND WAGE COMPLIANCE

The role may be remote unless attendance is required for training, meetings, events, or another work location. Employee must comply with Company attendance and timekeeping requirements and applicable wage-and-hour, meal/rest-break, and overtime laws. Nothing in this Agreement waives statutory rights.

12. CONFIDENTIALITY AND DATA SECURITY

Employee will protect driver, carrier, customer, prospect, pricing, training, business-process, freight, credential, and other non-public information and use it only for authorized Company purposes. These obligations survive separation to the extent permitted by law.

13. COMPANY PROPERTY AND AUTHORITY

Company leads, account records, systems, credentials, documents, and training materials are Company property. Employee may not execute contracts, incur debt, make guarantees, or otherwise bind Company unless expressly authorized.

14. BENEFITS AND EXPENSES

Employee is eligible only for benefits, if any, available under applicable Company plans and eligibility rules. Authorized business expenses will be handled under Company policy and applicable law.

15. TERMINATION

Unless applicable law or a separate written agreement provides otherwise, employment is at-will where legally permitted. Earned wages and commissions will be handled under the applicable commission plan and governing law. Upon separation, Company property and information must be returned or deleted as directed.

16. ENTIRE AGREEMENT; SEVERABILITY; LAW

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 extent permitted by law.

17. ACKNOWLEDGMENT

Employee acknowledges the representative duties described above, the **$40,000 annual base salary**, **12.5% commission**, W-2 payroll treatment, lead/account record requirements, prohibition against guaranteeing freight or income, 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

EMPLOYEE

Printed Name: _____

Signature: _____ Date: _____