

PupTaxi Independent Contractor Agreement

1099 Contractor Classification — Springfield, MO

This Independent Contractor Agreement ("Agreement") is entered into as of the date signed below between **PupTaxi LLC** ("Company") and the undersigned individual ("Contractor" or "Driver").

1. Independent Contractor Status

Contractor acknowledges and agrees that they are engaged as an **independent contractor classified under IRS Form 1099-NEC**, and not as an employee, partner, agent, or joint venturer of PupTaxi. Contractor is responsible for all self-employment taxes, income taxes, and any other applicable taxes. PupTaxi will not withhold federal, state, or local income tax, Social Security, Medicare, or any other payroll taxes from Contractor's compensation. PupTaxi will issue a Form 1099-NEC to Contractor for all compensation paid in excess of \$600 per calendar year.

2. Insurance & Liability

Contractor shall, at all times during the term of this Agreement, maintain their own valid and current:

- **Personal automobile insurance** meeting or exceeding Missouri state minimum coverage requirements;
- **Valid driver's license** issued by the state of Missouri (or state of residence).

PupTaxi is not liable for any accidents, injuries, property damage, or losses that occur while Contractor is performing services under this Agreement. Contractor assumes full responsibility for the operation and condition of their personal vehicle. Contractor agrees to indemnify and hold harmless PupTaxi from any claims, damages, losses, or expenses arising from Contractor's performance of services.

3. Tips & Gratuities

Driver acknowledges and agrees that **100% of any gratuities or tips** paid by customers for services provided through PupTaxi ("Tips") will be passed through to the Driver and paid to the Driver in full. PupTaxi will not deduct any portion of Tips for platform fees. Tips will be included in the Driver's payout according to the payout schedule and method described in this Agreement.

4. Compensation

Contractor will be compensated on a per-ride basis according to the pay model established by PupTaxi. The current pay structure, rates, and payout schedule are detailed in a separate Pay Schedule Addendum, which may be updated from time to time with written notice to Contractor. Payouts will be made [weekly/bi-weekly] via [direct deposit/check].

[Pay model placeholder — to be completed by PupTaxi management.]

5. Right to Refuse Service

Contractor has the absolute right and discretion to **refuse transport of any dog at pickup** that the Contractor, in their sole judgment, determines to be:

- Displaying aggressive, dangerous, or threatening behavior;
- Presenting an unreasonable safety risk to the Contractor, the animal, or the vehicle;
- Not as described in the booking (e.g., undisclosed medical conditions, size misrepresentation).

Contractor will not be penalized for refusing a ride under these circumstances. Contractor shall notify PupTaxi promptly of any refused service and the reason for refusal.

6. Incident Reporting

Contractor must report any of the following to PupTaxi within **24 hours**:

- Any vehicle accident or collision occurring during a transport;
- Any injury to Contractor, the animal, or a third party;
- Any animal escape, loss, or death;
- Any interaction with law enforcement while performing services;
- Any customer complaint or dispute at pickup or drop-off.

Failure to report incidents in a timely manner may result in immediate termination of this Agreement.

7. Conduct & Standards

Contractor agrees to:

- Maintain their vehicle in clean, safe, and roadworthy condition;
- Treat all animals with care, patience, and respect;
- Follow all applicable traffic laws and local ordinances;
- Maintain professional communication with customers;
- Pass a background check prior to performing any services;
- Comply with all PupTaxi policies and procedures as updated from time to time.

8. Termination

Either party may terminate this Agreement at any time, with or without cause, by providing **written notice** (email is sufficient) to the other party. PupTaxi may immediately terminate this Agreement without notice if Contractor:

- Engages in conduct that endangers any animal in their care;
- Fails to maintain required auto insurance or a valid driver's license;
- Fails a background check or re-check;
- Commits fraud, theft, or misrepresentation;
- Violates any material term of this Agreement;
- Receives repeated customer complaints regarding conduct or service quality.

Upon termination, Contractor will be paid for all completed rides up to the termination date, including any outstanding Tips.

9. Confidentiality

Contractor agrees to keep confidential all customer information, business practices, pricing structures, and proprietary information of PupTaxi obtained during the term of this Agreement.

10. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Missouri. Any disputes arising out of this Agreement shall be resolved in the courts of Greene County, Missouri.

11. Entire Agreement

This Agreement constitutes the entire understanding between the parties and supersedes all prior negotiations, representations, or agreements. This Agreement may only be modified in writing signed by both parties.

Contractor Signature

PupTaxi LLC — Authorized Representative

Printed Name

Printed Name

Date

Date

