



## How the Driver Pay Works

### What Trips Pay More?

All trips pay the same if you are in the same type of vehicle unless there are add-ons for evening, holidays, weekends, extra bags, no sharing, pet cleaning, wait time, car seats, etc. It's not true that longer trips or shorter trips pay more per hour. What actually matters is the total dollar amount of all the trips you do in two weeks. Less down time means a higher hourly as long as you aren't late. Being late or in a dirty car will significantly affect your cash tips and therefore your overall hourly income. The trips that pay more are SUVs, shuttles and doubles.

### The Most Accurate Way to Calculate Your Pay

Watch the payroll video and use the spreadsheet on your portal      o need to reinvent the wheel

### Why We Do What We Do

When we didn't include the tip on the reservation, driver hourly pay was sometimes too low when customers didn't provide a cash tip. Imagine driving 2-5 hours and back with no cash tip, and then figuring out that you only made \$7 per hour when no tip was included on the reservation. Many people quit for this reason, so we had to do something to make sure driver pay wasn't below \$1 per hour even if the customer removed their tip.

This also removed some of the favoritism and cherry picking involved with drivers wanting or not wanting to do certain rides, because the tip on the reservation was higher or lower on different trips.

When the customer only tips 0% or 10% on the reservation, the company pays more than normal to make up for it. Please read more about the minimum pay bonus for details.

**1099: We** will give it to you at the beginning of each year by January 31st unless the income you made is less than the federal requirement (\$600).

**Income Verification:** If you need help with income verification, please let Daniel know what you need it for, and he can explain the different options. We have options for employees and independent contractors depending on what you need.