

## **How the Pay Works – Normal Drivers (Updated 5/20/2025)**

The amount on your paycheck before cash tips is always the smaller number of your minimum pay and your maximum pay.

### **Minimum pay is the larger number of the 3 calculations below:**

1. \$18 per hour with a customer, both ways; hours are estimated based on the number of total miles you drove during the pay period, and an average fleet speed of 55 mph. There is also 7.7% extra time for car washes and fueling up the vehicle, and an adjustment for round trips.
2. 10% of the subtotal plus the tips on the reservation (total is about 25%).
3. 20% of the subtotal plus 1% per each 5 Star Review up to 25% of the subtotal if you have five 5 Star Reviews during the pay period.

### **Maximum pay is the smaller number of the 2 calculations below:**

1. \$26 per hour with a customer, both ways; hours are estimated based on the number of total miles you drove during the pay period, and an average fleet speed of 55 mph. There is also 7.7% extra time for car washes and fueling up the vehicle, and an adjustment for round trips.
2. 25% of the subtotal plus 1% per each 5 Star Review up to 30% of the subtotal if you have five 5 Star Reviews during the pay period.

See your paystubs for more specific details. All of the above is subject to change by management if necessary.

# **Most Common Errors**

## **Pay Period is Incorrect:**

The first thing to do is make sure you have the right pay period. The pay period is every two weeks and ends on Sunday at midnight, so make sure the days are Monday through Sunday two weeks later. Payday is normally 5pm on Friday. Direct deposit and check times may vary earlier or later based on when the bank processes it or the mail delivers.

## **Using Emails Instead of RideBits:**

Emails are only for emergencies if the software goes down. Dispatchers often assign and reassign trips, and sometimes customers cancel, so using emails to determine your pay will create errors almost every time.

## **The Easiest Way to Estimate:**

Your pay is approximately 25% of the subtotal unless it runs into the hourly limits of \$18 to \$26 per hour both ways with a customer. If you do a lot of miles in an MKZ, it's unlikely that you will run into the upper and lower hourly limits. If you do only short shuttle trips, you will most likely max out at \$26 per hour.

## **Schedule vs. Availability:**

As an independent contractor your dispatcher is not your supervisor; they can ask you to be available between certain hours, but that is not the same thing as having a schedule. You can still accept and reject trips through the RideBits app during your hours available. The actual time you are paid for is only the estimated time with the customer and driving back after you drop the customer off. You can always ask for more rides if you need to make a certain amount.

## **What Happens if I Split a Ride with Another Driver?**

50%/50% of the total and tips for doubles, and 33%/33%/33% for triples. This is one of the things that will throw off your pay calculations if you're not paying attention. We have a payroll spreadsheet that makes the calculations easy, so refer to the one on your portal. Creating your own or writing it down is a waste of time.

## **Do Drivers Always Get the Full Tip Amount? YES!**

## **Hourly Equivalent (Includes Tip on the Reservation / Excludes Cash Tips)**

**MKZ Rides:** Min \$18 per hour both ways plus cash tips (average is \$5 per hour)

**Navigator Rides:** Max \$22 per hour both ways plus cash tips (average is \$10 per hour)

**Shuttle Rides:** Max \$26 per hour both ways plus cash tips (average is \$20 per hour)

## **What is a Double?**

**Option 1:** Driving a customer from PHX to Sedona or DFW to Tyler, then immediately driving a different customer from Sedona to PHX or Tyler to DFW. You get paid for both as a percentage, so this doubles your hourly equivalent.

**Option 2:** You have two separately paying customers going to roughly the same location or city.

## **What Trips Pay More?**

All trips pay the same on your paycheck 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 on your paycheck. However, you make get more cash tips if you do a bunch of short runs. What actually matters is the total dollar amount of all the trips you do in two weeks and the total amount of miles you drive. Less down time between trips 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 equivalent 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 [driver pay calculator](#) on your portal to determine your pay. No 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 minimum wage 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 \$18 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.

**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 different options for employees and independent contractors depending on what you need.

**Changes:** Pay percentages and calculations will increase or decrease over time based on the needs of the business. All contractors sign an agreement that allows management to make changes when necessary to keep the business operating. These changes are infrequent, and are not motivated by

greed. Changes start at the beginning of the pay period and appear on your portal under driver pay calculator beforehand and on your pay stubs afterwards. Generally speaking, if the company makes more than their target gross margin in a year, the company will pay out a bonus at the end of the year or increase driver pay.

## **How the Pay Works – Driver Trainers, CDL and Fleet Managers (Updated 5/20/2025)**

The amount on your paycheck before cash tips is always the smaller number of your minimum pay and your maximum pay.

**Minimum pay is the larger number of the 3 calculations below:**

4. \$18 per hour with a customer, both ways; hours are estimated based on the number of total miles you drove during the pay period, and an average fleet speed of 55 mph. There is also 7.7% extra time for car washes and fueling up the vehicle.
5. 15% of the subtotal plus the tip on the reservation (total is about 30%).
6. 25% of the subtotal plus 1% per each 5 Star Review up to 30% of the subtotal if you have five 5 Star Reviews during the pay period.

**Maximum pay is the smaller number of the 2 calculations below:**

3. \$32 per hour with a customer, both ways; hours are estimated based on the number of total miles you drove during the pay period, and an

average fleet speed of 55 mph. There is also 7.7% extra time for car washes and fueling up the vehicle.

4. 25% of the subtotal plus 1% per each 5 Star Review up to 30% of the subtotal if you have five 5 Star Reviews during the pay period.

See your paystubs for more specific details. All of the above is subject to change by management if necessary.