

BRIGHTERCONNECT – INDEPENDENT CONTRACTOR AGREEMENT

Effective Date: January 07, 2026

1. INDEPENDENT CONTRACTOR RELATIONSHIP

You are an independent contractor and not an employee, agent, joint venturer, or representative of BrighterConnect, and nothing in this Agreement shall be construed to create an employment relationship or agency authority; you shall supply, at your sole cost, all vehicles, smartphones, data plans, fuel, equipment, and other tools necessary to perform the services, determine your own work hours, routes, and methods, and may accept, reject, or ignore requests in your sole discretion without penalty, subject only to lawful safety standards and applicable law. You are free to work for other platforms and solicit, contract with, and provide similar services to any third party, and you are solely responsible for all federal, state, and local taxes, withholdings, registrations, licenses, permits, and business expenses; BrighterConnect will not provide benefits, overtime, meal/rest premiums, unemployment insurance, or workers' compensation, and you agree to maintain your own workers' compensation or occupational accident coverage to the extent required by law.

2. ELIGIBILITY REQUIREMENTS

Drivers must be at least 21 years old, hold a valid driver's license, and maintain valid insurance meeting at least the minimum statutory requirements for Maryland and any jurisdiction in which services are performed.

Vehicle Age: Less than 10 years old; provided that any exception must be approved in writing by BrighterConnect and shall not apply to vehicles with salvage, rebuilt, or branded titles.

3. EARNINGS AND PAYMENTS

BrighterConnect retains a service fee of 20–25% per fare, which may be adjusted prospectively upon notice. Drivers receive 100% of tips.

4. INCIDENT REPORTING

Drivers must report any accident, injury, or safety incident within 24 hours and cooperate fully with any investigation, insurer inquiry, or claims process.

5. INSURANCE

Drivers must maintain personal auto insurance on all vehicles used to provide services, including at least liability coverage; failure to do so is a material breach. Any insurance provided by BrighterConnect is contingent, secondary, subject to policy terms, and may be modified or discontinued at any time. Drivers should not rely on platform insurance as primary coverage.

6. INDEMNIFICATION

Drivers agree to indemnify, defend, and hold harmless BrighterConnect and its affiliates, officers, directors, employees, and agents from and against all claims, losses, liabilities, damages, costs, and expenses (including reasonable attorneys' fees) arising out of or related to their services, violations of law, or breach of this Agreement.

7. TERMINATION

Either party may terminate this Agreement at any time upon notice; provided that termination shall not relieve you of obligations that by their nature survive, including indemnity, insurance, dispute resolution, and confidentiality (if applicable). Termination does not create any entitlement to wages or employment benefits.

8. DISPUTE RESOLUTION

All disputes shall be resolved through binding individual arbitration administered by the American Arbitration Association under its Consumer Arbitration Rules, with the seat and venue in Parkville, Maryland. Class and representative actions and class-wide arbitration are waived, and claims must be brought in an individual capacity only.

9. GOVERNING LAW

This Agreement is governed by the laws of the State of Maryland, without regard to its conflicts of laws principles, and venue for any permitted court action shall lie in the state or federal courts located in Maryland.