UNIVERSAL INDEPENDENT CONTRACTOR DELIVERY AGREEMENT

This Independent Contractor Delivery Agreement ("Agreement") is entered into as of _____, by and between LewCore Logistics, LLC ("Company") and _____ ("Contractor").

Contractor Role (Check One): [ ] Solo Driver [ ] Team Driver [ ] Team Delivery Associate

1. Services Provided & Commitment

Contractor agrees to provide last-mile delivery services, acting as a solo driver, a team driver, or a delivery associate. Contractor controls the manner and means of performing delivery services, subject to customer, safety, insurance, legal, and company service requirements.

2. Dedicated Schedule & Route Availability: Contractor understands that this opportunity requires consistent coverage during peak seasons and is potentially ongoing, subject to actual route availability and onboarding requirements. While Contractor commits to reliably operating on their selected days to provide this consistent coverage, Contractor acknowledges that actual daily assignments are contingent upon fluctuating volume and route availability.

3. Compensation, Payouts, and Guarantees

Contractor shall be paid a flat rate per successfully delivered package (or as a mutually agreed team split), less any applicable deductions or chargebacks, as detailed in the prevailing route offer or Exhibit A. Settlement payments are processed weekly.

No Guarantees: Company does not guarantee any minimum number of routes, assignments, packages, hours, or earnings to Contractor.

4. Insurance, Equipment, and Expenses

If operating a vehicle, Contractor must maintain valid personal automobile liability insurance meeting or exceeding state minimum requirements. **Operational Costs:** Contractor is solely responsible for all expenses associated with their business operations and vehicle (if applicable), including but not limited to fuel, maintenance, tolls, citations, fines, phone/data costs, and equipment. **Licensing:** Contractor is responsible for maintaining any required licenses, permits, and legal authorization (including a valid driver's license if operating a vehicle) needed to perform the services.

5. Performance Standards, Deductions, and Chargebacks

Contractor is expected to maintain high delivery success rates. Company is billed by its Carrier partners for missing, damaged, or misdelivered packages.

Pass-Through Liability: If a Carrier issues a chargeback to Company for a package assigned to Contractor (or Contractor's team) and there is Proof of Fault (e.g., GPS scan at the wrong address, failure to take a delivery photo, or gross negligence), Contractor expressly authorizes Company to deduct cost of chargeback directly from Contractor’s weekly settlement.

Exemptions: Contractor will not be penalized for packages proven to be stolen after a correct and verified delivery (Porch Piracy).

6. Independent Contractor Status and Benefits

Contractor operates as an independent 1099 contractor, not an employee of LewCore Logistics, LLC or its Carrier partners. **Taxes:** Contractor is responsible for their own federal, state, and local taxes, including self-employment

taxes. Company will not withhold payroll taxes. **Benefits Waiver:** Contractor is not entitled to employee benefits, unemployment insurance, workers' compensation benefits, paid time off, overtime, or other employee protections unless specifically required by law.

7. Compliance and Confidentiality

Contractor agrees to comply with all applicable local, state, and federal laws, traffic rules, and safety standards. Contractor must adhere to customer requirements, maintain strict confidentiality regarding route details, client data, and package recipients, and follow company policies provided to contractors.

8. Indemnification and Authority

Hold Harmless: Contractor agrees to indemnify and hold harmless LewCore Logistics, LLC from any claims, losses, damages, liabilities, costs, or expenses caused by Contractor's negligence, misconduct, violation of law, breach of this Agreement, or failure to maintain required insurance and licensing.

No Binding Authority: Contractor will not bind Company to any contracts, agreements, or obligations without explicit written authorization.

9. Non-Competition and Non-Solicitation

To protect the proprietary business relationships of LewCore Logistics, LLC, Contractor agrees to the following restrictions for a period of one (1) year immediately following the termination of this Agreement: **Non-Compete (Client Specific):** Contractor shall not bypass Company to provide direct delivery services, either individually or through another entity, to any specific Delivery Service Provider (DSP), Carrier, or logistics facility to which Contractor was directly introduced or assigned by Company. **Non-Solicitation:** Contractor shall not solicit, recruit, or encourage any other contractors or employees of Company to leave Company's network.

This clause does not prevent Contractor from working for Amazon Flex, Uber Eats, DoorDash, or other logistics companies not directly partnered with Company.

10. Term and Termination

Either party may end this independent contractor relationship at any time, for any reason, with or without cause, unless a separate written agreement states otherwise.

IN WITNESS WHEREOF, the parties have executed this Agreement. By signing below or checking the associated electronic submission box, Contractor acknowledges that this agreement is part of their application and binding upon acceptance into the fleet.

LewCore Logistics, LLC: **Latonnya "Tonya" Lewis** Date: _____

Contractor (Solo Driver/ Team Driver /Team Associate): _____ Date: _____