

1099-CONTRACTOR AGREEMENT

THIS AGREEMENT made as of the _____ day of _____, 2026,

between the "Company":

MAILBOX SHIP EXPRESS LLC, EIN: 33-3809632
located at: 4142 Mariner Blvd, Ste 257, Spring Hill, FL 34609

and _____ (the "Independent Contractor"),
Address _____

Company and Independent Contractor may each be referred to in this Agreement as a "Party" and collectively as the "Parties."

IN CONSIDERATION of the promises and other good and valuable consideration (the sufficiency and receipt of which are hereby acknowledged) the parties agree as follows:

1. Services. Independent Contractor shall provide the following services to Company (the "Services"), performing functions as an Assistant (Logistics & Supply Chain):

a. Key Responsibilities

- Receiving Parcels: Accept deliveries at your home address or specified pickup locations.
- Quality Inspection: Conduct detailed inspections to verify the integrity and condition of products and their packaging.
- Record Keeping: Maintain accurate records of inspections, shipments, and inventory.
- Order Management: Manage the flow of orders, including scheduling deliveries and pickups.
- Documentation: Complete necessary documentation such as pick lists, bills of lading, work orders, and shipping orders using computer-based technology.
- Forwarding Packages: Efficiently forward packages using shipping services like USPS, UPS, and FedEx.

b. Additional Responsibilities

Compliance & Documentation:

- Adhere to shipping/receiving and regulatory compliance procedures.

- Ensure compliance with laws, regulations, and standards.
- Complete documentation such as pick lists, bills of lading, work orders, and shipping orders.

Quality Control & Issue Resolution

- Record shipment data, including weight, charges, and damages.
- Communicate with supervisors for shipping instructions and material delivery.
- Address issues like damages, shortages, and non-conformance to specifications.
- Complete safety reports related to health and safety issues

2. Compensation. In consideration for the Independent Contractor's performance of the Services, Company shall pay Independent Contractor \$31,200 / year and \$20 for each item processed on monthly basis.

3. Expenses. All costs and expenses incurred by the Independent Contractor in connection with the performance of the Services shall be paid by Company.

4. Term and Termination. This Agreement may be terminated as follows:

By either Party upon five (5) days' written notice;

Immediately by the Company in the event of a material breach of this Agreement by the Independent Contractor.

Upon termination, the Independent Contractor shall promptly return all Company property, materials, and confidential information. Independent Contractor shall reimburse Company for any Company property lost or damaged in an amount equal to the market price of such property. The provisions of Section 6 (Confidentiality) shall survive any termination of this Agreement.

5. Independent Contractor. The Parties agree and acknowledge that Independent Contractor is an independent contractor and is not, for any purpose, an employee of the Company. Independent Contractor does not have any authority to enter into agreements or contracts on behalf of Company, and shall not represent that it possesses any such authority. Independent Contractor shall not be entitled to any of Company's benefits, including, but not limited to, coverage under medical, dental, retirement or other plans. Company shall not be obligated to pay worker's compensation insurance, unemployment compensation, social security tax, withholding tax or other taxes or withholdings for or on behalf of the Independent Contractor in connection with the performance of the Services under this Agreement. Nothing contained in this Agreement shall be deemed or construed by the Parties to create the relationship of a partnership, a joint venture or any other fiduciary relationship.

6. Confidentiality.

a. Confidential and Proprietary Information. In the course of performing the Services, Independent Contractor will be exposed to confidential and proprietary information of

Company. "Confidential Information" shall mean any data or information that is competitively sensitive material and not generally known to the public, including, but not limited to, information relating to development and plans, marketing strategies, finance, operations, systems, proprietary concepts, documentation, reports, data, specifications, computer software, source code, object code, flow charts, data, databases, inventions, know-how, trade secrets, customer lists, customer relationships, customer profiles, supplier lists, supplier relationships, supplier profiles, pricing, sales estimates, business plans and internal performance results relating to the past, present or future business activities, technical information, designs, processes, procedures, formulas or improvements, which Company considers confidential and proprietary. Independent Contractor acknowledges and agrees that the Confidential Information is valuable property of Company, developed over a long period of time at substantial expense and that it is worthy of protection.

b. Confidentiality Obligations. Except as otherwise expressly permitted in this Agreement, Independent Contractor shall not disclose or use in any manner, directly or indirectly, any Confidential Information either during the term of this Agreement or at any time thereafter, except as required to perform the Services or with Company's prior written consent.

c. Rights in Confidential Information. All Confidential Information disclosed to Independent Contractor by Company (i) is and shall remain the sole and exclusive property of Company, and (ii) is disclosed or permitted to be acquired by Independent Contractor solely in reliance on Independent Contractor's agreement to maintain the Confidential Information in confidence and not to use or disclose the Confidential Information to any other person. Except as expressly provided herein, this Agreement does not confer any right, license, ownership or other interest in or title to the Confidential Information to Independent Contractor.

d. Irreparable Harm. Independent Contractor acknowledges that use or disclosure of any Confidential Information in a manner inconsistent with this Agreement will give rise to irreparable injury for which damages would not be an adequate remedy. Accordingly, in addition to any other legal remedies which may be available at law or in equity, Company shall be entitled to equitable or injunctive relief against the unauthorized use or disclosure of Confidential Information. Company shall be entitled to pursue any other legally permissible remedy available as a result of such breach, including but not limited to, damages, both direct and consequential. In any action brought by Company under this Section, Company shall be entitled to recover its attorney's fees and costs from Independent Contractor.

7. Mutual Representations and Warranties. Both Company and Independent Contractor represent and warrant that each Party has full power, authority and right to execute and deliver this Agreement, has full power and authority to perform its obligations under this Agreement, and has taken all necessary action to authorize the execution and delivery of this Agreement. No other consents are necessary to enter into or perform this Agreement.

8. Entire Agreement. This Agreement constitutes the entire agreement between the Parties hereto with respect the subject matter hereof, and supersedes all prior negotiations, understandings and agreements of the Parties.

9. Amendments. No supplement, modification or amendment of this Agreement will be binding unless executed in writing by both of the Parties.

10. Notices. Any notice or other communication given or made to either Party under this Agreement shall be in writing and delivered by hand, sent by overnight courier service or sent by certified or registered mail, return receipt requested, to the address stated above or to another address as that Party may subsequently designate by notice, and shall be deemed given on the date of delivery.

11. Waiver. Neither Party shall be deemed to have waived any provision of this Agreement or the exercise of any rights held under this Agreement unless such waiver is made expressly and in writing. Waiver by either Party of a breach or violation of any provision of this Agreement shall not constitute a waiver of any subsequent or other breach or violation.

12. Severability. If any provision of this Agreement is held to be invalid, illegal or unenforceable in whole or in part, the remaining provisions shall not be affected and shall continue to be valid, legal and enforceable as though the invalid, illegal or unenforceable parts had not been included in this Agreement.

IN WITNESS WHEREOF, this Agreement has been executed and delivered as of the date first written above.

THE EMPLOYEE

By: _____
/Signature/ / Name, Position /

THE COMPANY

By: John Aldridge
/Signature/ John Aldridge, HR Manager
/ Name, Position /