

# QUIK-TURNS LLC – Contractor Pay Policy

This Pay Policy outlines the compensation structure, payment frequency, and performance incentives for independent contractors working with QUIK-TURNS LLC. All positions are classified as 1099 independent contractors.

## 1. Base Pay & Performance Bonus

Pay Type	Details
Base Pay	\$9.00 – \$12.00 per active hour (based on program and performance tier).
Performance Bonus	\$1.00/hr additional bonus when reaching 70+ active hours in a biweekly pay period (≈35+ hours)

## 2. Referral Program

Contractors may refer new agents to QUIK-TURNS and earn a lifetime residual bonus of \$0.25 per active hour worked by the referred contractor, provided both remain active and compliant. Bonuses are paid biweekly alongside standard pay.

## 3. Pay Frequency

Payments are issued twice monthly, on scheduled dates provided in advance. Direct deposits are processed by QUIK-TURNS LLC via Stripe and are typically received within 24 hours of the company's receipt of client funds. All pay is for verified active service hours only.

## 4. Contractor Classification

All workers engaged through QUIK-TURNS LLC are classified as independent contractors under IRS 1099 guidelines. Contractors are responsible for maintaining their own tax records, tools, and work environment. This engagement does not constitute employment.

## 5. Equipment & Workspace

Contractors must provide and maintain their own computer (Windows 11, 8–16 GB RAM), wired Ethernet internet connection, USB headset, and quiet workspace suitable for client service. No reimbursements are provided for equipment or connectivity.

## 6. Advancement Opportunities

After successful completion of the first client program (typically 60–90 days), contractors may qualify for multi-client certifications and advanced rate opportunities based on attendance, performance, and policy compliance.

This Pay Policy is an acknowledgment of QUIK-TURNS LLC's standard compensation framework and may be updated at the company's discretion. By continuing to perform services, contractors agree to abide by the terms herein.