Partner agreement

For review. Unsigned.

Workbird LLC, a Delaware limited liability company, operates BadgerBins. No signature by a company representative, notarization or medical certification is supplied by this record.

BADGERBINS PARTNER SERVICE AGREEMENT
Version: badgerbins-partner-2026-11-01-v4
Effective: November 1, 2026

1. PARTIES AND PURPOSE

Workbird LLC, a Delaware limited liability company operating as BadgerBins, offers these terms to the individual service partner who deliberately signs them through an authenticated account. Contact hello@badgerbins.com for notices, support or a retained copy. These terms govern the application, accepted service offers and the associated work records. An application does not promise approval, work, a shipment, insurance or earnings. Workbird remains the property customer's contracting service provider. A partner cannot change a customer agreement or bind a property or Workbird to another obligation.

2. INDEPENDENT BUSINESS AND APPLICABLE LAW

The intended relationship is an independent service business relationship. You choose your recorded availability and service radius, may work for others, and are responsible for your lawful business administration and taxes to the extent applicable. In an owner-enabled autonomous region, eligible work may be assigned within that availability, radius, reviewed access selection and these accepted terms. You control safe work methods consistent with the accepted result, site access, the law and these safety requirements. Do not send an unapproved substitute or share an account; any proposed assistant must complete the applicable authorization, screening and insurance process first. A

label, automated assignment or signature does not determine legal worker status or waive a statutory right. Actual working circumstances and mandatory law where work occurs control. Workbird must confirm classification and required operating arrangements before access.

3. APPLICATIONS, SCREENING AND TRUTHFUL RECORDS

Provide accurate contact, service area, equipment and vehicle information and keep it current. Complete the task readiness questions and practical route scenarios before company paid Stripe Identity verification. The minimum application age is 18, with no upper age cutoff. Readiness answers are task declarations and scenario records, not a medical examination or proof of fitness or experience. In an owner-enabled autonomous region, regional AI may approve or decline job access only from the recorded coverage, readiness, Identity and agreement statuses. Requested task support, disputes and required notices remain human review, and an autonomous decline records an available human appeal. Background checks are not part of the current process; none is ordered or represented as completed. Any future background program would require separate lawful notices, authorization and review. Use the designated hosted Stripe flow for identity documents. Do not send Social Security numbers, identity documents, medical records or criminal reports through ordinary forms. Provider flags do not automatically establish criminal or other disqualification.

4. OFFERS AND SERVICE COMMITMENTS

Before starting, review the property, assigned units, service date, local time window, estimated collection time, disposal duties and exact recorded compensation. Availability selections are preferences, not a promise of work. In an owner-enabled autonomous region, regional AI may accept and assign a current offer only after the server rechecks regional approval, current agreement, availability, service radius, selected access methods, vehicle requirements and conflicting active work. An assignment records the exact roster and offer terms and sends the approved assignment notice to your verified account. Notify operations promptly before starting if you cannot complete

assigned work so it can be reassigned; no automatic fine or forfeiture applies. Do not silently abandon a route, serve an unassigned unit or transfer an assignment. Access delays, weather and genuine exceptions must be recorded. Estimate and historical average are planning information, not a promised finish time.

5. COMPENSATION AND SEPARATE ALLOWANCES

The saved labor offer and saved hourly labor floor determine the reviewed labor amount for an accepted job. Accurate recorded start and completion time supports any time floor adjustment; a faster finish does not reduce the accepted labor offer. Workbird reviews genuine timing and disputes rather than allowing an AI to change earned compensation. An assigned hauling day separately includes the recorded $35 dump fee cover and $5.25 fuel amount once per community service day, not once per crew member or visit. An onsite collection job has no hauling allowance. Keep the disposal receipt or company payment reference for review. Approved pay is an amount owed, not proof of a Stripe transfer or bank arrival. Payment timing, destination readiness and any applicable payment terms must be disclosed before paid work begins. A missing provider connection does not erase compensation properly owed. No automatic fine, equipment deduction or forfeiture is authorized by these terms.

6. PHYSICAL TASK ACKNOWLEDGMENT

Collection may involve sustained walking and standing, repeated bending, carrying tied bags, using stairs between floors, and lifting or carrying individual loads up to 50 pounds. Site conditions, repetition, load shape, grip, weather and fatigue affect safety even below that weight. You must understand these tasks and confirm that you can safely perform the work you accept, with appropriate equipment and any agreed reasonable task adjustments, or request a human review of support or suitable assignments before approval. This is a task acknowledgment, not a medical diagnosis, a certification of perfect health, a requirement to disclose a disability or a waiver of accommodation or other legal rights. Do not enter medical details in the app.

7. SAFE COLLECTION AND THE RIGHT TO STOP

Use appropriate gloves, closed toe footwear, a reflective vest, lighting and safe carrying practices. Keep a clear view and a stable path on stairs; use suitable assistance or equipment when needed. Never carry an unsafe load, rush an unsafe stairway, block an exit, climb into a dumpster or compact waste by hand. Do not collect exposed sharps, hazardous chemicals, suspicious material, loose liquids, construction debris or an unsafe, leaking or overweight item as ordinary trash. Stop the affected task, keep clear and record an exception or contact operations for a safe plan. For immediate danger or injury, call emergency services as appropriate. No offer, time estimate or pace metric requires unsafe work.

8. PROPERTY CONDUCT AND BOUNDARIES

Follow the confirmed set out location, approved access route, property safety instructions and applicable disposal rules. Do not enter a residence, use private property for another purpose, disturb residents, solicit unauthorized payments, possess prohibited weapons at a site, work impaired, harass anyone or retaliate for a concern. Protect keys and access instructions; return or revoke them when access ends. Report hazards, property damage, spills, missed work and incidents promptly and cooperate with a fair review.

9. VEHICLES AND LAWFUL HAULING

Truck ownership is not required for onsite collection. Before accepting vehicle hauling, you must have lawful authority to use the approved vehicle, the required valid driver license and registration, suitable current insurance covering the intended business hauling use, a roadworthy vehicle, required permits and a lawful approved disposal destination. Submit your actual vehicle and current insurance evidence for human review. Approval of photographs does not certify insurance coverage, licensing or vehicle safety. Tell operations immediately about an expired policy, restriction, replacement vehicle, damaged equipment or lost driving authorization; do not haul until required approvals are current. Secure

and contain loads, observe payload and traffic rules, prevent leaks and litter, use approved disposal facilities and never dump unlawfully. Do not use the app while driving. Workbird does not promise that a personal auto policy covers commercial hauling or that any unissued company policy exists.

10. EQUIPMENT AND SUPPLIED BAGS

Use the approved bin and assigned unit QR label accurately. Keep loaned or supplied equipment reasonably secure and report damage or loss. A reflective vest is the only required uniform item, and you may use your own vest. The branded cap, fleece and khaki trousers are optional. Buying a BadgerBins kit is optional; any purchase is paid upfront at a price confirmed before you agree to buy. Any equipment ownership, shipping or return arrangement must be disclosed separately. Do not buy items on Workbird's behalf without authorization. Record only actual authorized supplied bags used. An exception has zero bag usage. Do not invent usage or charge a resident directly.

11. QR EVIDENCE, LOCATION AND PHOTOGRAPHS

Use your own authenticated installed app. Start work with the required current camera and location check, then record a collection or genuine documented exception for each assigned unit. Photograph the relevant issue and avoid residents, apartment interiors and unrelated personal details. Never fabricate scans, timing, location or photographs, submit generated job evidence or use another person's records. Browser location and camera signals are reviewable evidence, not conclusive proof of presence or authenticity. Workbird may review contrary evidence and allow a correction or human dispute review. Never alter a record to conceal a safety concern.

12. PRIVACY AND REGIONAL AUTOMATION

Use customer, resident and partner information only for authorized service. Do not publish private records, access codes, evidence or resident images. Follow the Privacy Policy and promptly report unauthorized access or a lost device. In

owner-enabled regions, regional AI uses bounded operational summaries to prepare schedules, make the disclosed evidence-gated access decision, assign matching current work, create internal follow ups and queue approved-template messages to verified stored recipients. It does not receive email addresses, identity documents, full background reports, medical information, screening answers, protected traits, private job photos or raw insurance documents and cannot change signed terms or earned pay. You may request human review of an inaccurate decision, assignment or operational record.

13. TIPS, EXPENSES AND TAXES

A tip belongs to the actual collecting partner identified by the unit collection record. Only the configured payment process may collect it; provider fees, a payment and a transfer are separate records. Do not misrepresent a pending tip or request off platform payment from residents. Tips and hauling allowances do not replace the saved labor floor. New offers use a $32 hourly working time floor for ground level or elevator collection, $35 for stair assignments and $39 for assigned vehicle pickup and hauling. Hauling takes precedence when scopes overlap. These are recorded offer and reviewed time compensation rules, not a promise of available work or a statement of worker classification. Historical accepted higher pay is preserved. You are responsible for ordinary business expenses and taxes only as lawfully allocated and disclosed; no deduction is implied by a marketing earnings figure. Any required tax onboarding must use the authorized provider, not an ordinary app field.

14. INCIDENTS, INSURANCE AND RESPONSIBILITY

Report injury, collision, damage, lost access, unsafe conditions and suspected fraud promptly. Preserve relevant records and cooperate with the responsible insurer, operations and lawful investigation. Each party remains responsible for its own conduct and duties imposed by law. Nothing releases Workbird or a partner from actionable negligence or misconduct, waives a bodily injury claim, creates an automatic indemnity for another party’s fault or replaces insurance. Required insurance, permits, classification and any mandatory worker

protections must be resolved for the actual jurisdiction before work.

15. SUSPENSION, ENDING PARTICIPATION AND DISPUTES

You may stop future availability and ask to close the account, while promptly resolving assigned work, lawful equipment return and records. Workbird may restrict new access for documented safety, fraud, screening, insurance, legal or service issues. An autonomous access decision records its policy and evidence status; you may request human review and an opportunity to correct or dispute the record where appropriate. Urgent safety restrictions may take effect immediately. Restriction does not erase earned compensation or authorize retaliation. Contact hello@badgerbins.com for a payment, record, assignment, support or agreement dispute. No mandatory arbitration, class waiver, automatic penalty or noncompete is imposed by these terms.

16. GOVERNING LAW AND CHANGES

Delaware law governs this agreement to the extent permitted, while mandatory law, safety duties, worker status, payment rights, privacy rights and remedies where work occurs remain controlling. A court with lawful jurisdiction may hear a dispute; this agreement does not force an unlawful forum or restrict an agency report. If one provision cannot be enforced, the remaining lawful provisions continue. Material changes require a new version and deliberate acceptance before future offers; they do not silently rewrite accepted jobs, earned pay or retained agreement records. Specific accepted offer terms control the recorded assignment and compensation unless a lawful written amendment is agreed.

17. ELECTRONIC RECORDS AND DELIBERATE ACCEPTANCE

Read and retain these terms before signing. You consent to receive and keep this agreement electronically and adopt your typed full name as your signature associated with your authenticated account, exact terms version, document fingerprint and acceptance time. You need a device capable of displaying and saving the text or PDF. Download a copy or request one through

hello@badgerbins.com. You may request future paper delivery or withdraw future electronic consent without undoing a prior valid acceptance. No company representative signature, notarization, medical certification, screening consent or guarantee of enforceability is invented by this record.

Document integrity

Agreement version: badgerbins-partner-2026-11-01-v4
Record reference: Review copy
Terms SHA256:
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