



## **Instructor General Company Policies**

**Alcohol/Drug Policy** - We have a strict 12 hour "Bottle to Throttle" policy. Contractors and Employees are required to report to the event with no substances in their body in any detectable amount that may impair your cognitive or physical capacity. We prohibit contractors drinking alcohol or taking any mood altering substance 12 hours prior to being behind the wheel. If you are suspected of drinking or partaking any type within this timeframe a breathalyzer can be used to determine if you are fit to be in the car. Anything above **.04** will result in immediate termination from the event. In addition to the above policy no alcohol shall be consumed in public while wearing XX uniform.

**Ground Transportation** - When flying in/out of an event, ground transportation is provided for sponsored contractors that land or depart between 7:00 a.m. - 8:00 p.m. Any travel plans made outside of this specific time *may* waive this benefit. (We try our best to accommodate)

**Half Day Rate** - Any day lasting *less than 6 hours* will be paid at a half day rate of 60%. (rain out)

**Overtime** - OT comp will be added once we exceed 35 mins past a 10hr day (inclusive of lunch break) This will include subsequent hours as well. Example: We run till 5:35 based on 7am arrival, it is 1hr ot, if we run on track beyond 6:15 it would become 2hrs. OT rate is paid \$50.00/hr.

**Lodging** - Shared lodging is provided for sponsored contractors on the nights the Chicago based team is staying. When staying in a room provided by XX, additional charges to the room will be deducted from event pay. You can elect a \$50/night credit per night\* and choose your own room if you choose to do so. Select no lodging - credit. (\*not for locals)

**Pay structure** - Instructors are paid on a per day basis as a 1099 contractor. The rate for New Instructors in 2024 is \$250.00/day and goes up to \$300/day w/Travel comp as a PDI.

**Ride-along** - Rides (when you drive a guest or perform a warm-up) are in the same mode as customer drives and are done 4/5/6th/10ths pace, we do not drive above 7/10th's in the program.

**Social Media** - You are encouraged to share our events on social media ALTHOUGH pictures, videos, and commentary about sensitive matters should respectfully be kept off all social media channels including, but not limited to: FaceBook, Twitter, Snapchat, Vine, YouTube, Vimeo, Instagram, etc.

**Soliciting** - Soliciting XX clients is not allowed.

**Tips** - Xtreme Xperience classroom instructors promote the tipping of the in-car instructor. Keep tips out of sight and limit discussion regarding tips during our program. Any additional promotion of tipping will not be tolerated. (i.e. handing guests a card with only your venmo)

**Uniform** - You are representing the XX Brand. As such, you are **required** to have **solid black** pants/shorts, solid black shoes, optionally a black hat and black jacket. Each instructor is given (2) shirts for their first full weekend. Subsequent shirts available upon request.