

# Minnesota Notice of Compensation

## 1. Earnings

Your earnings consist of the Driver Fare and additional payments (if applicable), as described in more detail below and as outlined in the [Driver Addendum](#).

### Driver Fare

You earn a Driver Fare for each completed trip. Driver Fare will consist of either:

1. Base fare or pickup fare amount, plus incremental amounts based on the actual time and distance of the ride as measured by Lyft. The applicable base fare and/or pickup fare amount(s) and cost per mile and minute are based on location of the trip. The [Rate Card](#) displayed on your Driver dashboard will list the base fare or pickup amount, and the cost per mile and minute.
2. Upfront Driver Fare, which will be quoted to you before you accept the ride request. The Upfront Driver Fare is calculated using several factors, including estimated time and distance, pick up time and distance, demand for riders in your market, and other real-time market conditions. You will be paid the Upfront Driver Fare; however, this amount may be adjusted, at Lyft's discretion, if there are significant changes to the trip.

### Additional Payments

If applicable, you may also earn additional payment(s), including, but not limited to:

1. Tips provided by a rider to you
2. Cancellation fees
3. Any fees or surcharges that we collect on your behalf, such as tolls, damage fees, and wait time fees
4. Any bonuses or incentives you earn based on your provision of rideshare services

Lyft collects from riders applicable sales tax, applicable surcharges, airport fees, and any state or local fees, surcharges, or taxes that Lyft is required or permitted by law or agreement to collect and remit to third parties. These items are not deducted from your earnings.

### Minimum Compensation

For trips originating within Minnesota, minimum compensation will be paid in a per minute, per mile format, as follows:

1. \$1.28 per mile and \$0.31 per minute for any transportation of a rider by a driver ("engaged time");
2. If applicable, an additional \$0.91 per mile for any transportation of a rider by a driver in a vehicle that is subject to the requirements of Minn. Stat. Ann. §§ 299A.11 to 299A.17, regardless of whether a wheelchair securement device is used;

3. 80 percent of any cancellation fee paid by the rider, if a trip request is canceled by Lyft or rider after the driver has already departed to pick up the rider;
4. Minimum compensation of \$5.00 for any transportation of a rider by a driver;
5. If your eligible earnings during a 14 day earnings period equate to less than the rates outlined above during such period, you will be paid an additional amount equal to the difference between (x) your earnings during the earnings period, and (y) the amount of earnings needed to receive the for all engaged time during such period.
6. Gratuities are not included as a part of the minimum compensation outlined above.
7. The above listed minimum compensation is subject to annual adjustment, beginning on January 1, 2027, by the same process as the statewide minimum wage under Minn. Stat. Ann. §§ 177.24.

### Lyft Fees

Riders pay an amount to you that includes Lyft's fees, consisting of a Service Fee and a Platform Fee (collectively, "Lyft's Fees"), as described below. Lyft will collect payments owed to you by riders as your limited collection agent, and will remit the rider payment to you net of Lyft's Fees.

1. Service Fee: set amount for each ride as set forth in your [Rate Card](#) at the time of the ride.
2. Platform Fee: a variable amount equaling the rider payment minus: (i) the Driver Fare, (ii) any tolls or surcharges we collect for remittance to you, (iii) the Service Fee, (iv) any Third Party Fees that Lyft collects, and (v) bonuses or incentives you earn based on your provision of Rideshare Services.

### Earnings Frequency and Access:

You will be automatically paid on a weekly basis via the payment method elected by you. There are no fees or charges associated with such weekly payout. You may also elect to be paid out more frequently than weekly, subject to your paying a fee (see our [Express Pay](#) page for further information).

A weekly earnings statement will be available to you in the driver payment section of the app [here](#). You may also change your payment preferences in the app [here](#).

## **2. Paid Family and Medical Leave**

When eligible, you have the right to elect coverage of paid family and medical leave benefits, as provided under Minnesota Statutes Chapter 268B.

## **3. Anti-Discrimination**

You will not be discriminated against due to membership in any protected class, including race, national origin, color, creed, religion, sex, disability, sexual orientation, marital status, or gender identity, and are entitled to remedies under the law for a violation.

#### **4. Rights and Remedies**

If you believe that you have not received the minimum earnings for engaged time during any 14 day earnings period, you may seek additional compensation from Lyft by contacting Lyft Support [here](#). Following any such request, Lyft shall review your earnings for the 14 day earnings period and, if it finds that you have not received the minimum earnings, shall provide you with an additional amount to ensure your receipt of the hourly earnings floor for such period.

If you have any other issues or concerns, the Lyft Support team is here to help. You can contact Lyft support at any time [here](#).