

# Hale Trucking LLC

**CONTRACTOR'S**

**ACCESSORIALS**

[USDOT-4101526 ]

# Hale Trucking LLC

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## INDEPENDENT CONTRACTOR AGREEMENT

### **Maintenance and Operation**

- a) The Company shall provide Contractor with a tractor with a tractor for Contractor's exclusive use under the terms of this Agreement. The tractor and any additional equipment shall be in good, safe and working order and in complete compliance with DOT, ICC and any other state and federal regulations. The Company shall be responsible for the maintenance and operational costs of the Equipment including cost of fuel, oil changes, parts, repairs, tires, safety equipment, license plates, permits and fuel taxes.
- b) Contractor shall not without Company's consent make any repairs or have any maintenance work done on the Equipment, contract to transport any commodities through independent brokers, or charge any expenses to the Company.
- c) Contractor shall be responsible for delivering the loads on timely basis and in good condition, loading and unloading any assigned trailers, keeping the tractor clean at all times and operating the tractor in safe and careful manner. Any payment made by the third party for loading or unloading shall be paid in its entirety to the Contractor.
- d) The Company shall select all dispatched loads for the Contractor to complete. This shall be done taking into consideration the Contractor's need for off-duty time due to 70 hr. /8 day rule or Contractor's personal circumstances.
- e) The Contractor shall comply with all federal, state and local laws and shall be solely and fully responsible for all expenses and fines incurred for disobedience of any law including, but not limited to, any overweight and over length and traffic violation fines. Violations of any state, federal, or local laws shall constitute material breach of this Agreement and may be grounds for termination of this Agreement by the non-breaching party.
- f) The Contractor shall notify the Company of all detention and layover occurrences for which the Contractor will be reimbursed when full payment is received from the customer. In addition all lumber, loading and unloading chargers must be accompanied by a receipt, attached to the proper paperwork and paid only when full payment is received from the customer.
- g) The Contractor shall be responsible for any personal expenses and supplies including, but not limited to, food, shelter, clothing and tools.
- h) The Contractor shall report all accidents involving the Equipment to the Company as soon as practicably possible after their occurrence.
- i) The Contractor shall not allow any passengers to ride in the tractor or trailer unless authorized in writing by the Company. Furthermore, the contractor and the passenger shall submit a fully executed Passenger Authorization and Release of Liability from the Company for prior approval.

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## Compensation for Contracted Services

The Company shall compensate Contractor based on all loaded miles according to Prophecy miles (or most current Version) short miles, at the rate of

- a) \$\_\_\_\_\_per mile starting with the effective date of this Agreement;
- b) \$\_\_\_\_\_per hour (40 hours weekly minimum) for the last two weeks in case of terminating the agreement.

Contractor at all times completely shall fulfill all the responsibilities specified under Parts (b), (c), (e), (f), (g) and (h), Maintenance and Operation.

By checking this box, I consent to my physical signature and acknowledge that I have read and understand the content of this document

## **ACCIDENT REPORTING & POST ACCIDENT DRUG AND ALCOHOL TESTING POLICY**

**Accident Reporting / Procedures.** All accidents must be reported immediately. After an accident, you must remain available for 8 hours for post-accident alcohol testing and 32 hours for post-accident drug testing. In addition, you must fill out the Accident Report Packet provided in each truck and submit the report to the Safety Department. Failure to provide such notification, or falsification, of the accident report form can lead to disciplinary action up to and including termination. In the event of an accident, the following procedures should be followed:

**1) Immediately, after an accident, engage emergency flashers, set out reflective triangles as required by law. Protect the accident scene, and, if possible, do not move the vehicles.**

**2) Check for injured persons and get them help immediately.**

**3) Take pictures. Each truck is equipped with a one-time use camera so that photographs may be and should be taken of the accident. All information and cameras must be sent to the Safety Department immediately.**

**4) Once help arrives if no one is injured check for any witnesses to the accident and be sure to get their names and addresses, as well as the names and addresses of all claimants. 5) Notify the appropriate county, city, or state officials immediately. 6) Notify a Company Safety Department or Supervisor immediately as follows:**

**(a) Contact your safety department at 267-243-6678**

**5) A driver involved in an accident must completely fill out an accident report form and any other documents required by the Company at the time of the accident 8) After an accident, never accept or place blame on any person and do not sign anything. Give information only to officials investigating the accident and accompanying supervisory personnel. Do not guess what happened; provide only the facts that you do know.**

**Post-Accident Drug and Alcohol Tests must be done in case if:**

- 1) You are at fault with violation/citation issued.
- 2) Accident involving towed vehicle.
- 3) Injury.
- 4) If there is a fatality the driver must do Post Accident Drug and Alcohol test no matter if the citation is issued or driver is at fault!!

By checking this box, I consent to my physical signature and acknowledge that I understand the content of this document

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## REMINDER

1. When switching to another trailer:
  - Check the tires for cuts, wears (LSR, RSR, LSF, and RSF inner/outer) and etc.
2. Make sure you mark all damage
  - Before pulling the trailer from the dock after unloading, contractor has to make sure that loaders didn't leave any pallets, skids and other garbage inside the trailer.
  - Clean out your trailer; don't leave anything behind from your previous load!
  - Fill out the trailer inspection report form. Reports have to be left in the box by the main entrance immediately after inspection. Contractors, who failed to leave reports immediately, will take full responsibility for all existing trailer damages.
3. Always remember to do PRE and POST trip inspections of your truck also while in transit:
  - Check the engine oil level
  - Check tire pressure ( truck and trailer ) – always 100psi
  - Perform visual inspection
4. You will be fined for dropping your trailer / truck with flat, cut tires or tires running flat.
5. REPAIR - Contractor has to notify the repair shop about all the truck and trailer breakdowns, necessary repairs and oil change before returning to terminal.

Contractor's Name: \_\_\_\_\_

Date: \_\_\_\_\_

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## DEDUCTIBLE REMINDER

I am aware that our current Insurance policy deductibles are:

- Trailer & Cargo— damage cost up to \$2,500
- Physical Tractor— damage cost up to \$2,500
- Liability— damage cost up to \$2,500

If I, \_\_\_\_\_ cause an accident where any of the above claims have to be filed, I will be responsible for the coverage of those deductibles.

Also, in case I decide to resign, I will notify the company about my leave 2 weeks in advance. If I leave without notifying the company 2 week in advance, I agree for \$ 2000.00 termination penalty fee. Even if I resign with notifying the company, I agree for \$1500 in case any violations and damage notes that may occur in the future and after 54 business days, the Company will repay the balance amount.

Contractor's Name (printed): \_\_\_\_\_

Date: \_\_\_\_\_

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## EMERGENCY CONTACT INFORMATION FOR \_\_\_\_\_

NAME	
RELATIONSHIP	
PHONE #	
ALT PHONE #	

NAME	
RELATIONSHIP	
PHONE #	
ALT PHONE #	