

INTERNATIONAL CARRIER, INC.

4618 Tradd Circle
Monroe, NC 28110
Email: Internationalcarrier.inc@gmail.com
Phone: (585) 259 - 9869

Independent Contractor/ Driver name:

SS#/EIN# _____
Assigned Vehicle _____
Start Date _____

Independent Contractor/Driver and Policy Agreement

I _____ understand and agree to the terms in this contract, dated _____.

1. I understand that I am an Independent Contract Driver. This agreement shall remain in full force and effective for a 1-year period beginning on the date first written above and continuing thereafter on a year-to-year basis. Either Party may terminate this Agreement at any time, with or without cause.
2. I understand that additions or deletions can be made at any time to this contract policy agreement by International Carrier, Inc. and I will be provided with a new copy to review and understand in a timely manner before signing to determine if I wish to continue with contract or decline.
3. I understand that I am responsible for filing my own taxes with the Internal Revenue Service and Resident State Revenue Department. International Carrier, Inc. will provide me with a 1099 form.
4. I understand that my rate of pay will be based on Cents Per Mile \$.60/ mile. There will be a one-week deposit hold.
5. I must inform International Carrier, Inc. of my resignation and give at least a two-week notice, otherwise I will not get paid for my last week of work.
6. I understand that it is not the responsibility of International Carrier, Inc. to reimburse me for personal expenses. I will not be compensated for personal expenses incurred during job hauls such as and not limited to: meals, cellular phone-usage, company vehicles and/or equipment violation tickets due to negligence.
7. I understand that International Carrier, Inc. does not guarantee, nor am I obligated to haul a specific number of loads, or earn a specific amount of revenue, or work a specific number of hours, or work specific days of the week. Any revenue I generate or pay I receive from International Carrier, Inc. will be solely for miles I haul and hauls I accept to complete and have completed.
8. I understand that International Carrier, Inc. does not guarantee a specific or average amount of revenue/pay.
9. I understand that International Carrier, Inc. does not guarantee a profit. I understand that I may even incur losses due to unforeseeable complications with the hauling job or due to damages or penalties caused to the company motor vehicle and/or equipment or to International Carrier, Inc as a result of my negligence or failure to adhere to DOT/FMCSA regulatory requirements.
10. I understand that International Carrier, Inc. has a Zero Tolerance policy and does not permit anything that is-deemed contraband or illegal by the laws of the United States of America and accept full responsibility and penalties due to my own actions regarding this policy.

11. I understand that I hold full responsibility for the assigned company vehicle and/or equipment. It is my responsibility to advise International Carrier, Inc. of any breakage or malfunction of the assigned company vehicle and/or equipment at the earliest convenience.
12. I understand that taking the assigned company vehicle and/or equipment anywhere other than agreed upon trip origin route and destination or my personal use or place of residence requires verbal notification/disclosure to International Carrier, Inc.
13. I understand that International Carrier, Inc. at any time can request a random viewing of the company vehicle and/or equipment.
14. I understand that the company vehicle and/or equipment which is assigned to me must be returned in a timely manner and in clean operation conditions at the request of International Carrier, Inc. for any reason including termination of this agreement. Failure to return the assigned company vehicle and/or equipment within 24 hours of notice will result in a \$500 fee if the company vehicle and/or equipment is empty, and a fee of \$2,000 in case if the company vehicle and or equipment has a load inside.
15. I understand that if I do not return the company vehicle and/or equipment assigned to me to International Carrier, Inc. upon their request this it will be considered abandonment and I will be liable for any and all recovery expenses that International Carrier, Inc incurs getting the vehicle returned to them.
16. I understand that I will not be eligible to participate in any group medical or life insurance, disability, profit sharing or retirement benefits, or any other benefits as International Carrier, Inc. will not be responsible for withholding or paying any income, payroll, Social Security, or other federal, state, or local taxes, making any insurance contributions, including for unemployment or disability, or obtaining workers' compensation insurance on my behalf.
17. International Carrier, Inc. will pay up to \$1,000 towards vacation after one year period.
18. I must communicate schedule and time off to International Carrier, Inc. in a timely matter.
19. It is my responsibility to make and keep copies of the Vehicle Expense Report, Bill of Lading and all receipts of each trip until International Carrier, Inc. has been paid by the broker or shipper and I have been paid by International Carrier, Inc. If the original copies are lost in the mail or due to my negligence and I cannot provide copies, I will be responsible for all expenses and lost earnings to International Carrier, Inc. as well as my loss of pay for said load. It is my responsibility to provide a good quality photo of the Bill of Lading and Proof of Delivery each time the load is picked up and delivered.
20. I must document all bills of lading if I was not present or allowed to watch the loading or unloading of freight. In this case, the Shipper Load Count (SLC) must be written on the Bill of Lading or a seal must be attached to the trailer.
21. I understand, acknowledge and give International Carrier, Inc. permission to withdraw and/or deduct monies from my net revenue/pay for the following conditions:
 - A) Cash Advances.
 - B) Shortages in trip funds by my failure to provide receipts for maintenance, fuel, supplies, or other items and services that I have been advanced monies to purchase on behalf of International Carrier, Inc.
 - C) My Failure to provide copies of Bill of Lading, Expense Report and all receipts for any load.
 - D) Any charges or penalties assessed for my failure to pick up or deliver load on time due to my negligence. Traffics and other business-related delays are not applied as they are not considered my negligence.

E) Some charges may apply due to my negligence in causing harm to company vehicle and/or equipment and damages to another party or party's personal property.

F) Transportation expenses for failure to deliver the assigned vehicle to the care of International Carrier, Inc. where so ever International Carrier, Inc deems acceptable due to termination of the contract.

G) Expenses accrued for failure to return the vehicle assigned to me in a clean and well-maintained manner.

H) Fees and penalties assessed by the US DOT due to driver qualification violations.

I) Toll and fuel costs for undisclosed routes of travel or undisclosed use of vehicle.

J) I understand that this is not a complete list of items that may arise that could affect deductions from my revenue/pay and that I have the right to submit a written rebuttal to International Carrier, Inc. for consideration of reversal of deductions from wages for items listed and not listed.

22. I understand that International Carrier, Inc within 1 day of delivery of load should receive the following forms.

- A) Copy of Bill of Lading.
- B) Copy of Invoice if applicable.
- C) Copy of All Inspections, tickets, or other DOT forms if received on the trip.

23. I understand that any training or procedural instructions I receive from International Carrier, Inc. will be strictly related to DOT/ FMCSA regulatory requirements in order to comply and adhere to DOT/FMCSA regulatory requirements.

24. I understand that I do not have a right to haul any other loads that are not assigned to be by International Carrier, Inc. I do not have a right to haul any loads that International Carrier, Inc. may not know about.

25. Everything I see or do at International Carrier, Inc. is confidential. I am not to talk about loads or drivers at any time with anyone.

26. I understand that International Carrier, Inc will hold my deposit for up to three weeks for security purposes which will be returned to me after expiration of this agreement, if there are no damages on the company's vehicle and/or equipment assigned to me.

I _____ certify that I have read, understand and agree to the provision of this contract and have received a copy of this contract.

Contract Driver Signature

Printed Name

Emergency Contact name:

Emergency Contact Phone Number:

Employer Signature

Date

EMPLOYMENT HISTORY

Begin with the most recent employment history for the past 3 years.

Company Name

Address

Phone Number

Job Title

Employment From-To

Reasons for leaving employment

Company Name

Address

Phone Number

Job Title

Employment From-To

Reasons for leaving employment

Company Name

Address

Phone Number

Job Title

Employment From-To

Reasons for leaving employment
