

Deduction Sheet

Recurring Deductions

Dispatching Fee/Company Commission 12% *

** Based on the gross revenue amount*

Dry Van/Flatbed/Step Deck Trailer Lease & Physical Damage Insurance \$175.00 / Week

- It is your responsibility for all maintenance on the trailer leased through the Company's account.

Cargo And Liability Insurance \$250.00 / Week

IFTA \$100-1200 Quarterly**

*** Depending on how much fuel is purchased in each state - no preparation fees added.*

*- The **International Fuel Tax Agreement (or IFTA)** is an agreement between the lower 48 states of the United States and the Canadian provinces, to simplify the reporting of fuel use by motor carriers that operate in more than one jurisdiction. An operating carrier with IFTA receives an IFTA license and two decals for each qualifying vehicle it operates. The carrier files a quarterly fuel tax report. This report is used to determine the net tax or refund due and to redistribute taxes from states which collect tax to states in which tax is due.*

Deposit (a.k.a. Escrow, Safety Reserve or Account Reserve)

Initial Deduction (from First Statement) \$500

Subsequent Deductions (subject to the specified **Limits** below) \$100

Limits

Trailer is Leased through the Company \$3500

Trailer is Owned \$2000

- This deposit is intended as a safety net for the company. This deposit will be held by the company for the duration of employment and should there be any outstanding charges or bills upon termination (such as IFTA payments, Trailer Damages, Unpaid Tolls or outstanding ELD charges if applicable) they will be paid from the deposit. Proper documentation and description will be provided in the event that the whole amount is not returned to the owner operator.

Penalties

Insurance Deductible in case of an accident

Cargo Deductible \$2500 / Event

Trailer Damage Deductible \$2500 / Event

Trailer returned prior to 3 Months of Use \$1000

*- The Company is charged this amount **by Xtra Lease** in the event of an early return.*

Optional Deductions

TransFlo Express - Truck Stop Document Scanning \$4 / Load

- *High Resolution Scanning Mobile Apps can be utilized instead.*

Motive Electronic Logging Device (ELD) \$25 / Month *

- Existing ELD can be used, but the Company will need to be given access to the records.

* *There is a one time \$150 start up fee, should the device be purchased through the Company.*

Plate Program ~ \$2400 / Annually **

- The total amount, prorated or total annual, is charged in **4 equal payments**.

** *This is an average, the total amount varies based on Mileage per State. The annual cost is prorated for new plates and the renewal period is October 1st - September 30st.*

* *Plates through our program are Company property and are to be returned upon departure/termination.*

Maintenance Reserve Customizable

- Should you wish, the company offers to deduct and hold an agreed upon amount. This amount will be accessible at any time for maintenance requirements.

- Should the company hold a Maintenance Reserve, the effect of any financial burdens will be spread over a longer period for the owner/operator, while giving the company peace of mind that the cost can be covered and that our obligations to customers can be met.

- *This reserve is **optional, but highly encouraged**. It will be returned, in full, upon finalizing termination or if the agreement is changed. Please allow up to 45 days for processing of the deposit refund.*

Fuel Card (*fuel discounts are variable & at the discretion of the card provider*)

For all fuel card transactions, a weekly statement is provided, and the amount is deducted.

- *We provide you with an RTS FleetOne fuel card that can be used at any major truck stop.*

- *Can be used for fuel and/or cash advance of \$50 - where applicable.*

Paperwork Mailing (*Any service, such as UPS, USPS or FedEx can be utilized.*)

When using the FedEx Labels provided by the Company, the exact amount will be deducted from the weekly statement.

- *Paperwork like Bill of Lading, Lumper Receipts, Logbooks (if not using E-Logs), Copy of Fuel Receipts (if using own fuel cards) must be mailed every 3 weeks at latest.*

Signature

By signing below, you agree to be subject to the deductions during your employment at ITP Western Express Inc. as outlined in this document. Any changes to this deduction policy must be completed in writing and signed by both parties.

Signature _____

Date _____