

JAK Logistics LLC Performance-Based Contract for Contracted Truck Driver

This Performance-Based Contract (the “Agreement”) is entered into by and between the following parties:

Company: **JAK Logistics LLC**

Driver (Contractor): _____

Effective Date: _____

1. Scope of Work

The Driver agrees to provide commercial truck driving services on behalf of the Company. These services shall include, but are not limited to, safe and timely transportation of freight, completion of all required documentation, maintenance of logs, and compliance with federal and state regulations.

2. Term of Contract

This Agreement shall commence on the Effective Date and remain in effect for a term of 12 months, unless terminated earlier in accordance with the terms of this Agreement.

3. Compensation

The Driver shall be compensated at a base rate of \$1,050/week. Performance bonuses may be provided based on criteria listed below.

4. Performance Metrics and Bonuses

Performance bonuses shall be awarded as follows:

- On-Time Delivery Rate of 99% or higher: \$150 monthly bonus
- Fuel Efficiency of 7.8 MPG or greater: \$150 per month
- Zero Compliance Violations per quarter: \$300 quarterly bonus
- Positive Broker/Customer Reviews: \$100 per review

5. Equipment and Maintenance

The Company shall provide and maintain the truck and trailer. The Driver agrees to perform daily inspections, report issues immediately, and take reasonable care of all equipment.

6. Independent Contractor Status

The Driver shall operate as an independent contractor and not as an employee. This Agreement does not create any partnership, joint venture, or employer-employee relationship.

7. Termination

Either party may terminate this Agreement with a 14-day written notice. The Company may terminate immediately for gross negligence, violation of FMCSA regulations, or breach of contract.

8. Confidentiality and Non-Solicitation

The Driver agrees to maintain confidentiality regarding the Company's clients, pricing, and operational practices. The Driver will not solicit Company clients or employees for a period of 12 months after termination.

9. Entire Agreement

This Agreement constitutes the entire agreement between the parties. No other agreements, promises, or representations shall be binding unless in writing and signed by both parties.

Signatures

Company Representative: _____ Date: _____

Driver (Contractor): _____ Date: _____