

JAK LOGISTICS LLC TRUCK DRIVER EMPLOYMENT CONTRACT

This Truck Driver Employment Contract ("Contract") is made and entered into as of the ____ day of __, 20, by and between:

Employer: [Company Name], a company organized and existing under the laws of [State], with its principal place of business at [Address] (hereinafter referred to as "Employer"); and

Employee: [Driver's Name], residing at [Address] (hereinafter referred to as "Driver").

1. POSITION AND DUTIES

1.1 Employer agrees to employ Driver as a Truck Driver, and Driver agrees to perform the duties assigned by Employer, including but not limited to the safe transportation of goods, vehicle maintenance checks, and compliance with all federal and state transportation regulations.

1.2 Driver shall operate Employer's vehicle(s) safely and efficiently and comply with all lawful directives, policies, and safety procedures of Employer.

2. TERM OF EMPLOYMENT

2.1 This Contract shall commence on [Start Date] and shall continue until terminated by either party in accordance with the terms herein.

3. COMPENSATION

3.1 Employer shall compensate Driver at a rate of \$.42per/mile (loaded and unloaded), payable on a weekly basis (The pay period for drivers is 7 days).

3.2 Additional bonuses, overtime pay, or per diem allowances, if applicable, will be outlined in an addendum to this Contract.

4. WORK SCHEDULE

4.1 Driver's work schedule shall be determined by Employer and will require long-haul, overnight, weekend, or holiday work (JAK Logistics LLC will attempt to get drivers home for all major holidays).

4.2 Employer shall provide reasonable notice of schedule changes whenever possible.

4.3 Driver will be expected to drive up to 400 miles/week and be on the road up to 4 weeks at a time.

4.4 JAK Logistics LLC drivers are on a 7 day work week (example: MON-MON, FRI-FRI)

5. EXPENSES AND BENEFITS

5.1 Employer shall reimburse Driver for authorized expenses incurred during employment, such as fuel, and tolls, subject to submission of appropriate receipts.

5.2 Employer will assist the driver with finding health insurance and retirement plans.

6. COMPLIANCE WITH LAWS AND POLICIES

6.1 Driver shall possess and maintain a valid Commercial Driver's License (CDL) and any other required certifications.

6.2 Driver shall comply with all applicable federal, state, and local laws, including Department of Transportation (DOT) regulations, Hours of Service (HOS) requirements, and Employer's policies.

7. TERMINATION

7.1 Either party may terminate this Contract with [30] days' written notice.

7.2 Employer may terminate this Contract immediately for cause, including but not limited to:

Violation of safety regulations or Employer's policies.

Driving under the influence of drugs or alcohol.

Falsification of records or logs.

Repeated tardiness or failure to complete assigned routes.

8. CONFIDENTIALITY AND NON-COMPETE

8.1 Driver agrees not to disclose any proprietary or confidential information obtained during employment.

8.2 Driver shall not engage in competitive employment within [50] miles of Employer's business for a period of [12] months after termination, unless waived by Employer in writing.

9. DISPUTE RESOLUTION

9.1 Any disputes arising under this Contract shall first be attempted to be resolved amicably through mediation.

9.2 If mediation fails, disputes shall be resolved through arbitration in [Alabama] in accordance with the rules of the [Arbitration Organization].

10. GOVERNING LAW

10.1 This Contract shall be governed by and construed in accordance with the laws of the State of [State].

IN WITNESS WHEREOF, the parties hereto have executed this Contract as of the date first above written.

Employer:

[Employer's Name][Company Name]Date: _____

Employee:

[Driver's Name]Date: _____