

## Scutt Trucking Employee Agreement

SCUTT TRUCKING, LLC  
PO Box 23213  
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To lease with SCUTT TRUCKING, LLC, you will need to submit the first part of our application. Please be sure to follow the instructions on the application to expedite processing.

SCUTT TRUCKING, LLC leases with owner-operators who have their own truck and trailer and wish to run totally independent, even while running under SCUTT TRUCKING, LLC authority. You are to find your own loads and negotiate your own rates. **That means you are in complete control of where you go, how much money you make, and how long you want to be gone.**

If you have initiative and the right skills to run your own business, SCUTT TRUCKING, LLC is the right company for you! We strive to display integrity to everyone we encounter, from brokers to truck stop attendants. We do not condone foul language, outbursts of anger, rude behavior, or dishonesty. If you do not believe you are capable of interacting in a polite, friendly manner, SCUTT TRUCKING, LLC is not the right company for you.

### **By choosing to work with SCUTT TRUCKING, LLC, you agree to the following:**

1. Our process: Once you have agreed on a load, you will let the broker know that you are leased with SCUTT TRUCKING, LLC. They will then email a rate confirmation sheet to the SCUTT TRUCKING, LLC office, and we will run a credit check and review the sheet with you to ensure it includes all of the information you agreed upon, such as mileage, rate, weight, commodity, destination, special instructions, etc. Once we have confirmed the rate sheet is accurate, we will email a signed copy back to the broker to let them know you are ready to pull the load. If the rate sheet is different from what you and the broker discussed, we strongly recommend that you contact the broker and request a revised rate confirmation.
2. **It is your responsibility to secure the load.** For shortages and damage, do not leave the shipper or receiver without contacting the broker or your dispatch. If you fail to do so, any amount charged is your responsibility.
3. Before you book any load, MAKE SURE you check your empty miles to P/U loaded miles, the weights, floor loaded or palletized P/U, D/O date/time, product names, and the name of the person you booked the load from. (SCUTT TRUCKING, LLC does not carry Hazmat, Autos, or Alcohol). Make sure your load is paying enough for you to make money. Plan out your route before your trip begins and consider when and where you will stop for breaks and fuel. Be sure to calculate the estimated cost of fuel, toll roads, multiple pickups/drop-offs, special permits, escort fees, light &

heavy scales, ticket, and lumper fees. Many of these are negotiable. The ability to negotiate is essential in order to know what you will be responsible for!

4. Payday: We pay every week. You must work two weeks before receiving pay for your first week. All weeks start on Saturday and end on Friday. Escrow is \$1,000. If you decide to leave SCUTT TRUCKING, LLC, you will receive a check/ ACH for \$1,000 after four (4) weeks. Be aware that once you leave SCUTT TRUCKING, LLC, any violations or charges you received while working for us will be your responsibility. If you are involved in an accident that is your fault, you are responsible for a \$1,500 deductible and any violation charges, even if you leave SCUTT TRUCKING, LLC.
5. Concerning your truck and trailer: It is your responsibility to inspect your truck and trailer every day before you start driving. Be sure to do your pre- and post-trip for each trip, and always remember that your GOAL is to Go Out And Look.
6. Reasons for possible termination of lease agreement: SCUTT TRUCKING, LLC takes customer service very seriously. **Therefore, any disrespect, rude behavior, or foul language toward brokers, shippers, receivers, or SCUTT TRUCKING, LLC office staff are grounds for possible immediate termination.**
7. Concerning the agreed upon rate confirmation sheet: **Refusing to pick up or drop off a load after it has been confirmed is inexcusable.** In cases of extreme circumstances, such as an accident or mechanical breakdowns, notify the broker first and then SCUTT TRUCKING, LLC to arrange alternate plans for the load to be transported.
8. **Falsifying your logs will result in immediate termination.** To maintain accurate logs, you must report any and all stops lasting more than eight (8) minutes, including fuel stops. When comparing your logs to our reports, the log time must be within thirty (30) minutes and the logged miles must be within fifty (50) miles to be considered accurate.
9. Shipper and Receiver time check in and check out: All drivers (no exceptions) must text your dispatch time in and out to your broker and dispatcher. Be sure to answer all phone calls from your broker and dispatcher. Once you pick up and complete your load, you must send the BOLs/PODs within two (2) hours. Failure to do so will result in a \$50 fee.
10. Concerning safety: If you're driving and you feel tired or encounter bad weather, safety comes first. Do not break any seals on your loads until the receiver tells you it is OK to do so. Refusing a drug test will result in immediate termination.

**Initials:** \_\_\_\_\_