

EASSONS TRANSPORT LIMITED BROKER CONTRACT		BROKER MILEAGE CONTRACT - Rev 19 (August 1, 2021)			
		EASTERN CANADA		ONTARIO	
Criteria	Tandem (any weight)	Tridem and > 52,000 lbs	Tandem (any weight)	Tridem and > 52,000 lbs	
Base Rate: (0.10 USA premium on all USA miles)	1.29	1.33	1.31	1.35	
Quarterly Bonus					
Preventable Accident/Incident Bonus	0.025		0.025		
Safety Prevention	0.015		0.015		
OTHER REVENUE RATES					
			PO requested by driver?	PO given prior to work by Eassons Staff.	
First Linehaul Pick included in mileage rate up to 2 hours. Additional Picks max 2 hours each.	\$40	\$80/LTL			
First Linehaul Drop included in rate up to two hours. Additional Drops max 2 hours each.	\$40	\$80/LTL			
Local pickup and delivery	\$40+miles or (\$30/hr dispatch approved)				
Waiting Time (after 2 hours - dispatch approved)	\$30		Yes		
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, lumping or any other situation where Fleet Manager feels the driver is entitled to hourly pay - not to be paid in addition to any other pay rates in the grid.)	\$15/hr		Yes	Yes	
Online training as per standard completion times	\$15/hr		Yes	Yes	
Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip)	\$25			Yes	
Switches (when part of Linehaul only)	\$20				
Shunting per Trailer (not including terminals)	\$20		Yes	Yes	
Washing a trailer left unwashed by another Driver	\$20			Yes	
Cross Border	\$20 / crossing				
Layover	150 CAN (regardless of location)	plus 30 CAN in USA			
Unreasonable Dispatch	150 CAN (regardless of location)	plus 30 CAN in USA			
Ferry Delay	150 CAN (regardless of location)				
NL Ferry crossing each way	\$150				
Labrador Ferry crossing each way	\$50				
Digby Ferry crossing each way	\$60				
PEI Ferry crossing each way	\$20				
FOGO Island Ferry crossing each way	\$20				

Yarmouth/Portland Ferry crossing each way	\$250			
Onboarding Driving Support			\$40/day	
Coaching Course			\$200/day plus \$100 daily per diem	
Coaching (4 weeks with student)	\$600 by School	\$400 by Eassons after internship evaluation	\$500 after student completes 6 months	\$500 after student completes 12 months
Coaching Program: 6 month Student Incentive (coach performance >=175 and training material completed)	175 to 190 Dashboard	.005/student miles		
	190 +	.01/student miles		
Referral Bonus	As per company driver pay grid - based on experience.			
RRSP (6 months -5 years)	0.01/mile	Matched by Owner Operator (optional)	Locked until departure.	
RRSP (5-10 years)	0.02/mile	Matched by Owner Operator (optional)	Locked until departure.	
RRSP (10+ years)	0.03/mile	Matched by Owner Operator (optional)	Locked until departure.	
Fuel Surcharge: \$/mile reimbursement calculation based on monthly average price of fuel and fleet average MPG				
DEDUCTIONS				
Insurance	0	*Owner Operators exceeding one month or more consecutive time off work will be billed \$500.00 per month to cover the cost of insurance unless; notice is provided by the Owner Operator in advance to the Company along with proof of insurance for the equipment outlined in section 1 above covering at minimum, coverage for fire and theft while their truck is parked. If the truck is driven for any reason without written approval from the Company \$500.00 per month charge will apply.		
Ferry cost tractor	0			
Ferry cost tractor and trailer	0			
Road tolls tractor	0			
Road tolls tractor and trailer	0			
Bridge tractor	0			
Bridge tractor and trailer	0			
Interlines approved by dispatch tractor	0			
Interlines approved by dispatch tractor and trailer	0			
Terminal crossdock fees	0			

UCR (United Carrier Registration) (balance deducted from Broker upon termination)	0			
USA heavy vehicle use tax (balance deducted from Broker upon termination)	0			
USA Customs Border Crossing fee (balance deducted from Broker upon termination)	0			
Satelite use per month	0			
Workers compensation	0%			
Group Benefits (100% recovery)	100.00%			
IRP Plates paid by Eassons deducted (note: balance paid to broker upon terminate)	100.00%			
IFTA fuel tax calculated by Eassons	100.00%			
Cargo over short damaged costs will be deducted per Claims Policy	100.00%			
Accident deductible per event if >= 15 minutes of over 70 mph the previous month	\$5,000			
Accident deductible per event if <15 minutes of over 70 mph the previous month	\$3,000			
Coaching - Accident Deductible if student driving	\$0			
Diesel fuel may be purchased at company cost plus 1 cent per gallon	100.00%			
All other costs incurred by Eassons on behalf or the broker will be deducted from the brokers account after adding 5%	100.00%			