

| EASSONS TRANSPORT LIMITED BROKER CONTRACT   | BROKER MILEAGE CONTRACT - Rev 21 (March 4, 2022) |                         |                         |  |
|---|--|-------------------------|-------------------------|--|
|   | 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                   |  |
| <b>OTHER REVENUE RATES</b>  |  |                         |                         |  |
|   |  |                         | 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  | <b>\$50 / crossing</b>                           |                         |                         |  |
| 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)  | \$1000 by School                                      | \$1400 by Eassons after internship evaluation  | \$500 after student completes their probationary period |  |
| 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 |   |  |   |  |
| <b>DEDUCTIONS</b>  |   |  |   |  |
| 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% |  |  |  |