

**INDEPENDENT CONTRACTOR
REQUIREMENTS AND BENEFITS**



BASE PLATE

It is the owner's responsibility to base plate his or her own equipment. However we do offer a plate program through the state of Indiana. Plates are renewed March 1st of each year. Plates are pro-rated on a monthly basis. Settlements deducts \$100.00 per week until paid off.

TRACTOR COST

March	\$1,840.00
April	\$1,703.00
May	\$1,566.00
June	\$1,429.00
July	\$1,292.00
August	\$1,155.00

TRACTOR COST

September	\$1,043.00
October	\$ 881.00
November	\$ 744.00
December	\$ 507.00
January	\$ 370.00
February	\$ 233.00

Trailer plates are \$40.00 per year and expire one year from date of issue.

WORKERS' COMPENSATION

It is required that the owner supplies appropriate Workers' Compensation coverage for each of their drivers. Southern Pines Trucking offers Occupational Accident Insurance for \$142.00 per month.

PERMITS

Company will cover 50% of the cost of the necessary permanent permits. The remaining costs will be settlement deducted. Permits will be free after one year. Excludes intrastate, over dimensional and trip permits.

ROAD AND FUEL TAX

The company will file and pay all state fuel taxes and state highway usage taxes.

SETTLEMENT PERCENTAGE

Tractor Only:	65% of gross for 1 or 2 units
	68% of gross for 3 or more units
Tractor trailer combinations:	75% of gross for 1 or 2 units
	78% of gross for 3 or more units

ADVANCES

Trip advances of 35% of the gross revenue is automatically added to your Comdata card for each line haul dispatched.

LIABILITY CLAIMS AND ACCIDENTS

All owners who participate in our Liability Limiter Program will be held liable for any amount up to \$1,000.00 for cargo loss/damage and \$1,000.00 for property damage per occurrence for a monthly payment of \$40.00 for each vehicle leased. The other option available is to have a \$30,000 escrow.

ESCROW

A \$1,000.00 escrow is required. It can be settlement deducted at \$100.00 a week until \$1,000.00 is reached—No money needed up front!!!

RIDER PROGRAM

Qualified immediately, rider must be 12 years or older and must obtain a valid rider pass.

SETTLEMENT PAYS

The company has a computerized settlement system that provides pay on a weekly basis. All trips which are received at the home office by 12:00 P.M. Monday of each week will be paid on Friday. Effective Monday, July 28, 2003, we will begin using Transflo Express which is scanning all bills from truckstop scanning stations, for fast payment.

FEDERAL INSPECTIONS

Must be done within 30 days prior to sign-on & must be done at a national chain or one of our facilities.

NON-TRUCKING LIABILITY INSURANCE

\$1,000,000.00 in coverage is required. Offered through Southern Pines Trucking for \$47.49 per month.

PHYSICAL DAMAGE INSURANCE

We do not require proof but strongly encourage coverage. Offered through Southern Pines Trucking for approximately \$5.50 per thousand of value.

PRODUCTIVITY SAFETY INCENTIVE

Ability to earn 1% to 1.5% each quarter based on Safety & Productivity.

OTHER BENEFITS

Home Weekends	24-Hour Road Service
No Forced Dispatch	Fuel Cards Available
Direct Deposit	

If you elect to have any of Southern Pines Trucking's insurances, you could be charged for the full month in which sign-on is completed.