

Tutle & Tutle Trucking, Inc.  
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\*\*PLEASE NOTE THAT TUTLE AND TUTLE TRUCKING HAS A VERY STRICT "NO RIDER" POLICY ~ THIS MEANS THAT NO FRIENDS, FAMILY, PETS OR STRANGERS ARE ALLOWED TO BE IN THE TRUCK WITH YOU\*\*

### **Owner Operator and Lease Owner Requirements**

Owner Operators:

- Sign on bonus after 90 day of employment -- O/O will receive \$1000.00 bonus provided the driver is available for dispatch and not on any LOA, as well as keeping up the required safety incentive items; followed up with \$1000.00 after 60 days of employment, and a final payment of \$1000.00 after 90 days of employment – that will give you a total of a \$3000.00 sign on bonus. Owner Operators that bring on more than one truck are only given the sign on bonus for the first 3 trucks leased on, and no more. (*no re-leases or re-hires are eligible*)
- All equipment must go through an in-house CSA inspection in one of our terminal maintenance shops to get leased on; followed up by one every quarter. All trucks must have their ECM speed set at no higher than 75 mph.
- All equipment must have a current DOT inspection
- Tractors – we like to see 2002 or newer, but will review your tractor with a CSA inspection to determine eligibility; Trailers – must be 1990 or newer.
- Tractor must be equipped with a blower.
  - We can finance blower for \$4500.00 down, 12% interest, and balance taken out of weekly settlement at approx. \$250-\$280/wk. for 26 weeks.
  - Down payment must be a cashiers check or money order
- Tractors need to have apportioned tags which can be purchased through Tutle for a fee that will be taken out at \$75/wk until paid in full. Full year is \$1450.00 which runs November 1<sup>st</sup> – October 31<sup>st</sup>. Tags purchased during any other time of year are pro-rated at \$120.83 per month. You must have a Texas title or Texas RPO in order to obtain apportioned tags through us. This means that your tractor must be in Texas for a DOT inspection when necessary. If you order your registration through us, then you will HAVE THE OPTION to put forth an additional escrow for the renewal of your 2290 (Road Use Tax) that is due by the end of August of each year. This will help the process of the renewals for our registration in October go much smoother, as well as take an additional task away from the Owner Operator or Fleet Owner. The 2290 (Road Use Tax) escrow required will be \$575.00. This will cover the cost of filing the 2290 with the IRS (\$550.00) plus filing fees associated with the renewal. If Owner Operators do not wish to put the money in escrow for their 2290, then

they will need to purchase their own 2290HVUT and forward to the CORP HR Department for registration renewal. There will be the \$75/wk. per truck cost for the registration until paid in full + \$75/wk. per truck for the 2290 escrow until paid in full.

- EFS fuel cards are provided upon request for a \$500.00 fuel card deposit taken out weekly at \$50/wk. (TRANSACTIONS FEES APPLY)
- We are legally obligated to cover your liability insurance at no extra charge because you will be running under our authority and our DOT number; however, we do require a Non-Trucking Liability (bobtail) Policy to be purchased through us for protection to both of us if your truck is operated outside of dispatch for a fee of \$8.50/truck per week.
- Physical Damage insurance (comp/coll) is available upon request for 5.5% of the value of the equipment. We will take that 5.5% divide it by 52 weeks in the year, and taken it out weekly. For example \$50,000 value on equipment is \$2750/yr.; divided by 52 weeks = \$52.88/wk. out of your settlement. Please be advised that no matter how many days during the month you are on the insurance, you are charged for the ENTIRE month.
- Escrow accounts are required per truck. \$100 per week per truck will be deducted from the weekly settlement until the balance reaches \$3000.00. Additional amount may be added to the escrow account and deducted at any time provided the minimum balance of \$3000.00 stays in the account at all times.
- If you are purchasing equipment through an individual, and the equipment has NOT been transferred into your name, then we have a SPECIFIC POWER OF ATTORNEY that must be completed by registered owner, along with a copy of the bill of sale or lease documents.
- All Owner Operators must qualify according to the DRIVER GUIDELINES set out for hiring. Pre-employment processing fees of \$250.00 (plus any other additional state fees for applicable background checks) are charged for each driver completely processed. That is from application on the desk to seat in the truck.
- Owner Operators are eligible for the Health Insurance Benefit Plan offered by Tuttle and Tuttle. They are not eligible for the 401K health plan or vacation benefits.
- Please be advised that our New Hire and Safety Orientation will be a 2-3 day process. Please notify any potential new hires. Also, please be advised that if your driver completes the new hire and safety orientation, it will be your responsibility to pay them the \$200.00 training pay on their first paycheck with you if you so choose. This should be considered part of the pre-employment processing fees. We highly recommend them being paid the training pay so that they feel like they are being treated equally to company drivers.

#### Lease Owners Only:

- Lease Owners equipment must follow the same guidelines as the Owner Operators set forth above; however, Lease Owners are not qualified drivers. They only own the equipment and hire another driver to operate the equipment
- It is the responsibility of the Lease Owners to find their own drivers. However, the drivers must qualify under the same driver requirements

as other drivers for our company.

- Fleet drivers are also eligible for the Health Insurance Benefit Plan offered by Tutle and Tutle, but the truck owners are not. Neither is eligible for the 401K health plan or vacation benefits.
- It's important to know the industry to keep your drivers happy and your trucks filled.

#### Pay Information:

- Pay is 68% of the revenue of the truck + 12% of the revenue if you own the trailer
- Weekly pay via direct deposit
- There is a 2-wk hold back period and paid on the following Friday

#### All Fleet Owners or Lease Owners that have drivers:

- TX Fleet Owners – ones that reside and operate in TX that have drivers in TX, NM, or AR
  - The drivers are covered on our Occ/Acc injury policy and they will be provided with Occ/Acc benefits in the event of a claim no matter if they pay their driver with 1099 or W2 wages
- NM Fleet Owners – ones that reside in NM or any state besides TX and have drivers in NM that are paid with W2 wages
  - The Fleet Owners must obtain a Work Comp policy on their drivers in NM and a certificate naming Tutle and Tutle Trucking as the Certificate Holder must be provided to us prior to them leasing on.
- AR Fleet Owners – ones that reside in AR or any state besides TX and have drivers in AR that are paid with W2 wages
  - The Fleet Owners must obtain a Work Comp policy on their drivers in AR and a certificate naming Tutle and Tutle Trucking as the Certificate Holder must be provided to us prior to them leasing on.
- ND Fleet Owners – for all drivers for fleet owners that run out of the ND terminal or in the state of ND regardless if they are paid with 1099 or W2 wages
  - The Fleet Owner must obtain a Work Comp policy through the STATE OF ND and proof of ND Work Comp coverage must be provided prior to them leasing on.

***Those that must provide us with certificates must also include a waiver of subrogation and/or alternate employer endorsement for Tutle.***