DRIVER ACKNOWLEDGMENT & SIGNATURE CHECKLIST

New Driver Onboarding | Policy Acknowledgment & Agreement | GROOT LOGISTICS, LLC

This Driver Acknowledgment ("Acknowledgment") is made by the undersigned newly hired driver ("Driver") in favor of GROOT LOGISTICS, LLC (the "Company"). By initialing each statement below and signing at the bottom of this page, Driver acknowledges that Driver has read, understands, and agrees to be legally bound by each of the following terms and conditions as a condition of Driver's employment or engagement with the Company.

DRIVER PRINTED NAME _____ DATE OF HIRE _____ DRIVER LICENSE / CDL NO. & STATE _____

DRIVER ACKNOWLEDGMENTS - INITIAL EACH STATEMENT

DRIVER INITIALS

I have completed and submitted my driver application, medical card, and all documents requested by GROOT LOGISTICS, LLC, and I certify that all information and documents I have provided are true, accurate, and complete. _____

I will abide by all U.S. Department of Transportation (DOT) regulations governing Electronic Logging Device (ELD) and log book (record of duty status) operations at all times while driving for GROOT LOGISTICS, LLC. _____

I will submit a picture of the Bill of Lading (BOL) / signed BOL and at least three (3) pictures of the load I am transporting, at pickup and again at delivery, on every load that I transport for GROOT LOGISTICS, LLC. _____

I understand that the use of hotels while on the road will be available to me, but I must inform the Company before I purchase the hotel, and I will be responsible for fifty percent (50%) of the charges for each hotel use. I understand that the remaining fifty percent (50%) of the charges will be reimbursed to me in my next pay period. _____

I understand that my pay period comes one (1) week after my last work day of each work week. I understand that drivers are paid every Tuesday or Wednesday (depending on the length of the work week), one (1) week after the work week is completed. _____

I, _____ *(printed name of driver)* understand and agree that no drugs or alcohol will be consumed while I am on duty for GROOT LOGISTICS, LLC, and I will comply with all applicable DOT drug and alcohol testing regulations. _____

I understand that any damage to property belonging to GROOT LOGISTICS, LLC will be reported to the Company, and that if I am the cause of the damage or loss of property or equipment, I am responsible for the cost stemming from the damage and/or loss. _____

REQUIRED DOCUMENTS CHECKLIST

Check each document received and verified for the Driver Qualification File.

- ☐ Application
- ☐ Drug Screen
- ☐ Medical Card
- ☐ DVR
- ☐ Previous Work History
- ☐ Vehicle Information (Registration)
- ☐ Trailer Information (Registration)

Driver further acknowledges and agrees that: (a) failure to comply with any term above may result in disciplinary action, up to and including termination, to the extent permitted by applicable law; (b) unless otherwise provided in a separate written agreement or by applicable law, this Acknowledgment does not create a contract for any definite term, and the relationship may be ended by either party at any time; (c) the Company may update its policies and procedures with notice to Driver; (d) Driver has had the opportunity to ask questions about this Acknowledgment and signs it knowingly and voluntarily; and (e) Driver consents to the use of electronic signatures and initials, which shall be as valid and binding as original handwritten signatures, and a copy of this Acknowledgment shall be as valid as the original.

SIGNATURES

NEWLY HIRED DRIVER SIGNATURE _____ DATE _____ COMPANY REPRESENTATIVE SIGNATURE _____ DATE _____

DRIVER PRINTED NAME _____ COMPANY REPRESENTATIVE PRINTED NAME & TITLE _____