



## **Driver Employment Agreement**

**This Driver Employment Agreement** ("Agreement") is made and entered into as of [Date] by and between **Triple M Trucking & Freight**, a [State] Corporation with offices located at [Company Address] ("Company"), and **[Driver's Full Name]**, residing at [Driver's Address] ("Driver").

### **Position and Duties**

**Position:** The Driver agrees to perform services as a **Commercial Truck Driver** for Triple M Trucking & Freight.

**Duties:** The Driver shall be responsible for transporting freight, completing daily vehicle inspections, managing freight-related paperwork, ensuring on-time delivery, and following all company and legal safety protocols. The Driver will also maintain accurate logs as required by federal and state regulations.

**Training:** The Driver agrees to attend mandatory training sessions, including safety and compliance briefings, as required by the Company.

### **Employment Status**

The Driver is employed as a(n) [**Independent Contractor/Full-Time Employee/Part-Time Employee**].

As an independent contractor, the Driver is responsible for their own tax obligations and will not be eligible for Company benefits beyond those outlined in this Agreement.



## **Compensation and Payment Terms**

**Pay Rate:** The Driver will be paid \$[Rate per Mile/Hour/Load].

**Payment Schedule:** Payment will be disbursed [Weekly/Bi-Weekly/Monthly] by direct deposit to the account on file with the Company.

**Additional Pay:** Additional compensation, such as layover pay, detention pay, and safety bonuses, will be provided in accordance with Company policy.

## **Vehicle and Equipment Maintenance**

**Vehicle:** The Company provides the vehicle and necessary equipment for the Driver's duties.

**Maintenance and Cleanliness:** The Driver agrees to complete daily inspections, report any issues immediately, and maintain vehicle cleanliness. The Company covers the cost of repairs and maintenance unless damages are due to driver negligence.

## **Operating and Safety Guidelines**

**Compliance:** The Driver shall comply with all applicable laws, including those set forth by the Department of Transportation (DOT) and the Federal Motor Carrier Safety Administration (FMCSA).

**Safety Protocols:** The Driver agrees to follow all safety protocols, log hours accurately, and refrain from driving under the influence of drugs or alcohol.

## **Insurance and Liability**

**Coverage:** The Company will maintain primary liability and cargo insurance on all vehicles.

**Driver Responsibility:** In the event of an accident due to driver negligence, the Driver may be held responsible for damages up to [Dollar Amount] or as determined by the Company's policy.



## **Termination Clause**

**Notice of Resignation:** The Driver agrees to provide at least [**Two Weeks**] written notice prior to voluntary resignation.

Grounds for immediate termination include but are not limited to:

- Repeated violations of Company policies.
- Failure to adhere to safety guidelines.
- Involvement in preventable accidents or incidents due to negligence.
- Excessive tardiness or missed shifts without valid reason.

## **Non-Compete and Non-Disclosure Agreement**

**Non-Compete:** For a period of [**Six Months**] after termination, the Driver agrees not to drive for direct competitors within a [50-Mile] radius of the Company's main office.

**Confidentiality:** The Driver agrees to keep all proprietary information, such as client details, delivery routes, and pricing, confidential during and after employment.

## **Dispute Resolution**

**Governing Law:** This Agreement shall be governed by and construed in accordance with the laws of [State].

**Arbitration:** Any disputes arising from this Agreement will be resolved through binding arbitration conducted in [City, State] in accordance with the rules of the American Arbitration Association.

## **Entire Agreement**

This Agreement constitutes the entire understanding between the Company and the Driver regarding their employment relationship and supersedes all previous agreements.



## **Signatures**

By signing below, both parties acknowledge their acceptance of the terms and conditions set forth in this Agreement.

### **Triple M Trucking & Freight, LLC**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

### **Driver**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_