

## ASPHALT COWBOY TRANSPORT LLC

Thank you for choosing your employment opportunity with Asphalt Cowboy Transport LLC. We require each employee to be entered into FMCSA Drug and Alcohol Clearinghouse. Random drug tests are required, refusal will result in automatic failure and reported to FMCSA. To begin processing your information for the Pre-Employment, we will need the following filled completely out, or provided. Once received, reviewed, and insurable, a Driving Test will be required before final employment. You will provide the truck and trailer you will be using during the term of employment. Clean MVR is desired for insurance, but not required.

During employment, Asphalt Cowboy Transport requires a MINIMUM of 2 weeks out with 1 week off, but you may stay out as long as you wish. If the 2 weeks out is cut short, there will be a 50% cut of the last load, unless prior arrangements were made, or it was deemed an emergency. Specific time off needs to be given in a written notice either by email or text to [nathanstricklen82@gmail.com](mailto:nathanstricklen82@gmail.com) / 281-733-6390 10 days prior to expected off date.

I understand and agree to the above paragraph acknowledging the days out and the time off policy set forth by Asphalt Cowboy.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

### **List of Items needed:**

1. Commercial Driver Application
2. W-9
3. Copy of FRONT and BACK Drivers license
4. Copy of Social Security Card
5. Copy of MVR (Drivers Record) Should be able to be picked up at your local DMV for a small fee. Call ahead to verify.
6. Copy of Long Form (DOT Physical)
7. Copy of DOT Medical Card
8. Picture of TRUCK decal on inside door with VIN / GVWR
9. Picture of TRAILER decal with VIN / GVWR
10. Voided Check
11. TWIC card is preferred, but not a requirement. (must have a TWIC card for all Port of Entry loads)
12. Passport is preferred, but not required. (must have Passport for all Military loads)

Asphalt Cowboy Transport LLC charges a variety of splits all dependent on experience, 70/30, 75/25 and 80/20 split. These splits may be altered or changed depending on performance and or violations and so forth. Asphalt Cowboy covers ELD fees, dispatching fees and factoring fees. A CDL setup requires a \$1200 deposit. If the lease agreement is canceled or terminated before 6 months, that deposit is forfeited. After 6 months, if the lease agreement is canceled or terminated and the ELD, apportioned plates, and fuel card are returned, you will receive 75% of the deposit. You will forfeit the deposit if missing those items. Non CDL setups require a \$500 deposit. If the lease agreement is canceled or terminated before 6 months the deposit is forfeited. If the lease agreement is canceled or terminated after 6 months the deposit will be refunded once the ELD and fuel card are returned. If you choose to use a TCS Fuel card, the weekly amount purchased on the card will be deducted from weekly paycheck.

### **Incentives:**

**Safety:** Asphalt Cowboy strives to be the best when it comes to safety. With each Level I inspection received with no violations, we will pay \$100 as an incentive bonus!!

**Referrals:** For each successful referral to Asphalt Cowboy, you will receive a bonus.

**Download the following apps to your phone:**

KeepTruckin

TurboScan

TruckSmart

TCS

TEAMS

LIFE360

**Minimum Required items for securement of loads:**

10 2" x 30' 3300LB WLL Ratchet Straps

20 4" Corner Protectors

6 3/8" x 20' G70 chain

6 5/16" – 3/8" Ratchet Binders

2 20' x 20' Machinery Tarps

50 15" Bungee with Crimped Hooks

50 21" Bungees with Crimped Hooks

Obviously the more the better! Try to get more straps to have as backups in case your straps become cut or nicked as it will get you shut down, and possible fines if checked by DOT. Make sure your Cargo is secured properly on the trailer as well as in the truck. Minimum of 2 straps or chains per 10' of cargo. Any Detention time charges due to driver negligence will be deducted from Ratecon.

**REQUIRED EQUIPMENT**

**Mounted Fire Extinguisher** (Dot Required)

**Spare Fuses** (Dot Required)

**3 Reflective Triangles** (Dot Required)

Please have a jack capable of lifting your truck/trailer and 4 way to change tires on the roadside if need be. Even a cordless 1/2" impact with proper sockets will work. It will cost you more in the long run not to have it. **Roadside isn't fast nor free.**

### EXAMPLE OF 80/20 AND EXPENSES

Let's say your truck and trailer grossed \$5000 for the week and your monthly insurance is \$750. You were provided a TCS fuel card that you used for all fuel and DEF purchases. Let's say you spent \$850 in fuel for the week. At the end of the week your paycheck would be broke down as follows:

Truck Gross= \$5000

(Company) 20% = \$1000

(DRIVER) 80% = \$4000

Fuel Charges = \$850

½ of Monthly insurance = \$375 (Only pulled from paycheck for 2 pay periods per month)

FINAL TAKE HOME = \$2775

This is just a rough idea, each truck/driver will occur different expenses along the way.

#### EXAMPLES OF OTHER EXPENSES

Showers at truck stops \$12-\$15

Reserved Parking Spots \$10-\$20

Toll Roads, Food Expenses, Maintenance, Drinks, Hotels, etc.

