

CANAMRO TRANSPORT LTD

Driver Name	Phone#	
Address:	Cellular#	
City	Postal Code	

Qualification file Checklist

<input type="checkbox"/>	Driver's Rights	Completed	—
<input type="checkbox"/>	Application for Employment	Completed	—
<input type="checkbox"/>	Photocopy of Current Driver's License	Expires	—
<input type="checkbox"/>	Photocopy of Current Driver's CVOR Abstract	Obtained	—
<input type="checkbox"/>	Photocopy of Driver's Social Insurance#	Obtained	—
<input type="checkbox"/>	Photocopy of Current Driver's abstract	Obtained	—
<input type="checkbox"/>	Photocopy of Police Criminal Search	Obtained	—
<input type="checkbox"/>	Employment References	Completed	—
<input type="checkbox"/>	Certification of Violations/Annual Review	Completed	—
<input type="checkbox"/>	Driver's Statement of On-Duty Hours	Completed	—
<input type="checkbox"/>	Certificate of Compliance	Completed	—
<input type="checkbox"/>	Road Test (Copy on file)	Completed	—
<input type="checkbox"/>	Dangerous Goods Training	Completed	—
<input type="checkbox"/>	Receipt for Issuance of FMCSR book	Completed	—
<input type="checkbox"/>	Receipt for Driver's Manual / Policies	Completed	—

Driver Signature: _____

Date: _____

File Approved by: _____

Date: _____

Driver Training File Checklist

Driver's Manual – Policies and Procedures	Completed	—
Hours of Service Canada	Completed	—
Hours of Service USA	Completed	—
Logbook – Form and Manner	Completed	—
Logbook – Supporting Documents and Trip Envelope	Completed	—
Accident Procedures and Reporting	Completed	—
Drug and Alcohol Testing	Completed	—
Pre Trip Inspection - Schedule 1 (Major and Minor Viol)	Completed	—
C-TPAT – Seal Awareness	Completed	—
C-TPAT Security Awareness Procedure	Completed	—
APPLICATION	Completed	—
CVOR		—
DRIVER ABSTRACT		—
VALID DRIVER LICENCE		—
REFERENCE CHECK		—

Training Completed & Approved by: _____ **Date:** _____

Driver Signature: _____ **Date:** _____

APPLICATION FOR EMPLOYMENT

COMPANY **CANAMRO TRANSPORT LTD.**

ADDRESS **52 RICHARDSON CRES**
BRADFORD, ON, L3Z 0L6
 (STREET) CITY, PROVINCE, POSTAL CODE

NAME _____
 (FIRST) (MIDDLE) (Maiden Name, if any) (LAST)

ADDRESS _____
 (STREET) (CITY) (PROVINCE, POSTAL CODE)

HOW LONG? _____

DATE OF BIRTH _____ SOCIAL SECURITY NO. _____

HIRE DATE _____ **TELEPHONE NUMBER** _____

E-MAIL ADDRESS _____

PREVIOUS THREE YEARS RESIDENCY

_____ # YEARS
 (STREET) (CITY) (PROVINCE, POSTAL CODE)

_____ # YEARS
 (STREET) (CITY) (PROVINCE, POSTAL CODE)

_____ # YEARS
 (STREET) (CITY) (PROVINCE, POSTAL CODE)

(ATTACH SHEET IF MORE SPACE IS NEEDED)

LICENSE INFORMATION

Section 383.21 FMCSR states “No person who operates a commercial motor vehicle shall at any time have more than one driver’s license”. I certify that I do not have more than one motor vehicle license, the information for which is listed below.

STATE	LICENSE NO.	TYPE	EXPIRATION DATE

DRIVING EXPERIENCE

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC.)	DATES		APPROX. NO. OF MILES (TOTAL)
		FROM	TO	
STRAIGHT TRUCK				
TRACTOR AND SEMI-TRAILER				
TRACTOR - TWO TRAILERS				
OTHER				

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED)

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR-END, UPSET, ETC.)	NUMBER FATALITIES	NUMBER INJURIES	CHEMICAL SPILLS
				YES NO
				YES NO
				YES NO

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS)

DATE CONVICTED (month/year)	VIOLATION	STATE OF VIOLATION LOCATION	PENALTY (forfeited bond, collateral and/or points)

(ATTACH SHEET IF MORE SPACE IS NEEDED)

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES _____ NO _____
If yes, explain _____

B. Has any license, permit or privilege ever been suspended or revoked? YES _____ NO _____
If yes, explain _____

EMPLOYMENT HISTORY

Applicants that desire to drive in intrastate/interstate commerce must provide the following information on all employers during the previous three years. You must give the same information for all employers you have driven a commercial motor vehicle for the seven years prior to the initial three years (total of ten years' employment record).

EMPLOYER		DATE {MONTH / YEAR}
NAME:		FROM: TO:
ADDRESS:		POSITION HELD
CITY:		SALARY WAGE
CONTACT PERSON	PHONE #:	REASONS FOPR LEAVING
Where you subject to FMCSRs* While Employed? YES _____ NO _____		
Was your job designated as a Safety-Sensitive function in any DOT regulated mode subject to the drug and alcohol testing requirements of 49 CFR PART 40? YES _____ NO _____		

EMPLOYER		DATE {MONTH / YEAR}
NAME:		FROM: TO:
ADDRESS:		POSITION HELD
CITY:		SALARY WAGE
CONTACT PERSON	PHONE #:	REASONS FOPR LEAVING
Where you subject to FMCSRs* While Employed?		YES _____ NO _____
Was your job designated as a Safety-Sensitive function in any DOT regulated mode subject to the drug and alcohol testing requirements of 49 CFR PART 40?		YES _____ NO _____
EMPLOYER		DATE {MONTH / YEAR}
NAME:		FROM: TO:
ADDRESS:		POSITION HELD
CITY:		SALARY WAGE
CONTACT PERSON	PHONE #:	REASONS FOPR LEAVING
Where you subject to FMCSRs* While Employed?		YES _____ NO _____
Was your job designated as a Safety-Sensitive function in any DOT regulated mode subject to the drug and alcohol testing requirements of 49 CFR PART 40?		YES _____ NO _____
EMPLOYER		DATE {MONTH / YEAR}
NAME:		FROM: TO:
ADDRESS:		POSITION HELD
CITY:		SALARY WAGE
CONTACT PERSON	PHONE #:	REASONS FOPR LEAVING
Where you subject to FMCSRs* While Employed?		YES _____ NO _____
Was your job designated as a Safety-Sensitive function in any DOT regulated mode subject to the drug and alcohol testing requirements of 49 CFR PART 40?		YES _____ NO _____

**The Federal Motor Carrier Safety Regulations (FMCSRs) apply to anyone who operates a motor vehicle on a highway in interstate commerce to transport passengers or property when the vehicle: (1) has a GVWR or weighs 10,001 pounds or more, (2) is designed or used to transport nine or more passengers, or (3) is of any size, used to transport hazardous materials in a quantity requiring placarding.*

SAFETY PERFORMANCE HISTORY RECORDS REQUEST

PART 1: TO BE COMPLETED BY PROSPECTIVE EMPLOYEE

I, (Print Name) _____ Social Security Number: _____
 Date of Birth: _____
 Previous Employer: _____ Email: _____
 Address: _____ Telephone: _____
 Street City, State, Postal Code Fax No.: _____

To release and forward the information requested by section 3 of this document concerning my Alcohol and Controlled Substances Testing records within the previous 3 years from _____ (employment application date)

To: Prospective Employer: **CANAMRO TRANSPORT LTD.**
 Attention: **SAFETY** Telephone: **(647) 448-0086**
 Address: **52 RICHARDSON CRES, BRADFORD, ON, L37 0L6**
 Street City, State, Postal Code

In compliance with §40.25(g) and 391.23(h), release of this information must be made in a written form that ensures confidentiality, such as fax, email, or letter.

Prospective employer's fax number: _____
 Prospective employer's email address: _____

 Applicant's Signature Date

This information is being requested in compliance with §40.25(g) and 391.23.

PART 2: TO BE COMPLETED BY PREVIOUS EMPLOYER

ACCIDENT HISTORY

The applicant named above was employed by us. Yes No
 Employed as _____ from (m/y) _____ to (m/y) _____

1. Did he/she drive motor vehicle for you? Yes__ No__ If yes, what type? Straight Truck Tractor-Semitrailer
 Bus Cargo Tank Doubles/Triples Other (Specify) _____

2. Reason for leaving your employ: Discharged__ Resignation__ Lay Off __ Military Duty

If there is no safety performance history to report, check here __, sign below and return.

ACCIDENTS: Complete the following for any accidents included on your accident register (§390.15(b)) that involved the applicant in the 3 years prior to the application date shown above, or check here if there is no accident register data for this driver.

Date	Location	# Injuries	# Fatalities	Hazmat Spill
1. _____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____

Please provide information concerning any other accidents involving the applicant that were reported to government agencies or insurers or retained under internal company policies: _____

 Any other remarks:

 Signature: _____

Title: _____ Date: _____

PREVIOUS EMPLOYER – COMPLETE PAGE 2 PART 3

PART 3:	TO BE COMPLETED BY PREVIOUS EMPLOYER
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DRUG AND ALCOHOL HISTORY

If driver was not subject to Department of Transportation testing requirements while employed by this employer, please check here fill in the dates of employment from _____ to _____, complete bottom of Part 3, sign, and return.

Driver was subject to Department of Transportation testing requirements from _____ to _____

1. Has this person had an alcohol test with the result of 0.04 or higher alcohol concentration? YES___ NO
2. Has this person tested positive or adulterated or substituted a test specimen for controlled substances? YES___NO
3. Has this person refused to submit to a post-accident, random, reasonable suspicion, or follow-up alcohol or Controlled substance test? YES___NO
4. Has this person committed other violations of Subpart B of Part 382, or Part 40? YES___NO
5. If this person has violated a DOT drug and alcohol regulation, did this person complete a SAP-prescribed Rehabilitation program in your employ, including return-to-duty and follow-up tests? If yes, please send Documentation back with this form. YES___NO
6. For a driver who successfully completed a SAP's rehabilitation referral and remained in your employ, did this Driver subsequently has an alcohol test result of 0.04 or greater, a verified positive drug test, or refuse to be tested? YES___NO

In answering these questions, include any required DOT drug or alcohol testing information obtained from prior previous Employers in the previous 3 years prior to the application date shown on page 1.

Name: _____

Company: _____

Address: _____ Telephone: _____

Street City State Postal Code Fax No.: _____

Part 3 Completed by (Signature): _____ Date: _____

PART 4a:	TO BE COMPLETED BY PROSPECTIVE EMPLOYER
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This form was (check one) ___ Faxed to previous employer ___ Mailed ___ Emailed ___ Other _____

By: _____ Date: _____

PART 4b:	TO BE COMPLETED BY PROSPECTIVE EMPLOYER
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Complete below when information is obtained.

Information received from: _____ : Recorded by: _____

Method: Fax ___ Mail ___ Email ___ Telephone ___ Other _____ Date: _____

INSTRUCTIONS TO COMPLETE THE SAFETY PERFORMANCE HISTORY RECORDS REQUEST

<p>PAGE 1 PART 1: Prospective Employee</p> <ul style="list-style-type: none"> • Complete the information required in this section • Sign and date • Submit to the Prospective Employer <p>PAGE 2 PART 4a: Prospective Employer</p> <ul style="list-style-type: none"> • Complete the information • Send to Previous Employer <p>PAGE 1 PART 2: Previous Employer</p> <ul style="list-style-type: none"> • Complete the information required in this section • Sign and date • Turn form over to complete SIDE 2 SECTION 3 	<p>PAGE 2 PART 3: Previous Employer</p> <ul style="list-style-type: none"> • Complete the information required in this section • Sign and date • Return to Prospective Employer <p>PAGE 2 PART 4b: Prospective Employer</p> <ul style="list-style-type: none"> • Record receipt of the information • Retain the form
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CERTIFICATION OF COMPLIANCE WITH DRIVER LICENSE REQUIREMENTS

MOTOR CARRIER INSTRUCTIONS: The requirements in part 383 apply to every driver who operates in intrastate, interstate, or foreign commerce and operates a vehicle weighing 26,001 pounds, or more can transport more than 15 people, or transport hazardous materials require placarding.

The requirement in Part 391 applies to every driver who operates in Interstate commerce and operates a vehicle weighing 10,001 pounds or more, can transport more than 15 people or transports hazardous materials that require placarding,

DRIVER REQUIREMENTS: Part 383 and 391 of the Federal Motor Carrier Safety regulations contains certain driver licensing requirements that you as a driver must comply with including the following:

POSSESSES ONLY ONE LICENSE: You as a commercial vehicle driver, may not possess more than one motor vehicle operator's license.

NOTIFICATION OF LICENSING SUSPENSION, REVOCATION OR CANCELLATION:

Sections 391.15(b) (2) and 383.33 of Federal Motor Carrier Safety Regulations require that you notify your employer the NEXT BUSINESS DAY of any revocation or suspension of your driver's license. In, Addition, Section 383.31 requires that anytime you are convicted of violating a state or local traffic law (other than parking), you must report in 30 days to: 1) Your employing motor carrier and 2) The state that issued your license (If the violation occurs in a state other than the one which issued your license). The notification to both the employer and state must be in writing.

CDL DOMICILE REQUIREMENT: Section 383.23 a (2) requires that your commercial driver's license be issued by your legal state of domicile, where you have your true, fixed and permanent home and principle residence and to which you have an intention of returning whenever you are absent. If you establish a new domicile in another state, you must apply to transfer your CDL within 30 days.

The following License is only one I possess:

STATE	LICENSE NO.	TYPE	EXPIRATION DATE

Drivers Name: _____

Signature: _____

Date: _____

FAIR CREDIT REPORTING ACT DISCLOSURE

In accordance with the provisions of Section 604(B)(2)(A) of the Fair Credit Reporting Act, public law 91-508, as amended by the Consumer Credit Reporting Act of 1996 (Title II, Subtitle, **D**, Chapter I, of Public Law 104-208), you are being informed that reports verifying your previous employment , previous drug and alcohol test results, and your driving record may be obtained on you for employment purposes, These reports are required by sections 382.413,391.23 and 391.25 of Federal Motor carrier Safety Regulations.

Drivers Name: _____

Signature: _____ Date: _____

TRAILER HANDLING MEMO

1. Drivers must not turn their rigs around in their own radius (cut doughnuts) in Waste Haul Yard or any other yard or lot. The only exception to this rule is an extremely tight yard, where it's necessary, such as to avoid blindside backing. Always back into an empty dock to turn around.

2. Fifth Wheel must be set 8" to 12" ahead of the centerline of the driver axles. Do not slide the fifth wheel to the rear of its travel in order to "cut doughnuts" in tight yards. Such a practice takes far too much weight off the front axle, especially when pulling a heavy trailer, which will cause serious handling issues. If it's necessary to slide the fifth wheel to the rear of its travel, due to weight laws, it must be slid ahead once you have left the US, as Ontario's weight laws are far more liberal.

3. Trailer boggie MUST be centerline of the tandem bogie, or the center axle of the tridem bogie at the 41' wheelbase mark while travelling through Canada, and at the 40' mark while travelling through Michigan. The 41' wheelbase measurement is taken from the kingpin to the center of the rear bogies. On a typical trailer with 36 'kingpin setting, that would be 44" from the nose of the trailer. **If** it's necessary to slide the boggie all the way back at the customer's location, (auto parts plants require this), then it must be slid ahead to the 41' mark once the trailer has been uploaded.

4. Wheels must always be chocked when the trailer is at the dock, and both the tractor and trailer parking brakes must be applied. The tractor should be in gear as well. When pulling a trailer from the dock plate is in the stored position and the dock door is fully dosed. Then remove the wheel chock and hang it up in its holder on the building wall. This ensures that snow plough operators do not accidentally drag it away when ploughing. Then you can drive away.

5. Do not backup quickly to hook up the trailer, especially in the winter, as it will damage or even rip the kingpin from the upper plate. Backup slowly to it, engage your differential lock, and dump the air bags if necessary. If theirs ice under the trailer, shovel it out and throw salt or sand on the ground.

I acknowledge that I have read and understood this memo and will comply with all the points listed above.

Drivers Name: _____

Signature: _____ Date: _____

LOAD SECUREMENT POLICY

1. Load bars must be installed in a level position, behind the rearmost pallets, and securely locked into the rectangular slots on either side of the trailer wall. Pull on them to ensure they're positively locked in place.
2. if the load bars do not contact the rearmost pallet (If they are over 2 cm from the rearmost pallet), Place old pallets in the upright position between the rear most pallets and the load bar to brace the load. If you have more than one load bar, use 2, 3 or 4 load bars to brace the loads.
3. Use ratcheting logistics straps to brace and secure odd shaped objects such as drums, computer desks, furniture, etc. to prevent them from falling over.
4. Never dispose of or attempt to dispose of a leaking drum or container or any damaged product without the approval of dispatch. Do not offer a leaking container to anyone willing to take it.
5. Never drop a loaded trailer for any reason (such as for repairs) while reroute to your destination without prior approval from dispatch. If you ever have to drop a loaded trailer reroute to your destination, always PIN lock it.

I hereby declare that I have read and understand the above procedures regarding load securement policy and agree to comply with every requirement.

Drivers Name: _____

Signature: _____

Date: _____

PRE-TRIP INSPECTION PROCEDURES

Pre-Trip Inspection Sequence

1. Drain the air tanks if they're still full; they should be drained daily at the end of the shift. Then open the hood and check oil, coolant level, power steering fluid level, belt tension, windshield washer fluid level, fluid leaks, loose wires and the general condition of the vehicle. Watch out for oil leaks on the engine and dirty engine compartment as both indicate blown gaskets and lack of maintenance.
2. Pull on both front slack adjusters, and they should have only Y2" to 34" of free play. It's better to have someone step on the brake pedal. The maximum stroke should be 1.5' or less. Tap the pitman arm, the drag link and the tie rod to check that they're secure. Whack the front tires to ensure their property inflated. It's better to use a tire pressure gauge. Check oil in both front hubs and the tightness of the front wheel lug bolts.
3. Start the truck and the air pressure should build to 110psi within five minutes. Check the oil pressure as well. Turn on the headlights and walk around to ensure all headlights, roof, clearance lights and tail lights are all on. Put the left signal on and walk around the truck to ensure the front, middle and rear tractor and trailer signal lights are on. Then put the right signal on and do the same thing. Put the spike or hold it down with a

heavy bag and walk around the rig to ensure both the tractor and trailer brake lights are working. Check the defroster, Windshield wipers, mirrors, air horn and electric horn to ensure they're all working the first aid kit, reflective triangles and fire extinguisher should be present. The fire extinguisher should be securely latched and the little gauge's needle should be in the narrow green zone (Fully Charged).

4. Check the left side of the rig, starting with the fuel tank, battery, the drive tires, fifth wheel mounting bolts and slider, tractor suspension, and the mud flaps. Leave the tractor park brake on with the trailer brake released. Listen for air leaks and ensure glad-hands and the trailer electrical cords are in good condition. Ensure the tires are properly inflated, that the lug bolts are secure, the frame isn't cracked and that the suspension component are secure, with no cracked or worn components like spring leaves. Also check the exhaust pipe and flex pipe for any leaks. Check the trailer bogie to ensure the tires are properly inflated, the lug bolts are secure, the hub oil level is OK, and the slider pins are locked. Ensure the trailer bogie in 53" trailer is set at the 41" mark if travelling through Canada. Get underneath and check the condition of the trailer suspension to ensure there's no cracks in the suspension trailing arms, etc. Whack on the torque rods to ensure they're sound. Pull on the trailer brake slack adjusters to ensure their free play is 1/2" to 3/4" and their maximum travel is 2".
5. Check that doors are properly closed and latched, and that the requisite (CIPAT) seal is in place. Check over the right side of the rig starting with the trailer tires. Ensure the right tires are properly inflated, the lug bolts are secure, the hub oil is OK, and that the slider pins are locked and that the trailer air hoses are not drooping too low or dragging. The landing gear should be rolled all the way up and crank securely stowed. The spare tire should be securely tied down. Ensure the tires are properly inflated, that the lug bolts are secure, the frame isn't cracked and that the suspension component are secure, with no cracked or worn components like spring leaves. Also check the exhaust pipe and flex pipe for any leaks. Get underneath and check the condition of the tractor suspension to ensure there are no cracks in the suspension trailing arms, etc. sound. Apply the trailer park brake and release the tractor park brake and pull on the tractor brake slack adjusters to ensure their free play is 1/2" to 3/4" and that their maximum travel is 2".
6. Get in the tractor and go through the permit book to ensure the ownership, IFTA, Cab Card, insurance, and the operating authorities are up-to-date. The tractor and trailer inspection stickers and the license plate sticker must be current. Watch out for trailers inspected in other jurisdictions like Illinois (front of the trailer).
7. Fill out your log book page and the inspection page. Always write down the tractor and trailer unit numbers, license plate numbers and the license plate province, e.g. Ontario. Always indicate the Bill of lading number and commodity or the shipper and commodity at the bottom of the logbook page.

Drivers Name: _____

Signature: _____

Date: _____

LOGBOOK MEMO

1. Drivers must drive according to US rules, especially since most of our loads are heading to the US and our exposure in the US is far greater than in Canada. If required they can drive for 13 Hours if they've already hit 11 hrs. of driving at the border and need the extra two hours to get home.
2. The maximum on duty time in US is 14 hours with no driving after 11 hours. It's as if you punch a time clock to start work at 8:00am and you must punch out by 10:00 pm. You must be parked for the night before the 11th hour of driving ends. Breaks and meal breaks during the day do not reduce the 10 hours off-duty time in the US, unlike Canada.
3. US rules mandate 11 hours of driving with 10 hours of either off-duty or sleeper berth time. The 10 hours off must be taken in one block, unlike Canada.

If driving in Canada, the maximum driving time in a 24 hour period is 13 hours, with no driving after the 14th hour on-duty and at least 10 hours total off-duty time a day. The maximum working day in Canada is 16 hours, with two hours' worth of breaks, with breaks of at least 30 mins or more duration in order to count. Fifteen minute breaks don't count. If you take two hours' worth of breaks during day, you must be off-duty or in the sleeper berth for at last 8 hours.

5. For US driving teams, the driver in the sleeper berth at the time of crossing the border can simply flag the border crossing on their logbook page, as in 'Detroit, MI' if it's a line release. However, if the team has to go inside US customs for immigration reasons, and it takes over 15 min, they must indicate that time as on-duty. The sleeping teammate's duty clock starts right then and there, and they are on-duty for the next 14 hours, even if that teammate continues sleeping in the bunk.
6. Always indicate the tractor and trailer Unit numbers, plate numbers and province or state. Always indicate the city and the province or the city and the state on your logs. Never use abbreviations, such as "Miss' for BRAMPTON.
7. Ensure your record both in starting and ending odometer readings and the total kilometers driven when driving. Always ensure that your time/distance is less than 100 km/h, so a 700 km trip should take 7.5 hours or more.

I have read and understood the above rules regarding PRE-TRIP INSPECTION and LOGBOOK Memo will comply with them.

Drivers Name: _____

Signature: _____

Date: _____

Security Awareness Plan:

Seal Policy

Policy: In order to comply with security initiatives CANAMRO TRANSPORT LTD is instituting a seal policy to ensure the integrity of our trailers while crossing international borders. All seal numbers will be tracked internally as assigned to drivers. All seal numbers used must be reported to dispatch.

Procedure: All loaded trailers must be sealed with a high security seal issued by CANAMRO TRANSPORT LTD Drivers may not break seals except in the presence of the receiving customer or when requested by an enforcement official. The seal numbers will be recorded in an electronic database maintained by CANAMRO TRANSPORT LTD. Upon completion of loading a trailer destined for the border, the driver will seal the trailer and record the seal number on the Bill of Lading in the presence of the shipper.

In the case of pre-loaded trailers, the driver will report the seal number via cell phone or two-way communication to dispatch. If the customer provides a seal for the loaded trailer the driver will use that seal as well as a high security seal and follow the same reporting requirements. If the load is sealed by customs (US or Canada) the original seal must remain intact and the seal number issued by Customs must also be recorded as above (on the Bill of lading and via phone to dispatch) If the seal is broken, lost or destroyed while in transit It must be reported immediately to CANAMRO TRANSPORT LTD.

The load must be checked for integrity and security purposes. If any issues are noticed that would compromise the load or there has been any foreign product added to the trailer or any product missing, it must be reported immediately. CANAMRO TRANSPORT LTD will in turn notify the proper authorities. Upon arrival at the customer for delivery, the customer must verify and sign for the load being received with the seal intact. If the seal is missing, the driver must notify dispatch immediately.

Other information:

New Federal regulations on load security require drivers to inspect their cargo for Securement within 80 km or 50 miles from their initial starting point. However, if the load is sealed and the driver has been instructed not to open the trailer or break the seal as specified above, the driver is exempt from this requirement. A copy of this policy must be kept with the driver at all times and produced upon demand of an Enforcement officer.

If a seal is broken by Customs, MTO, DOT, Police or other enforcement personnel they must sign the Bill of Lading and replace the seal after completion of the inspection. This seal number must be recorded on the Bill of Lading and dispatch informed via phone of the change.

I _____, acknowledge that I have received Seal Training and I am aware that I have to strictly adhere to this policy.

Signature

Date

Security Awareness Plan

Acknowledgement of Compliance

I, _____ (name of driver), having received the Security Awareness Plan from CANAMRO TRANSPORT LTD, acknowledge that I have read and understand the requirements, guidelines and regulations contained within the Security Awareness Plan. I accept that CANAMRO TRANSPORT LTD shall from time to time make amendments to this Plan and I agree to make such amendments in a timely manner upon receipt of such changes.

I acknowledge that I have received Security Awareness training. I fully understand Company Policies as stipulated in the Security Awareness Plan and the consequences for non-compliance. I agree to confirm with my Supervisor immediately if I am uncertain of any Policy, Requirement, Guideline or Regulation of which I am to Comply with.

Dated this: _____ day of: _____, 20____

(Driver's Signature)

(Driver Name Printed)

Witnessed hereof: _____ by: _____
(Date) (Signature of Witness)

Contractor Agreement

THIS AGREEMENT IS BETWEEN:

A Company duly constituted according to the laws of the Government of Canada and the Province of Ontario, referred to in this Agreement as "Company"

CANAMRO TRANSPORT LTD

52 RICHARD SON CRES, BRADFORD, ON, L3Z 0L6

Referred to in this Agreement as "Contractor"

WHERE AS the Contractor carries on the business executing contracts for the transportation of goods by the means of motor vehicles.

AND WHERE AS the Contractor carries on the business of providing driving services for such transportation contracts, and is deemed to be a Contractor of the Company.

AND WHERE AS the Company desires to use the services of said Driver to transport shipments of goods tendered to the Company.

NOW THEREFORE the Company and the Driver agree as follows:

1. CONTRACTOR'S DUTIES

- (a) The Contractor has advised the company that he or she has the required skills, experience and AZ licenses to perform his or her obligations as a driver of transport trucks throughout Canada and the United States of America, and said Contractor agrees to be bound by all the terms and conditions of this Agreement. In carrying out these obligations the Contractor will follow all reasonable rules and regulations as may be set by the Company from time to time.
- (b) The Contractor hereby acknowledges and agrees that upon acceptance of a load that has been dispatched by the Company, that he or she is totally and fully responsible to deliver said load as per all the term and conditions of the Load Confirmation Agreement.
- (c) The Contractor will be responsible for all matters in the safe and timely delivery intact of shipments of goods as instructed by the Company from the place of shipment as determined by the Company to the place directed by the Company, in compliance with all applicable laws and in compliance with any contracts entered into by the Company (such delivery described in this Agreement as a "Job").
- (d) The Contractor is responsible for reporting all defects to equipment in his or her care, custody and control, and for keeping the equipment in a reasonable state of cleanliness.

- (e) The Contractor is responsible to inform the Company, in a timely manner, of any fines, notices, or accidents for which he or she becomes involved, whether responsible or not, during or in relation to a Job, or of any damage to the goods carried during a Job.
- (f) The Contractor will pay all costs and expenses related to meals and recreation while in the course of delivering and picking up loads that are dispatched to the Contractor by the Company.
- (g) The Contractor is Responsible to pay the 1st \$5000 Canadian on any claims where the Contractor is at fault.**
- (h) The Contractor will be responsible for any and all fines, fees, or summons imposed on him or her, by any provincial, federal, state or country authority as a result of any act or omission by the Contractor. In addition, the Contractor hereby acknowledges that he accepts full responsibility for all loads and will in all circumstances be fully liable for any load that is determined to be overweight in total and or improperly loaded as to be in non-compliance with proper axle weight. In any incidence where the Contractor becomes aware of an overweight load the Contractor must immediately take all necessary steps to offload and or reposition the load in order to be in compliance with all the laws and rules applicable to the carriage of its maximum registered load restrictions.
- (i) The Contractor agrees to work for a duration of at least 1 (one) year. If The Contractor quits before the stated the, 1 (one) month of pay will be withheld.
- (j) The contractor _____ having a new license will be given training under the experienced driver, so CANAMRO TRANSPORT LTD will deduct my \$2500 CAD.

2. INTERNATIONAL FUEL TAX AGREEMENT (IFTA)

The Contractor agrees to record and document accurate information with respects to mileage in all jurisdictions and to immediately hand over to the company all paper work and trip reports necessary for the company to properly and fully complete its quarterly IFTA reports.

3. REMUNERATION

- (a) In consideration of the performance of the Contractor duties under this Agreement, the Company will compensate the said Contractor on \$__ per unit as per PCMILER PRACTICAL. Plus \$__ per drop after 1st delivery and 1st pick.**
- (b) The Contractor hereby agrees to a non-trip holdback in consideration of its duties. All paperwork handed in by Noon on Tuesday will be paid the following Friday. Any paperwork handed in after Tuesday will be processed in the next pay period. Checks will only be issued on Friday's.

4. MAINTENANCE OF EQUIPMENT

- (a) The Company shall, at its own expense, maintain all commercial vehicles and equipment in the care, custody, and control, of the Contractor, in good working condition and satisfactory appearance, and at an operating standard in accordance with the National Safety Standards, Federal Motor Carrier Safety Regulations, Commercial Vehicle Operator Registration, and all other governing bodies as required.
- (b) The Company shall provide flares, first aid kits, fire extinguishers and other accessories as may be required for the safe and lawful operation of the equipment. The Company shall also be responsible for all repairs to the motor vehicle equipment, and have annual vehicle safety inspections performed at an approved shop

5. HIRING POLICY

Contractor is to provide the following legally required valid documents:

- Insurance Coverage any or WSIB (Disability with Medical coverage in Canada and US)
- Copy of valid driver's license;
- Driver's abstract issued within 14 Days prior to the date of this Agreement;
- Drug Test Certificate issued within 1 month prior to the date of this Agreement;
- Any and all other documents required, as necessary, by the US DOT, CVOR or any Province, State, or Federal body.

6. TERMINATION

- (a) The Contractor's engagement with the Company pursuant to this Agreement may be ended by the Company at the Company's sole discretion and for any reason on paying the Contractor the equivalent of any hold-backs held in trust by the Company, less any and all costs based on any financial contracts, liabilities, fines or otherwise that the Company may be directed to pay on the Contractor behalf, whether these costs be current or anticipated in the future. The final payment will be made 60 Days after the termination of this agreement.
- (b) The Contractor will return all of the Company's equipment to the place so directed by the Company immediately upon the end of this Agreement. The Contractor also agrees to forthwith return to the Company all bills of lading, log sheets, and all other forms or papers which it obtained from the Company, all licenses, registration plates, identifying insignia, cards and anything else being the property of the Company. The Contractor will also deliver to the Company all documents, which may be required to procure a transfer, or to secure from the authorities involved a refund for such licenses and registration.

7. NOTICES

Any notices required or permitted to be given to either the Contractor or the Company must be delivered personally (personal delivery to include commercial couriers) to the party's address last to the other party and will be deemed to be received on the date of

personal delivery to that address.

8. LAW OF AGREEMENT

This Agreement shall be interpreted according to and governed by the laws of the Province of Ontario and the Dominion of Canada.

9. AMENDMENTS TO THIS AGREEMENT

No amendments to the terms and conditions of this Agreement shall be valid and binding upon the Contractor or the Company unless they are made in writing and signed by an authorized representative of each of the Contractor and the company.

10. NON - ASSIGNMENT

This Agreement may not be assigned without the written consent of the Company.

11. The Contractor, or his duly appointed officer, acknowledges having read this entire Agreement, or has had it read to him, and the Contractor understands fully all its Terms and Conditions. The Contractor freely and without reservation agrees to be bound by all of these Terms and Conditions; and understands that this is a legally binding contract. The Contractor hereby discloses that he or she has been advised to obtain independent legal advice.

IN WITNESS WHEREOF we have set our hands and seal this

_____ Day of _____ 20__

SIGNED, SEALED, AND DELIVERED

(In the presence of :)

(Witness signature)

Contractor

(Witness signature)

CANAMRO TRANSPORT LTD

HOS & DAILY VEHICLE INSPECTION KNOWLEDGE QUIZ

Name of Driver _____ Date _____ Score _____

1. A driver can operate in any Cycle in Canada as long as they are compliant in one of them:
 - a) True
 - b) False

- 2 A commercial motor vehicle driver must keep previous _____ days of log books with him in Canada.

3. In Canada a driver can be in 16-hour shift
 - a) True
 - b) False

4. To use a commercial vehicle for personal use which of the following conditions apply in Canada?
 - a) Truck is empty or bobtail
 - b) Driver is not under the direction of the carrier
 - c) Maximum of 75 km travelled in a day
 - d) all of the above

5. A driver using the daily deferral option in Canada can also split their sleeper berth time:
 - a) True
 - b) False

6. A driver defers 2 hours of off duty time to the next day these 2 hours must be taken?
 - a) At any time during the next day
 - b) In conjunction with the 8 consecutive hours for that day
 - c) Before noon time
 - d) At the beginning of the work shift

7. Diver can opt for 14/120 cycle to go deliver in Memphis TN (USA).
 - a) True
 - b) False

8. In USA a driver who has already driven 11 hours and have 10 hours of sleep can again drive?
 - a) True
 - b) False

9. Can a driver split his sleep in us? If yes explain?

10. How many hours can you be on duty including driving continuously in US
 - a. 11 hours
 - b. 13 hours
 - c. 8 hours
 - d. 4 hours

11. What cycle in US is equivalent to Canadian 7/70?
 - a. 8/70

- b. 7/60
 - c. 7/70
 - d. 14/120
12. Half hour off duty is mandatory after?
- a. 8 hours of on duty including driving
 - b. 4 hours of driving
 - c. 11 hours of driving
 - d. None of the above

DAILY VEHICLE INSPECTION QUIZ

1. How long is a pre-trip inspection valid for?
 - a. 1 hr
 - b. 12 hrs
 - c. 24 hrs
 - d. 36 hrs
 - e. 48 hrs
2. What schedule heavy commercial motor vehicle drivers follow to perform a daily vehicle inspection?
 - a. Schedule A
 - b. Schedule 1
 - c. Schedule 2
 - d. Schedule 3
3. Indicate which of the following are major defects by placing an “M” and the defect code after the sentence:
 - a. Audible air leak
 - b. Push rod of any brake exceeds the adjustment limits
 - c. Any door fails to close securely
 - d. Insecure cargo
 - e. Visibly shifted, cracked, collapsing or sagging frame member(s)
 - f. Vehicle has no operative horn
 - g. Steering wheel lash (free play) exceeds the prescribed limit
 - h. Flat tire
 - i. Tire tread depth is less than wear limit
 - j. Wheel has loose, missing or ineffective fastener
4. True or False? You should conduct vehicle inspections in a different way every time you do one, so you don't get complacent.
 - a. True
 - b. False
5. The first step in a seven-step vehicle inspection process is the vehicle overview. During the vehicle overview, you'll look at:
 - a. The horn
 - b. The hoses and belts
 - c. The emergency equipment
 - d. The Driver Vehicle Inspection Report (DVIR)

6. What is the #1 cause of problems with tires:
 - a. Under-inflation
 - b. Over-inflation
 - c. Misalignment
 - d. Poorly maintained highways and rural roads

7. When inspecting inside the cab, which of the following should be checked:
 - a. Fire extinguisher
 - b. The mirrors
 - c. The floor
 - d. All of the above

8. True or false? If your run takes place during daylight hours only, you can safely skip checking the lights
 - a. True
 - b. False

9. The walk around part of the inspection is when you will check the trailer. A great habit to get into when inspecting the trailer is:
 - a. Move around the trailer in a clockwise direction
 - b. Inspect the cargo first, then the condition of the trailer
 - c. Check the trailer top, down, then under
 - d. None of the above

10. Part of inspecting your brakes is checking to see how long it takes to build air pressure from 85-100 psi. this should take:
 - a. About 45 seconds or less
 - b. About 60 seconds or less
 - c. About 90 seconds or less
 - d. About 120 seconds or less