



# Contract Carrier Delivery Drivers

## COMPANY PROFILE

**EXTRA Express** has been servicing the logistics needs of California companies, from small businesses to Fortune 500's, for decades. Established in Los Angeles in 1982, Extra Express has grown at a phenomenal rate by facilitating the logistics, transportation, distribution and warehousing needs of its customers reliably, efficiently and with special attention to personalized service. Built on a "can do" attitude, Extra Express has created a global logistics network utilizing state-of-the-art tracking and communications technology.



## WORK DESCRIPTION

**Position:** Independent Contractor as Delivery Driver

### Responsibilities Include:

Pickup and Delivery in your own vehicle, which includes at least one of the following:

- Stakebed Truck 10'-26'
- Bobtail Truck 14'-26' with lift gate
- Semi Truck/Tractor Trailer

### Equipment Requirements:

- Pallet Jack
- Tarp and Straps for Freight Transporting
- Load Bars

### Required Documents and Experience:

- Copy of driver license.
- Copy of current auto insurance.
- Copy of current vehicle registration.
- DMV print out (H6)/No DUI applicants.
- Copy of SSN card / EIN number.
- CA number.
- DBA Registration / Articles of Incorporation.
- Knowledge of reading map books.
- Able to communicate in English.

**Compensation:** Commission

### To contact us:

Please respond by email with your work history, resume, vehicle type and availability:  
[ICApplicants@extraexpress.com](mailto:ICApplicants@extraexpress.com)

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**Independent Contractors utilized by EXTRA Express are required to abide by the following 23 Common Law Factors that EXTRA Express operates under as listed below.**

#### **THE 23 COMMON LAW FACTORS FOR INDEPENDENT CONTRACTORS:**

**1. INSTRUCTION** - The Independent Contractor renders service for a specific fee to obtain a specific result. The Independent Contractor renders service in accordance with the customer requirements. EXTRA Express has no right to determine the manner in which the job is performed. EXTRA Express only concerns are with the end result of the delivery and that it satisfies the customer requirements.

**2. TRAINING** - The Independent Contractor is not required to receive any formal training because they know how to provide services for the completion of the job without such training. EXTRA Express may however provide a limited period of orientation regarding knowledge of individual customer requirements.

**3. INTEGRATION** - The Independent Contractor provides pickup and delivery services through EXTRA Express to the customers of EXTRA Express. EXTRA Express provides brokerage and dispatch services.

**4. SERVICES RENDERED PERSONALLY** - The Independent Contractor has the right to assign or delegate all or part of the work to others in order to complete the job.

**5. HIRING, SUPERVISING AND PAYING ASSISTANTS** - The Independent Contractor may personally hire and pay workers to assist him/her by providing transportation services for the Independent Contractor's business.

**6. CONTINUING RELATIONSHIP** - The Independent Contractor performs specific jobs having a definite beginning and ending. The Independent Contractor's relationship with EXTRA Express is on a job-by-job basis and terminates at the completion of each job. EXTRA Express may establish a new relationship with the Independent Contractor with each new job. By virtue of the customer's satisfaction as to the completion of the job, the EXTRA Express may continue new job-by-job relationships with the Independent Contractor. In addition, EXTRA Express has determined that there are numerous Independent Contractors each currently providing service through multiple Contracting Companies.

**7. SET HOURS OF WORK** - The Independent Contractor does not work any minimum or maximum number of hours. The Independent Contractor sets their own hours of work and can come and go as they please. EXTRA Express offers jobs to those Independent Contractors available at any given time.

**8. FULL TIME** - The Independent Contractor is not required to provide services on a full time basis to EXTRA Express. The Independent Contractor may perform services for many of their own customers (not just one) and at different times of the day.

**9. DOING WORK ON PREMISES** - The Independent Contractor does not perform services at EXTRA Express' premises. The Independent Contractor performs services on their own premises using their own personally owned or leased mode of transportation.

**10. ORDER OR SEQUENCE SET** - EXTRA Express does not set any sequence of work. The different customers' requests for services determine the sequence of work to be performed. The Independent Contractor prioritizes the sequence of work to satisfy customer requirements.

**11. ORAL OR WRITTEN REPORTS** - The Independent Contractor submits invoices, manifest and/or job tracking information to substantiate that services were performed and that the job was completed.

**12. PAYMENTS OF REGULAR AMOUNTS AT SET INTERVALS** - The Independent Contractor receives different amounts of compensation based upon the jobs performed. The Independent Contractor's compensation is based on a commission for each job performed, not upon units of time. The Independent Contractor has the right to negotiate the rate of compensation for deliveries and may accept or reject any business offered.

**13. PAYMENT FOR BUSINESS OR TRAVEL EXPENSES** - The Independent Contractor does not receive any reimbursement for business or travel-related expenses. Any such expenses are the sole responsibility of the Independent Contractor's business.

**14. FURNISHING OF TOOLS AND MATERIALS** - The Independent Contractor is responsible for providing any and all tools, equipment and materials to perform their services. The Independent Contractor may own or lease such tools or equipment.

**15. SIGNIFICANT INVESTMENT** - The Independent Contractor has a major investment, given their economic means, in their vehicle, tools or equipment, whether owned or leased.

**16. REALIZATION OF PROFIT OR LOSS** - An Independent Contractor may earn a profit or realize a loss in the performance of the services of their business operations. The Independent Contractor also bears the risk of loss for failure to render agreed upon delivery service, especially those that result in a direct loss to EXTRA Express.

**17. WORKING FOR MORE THAN ONE FIRM AT A TIME** - The Independent Contractor maintains relationships with one or more Contracting Companies to make their services available to the widest possible range of potential customers. The Independent Contractor may also work directly with preferred customers, with whom they are familiar, in order to avail the Independent Contractor of the benefits (financial and otherwise) that this customer offers to their business. This scenario reinforces the fact that the EXTRA Express is merely a broker between the Independent Contractor and the customer.

**18. OFFERING SERVICES TO THE GENERAL PUBLIC** - The Independent Contractor performs their services for the general public if they so choose. The Independent Contractor also performs their services for the general public through Contracting Companies.

**19. RIGHT TO DISCHARGE** - The Independent Contractor performs specific jobs having a definite beginning and ending. The Independent Contractor's relationships with EXTRA Express are on a job-by-job basis and terminate at the completion of each job. EXTRA Express may establish a new relationship with the Independent Contractor with each new job. EXTRA Express may not terminate an Independent Contractor relationship at will and without some period of notice.

**20. RIGHT TO TERMINATE** - The Independent Contractor may terminate his relationship with customers or EXTRA Express only at the completion of the job. The Independent Contractor will be liable to customers and EXTRA Express for the non-completion of a job.

**21. CUSTOM IN INDUSTRY AND LOCATION** - The trucking industry has long had a custom of hiring Independent Contractors.

**22. REQUIRED LEVEL OF SKILL** - It takes a high level of skill to operate a truck and owning a distinct business which the Independent Contractors operates.

**23. BELIEF OF THE PARTIES** - Both the Independent Contractor and EXTRA Express agree that the relationship is one of independence. A contract is negotiated and signed by both parties agreeing to the status of an Independent Contractor relationship. The Independent Contractor is not told his status.