



HOTSHOT TRUCK DRIVER

INDEPENDENT CONTRACTOR // DRIVER OPPORTUNITY

Think Big. Move Big.

BlackRoader is building a modern hotshot transportation company focused on dependable execution, professional service, responsive communication, and time-critical freight movement across North America.

Position	Hotshot Truck Driver
License	Valid Class C non-CDL license or CDL accepted
Work Type	Over-the-road / regional / long-haul
Compensation	Percentage of weekly gross revenue
Operating Model	Assigned truck and gooseneck trailer with dispatch support

01 // COMPENSATION

DRIVER PAY STRUCTURE

Weekly Gross Revenue per Assigned Truck	Driver Compensation
\$10,000 or less	30% of total weekly gross revenue
More than \$10,000	35% of total weekly gross revenue

ILLUSTRATIVE PAY EXAMPLES

Truck Weekly Gross	Driver %	Weekly Pay	Estimated Annualized Earnings*
\$7,500	30%	\$2,250	\$117,000
\$9,500	30%	\$2,850	\$148,200
\$12,000	35%	\$4,200	\$218,400

*Annualized examples assume the same weekly gross for 52 weeks. Actual driver earnings are not guaranteed and will vary based on freight volume, downtime, time off, truck performance, settlement terms, and other factors.

02 // ROLE PURPOSE

WHAT THE DRIVER IS RESPONSIBLE FOR

The driver is responsible for transporting freight safely, legally, and professionally while protecting BlackRoader's equipment, customer relationships, reputation, and operating standards.

- Safely operate the assigned truck and gooseneck trailer.
- Complete pre-trip and post-trip inspections and promptly report any defects.
- Follow all applicable DOT/FMCSA, hours-of-service (HOS), and ELD requirements.
- Properly secure, inspect, and protect cargo throughout transit.
- Maintain consistent communication with dispatch regarding pickup, transit, delays, and delivery.
- Submit bills of lading, proof of delivery, receipts, and other required documentation on time.
- Immediately report mechanical, safety, cargo, accident, or compliance concerns.
- Maintain professional conduct and protect company equipment at all times.



03 // DRIVER QUALIFICATIONS

WHAT WE ARE LOOKING FOR

- Valid Class C non-CDL driver's license or a valid CDL. Either may be accepted, depending on the assigned equipment and load requirements.
- Acceptable motor vehicle record and a current DOT medical certificate, when required.
- Previous experience with a gooseneck trailer is preferred.
- Experience safely operating pickup truck and trailer combinations and securing cargo.
- Ability to operate safely over long distances and adapt to changing road conditions.
- Familiarity with ELDs, GPS/navigation, and smartphone-based communication.
- Reliable communication, professionalism, and the ability to work independently.
- Previous hotshot, flatbed, OTR, expedited freight, or commercial driving experience is preferred.

04 // BLACKROADER SUPPORT

WHAT THE COMPANY PROVIDES

- Assigned truck and gooseneck trailer.
- Dispatch and freight coordination support.
- Commercial operating infrastructure and company-level insurance coverage.
- ELD access and required operating technology.
- Operational communication and documentation support.

05 // PERFORMANCE STANDARD

HOW WE EXPECT DRIVERS TO REPRESENT BLACKROADER

We are looking for drivers who are reliable, disciplined, safety-conscious, accountable, professional, and respectful of equipment, customers, brokers, and fellow team members.

Drivers who consistently perform well, communicate clearly, protect equipment, maintain strong safety habits, and represent the company professionally can grow alongside the operation.

Core Standard	Expectation
Safety	No load is more important than safe operation.
Communication	Respond promptly and keep dispatch informed.
Equipment Care	Treat assigned equipment as a professional asset.
Documentation	Complete required paperwork accurately and on time.
Customer Experience	Represent BlackRoader professionally at every stop.

BLACKROADER

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blackroader.com

Classification note: Independent-contractor status depends on the actual working relationship and applicable federal and state rules. Final onboarding documents should be reviewed by qualified legal and tax professionals.