

Motor Carrier Services Agreement

Carrier Name:	Tommys Trucks
Carrier Address:	2100 Ave of the Stars, Cedar Park, TX 78613, United States
Shipper Name:	Procter & Gamble
Shipper Address:	Procter & Gamble Plaza, Cincinnati, Ohio 45202 USA
Initial Term:	12 months
Effective Date:	09/20/2025
Payment Terms:	net 30
Standard Cargo Loss/Damage Limit:	\$1,500
High Value Cargo Loss/Damage Limit:	\$250,000
Insurance Requirements:	See Exhibit A
Governing Law State:	State of Delaware

THIS MOTOR CARRIER SERVICES AGREEMENT (the "Agreement"), effective as of the date on which this Agreement first becomes fully executed (the "Effective Date"), is made and entered by and between the Carrier named above with offices at the address set forth above ("Carrier") and the Shipper named above with offices at the address set forth above ("Shipper") (collectively, the "Parties" and individually each, a "Party").

WHEREAS, Carrier is licensed as a for-hire motor carrier by the Federal Motor Carrier Safety Administration ("FMCSA"), or by appropriate State agencies, and as a licensed motor carrier offers transportation of property; and

WHEREAS, Shipper has a need for transportation services offered by Carrier;

NOW THEREFORE, intending to be legally bound and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Carrier and Shipper agree as follows:

1. TERM AND TERMINATION

The term of this Agreement shall commence on the Effective Date listed above, shall remain in force for the initial term of 12 months set forth above, and shall automatically renew for successive one year periods; provided, however, that either Party may terminate this Agreement at any time by giving thirty (30) days prior written notice.

2. CARRIER'S OPERATING AUTHORITY

Carrier represents and warrants that it is duly and legally qualified to provide all transportation services contemplated herein, including that it will hold motor carrier authority issued by the FMCSA and that its drivers will be duly licensed for the provision of the services.

3. FREIGHT CHARGES AND PAYMENTS

Rates and charges applicable to Carrier's services will be agreed in writing by the parties, including via electronic communications. Payment shall be made by Shipper in accordance with the payment terms of net 30 set forth on the first page of this Agreement.

4. FREIGHT LOSS, DAMAGE OR DELAY

Carrier shall be liable for cargo loss or damage in accordance with the provisions of 49 USC 14706, which liability shall be limited to the lesser of the full value of the landed cost of the goods or the Standard Cargo Loss/Damage Limit of \$1,500 set forth on the first page.

5. INSURANCE

At all times while this Agreement remains in effect, Carrier shall procure and maintain insurance coverage meeting or exceeding the requirements set forth in Exhibit A to this Agreement.

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6. INDEMNITY

CARRIER SHALL INDEMNIFY AND HOLD SHIPPER AND ITS OFFICERS, DIRECTORS AND EMPLOYEES HARMLESS FROM AND AGAINST, AND PAY AND REIMBURSE, ANY AND ALL LIABILITIES, DAMAGES, FINES, PENALTIES, COSTS, CLAIMS, INTEREST AND EXPENSES (INCLUDING COST OF DEFENSE, SETTLEMENT AND REASONABLE ATTORNEY FEES), TO THE PRORATED EXTENT CAUSED BY: (I) NEGLIGENCE OR WILLFUL MISCONDUCT OF CARRIER OR ITS EMPLOYEES, AGENTS, REPRESENTATIVES, CONTRACTORS OR SUBCONTRACTORS; (II) VIOLATIONS OF ANY FEDERAL, PROVINCIAL, STATE OR LOCAL LAW, STATUTE, REGULATION OR RULE BY CARRIER OR ITS EMPLOYEES; OR (III) CARRIER'S BREACH OF THIS AGREEMENT.

7. COMPLIANCE WITH LAW

Both Parties shall comply with all applicable federal, state or provincial laws, rules, or regulations applicable to their operations.

8. SUB-CONTRACT PROHIBITION

Carrier agrees that all freight tendered to it by or on behalf of Shipper shall be transported on equipment operated only under the for-hire motor carrier authority of Carrier, and that Carrier shall not in any manner sub-contract, broker, or in any other form arrange for the freight to be transported by a third party without the prior written consent of Shipper.

9. GOVERNING LAW AND VENUE; WAIVER OF JURY TRIAL

This Agreement, and any disputes arising therefrom, will be governed exclusively by, and construed and enforced exclusively in accordance with, the laws of the State of Delaware without regard to or application of its conflicts-of-laws provisions. EACH PARTY IRREVOCABLY AND UNCONDITIONALLY WAIVES, TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, ANY RIGHT IT MAY HAVE TO A TRIAL BY JURY IN ANY LEGAL ACTION, PROCEEDING, CAUSE OF ACTION OR COUNTERCLAIM ARISING OUT OF OR RELATING TO THIS AGREEMENT.

10. MISCELLANEOUS

This Agreement, including any supplements to or revisions thereof, exclusively states the rights and obligations of the Parties and supersedes all other agreements and/or tariffs published or provided by Carrier. If any portion of this Agreement is deemed unenforceable for any reason, such portion shall be severable and the remaining provisions of this Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed in their respective names by their duly authorized representatives.

Carrier

Shipper

By: _____

By: _____

Print Name: _____

Print Name: _____

Its: _____

Its: _____

Date: _____

Date: _____

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Exhibit A to Motor Carrier Services Agreement

Minimum Insurance Requirements

See attached

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Exhibit B to Motor Carrier Services Agreement

Freight Rates

No.	Origin Code	Origin City	Destination Code	Destination City	Lane	Additional Service	Rate per mile	Miles
1	PHXDC	Phoenix, AZ	417	Orlando, FL	PHXDC to 417	Regular	\$1.60	2,250
2	PHXDC	Phoenix, AZ	405	Memphis, TN	PHXDC to 405	Regular	\$1.97	1,540
3	PHXDC	Phoenix, AZ	406	Nashville, TN	PHXDC to 406	Regular	\$1.71	1,760
4	LADC	Los Angeles, CA	455	Denver, CO	LADC to 455	Regular	\$1.81	1,010
5	PHXDC	Phoenix, AZ	419	Tampa, FL	PHXDC to 419	Regular	\$1.59	2,190
6	LADC	Los Angeles, CA	406	Nashville, TN	LADC to 406	Regular	\$1.47	2,170
7	PHXDC	Phoenix, AZ	421	Seattle, WA	PHXDC to 421	Regular	\$1.96	1,360
8	PHXDC	Phoenix, AZ	420	Miami, FL	PHXDC to 420	Regular	\$1.66	2,410
9	PHXDC	Phoenix, AZ	449	Kansas City, MO	PHXDC to 449	Regular	\$1.63	1,280
10	LADC	Los Angeles, CA	427	Salt Lake City, UT	LADC to 427	Regular	\$2.45	710
11	PHXDC	Phoenix, AZ	430	Spokane, WA	PHXDC to 430	Regular	\$1.67	1,240
12	LADC	Los Angeles, CA	445	El Paso, TX	LADC to 445	Regular	\$2.03	850
13	PHXDC	Phoenix, AZ	445	El Paso, TX	PHXDC to 445	Regular	\$2.49	420
14	LADC	Los Angeles, CA	471	Wichita, KS	LADC to 471	Regular	\$1.94	1,460
15	LADC	Los Angeles, CA	443	Las Cruces, NM	LADC to 443	Regular	\$2.06	820
16	PHXDC	Phoenix, AZ	455	Denver, CO	PHXDC to 455	Regular	\$2.39	710
17	LADC	Los Angeles, CA	403	New Orleans, LA	LADC to 403	Regular	\$1.39	2,040
18	LADC	Los Angeles, CA	433	Tucson, AZ	LADC to 433	Regular	\$2.52	540
19	PHXDC	Phoenix, AZ	405	Memphis, TN	PHXDC to 405	Regular	\$1.67	1,540
20	PHXDC	Phoenix, AZ	455	Denver, CO	PHXDC to 455	Regular	\$2.31	710
21	LADC	Los Angeles, CA	410	Atlanta, GA	LADC to 410	Regular	\$1.55	2,360
22	PHXDC	Phoenix, AZ	412	Mobile, AL	PHXDC to 412	Regular	\$1.74	1,730
23	PHXDC	Phoenix, AZ	426	Portland, OR	PHXDC to 426	Regular	\$1.75	1,230
24	LADC	Los Angeles, CA	429	Boise, ID	LADC to 429	Regular	\$1.83	820
25	LADC	Los Angeles, CA	408	Fairfax, VA	LADC to 408	Regular	\$1.54	2,780
26	PHXDC	Phoenix, AZ	417	Orlando, FL	PHXDC to 417	Regular	\$1.56	2,250
27	LADC	Los Angeles, CA	414	Jacksonville, FL	LADC to 414	Regular	\$1.43	2,610
28	PHXDC	Phoenix, AZ	430	Spokane, WA	PHXDC to 430	Regular	\$1.66	1,240

No.	Origin Code	Origin City	Destination Code	Destination City	Lane	Additional Service	Rate per mile	Miles
29	LADC	Los Angeles, CA	440	Santa Fe, NM	LADC to 440	Regular	\$1.89	860
30	PHXDC	Phoenix, AZ	401	Dallas, TX	PHXDC to 401	Regular	\$1.82	1,080

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