



INVOICE

BILL TO:

JEAR LOGISTICS LLC
100 BENEFITFOCUS WAY
CHARLESTON, SC 29492

INVOICE DATE: 06/24/2025**INVOICE #:** R97360**TERMS:** NET 30**DUE DATE:** 07/24/2025

DATE	CUSTOMER REF#	ORIGIN - DESTINATION	QUANTITY	RATE	AMOUNT
06/21/2025		1158 Jack Primus Rd, Charleston, SC 29492, USA - 3701 S MacArthur Blvd, Oklahoma City, Oklahoma 73179			
		Freight Income	1	\$2,400.00	\$2,400.00

TOTAL

\$2,400.00

PLEASE NOTE

The right to payment under this invoice has been assigned to Compass payment Solutions LLC (CFS) and all payments hereunder are to be directed to the assignee at the address noted below.

Remittances to other than CFS do not constitute payment of this invoice. CFS must be given notification of any claims, agreements or merchandise returns which would affect the payment of all or part of this Invoice on the due date.

COMPASS FUNDING SOLUTIONS LLC

P.O.BOX 205154

DALLAS, TX 75320-5154

Tel: 844-899-8092



JEAR Logistics, LLC		JEAR PO: 1012749	
Mark McCluskey		Phone:	(843) 884-2626 x123
MC Number: 627192		After Hours:	(843) 884-2626 x113
PMB 226		Fax:	(843) 972-3969
186 Seven Farms Drive Suite F		Email:	austinm@jearlogistics.com
Daniel Island, SC 29492			
Carrier Information			
Name:	ZIGI FREIGHT INC DBA ROYAL3 INC	MC Number:	944686
Phone:	630-485-7370	USDOT:	2828543
Driver:	Arnell	Fax:	
Driver 2:		Driver Phone:	757-610-0270
Dispatcher:		Driver 2 Phone:	
		Dispatcher Phone:	
Carrier Rate:	\$2,400.00 Flat		
Load Information			
Trailer Type:	Van	Trailer Size:	53
Weight:	~25,000	Load Type:	Dry
Temperature:	- *** All Temps in Fahrenheit ***		
Shippers			
Pick #	Shipper	Pickup Date	Pickup #
1	GILDAN SDC 1158 JACK PRIMUS ROAD CHARLESTON, South Carolina 29492	6/21/2025	
	Commodity 60 PLTS clothing		
Consignees			
Drop #	Consignee	Delivery Date	Delivery #
1	Hobby Lobby Building 9 OKC 3701 S MacArthur Blvd Oklahoma City, Oklahoma 73179	6/24/2025 7:30 AM	
	Commodity 60 PLTS clothing		

Carrier Instructions

SIGN & FAX CONFIRMATION TO MY DIRECT FAX: 877-530-1862 **JEAR IS 24 HOURS – ANY ISSUE THAT OCCURS NO MATTER WHAT TIME: JEAR MUST BE NOTIFIED. **Carrier/Driver is responsible for lumper fee at delivery location. JEAR will reimburse lumper fee with receipt turned in with bills*** **Must be 53ft van** **Shipper is FCFS with FOB priority, detention will not start till after 8 hours** Austin cell– 843-343-8927 JEAR - 843-884-2626 x 0 (24 hours) Invoices will be paid on Copies, but Originals MUST be mailed. Contact: 843-884-2626 (x105 or x112) / accountspayable@jearlogistics.com / Fax: 843-606-5291 for accounts payable. By accepting this load the carrier is agreeing they have the correct log hours necessary for delivery at the time stated in this rate confirmation. If the carrier shuts down due to lack of hours after signing this rate confirmation, they are susceptible to fines If the MC being used on this load has ran less than 5 loads with JEAR Logistics, or if this load is deemed as a "High Value Load" accordingly to JEAR Logistics, the broker and JEAR Logistics may withhold pick up information and pick up number(s) if the below is not received from the carrier's MC# who is on this load, prior to dispatching the truck: - Carrier411 information verified, all emails and phone numbers, by broker or JEAR Logistics Carrier Team - Pictures before loading, preferably on the day of loading: 1) clean and empty trailer showing an in-tact and working air-chute 2) Side of the truck showing the name of the carrier and DOT number matching the carrier's MC# who is on this load 3) reefer keypad (if reefer load) showing the reefer is set on the agreed upon temp in this rate confirmation, the reefer is on the continuous setting, and the box temp is cooling down. - Pictures immediately after loading 1) BOL received from the shipper 2) Loaded product before trailer doors are closed, ensuring pallets and all product is secure 3) locked trailer with seal secured ON the trailer where seal numbers can be seen so broker can match the numbers printed on the BOL If any of the above is not received by the broker or JEAR Logistics in timely manner, the carrier may be taken off this load without compensation, detention, truck order not used.

Please Include load # 1012749 ON ALL INVOICES.

JEAR Logistics PO: 1012749

6/20/2025 1:34 PM

Document ID: 4048727

Invoices will be paid on clear, signed copies sent by email to: invoices@jearlogistics.com (Please note that this is a new email address) or by fax: 844-341-4281.

Lumper receipts need to be submitted at time of invoicing for reimbursement. If not provided with initial invoice, JEAR will notify the carrier by email, and 48 hours will be given to submit the lumper receipt(s). After 48 hours the invoice is subject to deduction in the amount of the lumper or non-reimbursement.

To be clear – Invoices must be submitted to the Accounting Department to be verified and confirmed good to process.

Broker receipt or approval of paperwork does not guarantee timely payment or override accounting's request for additional documentation. The Carrier is responsible for obtaining any missing/incomplete paperwork requested by accounting or the broker.

If originals are required by the broker, they must be mailed to:

JEAR Logistics
PMB 226
186 Seven Farms Drive Suite F
Daniel Island, SC 29492

FOR ACH/QUICKPAY, SEE INSTRUCTIONS AT BOTTOM TO CONNECT WITH TRIUMPH PAY

Accounting Department can be reached at 843-884-2626 x142

PLEASE NOTE:

The above carrier certifies that it will take possession of freight. If another carrier shows up, they will not be loaded. Please Note: Re-brokering, assigning or interlining of this shipment without prior written consent will VOID OUR OBLIGATION to pay your freight bill. THE RATE IS ALL-INCLUSIVE. All invoices must include a signed rate confirmation and a signed delivery receipt. If you desire to cease any future facsimiles that may be covered under the Telephone Consumer Protections Act and the Junk Fax Protection Act, call or fax us at the number above, and we will comply with your request.

Carrier is to notify JEAR immediately if temperature changes by more than 2 degrees. Pickup and Delivery times are firm unless indicated elsewhere in the rate confirmation. Carrier to notify JEAR immediately with any pick-up or delivery issues. Carrier to call JEAR to confirm temperatures at loading and unloading, 843-884-2626 (we have dispatch available 24/7).

PLEASE NOTE:

1. Trailer must be clean, free of odor, in good repair, with no refrigeration unit leaks or roof leaks, infestations, blood, other contaminants, or debris. Door seals intact & drain plugs must be in place.
2. All reefers are required to have an air-chute unless previously approved in writing by broker. Written approval must be obtained for every exception and will only amend the individual load in question.
3. All reefers are required to run their reefer unit continuously in Fahrenheit from pre-load through load delivery, unless previously approved in writing by broker. Written approval must be obtained for every exception and will only amend the individual load in question.
4. All reefers are required to pulp all temperature-sensitive product at required temperature (in Fahrenheit). If pulp temps show any variance from temperature specified on rate confirmation, Carrier is to notify JEAR immediately.
5. All reefers are required to make a check call to broker with the current temperature every loaded day by 9am Eastern Standard Time. Failure to check call by required time may result in a \$100 per occurrence fine.
6. All Reefers are required to have at least one temperature recorder unless previously approved in writing by broker. Written approval must be obtained for every exception and will only amend the individual load in question.
7. All carriers must notify JEAR Logistics of any shortages/overages before leaving any shipper at any time. Carrier cannot leave the loading point/shipper if they are loaded short or over what JEAR Logistics rate confirmation specifies without written confirmation from JEAR Logistics. Failure to comply, can and will result in the carrier being responsible for all subsequent charges.
8. JEAR Logistics reserves the right to withhold payments owed carrier until any claim issue with the carrier has been resolved.
9. On behalf of the shipper, consignee and broker interests, to the extent that any shipments subject to this Agreement are transported within the State of California, CARRIER warrants that:
 - i. All 53 foot trailers, including both dry-van and refrigerated equipment it operates and the Heavy-Duty Tractors that haul them within California under this Agreement is in compliance with the California Air Resources Board (ARB) Heavy-Duty Vehicle Greenhouse Gas (Tractor-Trailer GHG) Emission Reduction Regulations.
 - ii. All refrigerated equipment it operates within California under this Agreement is in full compliance with the California Air Research Board (ARB) TRU ACTM in-use regulations.
 - iii. CARRIER shall be liable to BROKER for any penalties, or any other liability, imposed on BROKER because of CARRIER's use of non-compliant equipment.
 - iv. CARRIER must by law have the legal hours to haul the freight of all kinds agreed on this rate confirmation.

*** CARRIER MUST ARRIVE WITH SEAL INTACT AND UNBROKEN. SEAL # DOCUMENTED ON BOL & SIGNED BY SHIPPER. LOADS WITHOUT SEAL COULD BE REJECTED WITH CARRIER BEING HELD RESPONSIBLE. SEAL ONLY TO BE BROKEN BY RECEIVER. UNDER NO CIRCUMSTANCES SHOULD THE CARRIER BREAK THE SEAL ON THE TRAILER. IF THE SEAL IS BROKEN PRIOR TO DELIVERY, THE CARRIER IS SUBJECT TO FINES AND WILL BE HELD RESPONSIBLE FOR CLAIMED AMOUNT. ***

CARRIER MUST LOAD REQUIRED EQUIPMENT. CARRIER MUST CONFIRM TEMPERATURE, NUMBER OF TEMP RECORDERS, AND IF ADDITIONAL EQUIPMENT IS REQUIRED WITH BROKER BEFORE LOADING.

REEFER UNITS ARE TO MAINTAIN CONTINUOUS TEMPERATURE, NOT CYCLE or START-STOP. IF THE CARRIER DOES NOT COMPLY WITH THE TEMPERATURE REQUIREMENTS, OR LOADING INSTRUCTIONS OUTLINED ABOVE, THEN THE CARRIER CAN BE HELD LIABLE FOR ANY AND ALL RESULTING DAMAGES AND REJECTIONS.

CARRIER MUST ENSURE THAT LOAD IS INTACT & SECURED PRIOR TO LEAVING SHIPPER – IF UNABLE TO DO SO, (NOT ALLOWED ON LOADING DOCK) CARRIER MUST MAKE JEAR AWARE IMMEDIATELY. CARRIER WILL BE RESPONSIBLE FOR ANY DAMAGED CARGO AS A RESULT OF THE LOAD NOT BEING SECURE PRIOR TO TRANSIT.

CARRIER MUST ENSURE AIR CHUTE IS PROPERLY SECURED WITHOUT ANY HOLES, TEARS OR OTHER IMPAIRMENTS PRIOR TO LOADING. CARRIER WILL BE RESPONSIBLE FOR ALL ISSUES RESULTING FROM AN IMPROPER AIR CHUTE – NO EXCEPTIONS

CARRIER IS REQUIRED TO PULP ALL TEMPERATURE SENSITIVE PRODUCT AT LOADING. IF PULP TEMPS SHOW ANY VARIANCE FROM TEMPERATURE SPECIFIED ON RATE CONFIRMATION, CARRIER IS TO NOTIFY JEAR IMMEDIATELY. IF UNABLE TO VERIFY PRODUCT TEMPERATURE, CARRIER MUST NOTIFY BROKER IMMEDIATELY, AND BEFORE LEAVING FACILITY. IF THE CARRIER FAILS TO NOTIFY BROKER, THEY WILL BE HELD LIABLE FOR ALL RESULTING REJECTIONS/DAMAGES

CARRIER MUST NOTIFY JEAR IF THEY ARE UNCOMFORTABLE WITH HOW PRODUCT IS LOADED, SECURED, OR APPEARS PRIOR TO LOADING. BY FAILING TO NOTIFY JEAR, CARRIER ASSUMES FULL RESPONSIBILITY OF THESE CONCERNS IF THERE ARE ANY ISSUES AT DELIVERY.

CARRIER CONFIRMS BY ACCEPTING THIS LOAD THEY HAVE THE REQUIRED INSURANCE TO HAUL THE COMMODITY LISTED ON THIS RATE CONFIRMATION OR THAT IS RECEIVED PER BOLS. CARRIER AGREES TO INDEMNIFY JEAR LOGISTICS FOR ANY DENIED CLAIM AS A RESULT OF POLICY EXCLUSIONS.

IMPORTANT:

CARRIER IS NOT RESPONSIBLE FOR ANY KIND OF PHYSICAL LABOR ON ANY LOAD HAULING FOR JEAR LOGISTICS. CARRIER MUST DENY ANY REQUESTS FOR PHYSICAL LABOR AND CALL JEAR LOGISTICS IMMEDIATELY. JEAR LOGISTICS IS NOT HELD RESPONSIBLE FOR WORKERS COMPENSATION FOR CARRIER'S DRIVERS, AGENTS, SUBCONTRACTORS OR ANY OTHER PARTY RETAINED BY CARRIER TO TRANSPORT ON BEHALF OF JEAR.

MUST BE CONFIRMED PRIOR TO LOADING & DOCUMENTED BY CARRIER

- Trailer will be washed out prior to arrival at shipping facility.
- Air chute is properly secured without any holes, tears or other impairments.
- Carrier will ensure trailer refrigeration unit is set on "CONTINUOUS".
- Refrigeration Unit must have the ability to provide a detailed Reefer Download. In some instances, download requests will need to be provided in the form of a raw data file directly from the Carrier or ThermoKing facility.
- Pulp temperatures must be verified at time of loading.
- Seal must be applied at loading - no exceptions. If one isn't provided, carrier must apply their own seal.

FSMA Training and Recordkeeping

- All carriers must maintain written procedures & training documents as required by the FDA's Food Safety Modernization Act final rules.
- Carriers are responsible for recordkeeping obligations of a "Carrier" for any Covered Food Shipment under the FDA's Food Safety Modernization Act final rules.

Rejections

JEAR reserves the right to determine how a rejection is handled. This includes, but is not limited to, salvage of the product, location for salvage, donating, and/or dumping the rejected goods. Instructions will be emailed to the carrier and must be followed. This is for the protection of all parties to ensure compliance with the FSMA guidelines.

In the event the carrier is unable to be in compliance with the above-referenced requirements, equipment maintenance & cleaning standards, please notify JEAR immediately.

All Carrier Payments are now processed through TriumphPay.com



Please register online in order to receive payments:

1. [Go to www.secure.TriumphPay.com](http://www.secure.TriumphPay.com)
2. [Register your company](#)
3. [Connect with JEAR Logistics](#)
4. [Add your payment information](#)
5. [Control your money!](#)

Get Paid Now!

Login to TriumphPay.com to set up your default payment method.

Todos los pagos del operador ahora se procesan a través de TriumphPay.com



Regístrese en línea para recibir pagos:

1. [Ir a www.secure.TriumphPay.com](http://www.secure.TriumphPay.com)
2. [Registre su empresa](#)
3. [Conéctese con JEAR Logistics](#)
4. [Agregue su información de pago](#)
5. [¡Controla tu dinero!](#)

¡Obtenga su pago ahora!

Inicie sesión en TriumphPay.com para configurar su método de pago predeterminado.

By signing this load confirmation, the carrier agrees to the above sections, and understands that at any time, JEAR may request documentation confirming proof of the above.

Carrier Name: ZIGI FREIGHT INC DBA ROYAL3 INC

Carrier Signature: Chris Drazic

Date Signed: 6/20/2025 1:36:57 PM

6/23/25 00809 0042883973

BILL OF LADING

D201

SHIP FROM
Gildan/Charleston Dist. Center
1980 Clements Ferry Road

Charleston, SC 29492

SID#0042883974/0042883973 FOB: ☐Bill of Lading Number: 08830960003773785
#44776454

(402) 08830960003773785

SHIP TO
HOBBY LOBBY
7707 SW 44TH STREET
DOOR 38
OKLAHOMA CITY, OK 73179
CID#00060832

US

FOB: ☐

CARRIER NAME: JEAR LOGISTICS

Trailer number: JLLR P5260154

Seal number(s): 63972744

SCAC: JLLR

Pro number:

DRIVER'S COPY

THIRD PARTY FREIGHT CHARGES BILL TO:
GILDAN C/O TRANSPORTATION INSIGHT
P.O. BOX 23000

HICKORY, NC 28603

SPECIAL INSTRUCTIONS:

Freight Charge Terms: (freight charges are prepaid unless marked otherwise)
Prepaid ☐ Collect ☐ 3rd Party ☒☐ Master Bill of Lading: with attached underlying Bills of Lading

CUSTOMER ORDER INFORMATION

ADDITIONAL SHIPPER INFO

CUSTOMER ORDER NUMBER	# PKGS	WEIGHT (LBS)	PALLET/SLIP (CIRCLE ONE)	
W-0726202	2	46.34	Y (N)	
W-0726202	854	17532.71	(Y) N	
			Y N	
			Y N	
			Y N	
			Y N	
GRAND TOTAL	856	17580		

CARRIER INFORMATION

HANDLING UNIT	PACKAGE	WEIGHT (LBS)	H.M. (X)	COMMODITY DESCRIPTION	LTL ONLY NMFC #	CLASS
QTY	TYPE	QTY	TYPE	Commodities requiring special or additional care or attention in handling or stowing must be so marked and packaged as to ensure safe transportation with ordinary care. See Section 2(e) of NMFC Item 360.		
48	PLT	854	CTN	CARTON CLOTHING NOI ITEM 49880 SUB 8 CLASS 85	77.5	125.0
2	CTN	2	CTN	CARTON CLOTHING NOI ITEM 49880 SUB 8 CLASS 85	77.5	125.0
50		856		GRAND TOTAL		

Carriers liability for loss, damage or delay is limited to:

\$ _____ per lb
\$ _____ per shipment (truckload)

COD Amount: \$ _____

Fee Terms: Collect: ☐ Prepaid: ☐
Customer check acceptable: ☐

Shipper:

By:

NOTE Carrier's liability is for the actual loss unless otherwise agreed in contract, or stated above and signed by Shipper.

RECEIVED, subject to the written transportation contract between shipper and carrier, if applicable, otherwise subject to the terms and conditions of the shipper's standard transportation contract in effect on the date of shipment, which is available to the carrier on request. This shipment is not subject to any classification or tariffs which may be established by the carrier.

The carrier shall not make delivery of this shipment without payment of freight and all other lawful charges.

Shipper Signature

SHIPPER SIGNATURE / DATE

This is to certify that the above named materials are properly classified, described, packaged, marked and labeled, and are in proper condition for transportation according to the applicable regulations of the Department of Transportation.

Trailer Loaded:

☒ By Shipper
☐ By Driver

Freight Counted:

☒ By Shipper
☐ By Driver/pallets said to contain
☐ By Driver/Pieces

CARRIER SIGNATURE / PICKUP DATE

Carrier acknowledges receipt of packages and required placards. Carrier certifies emergency response information was made available and/or carrier has the Department of Transportation emergency response guidebook or equivalent documentation in the vehicle.
Property described above is received in good order, except as noted.

Arrival Date/Time:

6/23/25 11:01 AM

Appointment Date/Time:

6/23/25 11:00 AM

Departure Date/Time:

6/23/25 3:10

11:01 AM 6-23-25