

OWNER-OPERATOR EMPLOYMENT AGREEMENT

Location: _____ Date: _____

Parties:

Owner Full Name: _____

Owner Address: _____

Operator Full Name: _____

Operator Address: _____

Recitals:

WHEREAS, Owner is the lawful owner of the Vessel described herein and desires to employ Operator to operate and manage the Vessel; and WHEREAS, Operator agrees to perform such services under the terms and conditions set forth in this Agreement.

1. Vessel Description:

Name of Vessel: _____

Official Number / Registration: _____

Type and Make: _____

Gross Tonnage: _____

2. Employment Term:

Operator's employment under this Agreement shall commence on the date agreed upon by the Parties and shall continue until terminated by either Party in accordance with the termination provisions herein.

3. Operator Duties and Responsibilities:

Operator agrees to operate, navigate, and manage the Vessel in a prudent, safe, and lawful manner, maintain all required certificates, comply with all applicable laws and regulations, perform routine maintenance, keep accurate logs, and promptly report any damages or incidents to Owner.

4. Compensation:

Operator Compensation (e.g., Salary/Rate): _____

Payment Frequency and Method: _____

5. Expenses and Reimbursements:

Owner shall reimburse Operator for all reasonable and pre-approved expenses incurred in the operation and maintenance of the Vessel, including but not limited to fuel, supplies, port fees, and repairs.

6. Insurance:

Owner shall maintain hull and protection and indemnity insurance covering the Vessel and Operator's activities. Operator shall cooperate with Owner and insurers in any claims or investigations.

7. Termination:

Either Party may terminate this Agreement upon written notice given ____ days prior to termination. Owner may terminate immediately for cause, including Operator's material breach, negligence, or violation of law.

8. Confidentiality:

Operator agrees to maintain the confidentiality of all proprietary, financial, and operational information pertaining to Owner and the Vessel during and after the term of employment.

9. Indemnification and Liability:

Operator shall indemnify and hold Owner harmless from any claims, damages, or liabilities arising from Operator's gross negligence or willful misconduct. Owner shall maintain insurance as provided herein.

10. Compliance with Laws:

Operator shall comply with all applicable federal, state, and local laws, including but not limited to maritime law, safety regulations, environmental laws, and employment statutes.

11. Governing Law and Venue:

This Agreement shall be governed by and construed in accordance with the laws of the State of _____, without regard to its conflict of laws principles. The Parties consent to the exclusive jurisdiction of the courts located in _____ County, _____.

12. Entire Agreement:

This Agreement constitutes the entire agreement between the Parties and supersedes all prior agreements, understandings, and negotiations. Any amendments must be in writing and signed by both Parties.

13. Severability:

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

14. Notices:

All notices under this Agreement shall be in writing and deemed delivered when received by hand delivery, certified mail, overnight courier, or electronic mail with confirmation.

15. Dispute Resolution and Jury Trial Waiver:

The Parties agree to attempt to resolve disputes through mediation prior to litigation. TO THE MAXIMUM EXTENT PERMITTED BY LAW, EACH PARTY WAIVES THE RIGHT TO A JURY TRIAL FOR ANY DISPUTE ARISING OUT OF OR RELATING TO THIS AGREEMENT.

OWNER'S SIGNATURE

OPERATOR'S SIGNATURE

Signature: _____

Signature: _____

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