



SAFETY SUBCONTRACT AGREEMENT
Attachment "E"

SAFETY – EVERYONE'S RESPONSIBILITY

ALL of Zirkelbach Construction's projects will be operated in strict compliance with the currently effective and applicable OSHA standards, 29 CFR parts 1926 and 1910 which addresses recognized hazards in conjunction with the Zirkelbach Construction 2006 Safety Manual. In the event of conflict, the more stringent rule/standard will apply.

1. Clothing requirements are (a) shirts with sleeves, (b) work pants (no shorts), and (c) work shoes or boots.
2. Hardhats are required to be worn on all projects, at all times.
3. Use of protective devices, i.e. eye and face protection, respirators, gloves, personal fall arrest systems, hearing protection and respiratory protection.
4. No alcohol or drug use is allowed at any time immediately before or during work hours.
5. The jobsite is to be kept clean and all debris is to be placed in the location designated by the Zirkelbach Construction Project Superintendent on a daily basis. Work areas will be cleaned up on an on-going basis.
6. Safety is everyone's responsibility, report violations to your supervisor or the Zirkelbach Construction Project Superintendent.
7. Report all injuries and unsafe work practices to the Zirkelbach Construction Project Superintendent.
8. Provide to Zirkelbach Construction copies of Material Safety Data Sheets (MSDS) on all hazardous materials in the jobsite that are being used or provided by your firm.
9. Glass drink containers are not permitted on the job site.
10. No firearms are permitted on the job site.
11. All subcontractors are required to attend weekly safety meetings and sign attendance forms as scheduled and coordinated through the site Zirkelbach Construction Project Superintendent.
12. All subcontractors must provide evidence of workers' compensation coverage in the form of a valid and current certificate of insurance prior to starting work on a Zirkelbach Construction job.
13. Zirkelbach Construction's Project Superintendent will conduct a weekly job site inspection; the form is attached.

Zirkelbach Construction's Weekly Jobsite Safety Checklist, attached, along with this Safety Subcontract Agreement, are incorporated into this subcontract agreement by reference, in addition to the OSHA standards. Subcontractor acknowledges this fact by initialing in the designated area below. No warning will result in violations of Nos. 1 and 2 above before the individual is removed from the project until correction has been effected.

Failure to comply with any Zirkelbach Construction or OSHA safety regulation will result in a written warning, except Nos. 1 and 2 above. If the violation is not corrected, the individual or company, at Zirkelbach Construction's discretion, could be permanently removed from the project. Any loss sustained by Zirkelbach Construction resulting from a violation of any safety rule shall be reimbursed to Zirkelbach Construction by the violating company.