

## **Calco Concrete Pumping, Inc.**

# **EMPLOYEE ACKNOWLEDGEMENT OF SUBCONTRACTOR SAFETY ORIENTATION**

It is Calco Concrete Pumping, Inc.'s intention to heighten the employee's awareness of the overall importance of safety in every aspect of our work environment, responsibilities, tasks and duties. The Company considers safety an ongoing, never ending process applicable to all Calco employees, contractors, vendors, suppliers, and the general public, and at all Calco locations where we conduct business. In that regard, all Calco employees while working with subcontractors and/or on a job site must comply with all applicable laws, codes, rules, regulations and requirements pertaining to the safe performance of work, including the Federal/State Occupational Safety and Health Act (OSHA) and Subcontractor Safety programs.

While working on the Solaris project for The Weitz Company, employees must perform his/her job responsibilities to the standards of Calco and The Weitz Company and adhere to the requirements of any and all safety procedures and policies. The Weitz Company policies titled "Work Rules, Progressive Discipline Procedure, and Serious Safety Violations" are enclosed. Calco area managers will provide training and review of this material with employees who will be working on the Solaris project.

Employees are required to complete and sign The Weitz Company "Subcontractor Orientation Sign Up Sheet", thereby stating that the employee understands and agrees to The Weitz Company's safety requirements outlined in the policies stated in the above paragraph. The safety coordinator will make a copy for the employee's personnel file and return the original copy to The Weitz Company. Employees who have been trained and have signed and returned The Weitz Company's "Subcontractor Orientation Sign Up Sheet" will receive a green sticker that must be placed on the employee's hardhat. This green sticker must be visible at all times to access and work on the Solaris project.

By Signing this procedure, the employee states that he/she understands the requirements of The Wietz Company documents listed in the paragraph above and that any and all safety violation fines issued to the employee by The Weitz Company as a result of the employee's negligence in regard to these safety requirements will be the sole responsibility of the employee to pay and rectify. There will be no exceptions made. The following fines will be enforced by The Weitz Company:

1. First offence – \$50.00
2. Second offence - \$100.00
3. Third offence - \$300.00 fine and employee will be removed from all The Weitz Company projects for the duration of the current projects.
4. A \$50.00 fine will be assessed for removing a hard hat at any time while on the project.

I, \_\_\_\_\_, have been presented, have read and understand this Contractor Safety Policy Acknowledgement Procedure. I agree to take full responsibility and will pay for any and all fines resulting from safety violations made by me on The Weitz Company project Solaris. I agree to act in accordance with these safety guidelines and requirements at all times. I understand that a violation received by me will be investigated by my area manager and may be cause for further disciplinary action by Calco Concrete Pumping, Inc. which could result in termination of employment.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_