



JOHNSON CARRIER

Acknowledgment Site Specific

Exhibit A

A large, textured, 3D-rendered rectangular block, possibly representing a book or a folder, with the year 2009 printed on its right side. The block is rendered with a fine, grid-like texture and is shown from a perspective that gives it depth. The year 2009 is printed in a large, bold, sans-serif font on the right face of the block.

2009

**Exhibit A
Project Safety Compliance**

Site Specific Subcontractor Acknowledgment

Subcontractor officer must return this form to Johnson Carlier (JC) corporate office before starting work.

Please complete each blank by printing either the name of the person who is responsible to perform the function or the name of the person who is acknowledging the item listed.

1. _____
Print Name Name of Subcontractor's competent person / responsible person who will be onsite at all times during Subcontractor's work activities.
Office phone: _____ Mobile Phone: _____

2. _____
Print Name JC Site Specific Notifications and Instructions are received and understood by subcontractor and ensures its competent person will review the Site Specific Plan upon arriving at the job. Subcontractor site specific competent person will sign-in daily in the JC trailer Subcontractor will secure all equipment, trailers, project access from unauthorized entry.

3. _____
Print Name JC minimum Safety Rules are reviewed, understood and will be communicated to all workers under its control. Subcontractor agrees to comply with mandatory housekeeping and debris removal.

4. _____
Print Name Subcontractor shall be responsible for its workers' protective equipment and training, including but not limited to, Hard Hats, Safety Shoes, Tools, Equipment, Safety Glasses (to be used when work activity requires), etc.

5. _____
Print Name Subcontractor shall abide by contract documents, laws, regulations, ordinances, statutes, etc. of governing authorities such as Federal, State, County, City, and ADOSH. etc.

6. _____
Print Name Subcontractor acknowledges the location of JC HazCom Program for this project and will advise its workers accordingly. Subcontractor's MSDS and HazCom Program / Overview specific to this project only are to be submitted prior to mobilizing.

7. _____
Print Name Subcontractor acknowledges and will mandate its competent person's responsibility to inform JC Project Superintendent immediately of any incident or employee injury. Subcontractor agrees to proceed with accident investigation and corrective action within 8 hours of occurrence and will notify JC in writing of actions taken. Employee may NOT return to the jobsite until post-incident substance abuse compliance is received via written correspondence stating negative test results by authorized Sub.

8. _____
Print Name Subcontractor acknowledges its responsibility to train its employees as required by authorities or manufacturer requirements with emphasis on Personal Protective Equipment, Fire Safety, HazCom, Fall Protection, Electrical, Scaffold, Ladder, Steel, Mechanical Equipment, Tool Safety, Excavations, Material Handling, Welding, etc.

9. _____
Print Name Subcontractor acknowledges its responsibility to have any forklift operator trained in accordance with the Powered Industrial Truck Training Standard effective 12/01/99 and have his/her training card on his/her person.

10. _____
Print Name Subcontractor acknowledges GC/Owner Safety Manual (if applicable).

11. _____
Print Name Subcontractor acknowledges its requirement to bind their subcontractor tiers to all contract requirements and provide insurance certificates, site acknowledgements, etc. to JC prior to mobilizing onsite.

Signature of Subcontractor's Authorized Agent

Subcontractor Company Name

Printed Name of Subcontractor's Authorized Agent

Date

PROCEDURE IDENTIFICATION

JC is aware there are occasions requiring enhancement to established site specific procedures for construction operations. We acknowledge our Management Representative is designated as the company's competent person who will identify any such activity and who ensure direction and training for JC employees only to the best of his/her ability.

As the controlling authority, JC contracts with subcontractors to perform functions per contract documents that outline their specific work function. Each subcontractor is required to have their competent person onsite during any work activity who can identify work within their scope and who will provide direction and training to safely accomplish all tasks by their employees, to include site specific changes in normal work activities for maximum worker safety.

In addition, any subcontractor who may expose non-employee workers to any hazard or condition will notify JC competent person and other affected site employers of such hazard or condition prior to the onset of any function. Such notification can be accomplished in the weekly safety meeting at which time all subcontractors are represented or by means chosen by the subcontractor as long as the notification process is documented and provided to JC.

EMERGENCY ACTIONS

1. Diagram reflecting primary and secondary means of egress. Diagram is located in jobsite office and provided with this document.
2. Emergency numbers posted include physical address of nearest emergency facility. Emergency numbers are posted in the jobsite trailer.
3. Method of employee notification for an emergency evacuation is (via radio, siren, whistle, alarm system, etc.) Method for this project is by siren.
4. Emergency and evacuation assembly location is the parking lot, west of site.
5. Employee count shall be provided by each subcontractor's competent person to JC representative at emergency evacuation location.
6. Location of JC First Aid Kit for minor cuts, scrapes, etc. is in the trailer. First Aid Kits are not intended for medical treatment and contain only individual wrap band-aids, saline, no sprays, ointments, pills, etc. Each subcontractor should provide their company approved First Aid Kit also.
7. Safety Rules in effect at this jobsite are (attached, posted, located, etc.) located in the jobsite trailer.
8. Weekly subcontractor / safety meeting schedule: Tuesday's at 7:00 a.m.
9. Required posters' are located: Jobsite trailer and available for review upon request.
10. Drug testing after incident required for employee to return to project location.
11. JC Hazard Communication Program is located in the jobsite trailer.
12. Hazard Chemical Contractor Notification: Notice posted in the jobsite trailer.
13. Each subcontractor is to have their Hazard Communication Program or as minimum, their Hazard Communication Program Overview onsite.
14. Subcontractor will provide their MSDS to JC onsite prior to mobilizing.

Project Personnel:

A. General

1. To clarify this Exhibit A, Contractor applies to a construction employer, subcontractor, etc. who has received a project contract document from JC. For the purpose of implementation, "shall" means mandatory requirement for compliance. Competent person is defined by OSHA 29 CFR 1926.32(f).
2. Each contractor (construction employer) shall maintain a written safety & health program that contains policies, procedures, instructions, practices, work rules, etc. to recognize, protect and train their employees (permanent or temporary) in accordance with the general duty clause of the OSH Act, Section 5 (a)(1) that "each employee ... shall (mandatory) furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or likely to cause death or serious physical harm to his employees."
3. Each program shall include provisions and training for the identification, evaluation and prevention or control of workplace hazards.
4. Major Elements
 - (a) Each safety and health program shall include the minimum following elements as recommended by OSHA: Employer commitment and employee involvement, company policy statement, means to communicate the requirements of the safety & health program to its employees, assign responsibility for the continual effectiveness of the program, disciplinary procedures for failure to abide by conditions of the program, means of program evaluation.
5. Each program or its overview should be available onsite for review by contractor's employees, JC, regulatory inspectors, etc. Review by JC does not infer approval, acceptance, or merit the integrity or effectiveness of such program or overview which is the sole responsibility of the construction employer.

B. Contractor (Construction Employer) Employer Responsibility

- JC Project Site Specific Compliance requires contractor to assign its competent person to be available onsite at any time as few as one person performs any work activity and to be responsible for all contractor issues applicable to this project. Such responsibilities include, but are not limited to the following: performance of contracted work scope in accordance with all OSHA or other agency requirements, attendance at jobsite meetings and provide any information received to contractor's employees onsite as required, present any item for other contractor notification of chemicals or hazardous operations occurring in or around other work activities, is contractor's representative for notification of any incident, OSHA inspection, etc. as appropriate, provide Material Safety Data Sheet interpretation for contractor's work scope, contact individual for corrective safety measures, etc. Acknowledgement of competent person is required on the enclosed form to be returned a minimum of 10 days prior to site mobilization.
- Contractor (construction employer) will inform its employees (permanent and temporary) of their obligation to comply with the established safe work practices and acknowledge to JC their employees' understanding and acceptance to JC.

- Provide safety and health training as required by employer's work practices, OSHA, manufacturers' requirements or other regulatory agencies.
- Establish a disciplinary action program to address employee non-compliance with their program or JC project safety compliance requirements.

C. Contractor's (Construction Employer) Employee Participation

1. Each contractor's employees shall be responsible for following safe work procedures established by the employer for safe work operations and those established by JC for overall project safety compliance. Such project requirements, work rules, procedures, etc. will be communicated by JC to contractor's competent or responsible person who will be solely responsible to effectively communicate such requirements to contractor's employees (permanent or temporary).
2. Contractor (construction employer) employees who fail to observe such rules and conditions will be subject to disciplinary procedures, up to and including dismissal from the project site, without prejudice.

D. Inspections

1. Each contractor (construction employer) shall conduct jobsite safety and health inspections in accordance with OSHA standards at frequent and regular intervals. Frequent shall mean daily for all their active work functions at a minimum. Hazardous work functions may require continual monitoring. It is suggested a daily report or log be maintained for entry. Regular inspections shall be weekly and shall be documented. JC retains the right to audit any or all such reports at its discretion.
2. Each contractor (construction employer) shall investigate jobsite accidents and provide a written report to JC to include actions taken to prevent recurrence within 8 hours of the incident or near miss.

E. Hazard Prevention & Control

1. Each contractor (construction employer) shall establish procedures in the following order for hazard prevention and control where feasible and appropriate: engineering and work practice controls, administrative control and personal protective equipment (to include instructions for use and limitations thereof).
2. Each contractor (construction employer) shall establish procedures for emergency response including first aid and emergency medical care. Owner facility requirements will be provided to subcontractor, if required. JC will post emergency numbers as required.

F. Safety and Health Training

1. Each contractor (construction employer) shall ensure all their employees (permanent or temporary) have been informed about the hazards to which they may be exposed and how to prevent harm to themselves and others from exposure to such hazards prior to reporting to the jobsite for work activities.

G. Multi-Employer Jobsites

1. On multi-employer jobsites each contractor (construction employer) shall establish procedures to coordinate their safety and health activities, Material Safety Data Sheet requirements, etc. with other directly affected contractors at the site. Weekly jobsite meetings will assist subcontractors in conveying this information to other contractors' competent persons who will have the responsibility to communicate such information to their respective employees.

2. Notify JC and other affected contractors of high hazard operations and the precautions to be taken prior to the start of any work operation.

H. Substance Abuse Policy

It is the policy of JC to maintain a drug-free workplace that is a shared responsibility with each construction employer on this jobsite. **JC will not tolerate the manufacture, distribution, dispensation, possession or use of alcohol or drugs on our jobsites, nor will we allow personnel to work with the presence of drugs or alcohol in their systems. Violation of this policy will result in immediate dismissal of the involved employee as more fully set forth below.** All contractors (construction employers) will read, understand and abide by the tenets of this policy that will be posted on the jobsite with other appropriate posting documents.

Any contractor who has a problem with drug or alcohol abuse is encouraged to come forward at any time. Note: contractors who come forward voluntarily with such a problem will nonetheless be subject to the terms of this policy.

As used herein, the term "drug" shall mean, unless the context indicates otherwise, any substance for which the use, possession, distribution or sale is controlled, regulated or prohibited by any applicable law, including without limitation the Federal Controlled Substances Act.

1. The possession or sale of alcohol or drugs anywhere on JC property (including without limitation the offices, jobsites, supporting areas, and parking lots) will be grounds for immediate termination. All contractor employees are to report to work with their systems free of illegal drugs and alcohol, and to remain that way throughout the workday. The use of alcohol or drugs during the workday, on or off JC property, is always prohibited and will be grounds for immediate dismissal of the involved employee. This applies to prescription drugs, unless (1) a letter from the prescribing physician stating the for the prescribed drug and that assigned duties can be safely performed while under the influence of the prescribed drug; or (2) JC Competent Person has been advised in writing of the prescription drug or over-the-counter medication, in which case JC reserves the right to ask the involved employee to leave the jobsite.
2. Notwithstanding the provisions of the preceding paragraph, JC also reserves the right to conduct random testing of any contractor at any time and for any reason, without advance notice or warning. In addition, and without limiting the generality of the foregoing, JC will require any contractor to submit to a monitored urinalysis test under any of the following circumstances:
 - (a) Behavior matches an accepted profile of being under the influence of alcohol or drugs;
 - (b) An injury that may be the result, in whole or in part, of conduct and the injury require medical attention;
 - (c) Involvement in or has been working in the vicinity of another worker who is injured and requires medical attention;
 - (d) Involvement in or has been working in the vicinity of a non-injury accident causing damage of more than \$500 estimated cost to property.
3. Contractors who attempt to adulterate their specimen or refuse to be tested will be immediately dismissed. In the event a subcontractor is so severely injured that a urine specimen cannot be collected, the results of a blood test performed as part of the medical treatment for the injury will be accepted.

4. JC management or its agents have the right to search contract property, including without limitation its offices, jobsites, and supporting areas, for banned substances. Personal vehicles and other possessions brought onto such properties are subject to this paragraph.
5. Because safety training regarding substance and abuse control may benefit both the company and its contractors, and advance the goals of this policy, JC may investigate and implement training, instructions and programs as it deems appropriate and practical.

I. Minimum Safety & Health Project Rules

The following project rules are required as a minimum; other rules may be posted depending upon owner requirements and jobsite conditions. All Contractors will be advised of these additional requirements/rules:

- No Construction worker will be required to perform work under conditions that are unsanitary, hazardous or dangerous to his/her safety or health - 1926.10 (a).
- The employer shall initiate and maintain a jobsite safety & health program - 1926.20 (b) (1).
- There shall be frequent and regular inspection of the jobsites, materials and equipment by competent persons designated by the employer - 1926.20(b)(2). (Frequent inspections will be daily and regular inspections documented weekly.)
- Competent person means one who is capable of identifying existing and predictable hazards and who has authority to take prompt corrective measures - 1926.32(f).
- The use of any machinery, tool, material or equipment which is not in compliance with safety standards is prohibited - 1926.00 (b)(3).
- All machines, tools, material or equipment that do not comply with safety standards shall be identified by tagging, locking the controls or be removed from the jobsite 1926.20(b)(3).
- Only employees qualified by training or experience may operate equipment and machinery - 1926.20(b)(4).
- Every employee shall be instructed in the recognition and avoidance of unsafe conditions - 1926.21 (b)(2).
- Every employee shall be instructed in safety & health regulations applicable to their work - 1926.21 (b)(2).
- The OSHA Poster must be posted with copies of the Act and OSHA Rules available to employees upon request - 1903.2. (Note: JC will post this notice and required State Posters in a place available to all employees.)
- Summary A of all injuries must be kept and posted at the jobsite Feb. 1 – April 30 - 1904.5.
- Any fatality or accident which results in the hospitalization of three or more workers must be reported to OSHA's Area Director within eight hours - 1904.8.
- Name & location of nearest medical facilities must be posted - 1926.50(f). (Note: JC will post this notice.)
- A sub. may be given the opportunity to participate in OSHA inspections, opening and closing conferences and all informal conferences - 1903.8. Employees must be allowed access to exposure and medical records - 1910.20.
- Employees must be trained by their employers in accordance with their work functions and all employees will don and doff protective personal equipment as specified.
- No anti-discriminatory conduct, horseplay, physical or mental abuse will be tolerated.
- Other General Contractor, Employer rules as posted or specific conditions and requirements shall be observed.

End of Exhibit A