



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **A. Qualifications, Experience, and Accountability**



## **Introduction**

- Ajax is a family owned business established in 1951 with headquarters in Troy, Michigan and corporate offices in Nokomis, Florida
- Ajax is the largest asphalt material producer in Southeast Michigan with six (6) state of the art manufacturing facilities and operates seven (7) manufacturing facilities on the West Coast of Florida
- Ajax has Quality Control testing laboratories located at each facility which are manned by state certified technicians
- Ajax operates its own liquid asphalt terminal in Michigan that exclusively supplies its manufacturing facilities. The terminal laboratory is accredited by the AASHTO Materials Referenced Laboratory (AMRL).
- Ajax is the largest asphalt paving contractor in Southeastern Michigan
- Ajax is the largest concrete paving contractor and concrete material supplier in Michigan and in the Midwestern United States and installs over 1 million square yards of concrete pavement per year.
- Ajax operates eight (8) portable concrete plants

## **Management**

- Ajax has a long and successful record of pursuing and performing large and difficult projects under short time frames and accelerated schedules
- Professional, experienced office and field staff that include Registered Civil Engineers, Mechanical Engineers, Project Managers and Field Managers.
- Field personnel include Operating Engineers, Teamsters, Laborers and Cement Masons
- Full time Safety Director who administers a well-defined safety program
- Experience Modification Rate of 0.74 for last 5-year period

## **Bonding Capacity**

- \$100 million per project
- Total Bonding Capacity is unlimited





## **Municipal References**

### **1. Michigan Department of Transportation**

P.O. Box 30050

Lansing, MI 48909

MDOT Project Engineer: MDOT – Oakland Transportation Service Center  
Gerard Pawlowski - (248) 451-0001  
800 Vanguard Drive, Pontiac, MI 48341

Projects: Contract ID: 63053-60256 – US-24  
Contract ID: 63041-123126 – M-59  
Contract ID: 63052-208615 – US-24

### **2. Michigan Department of Transportation**

P.O. Box 30050

Lansing, MI 48909

MDOT Project Engineer: MDOT – Detroit Transportation Service Center  
1060 W. Fort Street, Detroit, MI 48226

Projects: Contract ID: 82252-116292-2 – I-75 Piquette to 7 Mile  
Contract ID: 82072-114699 – M-3  
Contract ID: 82062-204118-2 – M-1/US-12

### **3. Road Commission for Oakland County**

2420 Pontiac Lake Road

Waterford, MI 48328

Lisa New – (248) 858-4804

Projects: Projects contracted directly with the Road Commission  
and MDOT Projects administered by RCOC

### **4. Wayne County Dept. of Public Services**

33809 Michigan Avenue, Wayne, MI 48174

Martin Wininger, Field Engineering Division – (734) 968-2161

Projects: Projects contracted directly with Wayne County  
and MDOT Projects administered by Wayne County



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### RESOLUTION

The Board of Directors of Ajax Paving Industries, Inc., resolved at their Board Meeting of March 31, 2022 the authorization of the following employees to sign contract documents on behalf of the corporation effective through March 31, 2023.

James A. Jacob

Mark K. Johnston

Christine Poe

David R. Cowper

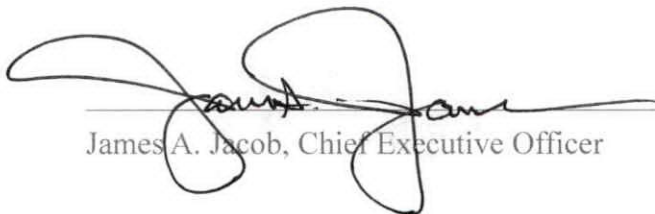
Robert Farina

Benjamin J. Kohler

Brandon G. King

Christopher Mondon

Jeffrey Ardelean

  
James A. Jacob, Chief Executive Officer



# Benjamin Kohler

*The Future is Riding on Ajax.™*

[bkohler@ajaxpaving.com](mailto:bkohler@ajaxpaving.com)

**Job Title:** Project Manager/Estimator

**Job Description:**

To estimate and manage asphalt paving projects with current knowledge of government and private regulations. To deliver these projects in conformance with specifications on time and within budget. Work with clients, engineers, inspectors, subcontractors, and the public to provide final products which best meet their needs.

**Employment History:**

- Ajax Paving Industries (Full Time) – Since 2011
- Ajax Paving Industries (Internship) – 2009-2010

**Education:**

- Registered Professional Engineer in the State of Michigan – 2018
- Oakland University, Master of Business Administration – 2017
- Michigan Technological University – 2011 – Bachelor of Science: Civil Engineering

**Relevant Project History:**

**2021 Completed**

- Oakland County Int'l Airport in Pontiac, MI. Mill and Two lift overlay on a technical airport project. Project consisted of 50,500 Tons of asphalt to repair the main runway, taxiways, and blast pads.
- 5.49 mi of hot mix asphalt cold milling and resurfacing, bridge rehabilitation and pavement markings on I-94 from Freer Road to Parker Road, Washtenaw County.
- 5.52 mi of hot mix asphalt cold milling and resurfacing, joint repairs, concrete curb and gutter, sidewalk, sidewalk ramps and pavement markings on US-24 from Labo Road to the Monroe/Wayne county line, Monroe County.
- 23.23 Miles of pavement repairs and temporary pavement on and along I-275. Performed 56,000 tons of asphalt paving work to prepare this project for the full reconstruct that will taking place over the next 3 years.

**2020 Completed**

- Served as the head estimator on the I-275 ATC project. Lead a team that consisted of consultants, key subcontractors, and key Ajax personnel to deliver an alternate traffic control concept to MDOT on a \$50 Million project.
- 7.91 mi of hot mix asphalt cold milling and resurfacing on M-14 from Earhart Road to the Washtenaw/Wayne county line, Washtenaw County.
- 3.67 mi of hot mix asphalt cold milling and resurfacing, centerline and shoulder corrugations and pavement markings on US-12 from Feldkamp Road to Austin Road, Washtenaw County.

**2019 Completed**

- 5.20 mi of concrete and hot mix asphalt pavement repairs, cold milling and resurfacing, concrete pavement, curb and gutter, and bridge rehabilitation of 6 structures including concrete deck replacement and patching, concrete overlay, epoxy overlay, beam repair, heat straightening, cleaning and coating, and pavement markings on 24th Street over I-94, on CSX Railroad over I-94, on Conrail Railroad over I-94, on GTW and Conrail Railroad over I-94, on I-94 eastbound ramp to M-10 over I-94 westbound and M-10 and on Warren Avenue over I-94 in the city of Detroit, Wayne County.
- 5.56 mi of hot mix asphalt cold milling and resurfacing, concrete curb and gutter approach, full-depth concrete pavement repairs, concrete joint resealing, detail 7 joint, crack repairs, shoulder fog seal, permanent pavement markings, bridge rehabilitation, shallow concrete overlay, epoxy overlay, substructure repairs, slope paving repairs and approach work on along I-75 from South Boulevard to west of Giddings Road in the city of Auburn Hills, Oakland County.

**2018 Completed**

- Washtenaw County Overlay Program. Milled and Paved 24,970 Tons of various roads in Washtenaw County.
- City of Ann Arbor Paving Program. Milled, Graded, Paved 16,795 Tons of various streets in the City of Ann Arbor.
- 3.75 mi of hot mix asphalt cold milling and resurfacing, joint repairs, shoulder work and resurfacing carpool lots on I-69 from Taylor Road to Range Road, on I-69 at Wadhams Road and at M-19, St. Clair County.
- Passed my PE Exam and became a fully licensed Professional Engineer in the State of Michigan.



# Benjamin Kohler

*The Future is Riding on Ajax.™*

[bkohler@ajaxpaving.com](mailto:bkohler@ajaxpaving.com)

## 2017 Completed

- GM-M5 Project in Flint, MI. General Motors expansion that involves a significant amount of new paving. Ajax Paving worked with Barton Malow and GM to deliver a quality final product.
- 0.97 mi of pavement removal, hot mix asphalt cold milling and resurfacing, aggregate base, drainage, concrete pavement, curb, gutter and pedestrian signals on 11 Mile Road from Orchard Lake Road to Middlebelt Road in the city of Farmington Hills, Oakland County.
- 1.86 mi of widening for turn lanes and roundabout modifications including hot mix asphalt cold milling and resurfacing, pavement removal, aggregate base, storm sewer, drainage, pavement repairs, concrete curb, gutter, sidewalk and ramps, guardrail and traffic signal on Maple Road from Drake Road to Orchard Lake Road, Oakland County.

## 2016 Completed

- GM Circle Track and Military Straightaway – Specialty paving project for GM at the Milford Proving Grounds.
- Marathon TAR Parking Lot – New administration building with new parking lots
- Kroger Royal Oak – New Kroger requiring fine grading and parking lots
- 5.11 mi of hot mix asphalt cold milling, joint repairs, and overlay on M-24 from the south Lapeer County line north to north of Pratt Road, Lapeer County.
- 1.02 mi of hot mix asphalt cold milling and resurfacing, concrete pavement repairs, sidewalk ramps, signing, pavement markings and traffic signal on Eureka Road from Racho Road to Allen Road in the cities of Taylor and Southgate, Wayne County.

## 2015 Completed

- Federal Express Distribution Center – Oak Park, MI – 50,000 tons of 21AA Crushed Concrete, 104,000 SY of fine grading, and 30,000 tons of asphalt paving
- 2.97 mi of hot mix asphalt cold milling and resurfacing, full-depth concrete patches, extension of turn lanes and sidewalk, lane additions, single-face barrier, permanent pavement markings, and signing on M-153 from west of Haggerty Road to west of Lotz Road, on the I-275 southbound exit ramp to M-153, on M-153 from Marlowe Street to Lotz Road, and on the M-153/I-275 interchange ramps, Wayne County
- 0.54 mi of hot mix asphalt surfacing, concrete curb, gutter and sidewalk, storm sewer, signing, and pavement markings on Main Street from Church Street/Burk Street to the east village limits of Armada, Macomb County.

## 2014 Completed

- Oakland County Road Commission – Orion Road, 7,751 Tons of asphalt overlay and patching, 2,800 tons of gravel shoulder
- St. Clair County Road Commission – Dove Road resurfacing, rubblize concrete, condition, aggregate base, 5,181 Tons of asphalt, aggregate shoulder

## 2013 Completed

- 5.50 mi of hot mix asphalt cold milling and resurfacing, concrete sidewalk, ramp, curb, gutter and island repairs, detail 7 joints, full-depth concrete pavement repairs, drainage structures and structure leads cleaning, and permanent pavement markings on M-1 from north Oakridge Street northerly to 14 Mile Road in the cities of Birmingham, Royal Oak, Berkley, Huntington Woods, and Pleasant Ridge, Oakland County.
- Huron Clinton Metro Authority - Willow Metropark
- Royal Oak DDA
- Meijer Store 67, Meijer Store 140, Meijer Store 63

## 2012 Completed

- MDOT Livernois Bridge
- Oakland County Airport, pulverize and pave taxiways
- GM Hamtramack – Body Shop Parking Lot
- Stony Creek Metropark

## 2011 Completed

- M-59 from Opdyke to Crooks – 4.16 Miles of HMA patching, milling, paving, bridge rehabilitation – 136,252 Tons of Asphalt



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# Patrick Wagoner

[pwagoner@ajaxpaving.com](mailto:pwagoner@ajaxpaving.com)

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<b>Job Title</b>	Project Manager – Asphalt Division
<b>Job Description</b>	To manage public and private projects by meeting given specifications and staying within the budget.
<b>Experience</b>	2017 to Present – Ajax Paving Industries, Inc.
<b>Education</b>	2020 – B.S. Civil Engineering, Michigan Technological University

## Project History

### 2021

- M-53 Deanville Rd. to Marlette City limits
- Oakland Troy Airport
- I-69 Newark Rd. to Lapeer County line

### 2020

- M-59 Ramps Macomb County Maintenance Contract
- I-69 and US-23 Joint Repairs
- Romulus Business Center
- Belle Isle 2020
- M-85/M-10 Pavement Repairs

### 2019

- City of Ann Arbor Resurfacing Project 2018
- Various Projects throughout Metro Detroit

### 2018

- City of Ann Arbor Resurfacing Project 2018

### 2017

- Amazon Distribution Center Livonia

## Professional Organizations and Certifications

- American Society of Civil Engineers



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# Josh Matuzak

[jmatuzak@ajaxpaving.com](mailto:jmatuzak@ajaxpaving.com)

<b><u>Job Title</u></b>	Project Manager
<b><u>Job Description</u></b>	To manage projects with current knowledge of government and private regulations and deliver them in conformance with specifications on time and within budget.
<b><u>Experience</u></b>	Ajax Paving Industries, Inc. 2016 to Present
<b><u>Education</u></b>	B.A.A. in Industrial Technology Management Construction Technology Central Michigan University - 2007

## **Project History**

### **2021**

- MDOT #130021 M-53 – 50,000 Tons
- MDOT #210066 I-69 – 105,000 Tons
- MDOT #207178 Mound Rd Design Build – 45,000 Tons
- MDOT #205949 Auburn Rd Water Main – 15,000 Tons

### **2020**

- MDOT #121505 M-24 Rehab/Reconstruction - 71,000 Tons
- Shelby Twp Paving Program, Shelby Twp MI – 39,000 Tons
- MDOT #205951 13 Mile Road – 8,000 Tons
- MDOT #204564 N Holly Rd – 15,000 Tons

### **2019**

- MDOT #201379 M-97 Mill/Fill – 15,000 Tons
- MDOT #132512 John R Road – 18,000 Tons
- MDOT #202837 Harrington Rd – 7,500 Tons
- Ford Motor Company MPG Romeo Mi, Hill Route Paving

### **2018**

- MDOT #202773 Mound Rd 14 Mile to 18 Mile Macomb – 40,000 Tons
- MDOT #103342 I-69 at Wadhams – 20,000 Tons
- Macomb County Road Commission – 2018 Pavement Preservation Program – 30,000 Tons
- MDOT #132792 Joslyn Ave Resurfacing – 12,000 Tons
- MDOT #202835 Giddings Rd Resurfacing - 8,000 Tons
- MDOT #202236 N Adams Rd Improvements – 8,000 Tons

### **2017**

- City of Auburn Hills MI - Auburn Hills 2017 SAD – 28,000 Tons
- Ford Motor Company – MPG Romeo MI, High Speed Oval track improvements, lanes 2-4 20,000 Tons
- MDOT #132464 – Hoover Road Pavt Rehab – 8,000 Tons
- Charter Twp of Orion – Brown Rd Widening and Water Main – 10,000 Tons

### **2016**

- City of Royal Oak 2015 Asphalt Resurfacing Improvements, Contract LRP 1515
- City of Rochester 2016 Asphalt Road Resurfacing



## **Awards**

### **NAPA National Quality in Construction Awards (National Asphalt Paving Association)**

- 2021 US-24, Labo Road to Monroe/Wayne County Line, Monroe County, MI
- 2021 M-53, Deenville Road to south city limits of Marlette, Lapeer County, MI
- 2021 Oakland County International Airport Rehabilitate Runway 9R-27L & Taxiway Improvements, Oakland County, MI
- 2020 I-94, Conner to 8 Mile, Wayne County, MI
- 2020 US-12, Austin to Feldkamp, Washtenaw County, MI
- 2020 M-14 from Earhart Road to the Washtenaw/Wayne County Line, Washtenaw County, MI
- 2020 M-59, M-1 (Woodward Ave) to Crooks, Oakland County, MI
- 2020 I-475, Genesee County
- 2020 Ford Arizona Proving Grounds Straightaway
- 2020 Waterford Hills Race Track
- 2019 Miami Road Course, Concours Club Race Track, Opa Locka, FL
- 2019 Ford QMP Parking Lot, Dearborn, MI
- 2019 Chrysler Steering and Handling Course, Chelsea, MI
- 2018 General Motors Milford Proving Grounds, North/South Straightaway Reconstruction
- 2018 M-1 (Woodward Ave), 14 Mile Road to Quarton Road
- 2018 Chrysler Group LLC Chelsea Proving Grounds, FCA Development Pad
- 2018 Ford Motor Arizona Proving Grounds, Vehicle Dynamics Pad
- 2017 I-94 23 Mile Road, Easterly to South River Road
- 2017 Ford Motor Michigan Proving Grounds, High Speed East/West Straightaway
- 2016 Watkins Glen Race Track Rehabilitation Project, Watkins Glen, NY
- 2016 Grosse Isle Municipal Airport, Runway 4-22 Reconstruction, MI
- 2016 I-75, Giddings to Clintonville Road, Asphalt Overlay, Oakland County, MI
- 2015 I-94 MDOT from Carpenter Road to US-12, Washtenaw County, MI
- 2015 Meijer, Inc.-Store 122, Wixom
- 2014 Chrysler Group LLC Florida Evaluation Center Straightaway Improvements
- 2014 Chrysler Group LLC Chrysler Tech Center Evaluation Track Repaving
- 2013 Ford Motor 5 Mile Oval Test Track Reconstruction Arizona Proving Grounds
- 2012 Chrysler Group LLC North-South Straightaway Reconstruction Chelsea Proving Grounds
- 2008 Ford Motor 5 Mile Oval Test Track Reconstruction Michigan Proving Grounds
- 2008 Robert Bosch LLC Vehicle Dynamics Area (VDA) Reconstruction Flat Rock Proving Grounds
- 2007 Chrysler Group LLC 5 Mile Oval Test Track Reconstruction Chelsea Proving Grounds
- 2005 Ford Motor Oval Test Track, VDA Pad, Steering and Handling Road Reconstruction Dearborn Proving Grounds





**Asphalt Paving Association of Michigan Awards (APAM)**

- 2021 US-24, Oakland County, Urban Streets Projects Award of Excellence
- 2021 Rehabilitate Runway 9R-27L and Taxiway Improvements (Oakland County International Airport), Airport Projects Award of Excellence
- 2021 Rehabilitate Runway 9-27 Pavement Rehabilitation (Oakland/Troy Airport), Airport Projects Award of Merit
- 2020 I-475, Genesee County, Award of Merit
- 2019 US-24, Oakland County, Urban Streets Projects Award of Merit
- 2019 Ford QMP Parking Lot, Dearborn, MI, Commercial Projects Award of Merit
- 2019 Chrysler Steering and Handling Course, Chelsea, MI, Special/Challenging Projects Award of Merit
- 2018 I-69 Reconstruction, St. Clair, MI, Award of Merit
- 2018 Chrysler Proving Grounds, Chelsea, MI, Special/Challenging Projects Award of Excellence
- 2017 GM North/South Straightaway, Milford, MI, Special/Challenging Projects Award of Excellence
- 2017 Ford Motor Company, High Speed Straightaway, Romeo, MI, Special/Challenging Projects Award of Merit
- 2017 Livonia West Commerce Center/Amazon, Commercial Projects Award of Merit
- 2016 19 Mile Road, Macomb County, MI, Urban Street Project, Award of Excellence
- 2016 I-75, Giddings to Clintonville Road, Oakland County, MI, Single Course Overlay, Award of Excellence
- 2016 Grosse Isle Municipal Airport, Runway 4-22 Reconstruction, Michigan, Airport Project, Award of Excellence
- 2016 M1 Concourse, Pontiac, MI, Special / Challenging Projects, Award of Excellence
- Runway 4L/22R & Associated Taxiways, Metro Airport, Romulus, MI, Award of Merit
- 2015 MDOT 1-94 from Carpenter Road to US-12, Washtenaw County, Award of Excellence
- 2015 MDOT Mack Avenue, Wayne County, Award of Excellence
- 2015 MDOT Textile Road, Washtenaw County, Award of Merit
- 2014 Chrysler Chelsea VDA Pad Chrysler Chelsea Proving Grounds, Award of Excellence
- 2014 MDOT West Avon Road, Award of Merit
- 2013 MDOT 1-75 Resurfacing, Award of Excellence
- 2013 Meijer Inc. Store 130 Parking Lot Reconstruction, Award of Merit
- 2013 MDOT 1-94 Resurfacing 11 Mile Road to Masonic, Award of Merit
- 2012 MDOT Orchard Lake Road Resurfacing 13 Mile Road to 14 Mile Road, Award of Excellence
- 2012 Chrysler LLC North-South Straightaway Reconstruction Chelsea Proving Grounds, Award of Excellence
- 2012 MDOT M-59 Resurfacing Opdyke Road to Crooks Road Award of Merit
- 2012 MDOT Oakland Troy Airport Rehabilitate Runway 9-27 Award of Merit
- 2012 MDOT Coleman A. Young Airport Rehabilitate Parallel Taxiway A Award of Merit
- 2011 MDOT Walton Boulevard Resurfacing Award of Excellence
- 2011 Michigan International Speedway 2 Mile Track Resurfacing Award of Excellence
- 2011 MDOT M-5 Connector Reconstruction Award of Merit
- 2008 Ford Motor 5 Mile Oval Test Track Reconstruction Award of Excellence
- 2008 Robert Bosch LLC VDA Reconstruction Flat Rock Proving Grounds Award of Excellence
- 2008 Ford Motor 5 Mile Oval Test Track Reconstruction Michigan Proving Grounds Award of Excellence
- 2007 Chrysler Group LLC 5 Mile Oval Track Reconstruction Chelsea Proving Grounds Award of Excellence
- 2005 Ford Motor Oval Test Track, VDA Pad, Steering and Handling Road Reconstruction Award of Excellence





**Michigan Concrete Association (MCA)**

- 2020 Runway 3L/21R & Associated Taxiways & Centralized Deicing Facility, Detroit Metropolitan Wayne County Airport, Detroit, MI, Award of Excellence
- 2020 I-75 State Line to Erie, Award of Excellence
- 2020 Oscoda Airport Apron Rehabilitation, Oscoda County, Award of Excellence
- 2019 I-75 Rouge Rover, Detroit-Downriver Connection I-75 over the Rouge River, City of Detroit, Wayne County, Award of Excellence
- 2019 Arauco Grayling Plant, Grayling, MI, Award of Excellence
- 2018 I-75 Modernization Project Segment 1 Design-Build Interchange Reconstruction, Coolidge Road to South Blvd, Oakland County, MI, Award of Excellence
- 2017 GM Circle Track Reconstruction, GM Proving Ground, Milford, MI, Award of Excellence
- 2017 Runway 4L/22R and Associated Taxiways, Detroit Metropolitan Wayne County Airport, Romulus, MI, Award of Excellence
- 2017 M-53 from Red Run Drain to 18 Mile, Cities of Sterling Heights and Warren, Macomb County, Award of Excellence
- 2016 Hayes Road from 21 Mile to 23 Mile, Macomb County, MI, Award of Excellence
- 2016 I-75 from Dixie Highway to Hess Road, Saginaw County, MI, Award of Excellence
- 2016 I-69 Reconstruction, M-54 to Center Road, Flint and Burton, Genesee County, MI, Award of Excellence
- 2015 WCAA Detroit Metropolitan Wayne County Airport, Runway 4-22 Reconstruction, Detroit, MI, Award of Excellence
- 2014 MDOT US 23, US 223 Interchange Reconstruction, Award of Excellence
- 2014 MDOT US 10 Reconstruction, Award of Excellence
- 2014 MDOT M-85 Reconstruction Sibley Road to Cloverlawn Avenue, Award of Excellence



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### **American Concrete Paving Association (ACPA)**

- 2021 Runway 3L/21R and Associated Taxiways & Centralized Deicing Facility, Detroit Metropolitan Wayne County Airport, Detroit, MI, ACPA National Award for Excellence in Commercial Service Airports Gold Winner
- 2016 Circle Track Reconstruction for Milford Proving Ground, General Motors Corporation, Milford, MI, ACPA National Award for Excellence in Concrete Pavement, Industrial Paving Gold Winner
- 2016 Reconstruction of Runway 4L/22R and Associated Taxiways, Romulus, MI, ACPA National Award for Excellence in Concrete Pavement, Commercial Service and Military Airports Gold Winner
- 2015 MDOT I-69 Reconstruction, M-54 to Center Road, Genesee County ACPA Award of Excellence
- 2014 Detroit Metro Airport Runway 4L/22R, Wayne County, MI, ACPA National Award for Excellence in Concrete Pavement, Commercial Service and Military Airports Silver Winner
- 2014 I-96 Fix, Wayne County, MI, ACPA National Award for Excellence in Concrete Pavement, Divided Highways (Urban) Silver Winner
- 2013 City of Southgate Reek Road Reconstruction APWA Project of The Year
- 2013 MDOT 1-69/194 Reconstruction Lapeer Connector to Blue Water Bridge ACPA Award of Excellence
- 2013 MDOT Dix/Toledo Interchange Reconstruction ACPA Award of Excellence
- 2012 MDOT US-24 Reconstruction 1-696 to Long Lake Road ACPA Award of Excellence
- 2012 MDOT M-39 Reconstruction McNichols Road to McClung Street ACPA Award of Excellence

# Prequalified Contractors

Vendor Number	Vendor Information
00179	A. Lindberg & Sons, Inc. 599 Washington St Ishpeming, MI 49849-1239 Phone: (906)486-4459 Fax: (906)486-6550 Ea Fa Fb Fd G I J K N2 N92D N93B N96L N96M
00942	Abhe & Svoboda, Inc. 18100 Dairy Ln Jordan, MN 55352 Phone: (952)447-6025 Fax: (952)447-1000 Fa Fb N4
07808	Accurate Profile Grinding, LLC PO Box 487 Rogers, MN 55374 Phone: (763)428-0717 Fax: (763)428-3652 N93D
00656	Ace-Saginaw Paving Company 115 S Averill Ave Flint, MI 48506-4001 Phone: (810)238-1737 Fax: (810)238-4326 Ca Cb Ea H I J K N2 N92D N93A N93G
04194	Ace Steel Erection, Inc. 2775 8th St Shelbyville, MI 49344-9518 Phone: (269)792-0311 Fax: (269)792-0372 Fb
01908	Action Traffic Maintenance, Inc. 5182 S Saginaw Rd Flint, MI 48507-4470 Phone: (810)695-7516 Fax: (810)695-7567 Ea I N2 N6 N96K N96L N96M
04987	Adamo Group Inc. 310 E 7 Mile Rd Detroit, MI 48203-2022 Phone: (313)892-7330 Fax: (313)892-4656 Ea G K N2
08011	A D J Excavating, Inc. 47301 Feathered Ct Shelby Township, MI 48315-4833 Phone: (810)560-7018 Fax: (239)236-8800 K
08892	Advanced Underground Inspection, LLC 38657 Webb Dr Westland, MI 48185-1979 Phone: (734)721-0081 Fax: (734)721-0082 I K N7 N94A N94B
04510	Aielli Construction Company 47850 Van Dyke Ave Shelby Twp, MI 48317 Phone: (586)792-1890 Fax: (586)792-8050 Ea K
00588	Ajax Paving Industries, Inc. 1957 Crooks Rd Ste A Troy, MI 48084 Phone: (248)244-3300 Fax: (248)244-0800 B Ba Cb Ea J K N93A N93G
04328	Albanelli Cement Contractors, Inc. 12725 Fairlane St Livonia, MI 48150-1329 Phone: (734)762-0710 Fax: (734)762-0711 J
04412	Aldridge Electric, Inc. 844 E Rockland Rd Libertyville, IL 60048-3358 Phone: (847)680-5200 Fax: (847)680-5298 Fd ITS L
00203	Alfonsi Railroad Construction Company 23501 Pennsylvania Rd Brownstown, MI 48193-8447 Phone: (734)281-6902 Fax: (734)281-1029 N5
02083	All Star Power, LLC PO Box 871576 Canton, MI 48187 Phone: (734)216-3128 Ea K
07616	Alpha Painting & Construction Co., Inc. 6800 Quad Ave Baltimore, MD 21237-2402 Phone: (410)288-6800 Fax: (410)288-6805 N4

# Construction Contract Inquiry

Ajax Paving MDOT Job History (Current & Past)

Contract Award Status Tracking Home

## Contract Award Status Tracking - Home

**Search Criteria:** Enter all or partial data below

Letting Date

Select an Option



Item Number

Contract Id

Contractor

ajax

Project Number

### Search Results:

Letting Date	Item Number	Contract Id	Contractor	Project Number
01/07/2022	006	82052-210084	Ajax Paving Industries, Inc.	210084
12/03/2021	022	82252-208614	Ajax Paving Industries, Inc.	208614
12/03/2021	024	82111-211256	Ajax Paving Industries, Inc.	211256
07/09/2021	004	82000-205965	Ajax Paving Industries, Inc.	205965
07/09/2021	046	63000-209487	Ajax Paving Industries, Inc.	209487
03/05/2021	050	63052-208615	Ajax Paving Industries, Inc.	208615
02/05/2021	005	44044-210066	Ajax Paving Industries, Inc.	210066
02/05/2021	022	81104-210043	Ajax Paving Industries, Inc.	210043
01/08/2021	013	77024-130024	Ajax Paving Industries, Inc.	130024
11/06/2020	001	44032-130021	Ajax Paving Industries, Inc.	130021
11/06/2020	021	58053-201013	Ajax Paving Industries, Inc.	201013
08/07/2020	038	63000-205949	Ajax Paving Industries, Inc.	205949
06/05/2020	003	82000-205931	Ajax Paving Industries, Inc.	205931
06/05/2020	034	25042-210208	Ajax Paving Industries, Inc.	210208
05/01/2020	045	63000-204564	Ajax Paving Industries, Inc.	204564
04/03/2020	077	63000-205951	Ajax Paving Industries, Inc.	205951
03/06/2020	066	81031-201038	Ajax Paving Industries, Inc.	201038
01/10/2020	034	63043-204333	Ajax Paving Industries, Inc.	204333
11/01/2019	002	82025-201919	Ajax Paving Industries, Inc.	201919
11/01/2019	042	82701-201433-2	Ajax Paving Industries, Inc.	201433
10/04/2019	047	81103-200987-2	Ajax Paving Industries, Inc.	200987

Letting Date	Item Number	Contract Id	Contractor	Project Number
07/12/2019	035	50111-132111	Ajax Paving Industries, Inc.	132111
06/28/2019	912	82000-205935	Ajax Paving Industries, Inc.	205935
03/01/2019	018	82023-79788	Ajax Paving Industries, Inc.	79788
03/01/2019	023	82061-204005	Ajax Paving Industries, Inc.	204005
02/13/2019	302	50031-201379	Ajax Paving Industries, Inc.	201379
02/01/2019	029	82062-204118-2	Ajax Paving Industries, Inc.	204118
02/01/2019	053	82052-204006	Ajax Paving Industries, Inc.	204006
01/18/2019	601	37032-118947	Ajax Paving Industries, Inc.	118947
07/13/2018	013	63052-202751	Ajax Paving Industries, Inc.	202751
07/13/2018	027	50000-202837	Ajax Paving Industries, Inc.	202837
06/01/2018	009	81000-200513	Ajax Paving Industries, Inc.	200513
06/01/2018	011	63900-M71844	Ajax Paving Industries, Inc.	M71844
06/01/2018	032	50000-202773	Ajax Paving Industries, Inc.	202773
06/01/2018	049	82123-128945-3	Ajax Paving Industries, Inc.	128945
06/01/2018	051	82192-132116-2	Ajax Paving Industries, Inc.	132116
06/01/2018	068	63000-202835	Ajax Paving Industries, Inc.	202835
06/01/2018	069	63000-202236	Ajax Paving Industries, Inc.	202236
06/01/2018	070	63091-132117	Ajax Paving Industries, Inc.	132117
06/01/2018	081	82000-202719	Ajax Paving Industries, Inc.	202719
04/06/2018	023	63000-132792	Ajax Paving Industries, Inc.	132792
04/06/2018	062	82081-132139	Ajax Paving Industries, Inc.	132139
03/02/2018	021	82000-200023	Ajax Paving Industries, Inc.	200023
03/02/2018	028	50000-202024	Ajax Paving Industries, Inc.	202024
03/02/2018	065	82192-132116	ABR	132116
02/02/2018	052	77023-103342	Ajax Paving Industries, Inc.	103342
02/02/2018	060	82053-132119	Ajax Paving Industries, Inc.	132119
01/05/2018	042	63051-200434	Ajax Paving Industries, Inc.	200434
12/01/2017	029	50099-133255	Ajax Paving Industries, Inc.	133255
08/04/2017	006	81000-132523	Ajax Paving Industries, Inc.	132523
08/04/2017	050	63043-M71743	Ajax Paving Industries, Inc.	M71743
07/07/2017	036	82142-200435	Ajax Paving Industries, Inc.	200435
05/05/2017	061	82000-132791-2	Ajax Paving Industries, Inc.	132791
04/07/2017	004	50000-132464	Ajax Paving Industries, Inc.	132464
03/03/2017	038	82251-116473	Ajax Paving Industries, Inc.	116473
03/03/2017	049	50051-127529	Ajax Paving Industries, Inc.	127529
03/03/2017	248	63821-127526	Ajax Paving Industries, Inc.	127526

Letting Date	Item Number	Contract Id	Contractor	Project Number
01/06/2017	002	50111-129204	Ajax Paving Industries, Inc.	129204
12/14/2016	202	65041-125856	Ajax Paving Industries, Inc.	125856
10/07/2016	004	82457-131361	Ajax Paving Industries, Inc.	131361
09/16/2016	601	82457-131426	Ajax Paving Industries, Inc.	131426
08/05/2016	004	82459-131192	Ajax Paving Industries, Inc.	131192
08/05/2016	014	82459-131161	Ajax Paving Industries, Inc.	131161
08/05/2016	049	50031-127511	Ajax Paving Industries, Inc.	127511
07/08/2016	040	82457-130504	Ajax Paving Industries, Inc.	130504
06/03/2016	006	47469-129645	Ajax Paving Industries, Inc.	129645
06/03/2016	018	81475-129644	Ajax Paving Industries, Inc.	129644
06/03/2016	032	63459-130423	Ajax Paving Industries, Inc.	130423
06/03/2016	045	63174-M71642	Ajax Paving Industries, Inc.	M71642
06/03/2016	067	63112-M71646	Ajax Paving Industries, Inc.	M71646
05/06/2016	002	63459-129407	Ajax Paving Industries, Inc.	129407
05/06/2016	096	81475-129298	Ajax Paving Industries, Inc.	129298
03/04/2016	061	44011-128445	Ajax Paving Industries, Inc.	128445
12/04/2015	010	82457-127202	Ajax Paving Industries, Inc.	127202
10/02/2015	019	58471-123231	Ajax Paving Industries, Inc.	123231
10/02/2015	023	63172-123146	Ajax Paving Industries, Inc.	123146
08/07/2015	012	82457-126212-2	Ajax Paving Industries, Inc.	126212
07/10/2015	002	47469-127199	Ajax Paving Industries, Inc.	127199
07/10/2015	027	82457-123351	Ajax Paving Industries, Inc.	123351
06/05/2015	003	63459-127334	Ajax Paving Industries, Inc.	127334
06/05/2015	027	63627-121987	Ajax Paving Industries, Inc.	121987
06/05/2015	056	82457-126994	Ajax Paving Industries, Inc.	126994
06/05/2015	067	82457-126991	Ajax Paving Industries, Inc.	126991
05/01/2015	002	82457-126995	Ajax Paving Industries, Inc.	126995
05/01/2015	020	81475-126351	Ajax Paving Industries, Inc.	126351
05/01/2015	044	82457-126769	Ajax Paving Industries, Inc.	126769
05/01/2015	063	63459-126956	Ajax Paving Industries, Inc.	126956
05/01/2015	076	81132-124034	Ajax Paving Industries, Inc.	124034
04/03/2015	052	50091-123174	Ajax Paving Industries, Inc.	123174
03/06/2015	038	82081-116524	Ajax Paving Industries, Inc.	116524
02/12/2015	244	73111-106858	Ajax Paving Industries, Inc./C.A. Hull,	106858
02/06/2015	006	82457-124742	ABR	124742
01/09/2015	019	63459-123187	Ajax Paving Industries, Inc.	123187

April 15, 2021

To Whom It May Concern:

Re: Ajax Paving Industries, Inc.

We, the Liberty Mutual Insurance Company provide surety bonds for Ajax Paving Industries, Inc. Ajax Paving Industries, Inc. is approved for per project bonds up to \$100,000,000.00 and an overall work program in excess of \$400,000,000.00.

We continue to be confident in this principal's ability to perform and recommend them for your favorable consideration.

This letter is not to be considered as an agreement to provide surety bonds for any particular project but is offered as an indication of our past experience and confidence in this firm. Any specific request for bonds will be underwritten on its own merits.

Sincerely,  
LIBERTY MUTUAL INSURANCE COMPANY



Holly Nichols  
Attorney-in-fact





This Power of Attorney limits the acts of those named herein, and they have no authority to bind the Company except in the manner and to the extent herein stated.

Liberty Mutual Insurance Company  
The Ohio Casualty Insurance Company  
West American Insurance Company

Certificate No: **8198086-013068**

## POWER OF ATTORNEY

**KNOWN ALL PERSONS BY THESE PRESENTS:** That The Ohio Casualty Insurance Company is a corporation duly organized under the laws of the State of New Hampshire, that Liberty Mutual Insurance Company is a corporation duly organized under the laws of the State of Massachusetts, and West American Insurance Company is a corporation duly organized under the laws of the State of Indiana (herein collectively called the "Companies"), pursuant to and by authority herein set forth, does hereby name, constitute and appoint, Anne Barick; Holly Nichols; Jason Rogers; Mark Madden; Michael D. Lechner; Nicholas Ashburn; Paul M. Hurley; Richard S. McGregor; Robert D. Heuer

all of the city of Rochester Hills state of MI each individually if there be more than one named, its true and lawful attorney-in-fact to make, execute, seal, acknowledge and deliver, for and on its behalf as surety and as its act and deed, any and all undertakings, bonds, recognizances and other surety obligations, in pursuance of these presents and shall be as binding upon the Companies as if they have been duly signed by the president and attested by the secretary of the Companies in their own proper persons.

**IN WITNESS WHEREOF,** this Power of Attorney has been subscribed by an authorized officer or official of the Companies and the corporate seals of the Companies have been affixed thereto this 30th day of November, 2018.



Liberty Mutual Insurance Company  
The Ohio Casualty Insurance Company  
West American Insurance Company

By:

David M. Carey  
David M. Carey, Assistant Secretary

State of PENNSYLVANIA ss  
County of MONTGOMERY

On this 30th day of November, 2018 before me personally appeared David M. Carey, who acknowledged himself to be the Assistant Secretary of Liberty Mutual Insurance Company, The Ohio Casualty Company, and West American Insurance Company, and that he, as such, being authorized so to do, execute the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

**IN WITNESS WHEREOF,** I have hereunto subscribed my name and affixed my notarial seal at King of Prussia, Pennsylvania, on the day and year first above written.



Commonwealth of Pennsylvania - Notary Seal  
Teresa Pastella, Notary Public  
Montgomery County  
My commission expires March 28, 2025  
Commission number 1126044  
Member, Pennsylvania Association of Notaries

By:

Teresa Pastella  
Teresa Pastella, Notary Public

This Power of Attorney is made and executed pursuant to and by authority of the following By-laws and Authorizations of The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company which resolutions are now in full force and effect reading as follows:

### ARTICLE IV – OFFICERS: Section 12. Power of Attorney.

Any officer or other official of the Corporation authorized for that purpose in writing by the Chairman or the President, and subject to such limitation as the Chairman or the President may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Corporation to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact, subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Corporation by their signature and execution of any such instruments and to attach thereto the seal of the Corporation. When so executed, such instruments shall be as binding as if signed by the President and attested to by the Secretary. Any power or authority granted to any representative or attorney-in-fact under the provisions of this article may be revoked at any time by the Board, the Chairman, the President or by the officer or officers granting such power or authority.

### ARTICLE XIII – Execution of Contracts: Section 5. Surety Bonds and Undertakings.

Any officer of the Company authorized for that purpose in writing by the chairman or the president, and subject to such limitations as the chairman or the president may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Company by their signature and execution of any such instruments and to attach thereto the seal of the Company. When so executed such instruments shall be as binding as if signed by the president and attested by the secretary.

**Certificate of Designation** – The President of the Company, acting pursuant to the Bylaws of the Company, authorizes David M. Carey, Assistant Secretary to appoint such attorneys-in-fact as may be necessary to act on behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations.

**Authorization** – By unanimous consent of the Company's Board of Directors, the Company consents that facsimile or mechanically reproduced signature of any assistant secretary of the Company, wherever appearing upon a certified copy of any power of attorney issued by the Company in connection with surety bonds, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

I, Renee C. Llewellyn, the undersigned, Assistant Secretary, The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company do hereby certify that the original power of attorney of which the foregoing is a full, true and correct copy of the Power of Attorney executed by said Companies, is in full force and effect and has not been revoked.

**IN TESTIMONY WHEREOF,** I have hereunto set my hand and affixed the seals of said Companies this 15th day of April, 2021.



By:

Renee C. Llewellyn  
Renee C. Llewellyn, Assistant Secretary

Not valid for mortgage, note, loan, letter of credit, currency rate, interest rate or residual value guarantees.

For bond and/or Power of Attorney (POA) verification inquiries, please call 610-832-8240 or email HOSUR@libertymutual.com.





# *American Contractors Insurance Group*

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March 12, 2021

Re: Ajax Paving Industries, Inc.  
Experience Modification Carrier Certification

To Whom It May Concern:

The workers compensation insurance for Ajax Paving Industries, Inc. is currently written by ACIG Insurance Company.

Please accept this letter as Carrier certification of the Michigan Experience modifier for the years noted below are as follows:

Effective 6/1/2021	0.74
Effective 6/1/2020	0.54
Effective 6/1/2019	0.50
Effective 6/1/2018	0.47
Effective 6/1/2017	0.48

For any questions or additional information, please contact Todd Reeves at American Contractors Insurance Group at the below number.

Sincerely,

American Contractors Insurance Group, Inc.

Todd Reeves, MBA, CRIS  
Risk Management Executive

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*E-Mail Address [Todd.Reeves@ACIG.com](mailto:Todd.Reeves@ACIG.com)*

2600 N. Central Expressway • Suite 800 • Richardson, Texas 75080 • (972) 702-9004  
Fax: Main 687-0601 • Claims 687-0602 • Exe/Acct. 687-0603 • RMS/AIMS 687-0604 • Safety 687-0605



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

5/26/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Guy Hurley, LLC 989 E. South Boulevard Suite 200 Rochester Hills MI 48307		<b>CONTACT NAME:</b> Linda Weal <b>PHONE (A/C, No. Ext):</b> (248) 519-1429 <b>FAX (A/C, No):</b> (248) 519-1401 <b>E-MAIL ADDRESS:</b> lweal@ghbh.com													
<b>INSURED</b> Ajax Paving Industries, Inc. 1957 Crooks Rd. Troy MI 48084		<b>INSURER(S) AFFORDING COVERAGE</b> <table border="1"><tr><td>INSURER A: American Contractors Insurance Co RRG</td><td>12300</td></tr><tr><td>INSURER B: ACIG Insurance Company</td><td>19984</td></tr><tr><td>INSURER C: Continental Insurance Company</td><td>35289</td></tr><tr><td>INSURER D: Travelers Prop Cas Co Amer A++XV</td><td>25674</td></tr><tr><td>INSURER E: St. Paul Surplus Lines Ins.</td><td>30481</td></tr><tr><td>INSURER F: XL Insurance America Inc.</td><td>24554</td></tr></table>		INSURER A: American Contractors Insurance Co RRG	12300	INSURER B: ACIG Insurance Company	19984	INSURER C: Continental Insurance Company	35289	INSURER D: Travelers Prop Cas Co Amer A++XV	25674	INSURER E: St. Paul Surplus Lines Ins.	30481	INSURER F: XL Insurance America Inc.	24554
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INSURER F: XL Insurance America Inc.	24554														

**COVERAGES**

CERTIFICATE NUMBER: 21-22 Ajax 25M Umb

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY			GL21A00083	6/1/2021	6/1/2022	EACH OCCURRENCE \$ 10,000,000
A	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR			GL21B00083 (GL Excess)	6/1/2021	6/1/2022	DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000
A	<input checked="" type="checkbox"/> XCU Coverage Included						MED EXP (Any one person) \$ 5,000
A	<input checked="" type="checkbox"/> Contractual Liability			GL21C00083 (GL Excess)	6/1/2021	6/1/2022	PERSONAL & ADV INJURY \$ 10,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE \$ 10,000,000
	<input checked="" type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						PRODUCTS - COMP/OP AGG \$ 10,000,000
	OTHER:						\$
A	<b>AUTOMOBILE LIABILITY</b>			AL21000029	6/1/2021	6/1/2022	COMBINED SINGLE LIMIT (Ea accident) \$ 5,000,000
	<input checked="" type="checkbox"/> ANY AUTO						BODILY INJURY (Per person) \$
	<input type="checkbox"/> ALL OWNED AUTOS	<input type="checkbox"/> SCHEDULED AUTOS					BODILY INJURY (Per accident) \$
	<input checked="" type="checkbox"/> HIRED AUTOS	<input checked="" type="checkbox"/> NON-OWNED AUTOS					PROPERTY DAMAGE (Per accident) \$
							\$
C	<input type="checkbox"/> UMBRELLA LIAB	<input checked="" type="checkbox"/> OCCUR		7014990214 (Excess GL&BA)	6/1/2021	6/1/2022	EACH OCCURRENCE \$ 10,000,000
F	<input checked="" type="checkbox"/> EXCESS LIAB	<input type="checkbox"/> CLAIMS-MADE		US00110034LI21A	6/1/2021	6/1/2022	AGGREGATE \$ 10,000,000
	DED <input type="checkbox"/> RETENTION \$						\$ 15,000,000
B	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b>			WCA000004721	6/1/2021	6/1/2022	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N <input checked="" type="checkbox"/> N/A					E.L. EACH ACCIDENT \$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$ 1,000,000
							E.L. DISEASE - POLICY LIMIT \$ 1,000,000
D	Inland Marine			QT6308A099243	6/1/2021	6/1/2022	Leased/Rented \$550,000
E	Professional/Pollution Liab			ZCE	6/1/2021	6/1/2022	Limit \$5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

**CERTIFICATE HOLDER****CANCELLATION**

Evidence of Coverage	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE Richard McGregor/WEAL

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## STATEMENT OF CURRENT CONTRACTS AND SUBCONTRACTS

MICHIGAN DEPARTMENT OF TRANSPORTATION  
CONTRACT SERVICES DIVISION – BID LETTING  
MDOT BID LETTING MAILBOX: [MDOT-BidLetting@Michigan.gov](mailto:MDOT-BidLetting@Michigan.gov)

DATE	COMPANY NAME	CONTRACTOR CODE	LETTING DATE
01/27/22	Ajax Paving Industries, Inc.	588	02/04/22

Information required by Rule 247.43 of the **Administrative Rules Governing the Prequalification of Bidders for Highway and Transportation Work**, which states: "A bidder desiring to bid on Department projects shall submit to the Department, on a Department form, a statement reporting work on hand," as defined in Rule 247.11(o).

### INSTRUCTIONS:

This Statement of Current Contracts and Subcontracts form is required for prime/general bidding only. Complete this form (1300EZ) and submit to Contract Services Division in accordance with the 1300EZ filing schedule provided by the Department.

Enter the dollar amount of uncompleted work according to the description defined in each section below. Submission of this form along with Form 1381 (Request for Eligibility to Bid), are required for prime bidding. Submit the required forms by E-MAIL: [MDOT-BidLetting@Michigan.gov](mailto:MDOT-BidLetting@Michigan.gov).

**SECTION 1: MDOT PRIME CONTRACTS INCLUDING SUBCONTRACTS ASSOCIATED.** Enter the total dollar amount of uncompleted work on MDOT prime contracts including those pending award.\*

TOTAL \$ 10,664,298.00

\*Joint Ventures shall be recorded in Section 1 as uncompleted work in dollars for which your company is required to perform as a member of the joint venture under the Joint Venture Agreement.

**SECTION 2: SUBCONTRACTED WORK OF MDOT PRIME CONTRACTS –** Total dollar amount of uncompleted work you have subcontracted to another contractor on your MDOT prime contracts above, including those pending award.

TOTAL \$ 0.00

**SECTION 3: SUBCONTRACT OR SUB-SUBCONTRACT OF MDOT CONTRACT –** Total dollar amount of uncompleted work for which your company is a subcontractor or sub-subcontractor on MDOT contracts including those pending award.

TOTAL \$ 198,433,585.00

**SECTION 4: OTHER THAN MDOT- CONTRACTS & SUBCONTRACTS –** Total dollar amount of uncompleted work on non-MDOT contracts for which your company is either a prime or subcontractor, including those pending award.

TOTAL \$ 44,840,585.00

I, the undersigned, agree to provide the detailed information, **if requested by MDOT**, of the above-reported uncompleted work. Failure to submit detailed information as requested by MDOT may result in disqualification from bidding. I certify the information is correct to the best of my knowledge and belief.

NAME AND TITLE: Jenny Johnston, Construction Administrator

ELECTRONIC SIGNATURE: **Jenny Johnston**

Digitally signed by: Jenny Johnston  
DN: CN = Jenny Johnston email = [jjohnston@ajaxpaving.com](mailto:jjohnston@ajaxpaving.com) C = US O =  
State of Michigan  
Date: 2022.01.27 15:42:16 -05'00'

## Ajax Paving Industries, Inc. Equipment List

Equip No	Description
<b>105 MI Air Compressor</b>	
M613	Air Compressor 01 Ir P185 On #228
M614	Air Compressor 2001 Ir P185
M781	Air Compressor 2007 Ir P185 Removed From #2070
M845	Air Compressor 2008 Ir P185 #2056
M987	Air Compressor 2011 Airman 185 #289
M1044	Air Compressor 2013 Thunder Creek
M1456	Air Compressor 2019 Atlas Copco Xas185 #291
M1590	Air Compressor 2020 Atlas Copco Xas 185, Skid Mounted (2070)
<b>120 MI Arrow Board</b>	
M844	Arrowboard
X316	Arrowboard 1999 Wanco
X318	Arrowboard 1999 Wanco
X379	Arrowboard 2006 Solar Allmand Eclipse
X380	Arrowboard 2006 Solar
X525	Arrowboard 2020 V-Touch
X526	Arrowboard 2020 V-Touch
<b>125 MI Backhoe</b>	
M993	Backhoe 2012 Cat 430F Clam- Trade Ais
M1042	Backhoe 2013 Cat 430F Clam
M1072	Backhoe 2014 Cat 430F Clam
M1073	Backhoe 2014 Cat 430F Clam
M1074	Backhoe 2014 Cat 430F Clam
M1075	Backhoe 2014 Cat 430F Clam
M1076	Backhoe 2014 Cat 430F Clam
M1281	Backhoe 2017 Cat 430F2 Hrc Clam
M1282	Backhoe 2017 Cat 430F2 Hrc Clam
M1283	Backhoe 2017 Cat 430F2 Hrc Clam
M1504	Backhoe 2019 Cat 440 Clam
M1605	Backhoe 2020 Cat 440
M1606	Backhoe 2020 Cat 440
M1607	Backhoe 2020 Cat
<b>140 MI Compactor</b>	
M505	Compactor '98 Wacker Vpa1750
M635	Compactor 2001 Wacker Vpr1330
M645	Compactor 2002 Wacker Wp1550A
M674	Compactor 2003 Wacker 1550
M679	Compactor 2003 Wacker Wp1550A
M724	Compactor 2004 Wacker
M799	Compactor 2008 Wacker Wp1550
M800	Compactor 2008 Wacker Wp1550
M801	Compactor 2008 Wacker Wp1550
M802	Compactor 2008 Wacker Wp1550
M979	Compactor 2008 Wacker Wp1550
M1239	Compactor 2016 Honda Wacker Gp2000
M1241	Compactor 2016 Honda Mbw Ap3550H
M1344	Compactor 2017 Multiquip Corey
M1374	Compactor 2008 Mbw Ground Pounder
M1375	Compactor 2017 Wacker Wp1550Aw
M1392	Compactor 2015 Wacker Vp1135Aw
M1394	Compactor 2018 Wacker Neuson Wp1550Aw

M1459	Compactor 2019 Mbw Gp12 With Water
M1648	Compactor 2020 Husqvarna Plate Hus-967855002
<b>160 MI Dozer</b>	
670	Dozer 2008 Komatsu D39Px
671	Dozer 2008 Komatsu D39Px
672	Dozer 2018 Cat D5
673	Dozer 2020 John Deere 650K
<b>185 MI Generator</b>	
M449	Generator '95 Honda 2500
M664	Generator 2003 Honda 3000 Plt 6
M860	Generator 2008 Honda 3000 Trk#2005
M939	Generator 2010 Honda 3000 Trk# 2017
M948	Generator 2010 Honda 3000 Con
M1047	Generator 13 Honda 3000 Patty Mc
M1071	Generator 01 Kohler (Army)
M1236	Generator 2016 Honda 2000 Ballon Light
M1252	Generator 2016 Honda 3000 Flagger Station
M1352	Generator 2017 Honda Eu2000I Balloon Light
M1353	Generator 2017 Honda Eu2000I Balloon Light
M1361	Generator 2017 Honda Eu2000 Balloon Light
M1370	Generator 2016 Honda 2000 Jonnie 2071
M1407	Generator 2017 Honda Eu2000
M1513	Generator 2019 Honda Eu2200I On M1511
M1516	Generator 2019 Honda Eu2200I On M1510 On 2096 Lah Charlie
M1644	Generator 2020 Honda Eu2200I
<b>190 MI Grader</b>	
335	Grader 1998 Galion 850C
337	Grader 2005 Volvo G720B
338	Grader 2008 John Deere 672D
340	Grader 2011 Cat 120M
<b>200 MI Joint Heater</b>	
M738	Joint Heater 2005 Hde 400T
<b>205 MI Kettle Prime</b>	
M871	Prime Kettle 2009 Marathon
M872	Prime Kettle 2009 Marathon
M913	Prime Kettle 2010 Marathon
M914	Prime Kettle 2010 Marathon
<b>215 MI Light Tree</b>	
M846	Light Tree Coleman Mh4000PIkh
M898	Light Tree Multiquip
M1008	Light Tree Magnum
M1161	Light Tree 2009 Magnum Pro
M1162	Light Tree 2009 Magnum Pro
M1163	Light Tree 2009 Magnum Pro
M1365	Light Tree 2012 Magnum Pro
M1366	Light Tree 2012 Magnum Pro
M1367	Light Tree 2012 Magnum Pro
M1510	Balloon Light W/Cart 2019
M1511	Balloon Light W/ Cart 2019
M1537	Light Tree 2014 Magnum Pro Mlt3060Mv
M1538	Light Tree 2014 Magnum Pro Mlt3060Kv
M1541	Light Tree 2014 Magnum Pro Mlt3060Kvlight Tree
<b>225 MI Loader</b>	
856	Loader 2011 Volvo L90F
861	Loader 2012 Komatsu Wa320-6

862	Loader 2012 Komatsu Wa320-6
8005	Loader 2020 Volvo L90H Wheel
<b>230 MI Transfer Machine</b>	
M779	Transfer Machine 2007 Roadtec Sb2500
M805	Conveyor 2007 C-3 40'
M967	Transfer Machine 2011 Roadtec
M1293	Conveyor 2017 Wirtgen 3'7" Short
M1390	Transfer Machine 2018 Weiler E2850A
<b>235 MI Placer/Spreader</b>	
M968	Rtp 2011 Gomaco 500 , Hopper Sn 906714-097
<b>245 MI Mini Mill</b>	
M1003	Mill 12 Flatliner From Keystone Engineering 317-271-6192
M1077	Mill 2014 Wirtgen W50Dc
M1273	Mill 2017 Wirtgen W50Ri
M1274	Mill 2017 Wirtgen W50Ri
M1382	Mill 2017 Wirtgen Mini W50 Ri
M1387	Mill 2018 Wirtgen Mini 50 Ri
M1584	Mini Mill 2020 Wirtgen W50Ri
M1585	Mini Mill 2020 Wirtgen W50Ri
<b>265 MI Paver Asphalt</b>	
AP71	Paver 2005 Cat Ap1055B Spare
AP85	Paver 2015 Voegel 2100-3I
AP87	Paver 2017 Cat 655F/8' Carlson Eziv
AP88	Paver 2017 Cat 1055F/10' Carlson Eziv Sn. 2597Fb70
AP89	Paver 2017 Cat 1055F/10' Carlson Eziv
AP90	Paver 2017 Cat 1055F/10' Carlson Eziv
AP91	Paver 2017 Cat 655F/ 8' Carlson Eziv
AP92	Paver 2017 Cat 1055F/10' Carlson Eziv10 Sn. 2533Fb6X
AP93	Paver 2017 Cat 1055F/10' Carlson Eziv Sn. 2471Fb6U
AP94	Paver 2018 Cat 1055F/ 10' Weiler Se10F
AP95	Paver 2019 Cat Ap1055F W/ Weiler Se10F W/ 18" Beams
AP96	Paver 2020 Cat Ao1055
M817	Screed 2007 Parabolic
M1396	Paver Screed 2018 Weiler Sf10
<b>270 MI Paving Automation</b>	
1127	Pickup 2017 Ford F150 Crew Cab 4X2
M863	Gps 2008 Grade System
M1052	Trimble 13 Robotic Uts W/Battery Kit & Tripod
M1053	Trimble 13 Robotic Uts W/Battery Kit & Tripod
M1054	Trimble 13 Robotic Uts W/Battery Kit & Tripod
M1055	Trimble 13 Robotic Uts W/Battery Kit And Tripod
M1056	Trimble 13 Robotic Uts W/Battery Kit & Tripod
M1057	Trimble 13 Robotic Uts W/Battery Kit & Tripod
M1058	Trimble 13 Robotic Uts W/Battery Kit And Tripod
M1114	Trimble Grader14 Automation
M1115	Trimble 14 Pave-Ir Scanner Paver Infrared
<b>295 MI Profilograph</b>	
M639	Profilograph 2002 Jd Gator Lisa
<b>300 MI Road Widener</b>	
BK59	Road Widener 1995 Bk Rw195D
BK60	Road Widener 2010 Volvo Rw195D
<b>305 MI Roller Dirt HF</b>	
713	Roller 1998 Ir Dirt Vib Sd100D
798	Roller 1998 Ir Dirt Sd100D
799	Roller 1996 Cat Dirt Cs563C

**310 MI Roller Large HF**

7031	Roller 2013 Cat Cb54 Xw
7032	Roller 2013 Cat Cb54 Xw
7033	Roller 2013 Cat Cb54 Xw
7034	Roller 2013 Cat Cb54 Xw
7035	Roller 2013 Cat Cb54 Xw
7037	Roller 2013 Cat Cb54 Xw
7038	Roller 2013 Cat Cb54 Xw
7039	Roller 2013 Cat Cb54 Xw
7044	Roller 2014 Cat Cb54Xw
7045	Roller 2014 Cat Cb54Xw
7047	Roller 2014 Cat Cb54Xw
7054	Roller 2016 Cat Cb54
7055	Roller 2016 Cat Cb54
7056	Roller 2017 Cat Cb64B
7057	Roller 2017 Cat Cb64B
7058	Roller 2017 Cat Cb64B
7059	Roller 2017 Cat Cb64B
7063	Roller 2018 Cat Cb13 Vibo Compactor
7065	Roller 2018 Cat Cb13 Vibo Compactor
7066	Roller 2019 Cat Cb13 Vibo Compactor
7067	Roller 2019 Cat Cb13 Vibo Compactor
7068	Roller 2019 Cat Cb13 Vibo Compactor
7070	Roller 2020 Cb13
7071	Roller 2020 Cb13
7072	Roller 2020 Cb13
7073	Roller 2020 Cb13
7074	Roller2020 Cb13

**315 MI Roller Large Static**

703	Roller 1997 Hyster C340C 5-8Ton Field Roller
704	Roller 1997 Hyster C340C 5-8Ton
731	Roller 1986 Hyster C340C 5-8 To
782	Roller 1999 Hypac C340 5-8Ton Field Roller
786	Roller 1999 Hypac C330B 3-5Ton
7008	Roller 2008 Hypac C350D 98 (Track Paving)

**320 MI Roller Parabolic**

705	Roller 1997 Hyster C330B 3-5Ton
706	Roller 1997 Hyster C330B 3-5Ton
736	Roller 1996 Hypac C330B 3-5Ton
747	Roller 1995 Hypac C330B 3-5Ton
766	Roller 2000 Hypac C330B 3-5Ton

**325 MI Roller Pup Static**

702	Roller '96 Beuthling Pup B100
709	Roller 1997 Beuthling Pup B100
733	Roller 1998 Beuthling Pup B100
756	Roller 1995 Beuthling Pup B100
767	Roller 2003 Beuthling Pup B105
768	Roller 2003 Beuthling Pup B105
791	Roller 2004 Beuthling Pup B105
792	Roller 2004 Beuthling Pup B105
793	Roller 2004 Beuthling Pup B105

**330 MI Roller Rubber Tire**

760	Roller 1990 Ir Rubber Tire Pt140-A
7001	Roller 2005 Hypac C560 Rubr Tire
7005	Roller 2007 Bomag Bw27Rh Rubber

**335 MI Roller Small HF**

7020	Roller 2010 Cat Cb14Xw Hf 39
7025	Roller 2012 Cat Cb34Xw 12-422C
7041	Roller 2014 Cat Cb34B
7042	Roller 2014 Cat Cb34B
7043	Roller 2014 Cat Cb34B
7050	Roller 2015 Cat Cb34B
7051	Roller 2015 Cat Cb34B
7053	Roller 2016 Cat Cb34B Small
7060	Roller 2017 Cat Cb34B-Mb
7061	Roller 2017 Cat Cb34B-Mb
7062	Roller 2017 Cat Cb36B
7064	Roller 2018 Cat Cb36B Small Vibo Compactor
7069	Roller 2019 Cat Cb36B
7075	Roller 2020 Cb36
7076	Roller 2020 Cb36

**340 MI Roller Small Static**

707	Roller 1997 Hyster C330B 3-5Ton
764	Roller 2000 Hypac C330B 3-5Ton
765	Roller 2000 Hypac C330B 3-5Ton Field Roller
769	Roller 2002 Hypac C330B 3-5Ton Field Roller

**355 MI Saw Chop**

M565	Chop Saw 00 Stihl Cut-Off 14"
M677	Chop Saw 2003 Stihl Ts400
M859	Chop Saw Stihl
M955	Chop Saw 2011 Stihl
M971	Chop Saw 2017 Husqvarna
M998	Chop Saw 2012
M1002	Chop Saw 13 Husqvarna
M1393	Chop Saw 2018 Husqvarna Cut Off K 760 14"
M1408	Chop Saw 2018 Husqvarna Cut Off K770 14"
M1410	Chop Saw Carts 2017 Husqvarna
M1411	Chop Saw Cart 2018 Husqvarna
M1412	Chop Saw 2018 Husqvarna K770
M1413	Chop Saw 2018 Husqvarna 14" K770
M1417	Chop Saw 2018 Husqvarna K770
M1418	Chop Saw 2018 Husqvarna K970 lii
M1419	Chop Saw 2018 Husqvarna K970 lii
M1420	Chop Saw 2018 Husqvarna K970 lii
M1422	Chop Saw 2018 Husqvarna K770
M1608	Chop Saw 2019 Husqvarna K770 Nick S 4/7/2020

**380 MI Skidsteer Wheel**

M1004	Bobcat A770
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**440 MI Tractor Utility Broom**

M715	Broom 2004 John Deere 4610 (Roller)
M732	Broom 2005 John Deere 4320- Sell
M751	Broom 2006 John Deere 4320 (Roller)
M752	Broom 2006 John Deere 4320- Sell
M842	Broom 2008 John Deere 4320
M866	Broom 2009 John Deere 4320
M915	Broom 2010 John Deere 4320
M965	Broom 2011 John Deere 4320
M1043	Broom 2013 John Deere 4520 ( Not 4520R )
M1275	Broom 2017 John Deere 4052R (Water Tank)
M1386	Broom 2018 John Deere 4052R (Water Tank)



M1505	Broom Tractor 2019 John Deere 4052R (Water Tank)
M1532	Broom Tractor 2019 John Deere 4052R
M1586	Broom 2020 John Deere 4052R Sweepster Qc7 7' Broom W/Water
M1587	Broom 2020 John Deere 4052R Sweepers Qc7 7' Broom W/Water
M1588	Broom 2020 John Deere 4052R Sweepster Qc7 7' Broom W/Water

#### 450 MI Trailer Flowboy

X417	Flowboy 2012 Trail King
X418	Flowboy 2012 Trail King
X420	Flowboy 2012 Trail King 840Ngh
X421	Flowboy 2012 Trail King 840Ngh
X449	Flowboy 2015 Trail King
X450	Flowboy 2015 Trail King
X451	Flowboy 2015 Trail King
X452	Flowboy 2015 Trail King
X453	Flowboy 2015 Trail King
X454	Flowboy 2015 Trail King
X455	Flowboy 2015 Trail King
X456	Flowboy 2015 Trail King
X457	Flowboy 2015 Trail King
X458	Flowboy 2015 Trail King
X459	Flowboy 2015 Trail King
X460	Flowboy 2015 Trail King
X471	Flowboy 2016 Trail King
X472	Flowboy 2016 Trail King
X473	Flowboy 2016 Trail King
X474	Flowboy 2016 Trail King
X485	Flowboy 2016 Trail King
X486	Flowboy 2016 Trail King
X487	Flowboy 2016 Trail King
X488	Flowboy 2016 Trail King
X496	Flowboy 2016 Trail King
X497	Flowboy 2016 Trail King
X498	Flowboy 2016 Trail King
X499	Flowboy 2016 Trail King
X501	Flowboy 2017 Trail King
X502	Flowboy 2017 Trail King
X503	Flowboy 2017 Trail King
X504	Flowboy 2017 Trail King
X505	Flowboy 2017 Trail King
X513	Flowboy 2019 Trail King
X514	Flowboy 2019 Trail King
X515	Flowboy 2019 Trail King
X516	Flowboy 2019 Trail King
X517	Flowboy 2019 Trail King
X528	Flowboy 2020 Trail King Trailers
X529	Flowboy 2020 Trail King Trailers

#### 460 MI Trailer Service

X250	Trailer 1992 Trail King Conditioning
X311	Trailer 1999 Trail King Service Setup
X312	Trailer 1999 Trail King Service
X322	Trailer 2000 Trail King Service
X323	Trailer 2000 Trail King Service
X334	Trailer 2001 Trail King Service
X335	Trailer 2001 Trail King Service
X337	Trailer 2001 Trail King Service (Missing)

X341	Trailer 2002 Profilograph M639
X351	Trailer 1996 Trail King 40 Paver
X353	Trailer 2004 Trail King Tk18T Service
X360	Trailer 1996 Trail King Tkt40 Paver
X361	Trailer 1999 Etnyre T40 Paver
X373	Trailer 2006 Trail King Service
X511	Trailer Tilt 2018 Trail King

#### **480 MI Truck Attenuator**

228	Attenuator Truck 2004 Ford F650
230	Attenuator Truck 2004 Ford F650
275	Attenuator Truck 1990 Ford F600
291	Attenuator Truck 2004 Ford F650

#### **505 MI Truck Prime**

978	Prime Truck 2006 Int'L 7300(Spare)
9002	Prime Truck 2015 International 7300
9005	Prime Truck 2017 Rosco/International 7300
9006	Prime Truck 2017 Rosco/International 7300
9007	Prime Truck 2017 Rosco/International 7300
9008	Prime Truck 2017 Rosco/International 7300
9009	Prime Truck 2018 Peterbilt/Rosco

#### **515 MI Truck Service**

233	Service Truck 2006 Ford F650
234	Service Truck 2006 Ford F650
288	Service Truck 2000 Ford F650 Spare
2035	Service Truck 2013 Ford F750
2054	Service Truck 2016 Ford F750
2055	Service Truck 2016 Ford F750
2056	Service Truck 2016 Ford F750
2069	Service Truck 2018 Peterbilt Model 337
2070	Service Truck 2018 Peterbilt Model 337 Air Compressor M1590
2071	Service Truck 2018 Peterbilt Model 337
2088	Service Truck 2020 Peterbilt 337
2089	Service Truck 2020 Peterbilt 337

#### **520 MI Truck Traffic**

232	Traffic Truck 2002 Ford F350
2023	Traffic Truck 2012 Dodge 5500
2027	Traffic Truck 2012 Ram 5500
2043	Traffic Truck 2014 Ford F550
2044	Traffic Truck 2014 Ford F550
2045	Traffic Truck 2014 Ford F550
2078	Traffic Truck 2018 Ford F550 4X2
2098	Traffic Truck

#### **525 MI Truck Water**

971	Water Truck 1995 Chevy Kodiak
993	Water Truck 2007 Peterbilt 335
9013	Water Truck 2016 Freightliner M2
9014	Water Truck 2013 Freightliner M2
9015	Water Truck 2015 International 7400
9016	Water Truck 2015 Freightliner M2
9018	Water Truck 2016 Peterbilt 348
9023	Water Truck 2012 Peterbilt Pb348 4000 Gallon



**Ajax Paving  
Industries, Inc.**

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## Major Subcontractors

**Doan Construction Concrete**  
**\$320,000**

**Verdeterre Contracting**  
**Structure Work \$2,300,000**



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **B. Workplace Safety**



**Ajax Paving  
Industries, Inc.**

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

March 22, 2022

City of Ann Arbor  
Procurement Unit  
301 E. Huron Street  
Ann Arbor, MI 48104

Re: RFP No. 22-25 – Workplace Safety

To Whom It May Concern:

This letter is to assure conformance to the US Department of Labor, Occupational Safety and Health Administration and OSHA Standards, and that our internal safety plan for Ajax Paving Industries, Inc. will cover work performed by all subcontractors of any tier.

Should you have any questions, please do not hesitate to call me.

Sincerely,

Matt Payne  
Safety Director



March 25, 2022

Re: Ajax Paving Industries, Inc.  
Experience Modification Carrier Certification

To Whom It May Concern:

The workers compensation insurance for Ajax Paving Industries, Inc. is currently written by ACIG Insurance Company.

Please accept this letter as Carrier certification of the Michigan Experience modifier for the years noted below are as follows:

<u>Effective Date</u>	<u>Modifier</u>
6/1/2022	0.73
6/1/2021	0.74
6/1/2020	0.54
6/1/2019	0.50
6/1/2018	0.47

For any questions or additional information, please contact Todd Reeves at American Contractors Insurance Group at the below number.

Sincerely,

American Contractors Insurance Group, Inc.

Todd Reeves, MBA, CRIS  
Risk Management Executive

OSHA's Form 300 (Rev. 01/2004)  
Log of Work-Related Injuries and Illnesses

You must record information about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR 1904.8 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 2021  
U.S. Department of Labor  
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

Establishment name Ajax Paving Industries - Asphalt/Concrete Operations

City Troy State Michigan

Identify the person

Describe the case

Classify the case

(A) Case No.	(B) Employee's Name	(C) Job Title (e.g., Welder)	(D) Date of injury or illness (m/d/yy)	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Second degree burns on right forearm from acetylene torch)	CHECK ONLY ONE box for each case based on the most serious outcome for that case:				Enter the number of days the injured or ill worker was:		Check the "injury" column or choose one type of illness:					
						Death	Days away from work	Job transfer or restriction	Remained at work (Other recordable cases)	Away from Work (days)	On job transfer or restriction (days)	(M) Injury	(1) Skin Disorder	(2) Respiratory Condition	(3) Poisoning	(4) Hearing Loss	(5) All other illnesses
MI-01					Employee was inspecting a fan unit for the dust control system. Unit was sitting on the ground because it had been removed from the plant due to a failure. Employee grabbed the belt and pulled the belts from the top pulley, he swung his hand down and made contact with the bottom pulley. He felt his ring finger pinch and reached by pulling it out. This caused a finger tip laceration												
MI-02		Operator	7/23/21	Metro Airport Concrete Plant	The dust pod filled up, owner tried to break it loose by hitting the side of the pod with a hammer. When that didn't work he attempted to take off the 4in camlock on top of the pod by releasing one of the 2 clamps to let pressure out. This one had pressure and flew off smashing his finger and then hitting the dust collector and bounced off and hit him over his eye.												
MI-03		Operator	7/23/21	Plant #75 Concrete Plant	Paver 2600 was being backed up over the 75 mainline pour to move it to the header at the 75 / 656 interchange. The paver was traveling in 2 speed mode which is approx 60 ft per minute. Employee states he was pulling cones and while pulling cones he got his feet stuck in the right front paving track. Ed got too close to the paving track while trying to save a cone from being hit by the paving track. His feet got stuck in between the track guard and the track itself. Paver track was fully guarded and to proper safety spec from Manufacturer.												
MI-04		Operator	7/31/21	1-75 Segment 3	Employee fell of cure truck while filling cure machine. Employee tipped over tracking boards that were lying in front of the cure boxes stacked up.		x										
MI-05		Operator	8/20/21	1-75 Segment 3	Employee was attempting to light a flame on the tank kettle to heat up the tank. Propane build up caused combustion upon ignition and the employee was burned on the left arm and hand. 911 was immediately notified, employee was taken to DMCC Carol hospital. Witness states exhaust stack was closed, which led to propane build up. In addition, when the burner was lit, the flame had nowhere to go but back out the ignition opening, where the employee was working. This is poor equip design.				x								

Be sure to transfer these totals to the Summary page (Form 300A) before you post it.

Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

Injury (1) (2) (3) (4) (5) (6)  
Skin Disorder  
Respiratory Condition  
Poisoning  
Hearing Loss  
All other illnesses

# OSHA's Form 300A (Rev. 01/2004)

## Summary of Work-Related Injuries and Illnesses

Year 2021

U.S. Department of Labor  
Occupational Safety and Health Administration

Form approved OMB no. 1218-0178

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0."

Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.

### Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	2	0	3
(G)	(H)	(I)	(J)

### Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
212	0
(K)	(L)

### Injury and Illness Types

Total number of...	(M)	(N)	(O)	(P)	(Q)
(1) Injury	5				0
(2) Skin Disorder	0				0
(3) Respiratory Condition	0				0
(4) Poisoning					
(5) Hearing Loss					
(6) All Other Illnesses					

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 58 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA, Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the completed forms to this office.

### Establishment information

Your establishment name Ajax Paving Industries Inc - Asphalt/Concrete Operations

Street 1957 Crooks Rd. Ste A

City Troy State MI Zip 48064

Industry description (e.g., Manufacture of motor truck trailers)  
Highway & Street Construction

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)

1 6 1 1  
2 3 7 3 1 0

### Employment information

Annual average number of employees 226

Total hours worked by all employees last year 489,672

### Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Mat Lange Company executive  
1/21/22 Title Safety Director  
248-244-3301 Phone  
1/21/22 Date





April 14, 2021

Re: Doan Construction Co.  
Workers' Compensation Experience Modification

To whom it may concern:

The 2021/2022 experience modification factor for Doan Construction Co. is .80.

Please do not hesitate to contact me should you have any questions.

Sincerely,

Sandra Minidis  
Senior Client Service Manager  
P: (734) 662-1960  
E: Sandra.Minidis@hylant.com



April 27, 2021

Re: Experience Modification

To Whom It May Concern:

Stated below is the Experience Modification for Verdeterre Contracting, Inc. for the last three years:

10/16/2020-10/16/2021	10/16/2019-10/16/2020	10/16/2018-10/16/2019
.98	.99	.44

If you have any questions or concerns, or need anything else, please contact me.

Sincerely,

A handwritten signature in black ink that reads 'Jan C. Gibson'.

Jan C. Gibson  
Commercial Account Manager

# Log of Work-Related Injuries and Illnesses

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that result in the specific recording criteria listed in 29 CFR Part 1904.8 through 1904.12. Fill in the use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

**Attention:** This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 20 19  
U.S. Department of Labor  
Occupational Safety and Health Administration

Form approved OSHA 1216-0176

Establishment name Leopoldo's Construction, Inc.  
City Bellefonte State Michigan

## Identify the person

## Describe the case

## Classify the case

CHECK ONLY ONE box for each case based on the most serious outcome for that case.

Enter the number of days the injured or ill worker was:

Check the "Injury" column or choose one type of illness:

(A) Case no.	(B) Employee's name	(C) Job title (e.g., <i>Millhand</i> )	(D) Date of injury or onset of illness	(E) Where the event occurred (e.g., <i>Landing deck north end</i> )	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., <i>Several degree burn on right forearm from propane tank</i> )	(G) Death	(H) Days away from work	(I) Job transfer or restriction	(J) Other recordable cases	(K) Away from work	(L) On job transfer or restriction	(M) Injury	(N) Skin disorder	(O) Respiratory condition	(P) Poisoning	(Q) Hearing loss	(R) All other illnesses
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"NONE"

Page totals

Be sure to transfer Page totals to the Summary page (Form 302a) before you post it.

Public reporting burden for this collection of information is estimated to average 11 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any other aspect of this data collection, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3614, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Page 1 of 2

(1)	(2)	(3)	(4)	(5)	(6)
Injury	Skin disorder	Respiratory condition	Poisoning	Hearing loss	All other illnesses

Using the LOG, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the LOG. If you had no cases, write "0."

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
(G)	(H)	(I)	(J)

## Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	16
17	17
18	18
19	19
20	20
21	21
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86	86
87	87
88	88
89	89
90	90
91	91
92	92
93	93
94	94
95	95
96	96
97	97
98	98
99	99
100	100

$$\frac{0}{0} \quad \frac{0}{0}$$

## Injury and Illness Types

Total number of...

(M)  
(1) Injuries

(2) Skin disorders

### (3) Respiratory conditions

**Post this Summary page from February 1 to April 30 of the year following the year covered by the form.**

Public reporting burden for this collection of information is estimated to average 50 minutes per response, including time for reviewing existing data sources, gathering the data needed, and reviewing the collection of information. Persons are not required to respond to a collection of information unless it displays a currently valid OMB control number. Send comments regarding this estimate of burden or other aspects of this data collection, including suggestions for reducing the burden, to Washington, DC 20503. Do not send the completed forms to this office.

### Establishment information

**Establishment information**

Your establishment name Vendemmie Antennaria Inc

Street 7994 Belleville Road

City Belleville State MT Zip 48111

Industry description (e.g., Manufacturer of motor vehicle trailers)  
Site work & site utilities

Standard Industrial Classification (SIC), if known (e.g., 3715)

OR

North American Industrial Classification (NAICS), if known (e.g., 336212)

**Employment information** (If you don't have these figures, see the

(The asterisk on the back of this page is estimated.)

Annual average number of employees 29

Total hours worked by all employees last year: 58,182

**Sign here**

Knowingly falsifying this document may result in a fine

I certify that I have examined this document and that to the best of my knowledge the ~~entries~~ are true, accurate, and complete.

73-697-4166 4 24 2020

OSHA's Form 300 (Rev. 01/2004)

# Log of Work-Related Injuries and Illnesses

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR Part 1904.8 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

**Attention:** This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Establishment name: VEDETTE CONTRACTING INC  
City: Belen State: NM  
Form approved OMB no. 1518-0176

Year 20 20



U.S. Department of Labor  
Occupational Safety and Health Administration

## Identify the person

## Describe the case

## Classify the case

CHECK ONLY ONE box for each case, based on the most serious outcome for that case:

Enter the number of days the injured or ill worker was:

Check the "injury" column or choose one type of illness:

(A) Case no.	(B) Employee's name	(C) Job title (e.g., Miller)	(D) Date of injury or onset of illness	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Nail and dryer burns on right forearm from wireframe touch)	(G) Death	(H) Days away from work	(I) Job transfer or restriction	(J) Other recordable cases	(K) Days away from work	(L) On job transfer or restriction	(M) Injury	(N) Skin disorder	(O) Respiratory condition	(P) Poisoning	(Q) Hearing loss	(R) All other illnesses
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Page totals

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Public reporting burden for this collection of information is estimated to average 11 minutes per response, including time to review the instructions, search existing data sources, gathering the data needed, and completing and reviewing the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about this estimate of burden, including suggestions for reducing the burden, write them and send them to Washington, DC 20503. Do not send the collection of information to this office.

Be sure to transfer these totals to the Summary page (Form 3024) before you post it.

Page 1 of 1



# OSHA's Form 300A (Rev. 01/2004) Summary of Work-Related Injuries and Illnesses

Year 20 20  
 U.S. Department of Labor  
 Occupational Safety and Health Administration  
 Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0."

Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR Part 1904.36, in OSHA's recordkeeping rule, for further details on the access provisions for these forms.

### Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>
(g)	(h)	(i)	(j)

### Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
<u>15</u>	<u>43</u>
(k)	(l)

### Injury and Illness Types

Total number of ...	
(1) Injuries	<u>1</u>
(2) Skin disorders	<u>0</u>
(3) Respiratory conditions	<u>0</u>
(4) Poisonings	<u>0</u>
(5) Hearing loss	<u>0</u>
(6) All other illnesses	<u>0</u>

Post this Summary page from February 1 to April 30 of the year following the year covered by the form.

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including time for reviewing the instructions, searching existing data sources, gathering the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this data collection, including suggestions for reducing the burden, to Washington, DC 20503. Do not send the completed form to this office.

### Establishment Information

Your establishment name Verdeque Concrete-LLC  
 Street 799 + Bettsville Road  
 City Bettsville State ME ZIP 48111  
 Industry description (e.g., Manufacturing of motor trucks trailers)  
Site work  
 Standard Industrial Classification (SIC), if known (e.g., 3715)  
 OR  
 North American Industrial Classification (NAICS), if known (e.g., 336212)

### Employment information (If you don't have these figures, see the instructions on the back of this page to estimate.)

Annual average number of employees 29  
 Total hours worked by all employees last year 61,655

### Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

[Signature]  
 Title President  
 Telephone 794-687-4166  
 Date 1/1/2005

# Log of Work-Related Injuries and Illnesses

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restriction of work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR Part 1904.8 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

**Attention:** This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 20 21  
U.S. Department of Labor  
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

Establishment name Veriprene Contracting, Inc.  
City Bellefonte State Michigan

## Identify the person

## Describe the case

## Classify the case

## Enter the number of days the injured or ill worker was:

## Check the "injury" column or choose one type of illness:

(A) Case no.	(B) Employee's name	(C) Job title (e.g., Worker)	(D) Date of injury or onset	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Several days burns on right forearm from airplane touch)	Classify the case CHECK ONLY ONE box for each case based on the most serious outcome for that case:			Enter the number of days the injured or ill worker was:		Check the "injury" column or choose one type of illness:						
						Death (G)	Days away from work or restriction (H)	Job transfer or restriction (I)	Other recordable cases (J)	Away from work (K)	On job transfer or restriction (L)	Injury (1)	Skin disorder (2)	Respiratory condition (3)	Poisoning (4)	Hearing loss (5)	All other illnesses (6)
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						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	days	days	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Form approved 10-28-61 158-0178

Using the LOG, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the LOG. If you had no cases, write "0."

Number of Cases

Number of Days

$\bar{x}$	
$\bar{r}$	

## Injury and Illness Types

Total number of...

(07)	<u>0</u>	(4) Poisonings	<u>0</u>
(1) Injuries	<u>0</u>	(5) Hearing loss	<u>0</u>
(2) Skin disorders	<u>0</u>	(6) All other illnesses	<u>0</u>
(3) Respiratory conditions	<u>0</u>		

**Public reporting burden for this collection of information** is estimated to average 90 minutes per response, including time for reviewing existing material, gathering the needed data, reviewing collected materials, conducting the review, and completing and reviewing the collection of information. Persons are not required to respond to a collection of information unless it displays a currently valid OMB control number. Please do not send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden estimate, to Washington Headquarters Services, Directorate for Information Operations and Reports, Paperwork Reduction Project (0704-0188), Washington, DC 20503. Do not send the completed form to this office.

### Establishment information

OR

North American Industrial Classification (NAICS), if known (e.g., 336212)

**Employment information** (If you don't have these figures, see the Worksheet on the back of this page to estimate.)

Annual average number of employees

Total hours worked by all employees last year

**Sign here**

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

144-697-4166 1/21/2022

2022

105





***The Future is Riding on Ajax.™***

***Ajax Paving Industries, Inc.  
Safety Manual and Employee Handbook***

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

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***Ajax Paving Industries, Inc.***  
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***Introductory Statement***

We believe that each employee contributes directly to Ajax Paving Industry, Inc.'s growth and success, and we hope you will take pride in being a member of our team.

This Safety Manual and Employee Handbook was developed to describe some of the expectations of our employees and to outline the policies and programs available to eligible employees; it also provides very important safety information. Employees should familiarize themselves with the contents of this Manual as soon as possible, for it will answer many questions about employment with Ajax. For union employees, to the extent anything in this Manual conflicts with a collective bargaining agreement applicable to your employment, the collective bargaining agreement controls.

Since the information, policies, and benefits described in this Manual are subject to change, revisions may occur. All such changes will be communicated through official notices, and revised information may supersede, modify, or eliminate existing policies.

We hope that your experience here will be challenging, enjoyable, and rewarding.

**Ajax Paving Industries, Inc.**  
**Safety Manual and Employee Handbook**

**Corporate Mission Statement**

*Our mission is to provide construction services and products  
which, when measured, exceed customers' expectations.*

**CORE BELIEFS & VALUES**

*To achieve our Mission, we encourage . . .*

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>● <i>Customer Focus</i></li><li>● <i>Teamwork</i></li><li>● <i>Innovation</i></li><li>● <i>Risk Taking</i></li><li>● <i>High Energy</i></li></ul> | <ul style="list-style-type: none"><li><input type="checkbox"/> <i>High Achievement</i></li><li><input type="checkbox"/> <i>Sense of Urgency</i></li><li><input type="checkbox"/> <i>Do What You Say You Will Do</i></li><li><input type="checkbox"/> <i>Safe Work Practices</i></li></ul> |
|---|---|

**REPUTATION**

*Our reputation is important. It will be determined by the  
standards and behaviors of all of our people.*

**FINANCIAL SUCCESS**

*To pursue our values, we must make enough money  
to ensure our vitality in good times and bad.*

\*\*\*\*\*

**QUALITY POLICY**

*Ajax is committed to implementing and maintaining a Quality Management System  
that ensures products and services are delivered in conformance with specifications,  
on time and within budget.*

*The Ajax Quality Management System is an integral part of the management  
methodology of the Company and is designed to assure the continued reputation  
of Ajax as a deliverer of superior products and services.*

*All Ajax employees accept responsibility for ensuring that this policy is fulfilled.*

**OFFICES:**

**MICHIGAN FLORIDA**

- *Construction Management Services*
- *Concrete Paving*
- *Asphalt Paving*
- *Asphalt Material Supplier*

**Ajax Paving Industries, Inc.**  
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**Workplace Safety Statement**

Ajax Paving Industries, Inc. has every desire to provide its employees a safe working environment. As an Ajax employee, you must be dedicated in recognizing and following good safety principles. No job is so important and no order so urgent that we cannot take time to perform our work safely and efficiently. The fact is, a job performed safely moves quicker and realizes more profit than one conducted without safe work practices.

This Safety Manual is intended to be a guideline to help all Ajax employees work safely and free of accidents. It is not intended to replace good, common sense or personal safety procedures. By using the principles of hazard analysis and hazard elimination, by adhering to the guidelines of an efficient safety management program, and by following the industries' best practices, we are able to set high milestones for the safety of our employees. The health and safety of all our employees is of the greatest importance to Ajax Paving Industries, Inc.

**Your** dedication to **your** safety and the safety of **your** fellow worker is what stands between you and an accident-free day. By working together as a team and following the hazard analysis steps outlined within this Manual, our zero injury goals can be accomplished. No policy can replace the need for you to "keep your head in the game" by thinking safety at all times, by adhering to our motto "Stop, Look, Listen" to your surroundings and by analyzing your tasks each day before you begin work. By performing a Job Safety Analysis, you can pinpoint possible hazards and eliminate or control them before they contribute to the cause of an incident. This will help to ensure that every day, our "Think Safety to Work Safely" philosophy remains strong. We want you to arrive home to your family every night in the same healthy condition in which you reported to work that day.

The Ajax Management Team is dedicated to providing each employee with a safe and healthful workplace, free from hazards. This commitment is demonstrated by providing you, the employee, with state of the art equipment and the training resources to use it safely. It is your duty as an employee to make sure the equipment you use in your daily task remains in good working order, free from hazards.

The joint cooperation between employees and management in the observance of these policies will provide safe working conditions and accident-free performance. Ajax strives to provide state-of-the-art safety equipment and "best-practices"-based safety policies and procedures. It is your job to use this equipment and to follow these policies and procedures.

**Remember**  
**Think Safety to Work Safely**

Jamie Jacob CEO Ajax Paving Ind. Inc.	Mark Johnston President - Michigan	Matt Payne Safety Director - Michigan
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***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Safety Goals and Objectives***

**Purpose**

The purpose of this manual is to provide an overview of Company Safety Policies and Procedures to all Ajax Paving Industries, Inc. employees. It is not intended to be all inclusive, nor is it intended to replace or alter all pertinent OSHA and MIOSHA regulations and standards. All employees are required to read this Manual completely, then sign and return the “Acknowledgment” page found at the end of the Manual. Furthermore, employees are required as a condition of continued employment, to follow these policies and procedures. To the extent this Manual conflicts with a collective bargaining agreement applicable to the employee, the collective bargaining agreement controls.

**Application**

This Safety Manual and Employee Handbook applies to all employees of Ajax Paving Industries, Inc. of Michigan, Ajax Materials Corp., PCC Trucking LLC and Jay Cobb, Inc.

**Goal**

The goal of Ajax Paving Industries, Inc. is to provide a safe and healthful workplace for all of its employees at every facility and work site.

**Objectives**

Ajax Paving Industries, Inc. will strive to meet this goal via the following objectives:

- Following all applicable OSHA and MIOSHA regulations and standards;
- Striving to attain paving and road building industry accepted “Best Practices;”
- Empowering supervisors to implement and enforce safety policies;
- Making regular safety inspections at the job sites;
- Enforcing the use of safety equipment;
- Providing ongoing safety training; and
- Enforcing safety rules and using appropriate incentives and discipline.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Employee Safety Responsibilities***

**General Workplace Safety and Mission**

Ajax Paving Industries, Inc. believes that the safety of our employees is of utmost importance and will help drive the quality of our service, the productivity of our employees, and the profitability of the Company. Practicing safe behavior at all times is of both monetary and human value, with the human value being far greater to the employer, the employee, and the community. Our mission at Ajax is to provide quality service and a superior product, and to ensure the health and safety of our workforce. We strive to achieve excellence in all areas. Therefore, Ajax Paving Industries, Inc. will be guided by the following safety principles.

Ajax Paving Industries, Inc. believes:

- All injuries and accidents are preventable through the establishment and compliance with federal, state, and local regulations, hazard identification and elimination policies, and safe work procedures, and also by the implementation of industry best practices;
- The prevention of bodily (lost-time) injury and safeguarding of health are the first considerations in all workplace activities and are the responsibility of every employee at every level;
- Written safety policies describing the safe work practices and procedures to be followed in all workplace activities are an essential element of the overall workplace safety program. All employees at every level are responsible for knowing and following all Ajax Paving Industries, Inc. safety policies and related procedures; and
- Off the job, all employees should be similarly safe and demonstrate awareness of potential hazards. Ajax Paving Industries, Inc. believes that the employee who is safe at home will be safe at work. For that reason, we encourage our employees to participate in safe behaviors at home.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Employee Safety Responsibilities***

***Management***

Under OSHA and MIOSHA guidelines, Ajax Paving has certain responsibilities to its employees. These responsibilities include, but are not limited to the following:

- Provide a safe and healthful workplace;
- Develop a written Accident Prevention Program;
- Identify unsafe, damaged or defective machinery;
- Prohibit employees from working while under the influence of drugs and/or alcohol; and
- Prohibit inexperienced employees from operating or working with equipment without proper training.

Ajax Paving Industries, Inc. ownership and management has made a long-term commitment to the safety and health of its employees. To that end, this program will be kept “alive” through continuous monitoring and updating based upon newly enacted regulations and information gained from accidents, injuries and input from employees. No suggestion or issue will be too minor to warrant investigation and implementation whenever necessary and appropriate.

***Safety Director***

The Safety Director is mainly responsible for the coordination, implementation and administering of the Ajax Paving Industries Corporate Safety and Health Program. Responsibilities include but are not limited to:

- Conduct or facilitate safety and health training;
- Serve as a safety and health staff resource for supervisors and employees;
- Create statistical reports that compare severity and frequency rates against prior records;
- Accompany project managers or foremen on all regulatory inspections;
- Develop and maintain this Accident Prevention Program;
- Coordinate the management of all claims against the Company;
- Facilitate the corporate safety and health committee;
- Conduct regular safety audits; and
- Enforce safety policies and procedures.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Employee Safety Responsibilities***

***Supervisors***

The success of our Accident Prevention Program depends on the sincere, constant and cooperative effort of all supervisors. The first-line supervisor, in discharging this responsibility for safety, has the following principal duties:

- Identify and eliminate safety hazards on the job site;
- Train and inform all employees about the hazards that could be on the job and how to avoid these hazards, by using sound safety practices and principles;
- Convey to all employees the understanding that violations of established safety rules will not be tolerated;
- See that needed safety equipment and protective devices are provided for each job and enforce their use;
- Take prompt corrective actions whenever unsafe conditions and unsafe practices are noted;
- Investigate and find the cause of all accidents, including accidents that may result in minor or no injury or property damage;
- See that all injuries are reported and properly treated;
- Instill safety awareness in each employee through personal safety contacts and by group safety meetings;
- Conduct regular safety inspections in the supervisor's area of responsibility; and
- Give full support to all safety activities and safety procedures to insure that all new work procedures conform to safe work practices.

Safety and health performance will be part of all supervisor performance evaluations.

***Employees***

The total success of our Safety and Health Program relies heavily on the employees themselves. They alone are ultimately responsible for their personal safety. Their responsibilities under this program include but are not limited to the following:

- Report any hazardous or unsafe condition or equipment;
- Never engage in any act that could endanger yourself or other employees;
- Never show up for work while under the influence of drugs and/or alcohol;
- Never remove guards or other safety equipment from tools or machinery except during authorized maintenance or repair; and
- Use all safety equipment provided by the Company and as required by law.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Employee Safety Responsibilities***

**Additional Safety Rules for all Employees**

The following general safety rules are intended to either cover rules not otherwise addressed in the full policy or to enhance, through repetition, the importance of the rule.

**General Safety Rules**

- Stay focused on your work at all times. Horseplay on the job will not be tolerated, as this can result in accidents and injuries. Discipline up to and including termination could also result;
- Employees should guard against the damaging rays of the sun as best as possible.
- Shirts must be worn and short pants are not allowed;
- Do not distract the attention of fellow workers. Do not engage in any act which would endanger another employee;
- Sanitation facilities have been or will be provided. Defacing or damaging these facilities is forbidden;
- Do not use a compressor to blow dust or dirt from clothing, hair or hands;
- All employees, with the exception of operators, shall be prohibited to ride on equipment unless proper seating is provided (except for training purposes);
- Whenever seat belts are provided they shall be used;
- Never oil, lubricate or fuel equipment while it is running or in motion;
- Before servicing, repairing or adjusting any powered tool, machine or piece of equipment it shall be disconnected and locked out from its power source. See the Energy Control section of this manual on page 22 for further details;
- After the servicing or repair of any powered tool, machine or piece of equipment, replace all guards and/or other safety devices which were removed during the operation;
- Barricade danger areas. Guardrails or perimeter cables may be required; and
- Open fires are prohibited; this includes fires in “burn barrels.”

**Office Safety**

Safety hazards can exist and cause injuries in office settings just as they can in fieldwork. An ever present need for alertness should be exercised including:

- Keep desk and file drawers closed when not in use to prevent tripping;
- Wire cords from office equipment/telephones should always be placed under the desks and away from walking areas to prevent tripping;
- Always hold your chair firmly when sitting down so it doesn't roll away; and
- Be careful in opening file cabinet drawers so as not to unbalance the cabinet causing it to topple over.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Incident Management, Investigation and Reporting***

**Purpose**

It is the policy of Ajax Paving Industries, Inc. that all accidents and/or injuries be fully investigated. These incidents include, but are not limited to, fatalities, injuries (however minor or severe), motor vehicle accidents (occurring on a job site or Ajax property, regardless of how minor or severe), near misses (any incident where an injury or property damage could have occurred), and any incident where a supervisor feels that an investigation would be beneficial. To that end, the purpose of this policy is to outline the steps to be taken and provide appropriate forms to assist with the investigation. The purpose of all incident investigations is PREVENTION.

**Safety Director's Responsibilities**

It shall be the responsibility of the Safety Director to develop and maintain all records relating to any reported incident; all incident reports shall be forwarded to the Director for review. Incidents involving serious bodily injury and/or extensive property damage shall be investigated by the Director, whenever possible. Serious bodily injury is defined as an injury requiring a person to be admitted to a medical facility. If this is unknown at the time of the incident, the supervisor shall make his or her best estimate as to the likelihood that the victim will be admitted. Serious property damage shall be defined as that valued in excess of \$2,500.00 in the best estimation of the supervisor. The Safety Director shall coordinate with all involved entities such as insurance companies and third party administrators in an effort to resolve all claims fairly. The Director shall be a ready resource for all internal questions that arise out of an investigation.

**Supervisor's Responsibility**

It shall be the supervisor's responsibility to fulfill the duties of the Safety Director, defined above, when the incident is less than "serious." Any attempt on the part of a supervisor to not-report, under-report or otherwise ignore an incident shall be cause for discipline up to and including discharge.

**Employee's Responsibilities**

It is the responsibility of each and every Ajax Paving Industries, Inc. employee to immediately report any incident as defined above. It should be stressed that the purpose of an investigation is to prevent the situation from occurring in the future. Employees will not be disciplined for reporting an incident in good faith. As with supervisors, any attempt on the part of an employee to not-report, under-report or otherwise ignore an incident shall be cause for discipline up to and including discharge.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Incident Management, Investigation and Reporting***

**Motor Vehicle Accidents**

Whenever a motor vehicle accident occurs, on either Ajax Paving Industries, Inc. property or a work site, the supervisor shall complete an Incident Report. This is required regardless of the parties involved. A police report is not sufficient for Company purposes and will not replace our Incident Report. The supervisor should strive to obtain as much information as possible from all parties involved, including responding police officers. The Safety Director shall be notified if the incident meets the requirements found on page 9.

This policy shall also apply whenever an employee is operating a motor vehicle either owned by the Company or while on Company time (regardless of ownership).

All areas of the report shall be filled out, with a "N/A" in those spaces which do not apply or an u"nknown" when the information is unavailable. Every question must have an answer. Photographs and a sketch should be provided whenever possible to aid in the description of the accident. All appropriate paperwork should be attached to the report form and forwarded to the Safety Director as soon as possible.

It is strongly recommended that the supervisor complete the accident report with the employee present.

**Theft and/or Vandalism**

Any theft of or vandalism to Company property (equipment, tools, construction materials, etc.) must be reported to the police.

Immediate notice to the Safety Director or the Ajax office is required in addition to the Incident Report if the loss is expected to exceed \$1,000.

Prepare an Incident Report as soon as possible after the police report has been filed. Some of the questions obviously do not apply to theft -- mark "N/A" for Not Applicable in those areas. Provide as much information as possible regarding the item(s) missing and the circumstances surrounding the incident, and describe preventive measures taken.

In the "comments" section of the Incident Report, enter the name of the individual who filed the police report, as the report may be filed under that name.



**Ajax Paving Industries, Inc.**  
**Safety Manual and Employee Handbook**

***Incident Management, Investigation and Reporting***

**Incident Investigation**

The actual procedures used in a particular investigation depend on the nature and extent of the accident. Minor accidents require minimal investigation, while accidents resulting in a fatality, serious injury or extensive damage could take days or even weeks. Regardless of the scope of the investigations, the basic steps are very similar. These steps may include (in relatively minor cases all tasks could be performed by one person):

- Define the scope of the investigation;
- Select the investigators;
- Assign specific tasks to each investigator;
- Present a preliminary briefing to the investigative team including:
  - Description of the accident, with damage estimates.
  - Normal operating procedures.
  - Available maps, sketches and/or photographs.
  - Location of accident scene.
  - List of witnesses.
  - Events that preceded the accident.
  - Summary of investigation up to this point;
- The team should visit the accident site to determine current status;
- Secure the accident site and develop guidelines for future access;
- Prepare sketches and photographs. Each sketch and picture should be individually labeled with all pertinent information including investigator name, date, time and description. Keep a log so that this information can be added after development. In extreme cases, video should be taken of the scene; and
- Interview victims and witnesses. In extreme cases, individuals who were in the area immediately before and/or after the incident, but who were not eyewitnesses, should also be interviewed. Statements should be in writing and recorded whenever possible.

Once this process is complete, the investigator(s) should then develop a chronology of the incident in order to determine the most likely sequence of events and the most probable cause of the accident. This determination must be made using all of the facts developed through the investigative process. Rumors and conjecture have no place in this phase. Hypothesis can be developed from this step leading to further investigation.

Once an investigation is completed, an Incident Report, with all appropriate paperwork, must be completed and forwarded to the Safety Director.

**Ajax Paving Industries, Inc.**  
**Safety Manual and Employee Handbook**

***Fleet Safety***

**Purpose**

The purpose of this policy is to ensure the safety of Ajax employees who either drive Company-owned vehicles or drive during the course of their employment. It is the driver's responsibility to operate the vehicle in a safe manner and to drive defensively so as to prevent injuries and property damage. The Company expects each employee to drive in a safe and courteous manner pursuant to all federal, state and local laws as well as the following safety rules. The attitude taken when behind the wheel is the single most important factor in driving safely.

**Vehicle Categories**

There are three vehicle categories to which this policy applies (they are referred to throughout this policy collectively as "Company vehicles):

- 1) Vehicles which carry the Company colors and logo. These vehicles are to be driven by Company employees only and only while on Company business;
- 2) Vehicles owned by an employee who receives a vehicle allowance and drives those vehicles in the course of his/her employment; and
- 3) Vehicles, owned by the Company, which do not carry the Company colors/logo.

**Driver Qualification**

All employees that are eligible to drive a Company logo'd vehicle must undergo our in-house driver qualification program before they are authorized to drive.

**Licensing Requirements/Endorsements**

Listed below are the types of driver's licenses/endorsements required to operate specific vehicles:

- 1) **Chauffeur's License.** Required to operate a vehicle between 10,000 lbs. and 26,000 lbs.
- 2) **Class A CDL.** Required for operating vehicles with a gross combination weight rating of 26,001 pounds or more, provided the gross vehicle weight rating (GVWR) of the vehicle(s) being towed is 10,001 pounds or more, as in a roller screed.
- 3) **Class B CDL.** Required to operate a single vehicle having a GVWR of 26,001 pounds or more, or any such vehicle towing a vehicle with a GVWR of 10,000 pounds or less.
- 4) **T-Double or Triple Trailers.** Triple trailer combinations are not permitted in Michigan.
- 5) **P-Passenger.** Vehicles designed to carry 16 or more people, including the driver.
- 6) **N-Tank.** For vehicles designed to haul liquids or liquefied gases in bulk in permanently mounted cargo tanks rated at 119 gallons or more or portable cargo tanks rated at 1,000 gallons or more.
- 7) **H- Hazardous Materials.** To carry hazardous materials in amounts requiring placards.
- 8) **X- Combined Tank and Hazardous Materials.** When an applicant adds both the tank and hazardous materials endorsements to his/her driver's license.
- 9) **Restriction Code 28-“CDL not valid for operating vehicles equipped with air brakes.”**  
If you do not pass the air brake knowledge test, or if the vehicle you use for the CDL skills test is not equipped with air brakes, you will be restricted from operating vehicles with air brakes.
- 10) **Medical Card** is required to operate any vehicle over 10,000 pounds.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Fleet Safety***

**Reporting and Regulatory Compliance**

Any employee who has a driver's license revoked or suspended shall notify his or her immediate supervisor, who in turn will notify the Safety Director. Additionally, the employee ***shall*** discontinue operation of the Company vehicle regardless of the category. Failure to report a change in driving privilege status may result in disciplinary action, up to and including dismissal.

All accidents, regardless of severity or vehicle category, must be reported to the police and to the Safety Director. Failing to stop after an accident and/or failure to report an accident may result in disciplinary action, up to and including dismissal.

Drivers must immediately report all moving traffic violations received while driving either a Company vehicle or on Company business to their immediate supervisor and the Safety Director.

All drivers of a commercial motor vehicle must comply with all applicable DOT regulations, including successful completion of medical, drug, and alcohol evaluations.

Failure to report a suspension, revocation or moving violation will subject the employee to disciplinary action, up to and including dismissal. The actual suspension, revocation and/or moving violation may or may not subject the employee to discipline. It is the employee's responsibility to provide a copy of the re-instated driver's license to the Company.

**Driving Records**

In Michigan the following driving record checks shall be conducted:

- Driving records shall be obtained on all new hires;
- Jay Cobb, CDL drivers and all employees who are assigned a Company vehicle shall be enrolled in the State of Michigan Subscription Program; and
- All other employees' driving records shall be updated annually.

**Ajax Paving Industries, Inc.**  
**Safety Manual and Employee Handbook**

***Fleet Safety***

**Driver Eligibility**

An unfavorable record, as defined below, may result in the loss of the privilege to drive a Company vehicle. Should any of the listed violations be received while on Company time or in a Company vehicle, the employee will be subject to discipline, up to and including dismissal. In the event an employee receives a moving violation, such employee must undergo a driver improvement course provided by a third party. This course is a pass or fail course with a 7-day completion time limit. The first test will be funded by the Company, and if the employee fails to complete the test within the allotted time, the employee is responsible for the cost for the second test. If the employee fails to complete the program altogether, the employee's driving privileges will be revoked.

The Company has categorized moving violations as follows:

Type 'A' Violations:

- Driving Under the Influence (DUI), or Driving While Impaired (DWI)
- Negligent Homicide (gross negligence)
- Operating during a period of Suspension or Revocation (either a Company or state suspension or revocation)
- Using a motor vehicle for the commission of a felony
- Aggravated assault with a motor vehicle
- Operating a motor vehicle without Company authorization
- Permitting an unlicensed or unauthorized person to drive
- Reckless driving
- Exceeding the speed limit by 25 mph or greater
- Speed contest (racing).
- Hit and run
- Fleeing and eluding a police officer

Type 'B' Violations:

- All Moving Violations not listed as type 'A' Violation

The following system will be used to determine eligibility to operate a Company vehicle:

- TYPE 'A' VIOLATIONS may result in the suspension of Company driving privileges for a period of up to three (3) years. A Type A violation may disqualify job applicants where driving is a primary function of the position. This suspension may also apply to drivers who have incurred one of the following:
  - 1) Three (3) or more accidents (regardless of fault) in the last 3 years;
  - 2) Three (3) or more type 'B' violations in the last 3 years; or
  - 3) Any combination of accidents and type 'B' violations which equal three (3) or more in the last 3 years.

***Ajax Paving Industries, Inc.***  
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***Fleet Safety***

- Any combination of two moving violations and/or accidents within a 12-month period places the employee on probation for a 12-month period, during which if he/she is involved in another accident and/or moving violation, driving privileges will be revoked for a 12-month period.

**Driver Safety Rules**

- The use of a Company vehicle while under the influence of alcohol and/or drugs is forbidden and is sufficient cause for discipline, including dismissal.
- No driver shall operate a Company vehicle when his/her ability to do so safely has been impaired by illness, fatigue, injury, or prescription medication.
- All drivers and passengers operating or riding in Company vehicles must wear seat belts. It is the responsibility of the driver to insure that all passengers use seat belts.
- No unauthorized persons are allowed to drive, ride in or ride on Company vehicles.
- Drivers are responsible for the security of Company vehicles assigned to them. The vehicle engine must be shut off, ignition keys removed, and vehicle doors locked whenever the vehicle is left unattended. If the vehicle is left with a parking attendant, only the ignition key is to be left.
- All other state laws, local laws, or DOT Motor Carrier Safety Regulations must be obeyed.

**What to Do In Case of an Accident**

In an attempt to minimize the results of an accident, the driver must do his or her best to prevent further damages or injuries, obtain all pertinent information and report it accurately.

- Call for medical attention if necessary.
- Secure accident scene -- pull onto shoulder or side of road, redirect traffic, set up road flares/reflectors, etc.
- Contact the police. All accidents, regardless of severity, must be reported to the police.
- Record names and addresses of drivers, witnesses, and occupants of the other vehicles and any medical personnel who may arrive at the scene whenever possible.
- Complete the form located in the Ajax Vehicle Accident Packet.
- Draw a diagram of the accident scene and note the street names and locations of traffic signs, signals, etc.
- **Do not discuss the accident with anyone at the scene except the police. DO NOT accept any responsibility for the accident. DON'T argue with anyone.**
- Provide the other party with your name, address, phone number, driver's license number, and insurance information.
- Report the accident to your immediate supervisor and Safety Director as soon as possible. Provide a copy of the accident report and/or your written description of the accident on the Ajax incident report.

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***Fleet Safety***

**Vehicle Maintenance**

- Proper vehicle maintenance is a basic element of any fleet safety program, not only to ensure a safe, road-worthy vehicle, but also to avoid costly repair expenses and unexpected breakdowns.
- Inspection and maintenance is the responsibility of the assigned driver.
- The FMCSA requires drivers to do a pre-trip inspection (meaning before the driver uses the vehicle for the day) and a post-trip inspection (meaning after the driver is done using the truck during the day). The FMCSA requires drivers to document the post-trip inspections; then, Ajax must keep the inspection reports on file for 6 months. It's the driver's responsibility to do the inspections, document the inspection, and then send documentation to the Maintenance Department. Drivers must notify the Maintenance Department of any deficiencies found.
- Ajax has created our own pre-trip and post-trip inspection books that should be used to document inspections.
- The vehicle should be cleaned (interior & exterior) regularly to help maintain its good appearance. A clean vehicle looks like a safe vehicle to an enforcement officer and may keep you from being pulled over. Also a clean vehicle makes a good impression on customers.
- The vehicle manufacturer's maintenance schedule should be referenced and closely followed regarding recommended maintenance intervals.
- All vehicle maintenance issues and repair issues will be reported to the Maintenance Department immediately. Failure to do so will result in disciplinary actions and/or loss of Company vehicle privileges.

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**Cell Phone use while Operating Vehicles and Equipment**

Use of **HAND HELD** cellular phones while driving or operating Company vehicles or equipment is **prohibited**. Employees shall use a **HANDS FREE** system (*which includes Blue Tooth, speaker phone and ear pieces*) while operating any Company vehicles or equipment while receiving a phone call, and the conversation should be kept brief. Phones shall be kept in a cradle attached to the vehicle at all times. When making a phone call, pull over and stop prior to dialing or searching for a number. Texting/emailing is strictly prohibited while driving a Company vehicle or equipment (pull over and park).

Employees are expected to follow all federal, state and local laws that pertain to the use of cellular phones while operating a commercial motor vehicle.

Disciplinary action for neglecting to comply with this policy will be enforced, up to and including termination of employment.



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**Confined Space**

**Introduction**

Entry into confined spaces has the potential for death, serious injury, or property damage. Confined space related injuries account for about 2 percent of workplace deaths. These fatalities often become multiple fatalities, as improperly trained and equipped rescuers are overcome attempting a rescue.

**Purpose**

The purpose of this policy is to identify and address hazards encountered and associated with entering and working in confined spaces. These spaces are capable of causing bodily injury, illness and death to workers. Accidents occur among workers because of failure to recognize that a confined space is a potential hazard. It should therefore be considered that the most unfavorable situation exists in every case and that the danger of explosion, poisoning, engulfment, entrapment and/or asphyxiation will be present at the onset of entry.

**Definitions**

In order to be classified as a “Confined Space” an area must meet **all** of the following criteria:

- The area must be large enough and constructed in such a way as to permit an employee to enter the space to perform work. Entry is defined as any crossing of the entry plane by **any** body part. In other words, reaching into a space to conduct work is considered entry;
- The space has limited or restricted means of entry and exit. This could include a normal size entryway where the opening is restricted in some way; and
- The space is not designed for continuous human occupancy.

A Confined Space is designated as a “permit required” space if **one** of the following criteria is met:

- It contains or has the potential to contain a hazardous atmosphere such as toxic, explosive or insufficient oxygen;
- The space contains a material that has the potential for engulfing a worker;
- The space has an internal configuration such that an entrant could be trapped or asphyxiated by inwardly converging walls or by a floor that slopes downward and tapers to a smaller cross section; or
- The space contains any other recognized serious safety or health hazard.

A Confined Space is designated as a “non-permit required” space if it does not contain any hazard capable of causing death or serious physical harm, including atmospheric hazards. A “permit required” Confined Space can be declassified to a “non-permit required” space if all hazards are eliminated. Hazard abatement must be authorized and documented by the Safety Director.

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**Employer Responsibility**

It is the responsibility of the employer to insure that the following steps are taken regarding Confined Spaces:

- All potential Confined Spaces are to be identified and documented;
- Each identified Confined Space must be characterized as to the hazards;
- A written policy and procedure, including a permit system where applicable, shall be developed for each work site;
- Employees must be provided with training and appropriate safety equipment;
- Designate all “authorized entrants”, “attendants” and “entry supervisors;” and
- Establish an employee monitoring system.

**Employee Responsibility**

All employees have the following responsibilities:

- Enter a Confined Space only when authorized and trained to do so;
- Know and understand all hazards associated with the space;
- Follow the written policy;
- Understand and complete the Confined Space permit when required; and
- Conduct a rescue only when trained. This will be the most difficult rule to follow in an emergency situation. An overwhelming number of deaths in Confined Spaces are rescuers who, with all good intentions, enter the space and become a victim themselves.

**Responsibilities of Personnel**

**Attendant**

Designate at least one attendant to remain immediately outside the confined space at all times to monitor the condition of entry personnel. The attendant should have two-way communication with entry personnel, have authority to order the personnel out of the space, and the ability to activate the emergency plan. 29 CFR 1910.146 has specific attendant training and duty requirements. The attendant should keep unauthorized people away from the space and recognize symptoms of danger inside and outside the space. If rescue is required, the attendant calls rescue personnel and stays outside the space until backup arrives.

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**Entry Supervisor**

The entry supervisor is responsible for knowing the hazards during entry, including information about the mode, signs or symptoms, and consequences of exposure. The entry supervisor must be sure that all tests specified by the permit have been conducted prior to entry and that all necessary procedures and equipment are in place. The entry supervisor can terminate the entry as appropriate and must verify that rescue services are available. He or she must determine if processes conducted inside the space are in compliance with the provisions of the confined space program. He or she also is responsible for keeping unauthorized employees from entering the confined space.

**Entrant**

Entrants must be aware of the hazards they may face and the consequences of exposure to these hazards. They must also know how to properly use the safety equipment provided. Entrants must maintain constant communication with the attendant and alert the attendant if suffering a sign or symptom of exposure, or if they identify a prohibited condition inside the confined space. Entrants must exit the confined space immediately if they recognize a sign or symptom of exposure, detect a prohibited condition, hear an evacuation alarm, or are ordered out.

**Atmospheric Testing**

Entry into a confined space should be permitted only after initial testing of the atmosphere for oxygen content, flammability and toxic materials has been done from outside the space. Testing must meet written permit limits.

Always evaluate whether the work requires entry into the space. If the work can be done without entry, it should be forbidden.

Entry into a confined space should be prohibited when the concentration of flammable dusts, vapors or gases is greater than 10% of the lower flammable limit or an oxygen concentration is over 22%. Also prohibited is entry into a confined space with oxygen deficiency lower than 19.5% or toxicity level above permit limits. Ventilation should be used to bring the atmosphere into permit limits. Testing equipment and alarms should be monitored at all times.

Air-purifying respirators cannot be used in oxygen-deficient atmospheres.

Atmospheric testing should be done by a person qualified to use the equipment. Calibrate testing instruments as described in the manufacturer's guidelines and manuals. Record calibration data and monitoring results.

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**Ventilation**

Ventilation is used prior to and after entry to circulate fresh air through the space. Use forced-air ventilation (blowing air into the space) prior to entry to achieve acceptable atmospheric conditions. Never use oxygen to ventilate a confined space.

Five to ten air changes should occur prior to allowing entry. Ventilation should continue throughout entry.

Use continuous ventilation where toxic atmospheres are created by the work procedure. An alarm should sound if there is a failure in ventilation.

Local exhaust ventilation may be needed where general ventilation is not effective, or when high concentrations of contaminants occur in the worker's breathing zone. Local high concentrations can occur from such work activities as welding, painting or chemical cleaning.

Ventilation should reduce concentrations below the permissible exposure limit and 10% of the lower flammable limit before entry.

Purging may be necessary if the confined space contains an atmosphere above the upper explosive limit. An inert gas is used to remove the flammable substance prior to venting with air.

**Rescue Procedures**

All facilities having identified Confined Spaces must have a designated rescue service. It is the responsibility of the facility manager/operator to identify these services and verify that they are capable of conducting the appropriate rescue protocols.

A site specific rescue plan must be developed which will include at a minimum the response capability of both the Ajax employees on-site and any off-site response organization.

***REMEMBER AN UNPLANNED RESCUE WILL PROBABLY BE YOUR LAST***

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**Energy Control (Lock-out Tag-out)**

**Introduction**

Severe injuries to employees working on electrical, hydraulic and pneumatic-powered machines and lines continue to occur. Accident investigations show a large percentage of these injuries are due to inadequate or nonexistent lockout procedures.

A lockout procedure is a system that assures that equipment has been de-energized and cannot operate. This includes bringing the machine to a zero mechanical state where all energy sources are neutralized. Lockout requires that all kinetic and potential energy is isolated, blocked, supported, retained or controlled so that it is not released unexpectedly.

Examples of sources where hazardous energy can be stored or accumulate on machinery include: accumulators and cylinders on hydraulic systems, batteries and capacitors on electrical systems and reservoirs on pneumatic systems. Effective lockout procedures will prevent machines from being unexpectedly activated and injuring employees.

Lockout procedures are needed for these and other operations:

- Electrical equipment repair;
- Routine lubrication of moving machine parts;
- Sanitation or cleaning of machinery;
- Clearing jammed equipment or machinery; and
- Maintenance of high pressure, high temperature or hazardous substance pipelines

Use lockout procedures whenever maintenance is performed on potentially hazardous equipment. The procedure must incorporate provisions for adequate hardware, employee training, documentation and enforcement. Common lockout/tagout hardware consists of multiple lockout devices, padlocks and notification tags.

**Purpose**

The purpose of this procedure is to assure that employees are protected from unintended machine motion or unintended release of energy. This procedure applies to all employees performing any of the aforementioned tasks.

**Definitions**

Lockout – The physical blocking of energy from a power source to a piece of equipment, preventing accidental activation of the equipment involved. Locking out is accomplished by using a lock, block, chain, or any device that keeps the power source such as a valve, lever, or switch in the "off" position.

Tagout - A "Danger" tag is placed on the power source. The tag acts as a warning not to restore energy, but is not a physical restraint. It is to be treated as if it were a lock.

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**Management Responsibilities**

The supervisor has the responsibility of training all new employees, as well as periodically instructing all employees under their authority, regarding the provisions & requirements of this lockout procedure.

The supervisor shall enforce compliance of this lockout procedure, including the use of corrective disciplinary action where necessary.

The supervisor shall assure that the locks and devices required for compliance with the lockout procedure are provided to their employees.

Prior to setting up, adjusting, repairing, servicing, installing or performing maintenance work on equipment, machinery or processes, the supervisor shall determine and instruct the employees of the steps to be taken to assure that they are not exposed to injury due to unintended machine motion or release of energy.

**Employee Responsibilities**

Employees shall comply with the lockout procedure.

Employees shall consult with their supervisor or other appropriate knowledgeable management personnel whenever there are any questions regarding their protection.

Employees shall obtain and care for the locks and other devices required in the lockout procedure.

**General Rules**

The power source of any equipment, machine or process to be set-up, adjusted, repaired, serviced, installed or where maintenance work is to be performed and unintended motion or release of energy would cause personal injury, shall be locked out by each employee doing the work. Sources of energy, such as springs, air hydraulics and steam shall be evaluated in advance to determine whether to retain or relieve the pressure prior to starting the work.

Safety locks are for the personal protection of the employee and are **only** to be used for locking out equipment.

Safety locks, adapters and "Danger" tags shall be readily available.

Personal locks shall contain a brass (or other suitable material) tag with the employee's name.

One key of every lock shall be retained by the employee to whom it was issued, and the only other key shall be retained by their supervisor in the respective job site.

***Energy Control (Lock-out Tag-out)***

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Employees shall request assistance from their supervisor if they do not know where or how to lockout equipment.

Any questions concerning the lockout procedure should be directed to the employee's supervisor.

**Isolating Power Sources**

The first step in any lockout is to turn off the machine or equipment to be locked out. The main disconnect switch(s) shall then be turned to the “off” position and locked in place. Failure to follow this procedure may cause arcing and possibly an explosion.

A machine connected to a 110-volt source of power by a plug-in cord shall have a locking device applied to the plug to be considered locked out.

A machine connected to a 110-volt source of power by a plug-in cord shall be considered locked out if the plug is disconnected and tagged with a "Do not start" tag.

After locking out the power source, the employee shall try the equipment, machine or process controls to ensure no unintended motion will occur or test the equipment, machine or process by use of appropriate test equipment to determine that the energy isolation has been effective. It is important to recognize that there may be more than one source of energy to any given machine, piece of equipment or process. Refer to the plant-specific manual for explicit instructions on completing these tasks.

When two or more employees work on the same equipment, each is responsible for attaching his/her lock. Safety locks and adapters are to be fixed on levers, switches, valves, etc., in the non-operative “off” position.

An employee who is assigned to a job and upon arrival finds an "equipment lock"; "adapter" or "Danger" tag affixed to the equipment shall notify the supervisor and instigate emergency lock removal procedures. The employee can then begin the lockout process from scratch and begin work

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***Energy Control (Lock-out Tag-out)***

**Energy Control Termination**

Power may be turned on when it is required to perform tests or adjustments. All of the rules pertaining to removing locks and restoring power shall be followed. The equipment or process shall again be locked out if it is necessary to continue work after completing the test or adjustments.

If the employee leaves the job before its completion, such as job reassignment or shift change, the employee shall remove his/her personal lock and adapter and replace it with an "equipment" lock and adapter. In addition, the employee will prepare and attach a "Danger" tag indicating the reason the equipment is locked out. Should more than one employee be assigned to the job, the last employee removing his/her lock will be responsible for affixing the "equipment" lock, adapter and the "Danger" tag.

Upon completion of the work, each employee will remove his/her lock, rendering the machine operable when the last lock is removed.

The employee responsible for removing the last lock, before doing so, shall assure that all guards have been replaced, the equipment, machine or process is cleared for operation, and appropriate personnel have been notified that power is being restored. This employee is also responsible for removing the "equipment" lock and returning it to the supervisor's office.

**Emergency Lock Removal**

The supervisor will be authorized to remove an employee's lock in the event the employee is not present.

***The supervisor is responsible for making certain all the requirements for restoring power are followed.***



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***Fire Protection and Prevention***

**Purpose**

Employees of Ajax Paving will take all necessary precautions to guard against and eliminate all possible fire hazards. Plant operators and site foremen should conduct an inspection at least once each week to make certain that fire hazards have been eliminated.

**General Fire Hazards**

The areas listed below pose potential fire hazards throughout Ajax operations. All employees are responsible for eliminating these hazards whenever possible.

- Electrical wiring and equipment that is in poor condition, improperly installed or in need of repair.
- Housekeeping which presents a fire hazard due to too much flammable/combustible material in one place, blocked exits and/or aisle ways and improper stacking of materials that presents a hazard of falling if involved in a fire or that blocks exits and/or firefighting equipment.
- Storage of flammable or combustible materials such as gasoline, kerosene, diesel fuel or liquid asphalt in an unapproved or unsafe container.

**Fire Extinguishers**

Fire extinguishers are categorized into four types identified by the letters A through D as follows:

- A. Ordinary combustible materials such as wood, paper, cloth and some plastic and rubber material. These extinguishers use water as the extinguishing agent. A Type-A extinguisher should NEVER be used on flammable or combustible liquids or charged electrical equipment.
- B. Flammable and combustible liquids such as gasoline, diesel fuel, grease or other petroleum-based products. These extinguishers generally use foam, dry chemical or carbon dioxide as an extinguishing agent. Those containing foam (commonly identified as AFFF) should NEVER be used on charged electrical equipment.
- C. Charged electrical equipment such as plugs, power tools and circuit breakers. These extinguishers generally use dry chemical or carbon dioxide as an extinguishing agent.
- D. Flammable and combustible metals such as magnesium.

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***Fire Protection and Prevention***

**Training**

Training will be conducted annually and/or anytime job conditions change or require it.

***Note:***

***Fire Extinguishers must be inspected annually by a professional company and monthly by Ajax employees.***

***Fire Extinguisher Use (P.A.S.S.)***

Fire extinguishers are fairly effective on small fires. The employee must gauge whether or not he or she can effectively fight the fire with the extinguishing equipment on hand. Caution should be used when making this decision; err on the side of safety. Fire extinguishers are most effective when the P.A.S.S. method is used. Employees will be trained in the procedures below prior to assignment:

***Pull the pin***

***Aim the nozzle at the ground just in front of the fire***

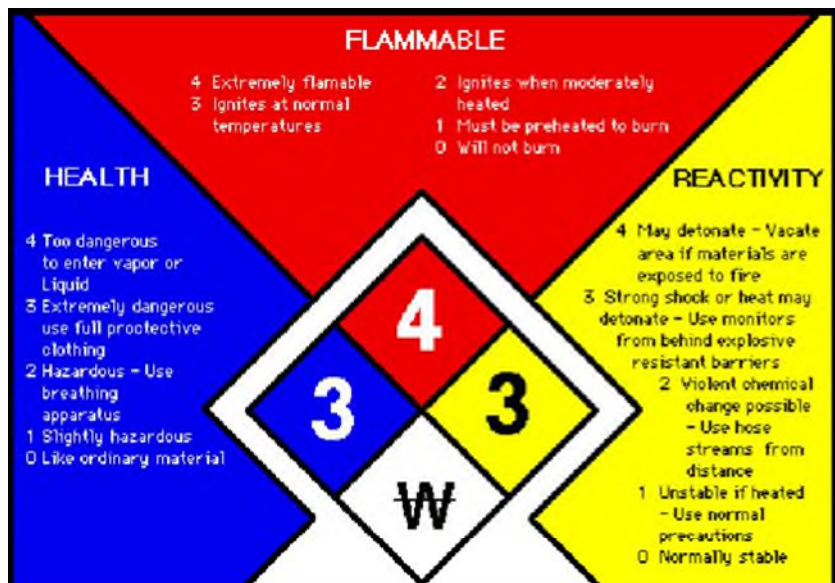
***Squeeze the trigger/handle while holding the extinguisher upright***

***Sweep back and forth while covering the fire with the extinguishing agent.***

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**Fire Protection and Prevention**

**NFPA Warning Label (Normally found on storage tanks)**



HEALTH - BLUE

FLAMMABLE - RED

REACTIVITY - YELLOW

OTHER - WHITE

W Means "use no water"

*The higher the number the higher the hazard.*

**Handling of Flammable Materials**

Whenever handling flammable or combustible materials, great care should be taken to eliminate all potential sources of ignition, including, but not limited to smoking and static electricity.

When transferring a flammable or combustible material from one container to another, the containers should be bonded (connected with conductive material such as copper wiring) and grounded (connected to the ground with conductive material). This process eliminates the potential for the arcing of static electricity.

Smoking and all other potential sources must be kept at least 50' from the use or storage of flammable or combustible materials.

Motors are to be turned off and allowed to cool before refueling. This is especially important when refueling small gasoline-powered tools, which attain high temperatures during use.

When refueling gasoline-powered tools or machinery, make sure that a class B, C or BC fire extinguisher is close by.

Keep containers containing flammable or combustible materials closed when not in use. Safety cans should be used for all flammable liquids.

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**Temporary Heating Devices**

Whenever using a heating device within an enclosed space, proper ventilation shall be provided. This insures not only the elimination of hazardous products of combustion, but provides adequate oxygen for the combustion process.

Heating devices shall not be used on wooden floors or within 10' of flammable or combustible materials.

***Open fires are not allowed at any time.***

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**First Aid**

**Purpose**

Although emphasis is placed upon the prevention of accidents and injuries, mishaps do occur. Prompt, knowledgeable treatment of wounds or other physical results of accidents will, in many cases, prevent minor injuries from becoming major ones and sometimes save lives.

**First-Aid Kits**

Adequate first-aid kits shall be maintained in appropriate stationary facilities and in foremen vehicles and equipment used by mobile work units. The kits shall be readily accessible, prominently displayed (whenever possible), and their location made known. The kit shall be checked and assessed weekly by the foreman to ensure all the first-aid supplies are up-to-date and available.

**First-Aid kits shall contain the following:**

First-Aid Booklet, 1 roll Adhesive Tape, 1/2" x 5yds, 1 PVP Iodine Wipes 10 units/box, 3 Ammonia Inhalant Ampules 10's, 1 bag Aspirin Tablets 20 tabs in individual packets of 2, 1 Cold Pack 5" x 6" boxed, 1 Abdominal Trauma Dressing Pad 5" x 9", 2 pr Nitrile Gloves in a zip bag, 1 roll Elastic Bandage 2" x 4.5yds, 1 bottle Eye Wash 1 oz. bottle, 1 box Eye Pads w/Adhesive Strips 4 strips/bx, 1 box First Aid Burn Cream 6pks/bx, 2 rolls Clean-Wrap Gauze Bandages non-sterile 2", 1 box sterile 12-ply Gauze pads 3" x 3", 4 boxes Swift Sterile 12-ply Gauze Pads 4" x 4", 1 Scissors w/ Blue Handle, 3 ea Nox-A-Sting Wipes, 1 Triangular Bandage, 1 Tweezers Plastic Disposable 4-1/2", 1 box Swift Plastic Strips 1" x 3", 1 box Triple-Biotic 1/32 oz. packets.

**Professional Medical Assistance**

There may be cases in which the injured employee, while needing professional medical attention, could be transported to the clinic or hospital by Company car. There may be cases, however, in which it is important that the injured employee be transported by ambulance. If there is any doubt in the mind of the supervisor in charge, it should be resolved by calling for ambulance service. The Safety Director will supply a list of emergency clinics and area hospitals to the foreman prior to start of work. The following conditions would indicate the need for ambulance service:

- Employee is unconscious or apparently in shock;
- Any apparent fracture;
- Any hemorrhaging;
- Severe abdominal cramps and or vomiting;
- Other symptoms of internal injury;
- Symptoms of a heart attack, i.e. shortness of breath, chest pains;
- Symptoms of heat stroke, i.e. cherry red skin, loss of consciousness, no sweating, confusion; and/or
- Symptoms of anaphylactic or severe allergic reaction.

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***First Aid***

When administering first-aid treatment on the job, always be sure that open wounds are thoroughly cleansed with soap and water to prevent infection. Always protect yourself by wearing latex gloves before administering treatment. Eyewash will be available for flushing out foreign debris from eyes.

First aid, rescue breathing, and external heart compression shall be performed only by trained personnel that will be American Red Cross-trained. All foremen are certified and available onsite and only to the extent reasonably necessary to preserve life and prevent permanent disablement until professional medical attention is available.

***All incidents of first-aid treatment shall be reported to a supervisor; the Safety Director shall also be notified immediately. Supervisors shall fill out all appropriate reports.***

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**Hand and Power Tools**

**Policy**

Accepted safety and health precautions will be practiced in the use of general shop machines, fixed and portable power tools and other hand held equipment so that all employees using such equipment will be protected against personal injury. It is also Ajax Paving Industries, Inc. policy to institute practices which will minimize the danger of injury to non-operators and/or users who may be in the work area.

**Supervisor's Responsibility**

Supervisors are responsible for being familiar with all procedures for safe use and guarding of hand and power tools, as well as personal protective equipment requirements. The supervisor should also make periodic inspections of equipment and be alert to employees using equipment that is damaged and/or not appropriate for the task at hand.

**Employee's Responsibility**

It is the responsibility of the employee to comply with all Company policies and OSHA standards regarding the use of hand and power tools. Employees must maintain their equipment and work area in an orderly and safe manner. LOTO any defective tools and remove from work area.

**General Safety Rules**

- All hand and power equipment will be equipped with approved guarding devices. Guards are to be in place **at all times** while using such equipment.
- Equipment must be properly electrically grounded before use.
- Proper personal protective equipment will be provided (safety glasses, goggles, shields) and used during any operation that may produce flying particles.
- Respirators will be used for work that produces airborne dust particles.
- Approved face, eye and body protection will be used during any burning or welding operation.
- Sufficient shielding that provides protection to others in the immediate area will be used.
- Any employee using portable or fixed tools (drill press, jig or band saw, etc.) must not wear loose clothing. Long hair is to be tied back, and the employee must wear acceptable hair protection while operating equipment.
- All stock must be clamped down (attempting to hold stock with hands will not be permitted).
- Before any employee performs service or maintenance on a machine or equipment where the unexpected energizing, start up or release of stored energy could occur and cause injury, the machine or equipment shall be made safe. (See Energy Control on page 22.)
- Clean up after using powered equipment or hand tools must be done immediately following use.

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***Hazard Communication/Chemical Safety***

**Purpose**

Chemicals are an everyday reality in the road building industry. As much as possible, Ajax Paving has attempted to replace hazardous chemicals with materials that accomplish the same task while eliminating or easing the hazard. This is not always possible, however, as some hazardous materials are still in use. This policy is intended to inform workers as to the hazards of these materials, what they can do to protect themselves, and what management is doing to abate these hazards while maintaining compliance with OSHA's Hazard Communication (HazCom) Standard.

The Ajax Paving Hazard Communication program is made up of three elements:

- Training;
- Labeling; and
- Material Safety Data Sheets (MSDS)

**Training**

Ajax Paving employees will be provided with training regarding the hazards of the materials that are in use within our operations. In general the following topics will be presented (this listing is not intended to be all-inclusive):

- A listing of chemicals onsite and used;
- The hazards of those chemicals;
- Potential routes of exposure and prevention methods;
- How to locate, read and interpret MSDS's;
- Employee rights under the HazCom Standard;
- Retraining by the Safety Director and Environmentalist whenever materials or procedures change substantially or during non-routine tasks. (MSDS's supplied); and
- Safe handling of hazardous materials.

**Labeling**

All materials received and/or used in any Ajax Paving operation shall be in containers which are labeled as to the container's content. The label shall legible and contain the following:

- Identity of the chemical;
- Appropriate hazard warnings; and
- Name and address of chemical manufacturer.

Employees shall not deface or remove labels. Labels must be maintained so they are clearly legible. If they are defaced or removed they must be replaced. They must also be available for non-English speaking employees (see example below). Portable containers intended only for the immediate use of the employee who performs the transfer are not required to be labeled.



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**Hazard Communication/Chemical Safety**



**Material Safety Data Sheets (MSDS)**

The Safety Director will be responsible for compiling the master MSDS file. Each MSDS will contain at least the following information:

- Identity of the material listing all common and chemical ingredients in excess of 1%; of a mixture
- Physical Characteristics;
- Physical Hazards;
- Health Hazards;
- Primary Routes of Entry;
- Guidelines for Safe Handling;
- Control Measures;
- Emergency and First Aid Procedures; and
- Name and Address of Supplier

Each fixed site shall have a site-specific HazCom binder containing a copy of the written program and all applicable MSDS's for each chemical used by Ajax personnel (maintained onsite in foreman's vehicle for easy access to employees). When working on multi-employer jobsites, contact the job superintendent as to where MSDS's are available for all employees.

**Routes of Entry**

It is important that employees are aware of how these chemicals may enter the body. Some routes of entry are not readily apparent.

- Inhalation: Breathing fumes, mists or dust.
- Absorption: Skin in contact with liquids, dusts or vapors.
- Ingestion: Entry into the system via eating, drinking or smoking when good personal hygiene is not practiced.
- Injection: Entry into the body via puncture wounds when the chemical is on the puncturing material.

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***Hazard Communication/Chemical Safety***

**Physical Effects**

There are two main categories of physical effects caused by exposure to hazardous substances:

Acute Exposure:	Short-term exposure, usually with high levels of the substance. Examples include flu like symptoms from inhaling zinc emitted from welding processes. Generally speaking, acute symptoms are a sign of over exposure and should not be ignored; and
Chronic Exposure:	Long-term exposure, usually with low levels of the substance. Examples include Leukemia from repeated, long-term exposure to benzene.

**General Rules when working with chemicals**

- Know what you are working with.
- Know where MSDS's are located and how to use them.
- Ask your supervisor if you have questions regarding any unlabeled container, tank or pipe prior to any non-routine work.
- Make sure all containers are properly labeled.
- Use the proper protective equipment.
- Store chemicals only in approved areas.
- Immediately report leaks and spills.
- Dispose of used chemicals and containers properly.

***Only trained employees may use chemicals.***

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***Housekeeping***

**Purpose**

Many painful and sometimes disabling injuries are caused when employees are struck by falling objects or by striking against or tripping over objects they did not see. Additionally, poor housekeeping and storage of flammable materials create undue fire hazards. The best protection against these hazards is good housekeeping.

Aside from the accident prevention benefits, good housekeeping means efficient performance. Remember the old adage, “a place for everything and everything in its place.” This is extremely important when talking safety.

**General Rules**

The following safety procedures are established:

- Keep work areas and storage facilities clean, neat and orderly, including service trucks;
- Lay out extension cords, air hoses, water hoses, ladders, pipes, tools, etc. in such a way as to eliminate tripping hazards or obstructions to traffic;
- When piling materials for storage, make sure the base is firm and level. Cross-tier each layer. Keep piles level and not stacked too high. Keep aisles clear and with adequate workspace;
- Return tools and equipment to their proper place when not in use; and
- When storing material suspended from the racks or hooks, make sure it is properly secured. Keep walkways a safe distance from the surface beneath.

***Clean up spills immediately to avoid slipping and pollution hazards.***

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***Material Handling (Lifting Safety)***

**Purpose**

A variety of injuries can result from material handling accidents, ranging from minor first-aid cases, to seriously disabling injuries involving expensive medical care and relatively long periods of disability.

Most material handling accidents can be avoided by taking the time to plan ahead, using mechanical equipment whenever possible and thinking about the correct way to do the task and the proper tools to use when performing it.

**General Rules**

The following Safety Procedures are established:

- Lift with your legs, not your back. Start your lift gradually. Avoid jerking. Even a light load can cause a severe sprain if you jerk when you start lifting;
- Get help for heavy or awkward objects, and lift as a team;
- Do not pull backward. Face the direction you are going; and
- Avoid twisting and turning motions.

***Map out your travel route and “landing” area to insure that it is free of trip and other hazards.***

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***Personal Protection Equipment***

**Purpose**

The purpose of Personal Protection Equipment (PPE) is to protect the employee from hazards which cannot be eliminated or reduced in other ways. As an overall part of the Ajax Paving Industries, Inc. Safety Program, PPE is the last step in protecting employees. This policy lists when, where and how this equipment is to be worn. Employee-owned equipment is not allowed. Employees who violate this policy are subject to disciplinary action, up to and including termination.

Employees will be trained annually in the proper use of PPE, and this training will be documented. Because conditions change rapidly on the job site, employees should be re-trained and have appropriate safety equipment close at hand to use as needed.

**Hard Hats**

Hard hats are to be worn whenever there is an overhead hazard. Examples of this type of hazard include:

- When working within close proximity of an asphalt or concrete plant;
- When assembling a concrete or asphalt plant;
- Whenever called for in the project contract;
- Whenever any work is being conducted overhead either by Ajax Paving Industries, Inc. or other contractors on the job site. Examples include:
  - Working within the swing radius of a crane or boom truck;
  - Working under a bridge or overpass;
  - Within close proximity of a building under construction or demolition;
- By ALL traffic regulators regardless of other conditions;
- Whenever mandated by the project manager or foreman;
- Whenever doing set-up, tear-down or any maintenance on equipment such as pavers, dump trucks, agitators or anything that presents an overhead hazard; and
- Wherever signs are posted requiring their use.

Hard hats are to be properly fitted to the head. With the exception of stocking hats, in cold weather, nothing shall be worn under the hat, such as a baseball cap.

**Safety Glasses**

Safety Glasses are to be worn whenever there is risk of injury from flying debris or other material. Examples of this type of hazard include:

- When working in and around an asphalt or concrete plant;
- When assembling a concrete or asphalt plant;
- Whenever called for in the project contract;
- By ALL traffic regulators regardless of other conditions;
- When conducting concrete cutting operations;
- When conducting brooming/sweeping operations;

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- When using a jackhammer, cement drill, frost tooth or other equipment that is capable of throwing material;
- By all “groundmen” working on milling machines; and
- Whenever mandated by the project manager or foreman.

Safety Glasses are to be worn as designed by the manufacturer. Only approved safety glasses shall be worn. It shall be the responsibility of the Safety Director to compile a list of approved glasses.

**Protective Footwear**

Some type of work boot or shoe shall be worn at all times. Sandals or tennis shoes are not appropriate foot wear on the job or plant site.

**Hearing Protection**

Hearing protection will be available to workers whenever they feel uncomfortable regarding sound levels. Examples include:

- Working near or on a paver or other heavy equipment;
- Working with a jack hammer or other high impact tool;
- Working with powder actuated tools (“Hilti”); and
- Saw cutting.

**Safety Vests**

Class 2 Safety vests shall be worn whenever an employee is working daytime operations in an open traffic area or whenever on foot for any reason within the right of way of an open road. Employees are encouraged to wear vests or an article of Hi-Viz Yellow clothing whenever working on any job site. Safety vests are mandatory at all plant sites. Traffic regulators are to wear reflective safety vests at all times, regardless of other conditions.

Class 3 Safety vests shall be worn during nighttime operations.

**Hand Protection**

An employee who handles rough, sharp-edged, abrasive materials, or whose work subjects the hands to lacerations, punctures, burns, or bruises, shall wear gloves of a type suitable for the work being performed. Examples of when gloves should be worn include:

- Pulling mesh;
- Removing forms and/or form pins;
- Handling chains or other lifting equipment;
- Working in close contact with wet concrete or cement dust;
- Working in close contact with asphalt; and
- Working with a jackhammer or other high impact tool.

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Employees must maintain PPE in proper working order. If the equipment is in question, replace it immediately. Employees will be fitted with the proper PPE supplied by Ajax. Keep your PPE clean and in sanitary condition to avoid infections.

Written Hazard Assessments will be completed and signed anytime the scope of work changes, and the proper PPE will be assigned to each employee.



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**Bloodborne Pathogens**

**Purpose**

To reduce the risk of occupational exposure to bloodborne pathogens (BBP) and/or other potentially infectious materials, in compliance with federal and state regulations.

**Definitions**

Bloodborne Pathogens: Pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV). Other potentially infectious materials include the following human body fluids: semen, vaginal fluid, saliva in dental procedures, and any body fluid that is visibly contaminated with blood.

Occupational Exposure: Actual or potential parenteral, skin, eye, or mucous membrane contact with blood or other potentially infectious materials that may result from the performance of an employee's duties.

Universal Blood & Body Fluid Precautions: An approach to infection control according to the concept of universal precautions. All human blood and other body fluids are treated as if infectious for HIV and other bloodborne pathogens. These body fluids include semen, vaginal secretions, cerebrospinal fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids.

**Responsibilities**

Under this policy, employers with a potential for occupational exposures are required to develop a written exposure control plan designed to minimize or eliminate occupational exposure. This plan should contain the following:

- General management responsibilities;
- Exposure determination;
- Methods of compliance;
- Communication of hazards;
- Post-exposure evaluation/vaccination program;
- Annual training and review;
- Recordkeeping; and
- MIOSHA Bloodborne Pathogen statement.

**Procedures**

**A. Exposure Control Plan**

Employees with potential for occupational exposure to BBP's are to identify, in writing, tasks and procedures, as well as, job classifications where such exposures may occur without regard to the use of personal protective clothing and equipment. Departments must also set forth the schedule for implementing other provisions of this policy and specify the procedure for evaluating circumstances surrounding exposure incidents. The procedure must be accessible to employees and available for annual review. Updates are to be performed as necessary when departmental changes occur.

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**B. Methods of Compliance**

Supervisors, to prevent and control exposure to blood or other potentially infectious materials, must observe several precautions and control strategies. Most importantly, employees must use universal precautions (treating ALL blood and body fluids as infectious) to prevent contact with blood or other potentially infectious materials. Other strategies include:

1. **Engineering controls** (i.e., puncture resistant disposal containers for contaminated sharp instruments, resuscitation bags, and ventilation devices);
2. **Work practice controls** (i.e., hand washing, immediately after removing gloves; restricting eating and drinking, applying cosmetics or lip balm or handling contact lenses; prohibiting mouth pipetting; preventing the storage of food or drink in refrigerators or other locations where blood or other BBPs ' are kept; decontaminating equipment or labeling it as contaminated before shipping to disposal facilities; no recapping, shearing or breaking of contaminated needles);
3. **Personal protective equipment** designed to prevent blood or other BBP's from passing through worker's clothing, skin, or mucous membranes. Such equipment includes, but is not limited to, gloves, gowns, laboratory coats, face shields, masks and eye protection;
4. **Housekeeping procedures** to decrease the opportunity for exposure to blood and other BBP's. These include a schedule for cleaning and decontaminating all contaminated equipment, surfaces, and waste receptacles; handling and discarding broken glass and contaminated sharps; regulated wastes; and handling and labeling contaminated laundry; and
5. **Strict labeling procedures** are required in order that workers recognize contaminated or potentially infectious material. The standard requires that fluorescent orange warning labels be attached to containers of regulated waste; to refrigerators and freezers containing blood and other BBP's; and to other containers used to store, transport or ship blood, or other BBP's. These labels are not required when red bags are used. Biohazardous waste that has been decontaminated must be re-labeled as decontaminated. Signs must be used to identify restricted areas where the potential for occupational exposure exists.

**C. Hepatitis B Vaccination**

This vaccination is available to all employees identified with the potential for occupational exposure to BBP's, within ten working days of their assignment. Subsequent doses are to be administered according to current CDC recommendations.

Employees who refuse the vaccination must sign a declination form. They may, however, opt at a later date to receive the vaccination. Booster doses will be made available through this plan if warranted.

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Other employees who are not routinely exposed to BBP's, such as nonemergency first-aid responders, will be provided with medical evaluations and treatment, if warranted, after investigation and within ten days of a BBP exposure incident.

**D. Post-Exposure Evaluation and Follow-up**

If a BBP exposure occurs, the employee must notify his/her supervisor and complete the appropriate report form designated by the employee's department. Ajax will arrange for medical evaluation and treatment, as needed, through a medical contractor. The evaluation includes: confidential medical evaluation documenting the circumstances of exposure; identifying and testing the source individual, if feasible (at department expense); testing the exposed employee's blood, if he/she consents; post exposure prophylaxis; or counseling and evaluation of reported illnesses. The medical contractor must be provided information by the department to facilitate the evaluation. This information will consist of:

- A copy of the MIOSHA Bloodborne pathogen regulation;
- A description of the exposed employee's duties as they relate to the exposure incident;
- Documentation of the route(s) and circumstances under which exposure occurred;
- Results of the source individual's blood testing, if available; and
- Vaccination status and/or any other medical records relevant to appropriate treatment.

After medical evaluation of the incident and possible treatment, the medical contractor will then provide a written opinion to the employee within 15 days of the completion of the evaluation. This shall be limited to whether Hepatitis B vaccination is indicated for an employee, and if the employee has received such vaccination. The written opinion for post-exposure evaluation and follow-up shall be limited to informing the employee of the results of the evaluation and any further treatment or evaluation that is recommended. All diagnosis will remain confidential, unless the employee files a Worker's Compensation claim.

Ajax will pay for the costs associated with the employee exposure.

**E. Biohazard Waste Management**

Employees must use universal precautions (treating all body fluids/materials as if infectious), which emphasizes engineering and work practice controls. These precautions should stress hand washing. They should assure that employees use provided facilities to do so after exposure to BBP's. Procedures should be developed to:

- Minimize needle sticks;
- Minimize splashing and spraying of blood;
- Assure appropriate packaging of specimens and biohazardous wastes; and
- Decontaminate equipment, or label it as contaminated, before shipping to disposal facilities.

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Ajax Paving Industries must provide, and require use of, personal protective equipment at no cost to the employee and must clean, repair and replace these when necessary. Affected employees must develop a written procedure to include:

- Equipment cleaning schedules;
- Methods of decontamination to be used following contact with BBP's;
- Methods for disposing of contaminated sharps;
- Standards for containers, labels, contaminated items and other wastes; and
- Provisions for handling contaminated laundry to minimize exposures.

**F. Information and Training**

The American Red Cross will provide training for all employees with potential exposure to bloodborne pathogens and/or other infectious materials. Individual departments must also provide the appropriate refresher training and information to employees annually thereafter. In addition, employees must be retrained if conditions change. Information and training must include:

- An explanation of, and accessibility to, the regulations;
- A general discussion on bloodborne diseases and their transmission;
- An explanation of the department's written exposure control plan;
- Provisions that have been made for engineering and work practice controls;
- Use of personal protective equipment and personal hygiene practices;
- Availability of Hepatitis B vaccination, post exposure and follow-up programs; and
- Methods to respond to BBP emergencies and incidents.

During training, there must be opportunities for questions and answers, and the trainer must be knowledgeable in the subject matter.

**G. Recordkeeping**

The Safety Director will maintain the employee's confidential medical records for the duration of his/her employment plus thirty years. Departments are responsible for notifying the Human Resource Department when an employee is terminated. These medical records will be made available to the employee and the Michigan Department of Labor (MIOSHA), Assistant Secretary and Director of OSHA upon request. Written and signed employee releases, or court orders, are required for all other access. These records will include information as prescribed under federal and state laws. Departments will maintain training records for at least three years. The training records will contain:

- Dates of training;
- Contents of training program;
- Trainer's name and qualifications; and
- Names and job titles of attendees.

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***Return-To-Work***

**Purpose**

Ajax Paving Industries, Inc. is concerned with the overall health and well being of all of its employees. At certain times, employees will not be able to report to work because of injury or illness. The following policy is intended to insure that employees do not return to work either too soon or too late after an injury or illness, whether work related or not.

**Illness**

After three consecutive days off, the employee must have a doctor's release to return. If there are restrictions, those restrictions will be followed as required by law.

**Injury (Non-Work Related)**

After three consecutive days off, the employee must have a doctor's release to return. If there are restrictions, those restrictions will be followed as required by law.

**Injury (Work Related)**

The employee must have a doctor's release to return to work. If there are restrictions, those restrictions will be followed as required by law.

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***Hearing Conservation***

**Purpose**

Ajax Paving Industries recognizes that exposure to loud noise can damage employees' hearing. The following work practices have been implemented to minimize the potential risks.

**Introduction**

Appropriate hearing protection will be worn as specified by project supervisors. Hearing protection will be worn when it will provide greater safety and protection benefits.

When working at a client's site, employees will adhere to the hearing-protection requirements of either the client or Ajax, whichever requirements are more stringent.

The requirements outlined below are mandatory while working in this Company's workshop or on its projects. They apply to all employees, visitors and contractors.

**Identification of Noise Sources**

Noise levels will be determined for all high-noise areas and equipment.

Representative monitoring will be performed to determine personnel exposures where appropriate.

Equipment or areas with noise levels equal to or exceeding 85 dBA will be identified with labels or signs, which will be posted on the individual pieces of equipment (whether owned or leased) or at the entrance to noisy areas.

The sign or label will state either "Hearing Protection Is Required While the Equipment Is Operating" or "Hearing Protection Is Required While Working in the Area" or similar wording, as appropriate.

Equipment typically requiring labels includes, but is not limited to, compressors, forklifts, generators and pneumatic tools.

Labels will be placed where the operator can readily see the warning, such as next to power switches.

The requirements of this policy will be included in specifications when purchasing, renting or leasing equipment.

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**Reduction of Noise Levels**

Whenever practical, noise levels identified as exceeding 85 dBA will be reduced by means of engineering or administrative controls, including isolation and application of noise-reduction materials.

Noise reduction ratings (NRRs) must be considered when selecting the type of hearing protection (ear plugs, ear muffs or both) for a particular job.

**Hearing Protection**

Only Company-approved hearing protection will be used.

Hearing protection will be worn at all times when noise levels are suspected of equaling or exceeding 90 dBA.

Use of portable radios with earphones is prohibited at all times.

**Training**

A current copy of the Occupational Noise Standard, 29 CFR 1926.52, will be made available to employees on request.

Once each calendar year, Ajax Paving Industries, Inc. will conduct audiometric test training for all employees who may be exposed to noise levels of 85 dBA or greater.

At a minimum, the training program will include a discussion of the following:

- 1) The purpose of hearing protection;
- 2) The effectiveness, advantages and disadvantages of various types of hearing protection;
- 3) Pertinent noise-monitoring results;
- 4) Specific equipment and/or operations that produce high noise levels; and
- 5) The purpose of audiometric testing and an explanation of testing procedures.

Training, Noise level and Audiogram records will be kept at the main office.

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***Hearing Conservation***

**Responsibilities**

Each employee is responsible for:

- Following the instructions received in the training program; and
- Wearing proper hearing protection when needed.

Foremen and supervisors are responsible for ensuring:

- Hearing protection is used in areas or operations where such use is required;
- Affected employees receive appropriate training and participate in annual audiometric testing as required; and
- High-noise areas and equipment are identified and labeled accordingly.

Management is responsible for:

- Determining whether noise reduction is feasible by means of engineering controls;
- Ensuring that adequate supplies of ear plugs or other well-maintained hearing; protection devices are available;
- Determining the adequacy of hearing-protection devices.;
- Assisting in training as necessary;
- Coordinating and overseeing all audiometric testing and conducting baseline audiograms for all employees who are exposed within 6 months of said employee's first exposure. (A pre-baseline audiogram will be conducted on employees with no less than 14 hours of **NO** occupational workplace noises;
- Re-evaluating and/or re-fitting of hearing protection; and
- Ensuring employees are medically evaluated (if necessary).



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***Safety Rule Enforcement***

This procedure is established to provide a mechanism for the discipline of employees, foremen and supervisors who violate safety rules. Safety rules are written and enforced to protect employees from injury and to provide for a "safe and healthful place of employment."

Project Managers, Superintendents and front line supervisors are responsible for the enforcement of the safety and health process. In order to accomplish this, they must ensure that each employee is properly instructed in the use of safety equipment and safe work practices, conduct daily work area inspections, warn employees when they violate a safety rule and discharge any employee who refuses to comply with the procedures. These rules will be enforced by the Safety Director and Upper Management.

When an employee is observed violating a safety rule the following procedure can be implemented if warranted:

1. First offense - verbal or written warning;
2. Second offense – written warning accompanied by a one, two or three day unpaid suspension depending on the severity; and
3. Third offense - within 12 months of a second offense is grounds for immediate termination. If longer than 12 months after a second offense, the third offense will be considered a second offense and a suspension will be issued.

Each written warning shall advise the employee of the nature of the violation and the correct safe practice and procedure. The written warning shall be used as a working tool to re-instruct employees on the proper use and instructions for the safety procedures.

A copy of the written warning shall be provided to the employee, the employee's supervisor and the Safety Department.

The employee's termination papers shall note that he or she has been terminated for violation of safety rules and is not eligible for rehire.

A letter describing the violation and indicating the dates of the first written warning, the second written warning and suspension, and the termination shall be sent to Human Resources. The letter shall state that the employee is ineligible for rehire.

Notwithstanding anything else in this Manual, an employee may be terminated immediately for a safety violation that puts the employee or anyone else in a position of immediate danger to life, safety or health.

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***Non-Discrimination & Sexual Harassment***

It is Ajax Paving Industries' philosophy and policy to treat our employees and applicants for employment without regard to race, color, sex, religion, national origin, age, disability, height, weight, gender identity, sexual orientation, veteran status or any other characteristic protected by the law. Discrimination against any employee or applicant based on any of these conditions will not be allowed or tolerated. This policy applies to all employment practices including recruiting, hiring, pay rates, training and development, promotions and other terms and conditions of employment and termination.

Ajax Paving Industries also prohibits any form of harassment, derogatory comments, epithets, slurs, joking remarks or other abusive conduct directed at employees because of their race, color, sex, religion, national origin, age, disability, height, weight, gender identity, sexual orientation, veteran status or any other characteristic protected by the law.

**Sexual Harassment**

Ajax Paving Industries prohibits harassment of any employee. Sexual harassment is prohibited because it is intimidating and an abuse of power, and it is inconsistent with the Company's policies, practice and management philosophy. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. Sexual harassment can take the following forms:

- Unwanted sexual advances;
- Making sexual gestures or displaying sexually suggestive objects, pictures, cartoons or posters;
- Making or using derogatory comments, epithets, slurs or jokes;
- Sexual conduct that interferes with another person's work performance or creates an intimidating, hostile or offensive work environment;
- Personnel decisions (e.g., promotion, raises, scheduling) made by a supervisor or boss based on the employee's submission to or rejection of sexual advances; and/or
- Submission to a sexual advance used as a condition of keeping or getting a job, whether expressed in explicit or implicit terms.

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**Employee Recourse for Discrimination or Harassment**

If you experience or witness sexual or other unlawful harassment in the workplace, report it to your immediate supervisor, James Jacob or any other officer of the Company. You can raise good-faith concerns and make good-faith reports without fear of reprisal or retaliation.

All allegations of harassment will be quickly and discreetly investigated. To the extent possible, your confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, you will be informed of the outcome of the investigation.

Any supervisor or manager who becomes aware of possible sexual or other unlawful harassment must immediately advise the Human Resources Department or any member of management so it can be investigated in a timely and confidential manner. Anyone engaging in sexual or other unlawful harassment will be subject to disciplinary action, up to and including termination of employment. Ajax Paving Industries prohibits retaliation against any employee raising a good-faith concern.

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***Disability Accommodation***

Ajax Paving Industries, Inc. is committed to working with qualified persons with disabilities to find reasonable accommodations that will allow them to perform the essential functions of the job. If you are in need of an accommodation, notify Human Resources promptly so that we can evaluate your request. Under Michigan law, an employee has 182 days from when the employee knew or should have known that an accommodation was necessary to notify the employer. There is no similar time requirement under the federal Americans with Disabilities Act, but employees are encouraged to notify Human Resources as soon as possible if an accommodation may be needed.

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***General Employment Rules***

**Purpose**

Ajax Paving Industries, Inc. has certain rules of conduct that must be followed if work is to be done in an efficient and orderly way. Employee cooperation is essential. All employees are to familiarize themselves with the rules of prohibited conduct listed below. Based on common sense and good judgment, these rules are designed to protect employee rights.

**Violation of the following rules may result in disciplinary action up to and including discharge:**

1. Poor work performance;
2. Excessive absenteeism or tardiness;
3. Insubordination (disobedience to authority);
4. Theft or unauthorized removal of property;
5. Fighting;
6. Smoking in prohibited areas;
7. Willful or careless damage to Company property or the property of others;
8. Walking off the job;
9. Gambling on Company premises;
10. Causing hazardous or unsafe working conditions;
11. Possession of weapons on Company premises or in Company vehicles at any time;
12. Falsification of personnel or other records, such as time or production records;
13. Restricting production or attempting to induce others to do so;
14. Horseplay, scuffling, running or throwing material or other objects;
15. Absence without notification or permission. (Absence without notification for two days or more is deemed a voluntary quit.);
16. Loafing, sleeping on the job, neglect or failure to perform assigned duties;
17. Improper use of Company property and equipment;
18. Leaving the job before the end of the assigned scheduled workday without permission;
19. Violation of any Company policy or procedure;
20. Threatening, intimidating, coercing or interfering with employees;
21. Being on Company premises or in a Company vehicle while under the influence of alcohol or drugs, or in an unfit condition;
22. Bringing, having or consuming unauthorized alcoholic beverages or drugs on Company premises or in a Company vehicle; and/or
23. Using radio headsets (walkman, iPod, MP3 players or any others not listed).

***The above rules are not intended to be all inclusive of the proper standards of conduct or other obligations of employees. Ajax Paving Industries, Inc., reserves the right to take disciplinary action for other offenses not specifically listed here. These rules do not change the at-will nature of employment for all non-bargaining unit employees.***

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***Employment Applications***

Ajax Paving relies upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in the exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

***Immigration Law Compliance***

Ajax Paving Industries, Inc. is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with Ajax within the past three years, or if their previous I-9 is no longer retained or valid.

Employees with questions or seeking more information on immigration law issues are encouraged to contact Human Resources. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

***Employment Reference Checks***

To ensure that individuals who join Ajax Paving are well qualified and have a strong potential to be productive and successful, it is the policy of the Company to check the employment references of all applicants.

Human Resources will respond in writing only to reference check inquiries that are submitted in writing. Responses to such inquiries will confirm only dates of employment, wage rates, and position(s) held. No employment data will be released without a written authorization and release signed by the individual who is the subject of the inquiry, unless otherwise required by law.

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***Employment Categories***

It is the intent of Ajax Paving Industries, Inc. to clarify the definitions of employment classifications so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time.

Each employee is designated as either NONEXEMPT or EXEMPT from federal and state wage and hour laws. NONEXEMPT employees are entitled to overtime pay under the specific provisions of federal and state laws or, where applicable, the collective bargaining agreement. EXEMPT employees are excluded from specific provisions of federal and state wage and hour laws. An employee's EXEMPT or NONEXEMPT classification may be changed only upon written notification by Ajax management.

In addition to the above categories, each employee will belong to one other employment category:

REGULAR FULL-TIME employees are those who are regularly scheduled to work Ajax Paving's full-time schedule. Generally, they are eligible for Ajax's benefit package, subject to the terms, conditions, and limitations of each benefit program and the collective bargaining agreement, where applicable.

REGULAR PART-TIME employees are those who are regularly scheduled to work less than Ajax's full-time schedule. While they do receive all legally mandated benefits (such as Social Security and workers' compensation insurance), they are ineligible for all of Ajax's benefit packages, subject to the terms, conditions, and limitations of each benefit program and the collective bargaining agreement, where applicable.

SEASONAL employees are those who are hired on a temporary basis to work during Ajax's peak season only. While they do receive all legally mandated benefits (such as Social Security and workers' compensation insurance), they are ineligible for all of Ajax's benefit packages, subject to the terms, conditions, and limitations of each benefit program and the collective bargaining agreement, where applicable.

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***FLSA Safe Harbor Policy***

It is the Company's policy to comply with state and federal laws regarding overtime pay eligibility. Certain categories of employees are considered exempt from the overtime compensation requirements of the Fair Labor Standards Act (FLSA). Based on their duties, these employees typically fall into the FLSA categories of executive, administrative, and professional employees. Employees classified as "exempt" are paid on a salary basis by the Company. The Company is committed to properly applying the salary basis of payment and will not make deductions from salary prohibited by federal or other applicable law. Examples of permissible deductions from salary include: payroll taxes and insurance premium co-payments and full day deductions from salary if an exempt employee is suspended for violation of a written Company work rule.

If you have questions about exempt status or the salary basis of payment, please ask Human Resources. Similarly, an employee who has any reason to believe that an improper salary deduction has occurred or has any concerns about payment on a salary basis should notify the Human Resources immediately. The notification should be in writing or by e-mail sent to the Human Resources and should state the nature of the error and the period of involved. The Company will investigate any concerns and will reimburse an employee for any improper or unauthorized deductions or inconsistencies with the salary basis of payment. The Company will take appropriate steps to ensure that it fully complies with the salary basis of payment in the future. The Company will not retaliate against any employee for raising good faith concerns under this policy.

***Access to Personnel Files***

Ajax Paving maintains a personnel file on each employee. Personnel files are the property of Ajax and access to the information they contain is restricted. Generally, only supervisors and management personnel of Ajax who have a legitimate reason to review information in a file are allowed to do so.

Employees who wish to review their own file should contact the Human Resource Department. With reasonable advance notice, employees may review their own personnel files in Ajax's offices and in the presence of an individual appointed by Ajax to maintain the files.



***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Social Security Number Privacy Policy***

Ajax Paving Industries, Inc. is committed to properly securing and protecting employee social security number/identification information as required by law. Ajax expects that all employees that use or have access to any employee's social security number information will adhere to the highest degree of confidentiality.

The Company prohibits the unauthorized accessing, viewing, use, disclosure, or intentional display of employees' social security information. Only authorized personnel may access records and documents that contain employee social security number and identification information. The unauthorized removal of documents from the Company's premises that contain the social security number information is prohibited. Authorized personnel are those individuals that have a legitimate business purpose for accessing, using, or maintaining such information.

When necessary, documents containing social security information will be properly destroyed through shredding or other means used prior to disposal to ensure confidential social security information is not disclosed.

Any employee or individual that accesses social security data without authorization shall be disciplined, up to and including discharge.

If you have any questions regarding social security number privacy and security please contact Human Resources for more information.

***Ajax Paving Industries, Inc.***  
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***At-Will Employment Statement for Non-Union Employees Only***

Employees are not guaranteed employment for any specified length of time. Accordingly, either the employee or Ajax Paving Industries, Inc. can terminate the employment relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law. Only the President of the Company has the authority to change the at-will nature of any employee's employment, and such a change must be in a writing signed by both the President and the employee to be valid. Furthermore, this Manual is not and should not be interpreted as a contract of employment or for the provision of any benefit.

***Personnel Data Changes***

It is the responsibility of each employee to promptly notify Ajax of any changes in personnel data. Personal mailing addresses, telephone numbers, number and names of dependents, individuals to be contacted in the event of an emergency, educational accomplishment, and other such status reports should be accurate and current at all times. If any personnel data has changed, notify Human Resources.

***No Solicitation/No Distribution***

Working time is for work. For this reason, employees may not:

1. Solicit on behalf of any organization or for any purpose during their working time or during the working time of the employee being solicited; or
2. Distribute written material on behalf of any organization or for any purpose at any time in working areas or during working time in non-working areas.

Working time does not include break or lunch periods.

Persons not employed by the Company are prohibited from soliciting for or distributing written material on behalf of any organization or for any purpose on the Company premises without prior management permission. Persons not employed by the Company are not permitted in work areas of the facility without management permission.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Bulletin Boards***

Ajax paving maintains bulletin boards for the posting of:

- Materials required by Federal, State, or local government agencies to be made available to all employees; and
- Official notices to employees from management.

Ajax prominently displays government materials and other essential information for all employees. You are expected to read the notices. If you have any questions regarding any of the notices or postings ask your leader/supervisor or the Human Resources Department. Other notices that are not related to Ajax Paving Industries, Inc. business may not be placed on Company bulletin board without prior written approval from management. Any unapproved postings will be removed.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Violence Prevention***

**Purpose**

In addition to hazards posed by the type of work in which Ajax Paving Industries, Inc. is involved, the Company is concerned with the threat of violence on the job. Management has adopted what is commonly known as a “zero tolerance” policy when it comes to any type of violent act. Violent or threatening behavior by any employee, contractor, vendor or any other person involved in our work will not be tolerated.

**Definitions**

Violence is defined as any unwanted physical contact or the threat of that contact, intentional damage to Company property or the property of another employee, threats, verbal abuse or any other form of harassment or intimidation.

**Weapons**

The carrying or bringing to work of any type of weapon, in any fashion, is strictly prohibited. Weapons include any type of firearm, knives or items which are designed or intended to inflict bodily harm on another person. Bringing a weapon to work will subject the employee to discipline up to termination.

**Employer Responsibility**

Management will be open to receive any complaint regarding violence or the threat of violence. Management will keep all information confidential to the fullest extent possible and act on each and every complaint received.

**Employee Responsibility**

If an employee has a problem or complaint, he or she should discuss the problem frankly and thoroughly with the immediate supervisor. If the answer or solution offered by the immediate supervisor is not satisfactory, or the immediate supervisor is the source of the problem, the employee may submit the problem to the Human Resource Manager or Safety Director. The employee shall not be discriminated against, intimidated, harassed or otherwise treated negatively because he or she made a good faith complaint.

***Ajax Paving Industries, Inc.***  
***Safety Manual and Employee Handbook***

***Cell Phone Policy***

**Purpose**

In addition to hazards posed by the type of work in which Ajax Paving Industries, Inc. is involved, the Company is concerned with the use of personal cell phones. Ajax Paving Industries, Inc. recognizes the convenience and safety that personal cell phones provide; however, their use in the workplace has become very distracting and subsequently dangerous. Since the use of cell phones has increased, it has become necessary for Ajax Paving Industries, Inc. to establish the following policy

**Cell Phone and Listening Devices**

The use of cellular phones shall be limited to foremen, plant operators, superintendents or the designated qualified person on all Ajax Paving Industries job sites and plants.

Management must approve any exceptions to this policy.

When use of a cellular phone is necessary at a job site, it will be done in a safe manner and not expose the user to any recognizable hazards.

The use of any listening device (i.e. portable CD players, iPods or other devices) is strictly prohibited.

**Employee Responsibility**

Making or receiving of personal calls during active work hours on the jobsite is prohibited. Recognizing that there may be certain situations that are special and need the convenience a cell phone provides, in these cases the employee must identify the situation with their supervisor and permission may be granted to allow certain calls.

**Employer Responsibility**

A complete list of foremen/manager cell phone numbers has been provided so that all employees and their family members have access to these people in case of emergency and the employee needs to be contacted.

***Please understand that it is not Ajax Paving Industries, Inc. intent to become involved or control the employee's personal affairs; however, it is our responsibility to provide a safe, productive and undisruptive work place for all our employees.***

***Non-compliance of this policy will result in disciplinary action up to and including dismissal.***

## ***Tobacco-Free Environment Policy***

### **Purpose**

Due to the acknowledged hazards arising from exposure to environmental tobacco in the workplace and to promote a healthy lifestyle and business environment for all, it shall be the policy of Ajax Paving Industries, Inc. to provide a tobacco-free environment for all employees and visitors, except in designated areas. This policy covers the smoking of any tobacco product and the use of smokeless or “chewing” tobacco.

### **Applicability**

This policy applies to all Ajax Paving Industries, Inc. employees and others on our premises to the extent permitted by law, regulation, lease agreement, or other tenancy contract.

### **Definitions**

Ajax Paving Industries, Inc. Premises means any property that Ajax Paving Industries, Inc. owns or leases as tenant, including all buildings, parking lots, enclosed equipment and Company owned vehicles.

Tobacco Products means any tobacco product including, but not limited to, cigarettes, cigars, cigarillos, pipes, chewing tobacco or snuff. For purposes of this policy, this term also includes e-cigarettes, even though these do not contain tobacco.

### **Implementation**

We are committed to providing a safe working environment and to protecting and promoting the health and well-being of our employees and others on our premises. In order to prevent exposure to second-hand smoke, the designated smoking areas shall be no closer than 50 feet from the entrance of the building.

We encourage employees to quit smoking and using tobacco products. Human Resources can provide information about the availability of tobacco cessation resources and programs.

Employees who do not work on Ajax Paving Industries, Inc. premises are encouraged not to smoke or use tobacco products in the interests of their own health and, in the case of smoking, in consideration of the dangers posed to others by second-hand smoke.

Business meetings and other events on our premises, and Ajax Paving Industries, Inc. sponsored business meetings/events on commercial premises, must comply with this policy. We also encourage employees not to smoke or use tobacco products at business meetings/events sponsored by others on non-Ajax Paving Industries, Inc. premises.

All materials used for smoking, including cigarette butts and matches, will be extinguished and disposed of in Company-provided containers. No ashtrays or other collection receptacles for smoking or tobacco trash will be placed on our premises, except in designated areas as provided by the Company. Supervisors will ensure periodic cleanup of the designated smoking area. If the designated smoking area is not properly maintained (for example, if cigarette butts are found on the ground), it can be eliminated at the discretion of management or other decision-making body.

### ***Tobacco-Free Environment Policy***

Ajax Paving Industries, Inc. will post signs prohibiting smoking and the use of tobacco products on the premises. Ajax Paving Industries, Inc. will post the signs at all entrances and in other prominent locations.

Supervisors will discuss the issue of smoking breaks with their staff. Together they will develop effective solutions that do not interfere with the productivity of the staff.

Management will oversee the implementation of this policy. Questions should be directed to the Human Resources personnel.

## ***Substance Abuse Policy***

### **Policy Statement**

Ajax Paving Industries, Inc. has a responsibility to its employees and the public to comply with industry standards regarding substance abuse in the workplace. To accomplish that end, the Company cannot condone and will not tolerate any of the following behaviors by its employees:

- Use of illicit drugs;
- Abuse of legal drugs (prescription or over the counter);
- Abuse of alcohol;
- Sale, purchase, transfer, use or possession of illegal drugs or prescription drugs obtained illegally; and/or
- Arrival for work when under the influence of drugs or alcohol.

A violation of this policy will result in discipline, up to and including termination of employment.

An employee under the treatment of a physician's prescribed medication that impairs his or her ability to function safely at work will be removed from work until such time as it can be determined with the physician that the employee can safely perform his or her duties.

The testing of an employee's urine for drugs is an effective means to identify those in need of treatment or disciplinary action. However, the urine-testing program is intended to supplement, not replace, other means of drug or alcohol detection.

### **Types of Tests**

Individuals will be tested for the presence of drugs in the urine under the following conditions:

Periodic - All employees are required by the US DOT regulations to undergo periodic medical examinations and will be subject to testing for the presence of controlled substances within thirty (30) days prior to that examination;

Random - All employees are required to participate in a random testing program and will be tested on an unannounced basis. Participating employees will be chosen by a random, computer-generated list of all eligible employees. All employees will have an equal chance of selection for the test period;

Post-Accident Testing - Substance Abuse Testing will be required if an employee suffers an on-the-job injury requiring treatment from a doctor or following a serious or potentially serious accident or incident in which safety precautions were violated, equipment or property was damaged, unusually careless acts were performed, or where the cause was due to an employee or other person's failure to wear prescribed personal protective equipment or follow prescribed safety rules while working on Company premises or the property of a client. Employees must test "negative" in order to return to work. An employee who tests "positive," refuses to sign a test consent form, or refuses to undergo testing will be discharged;

## ***Substance Abuse Policy***



**Reasonable Cause Testing** - A supervisor who has reason to suspect that an employee is under the influence of alcohol or drugs must contact the Safety Director for evaluation of circumstances and request that the employee undergo a Substance Abuse Test. The penalty for failing the test or refusing to take the test is termination; and

**Post-Offer Testing** - All final applicants for employment will be tested for drug use at the Company's expense. A qualification for employment by Ajax Paving is to pass the preemployment substance abuse test. The Company will not finalize the job offer of any job applicant with a "positive" pre-employment test. The Company also will not hire any applicant who refuses to take the test or to sign the consent form for the test. Before an employee's first day of work, he/she must have taken and passed the substance abuse test. No employee will be put on the payroll without documentation that the test has been passed.

### **Substances to be tested and Detection Thresholds**

The following substances will be tested for:

<b>Drug</b>	<b>Screen Cut-Off</b>
Marijuana (Delta-9 Carboxy-THC)	50 ng/ml
Cocaine (Benzoylecgonine)	300 ng/ml
Opiates (Morphine/Codeine)	2000 ng/ml
Phencyclidine (PCP)	25 ng/ml
Amphetamine (Methamphetamine)	1000 ng/ml
Barbiturates	300 ng/ml
Methadone	300 ng/ml
Benzodiazepines	300 ng/ml
Propoxyphene	300 ng/ml
Methaqualude	300 ng/ml

These detection thresholds will be used uniformly in the interpretation of all drug tests. In all cases, the test will utilize a two-tiered technique. If a specimen produces a result exceeding the screening threshold, that specimen will then be subjected to confirmation testing using gas chromatography/mass spectrometry (GC/MS). If the results of GC/MS meet or exceed the threshold for the specific drug, it will be reported by the laboratory to the MRO as "positive" for the specific drug or drugs. If the results of the GC/MS fail to confirm the finding of the screening process, the test will be reported as "negative." The Company reserves the right to modify the detection thresholds, as well as add or delete substances as required by the US DOT.

All testing will be done at the local certified laboratory designated by the Safety Director. The specimen will then be forwarded to the Company's designated lab for evaluation. Those tests that have a "positive" result will have a confirmation test conducted with the same specimen.

## ***Substance Abuse Policy***

### **Additional Tests**

Additional tests may be conducted from time to time, to ensure that the specimen provided by the donor meets the technical quality requirements for the test and that no attempt has been made to adulterate or substitute samples. These may include but are not limited to:

- Temperature of the specimen within four (4) minutes of collection;
- Specific gravity;
- PH; and
- Creatinine

### **Supervisor's Role**

Supervisors play an integral role in alleviating drug and alcohol problems in the workplace. They have a legitimate right to initiate corrective action with a worker whose performance begins to decline. The supervisor should act only as a troubleshooter and not as a specialist who tries to diagnose and treat the troubled employee. These latter functions are for specialists.

Supervisors should observe the work habits of employees under their command on an on-going basis. This will enable the supervisor to work with the employee as a decline in his/her work performance occurs, rather than waiting for the annual review.

### **Possession or Sale**

When a supervisor has reasonable suspicion that an employee is in possession of or has been selling alcohol or illegal drugs in violation of this policy and time permits, the supervisor should immediately consult with an appropriate member of management to determine further actions. However, it is recognized that if the employee is in possession of alcohol and/or illegal drugs, immediate action may be required.

### **Management Instructions**

1. Prior to questioning the employee, the supervisor is to first consult with the Safety Director.
2. The supervisor is to have a witness present when confronting an employee.
3. The supervisor, with witness present, is to seize any suspected alcohol or illegal drugs which are in plain sight. All illegal drugs are to be turned over to the local police in the presence of a witness, if possible.
4. The employee is to report to an area where appropriate personnel can question the suspected employee(s) in private.
5. Inform the employee that because of his/her violation of Company policy their employment is terminated. Provide the employee with an escort off the premises

## ***Substance Abuse Policy***

so long as he/she is not under the influence of alcohol or drugs. When in doubt, the employee must be accompanied until turned over to a family member, physician or police.

6. The supervisor must immediately document the series of events related to the incident. The documentation must be forwarded to the Safety Director immediately thereafter.

### **Non-Ajax Employees**

All persons on a job site affect the work environment and determine by their actions a safe, healthy and productive project.

Therefore, all contractors, subcontractors, and joint venture partners that work on projects managed by Ajax Paving will be required to have a Substance Abuse Policy for their employees. Their Substance Abuse Policy will be submitted to Ajax before commencement of work.

### **Management Instructions**

1. The superintendent/project manager will contact the management of the non-Ajax employee to discuss the possible substance abuse occurrence. The superintendent/project manager will remind the manager of his/her contractual obligations. (If a client's employee is involved, the superintendent/project manager must contact the Safety Director.)
2. Ask that the employee be removed immediately from the job site.
3. If the manager does not take timely action, the superintendent/project manager will contact local police.

## ***Acknowledgement***

***I acknowledge that I have read and understand all sections of the Ajax Paving Industries, Inc. Safety Manual and Employee Handbook. I understand and agree to abide by all policies and procedures of Ajax Paving Industries, Inc. discussed in this Manual. I am aware that this Manual replaces any prior versions of the Safety Handbook that I received.***

***I further understand that if I am a member of a union and/or of a collective bargaining unit, to the extent anything in this Manual conflicts with a collective bargaining agreement applicable to my employment, the collective bargaining agreement controls.***

***Further, I understand that if I am a non-union employee and/or not a member any collective bargaining unit, I am an at-will employee. I acknowledge that this means that Ajax Paving Industries, Inc. can terminate my employment at any time, for any lawful reason, with or without cause or notice. I also understand that I can resign my employment at any time, for any reason. I am aware that only the President of the Company can change the at-will nature of my employment and, to be effective, the change must be in a writing signed by both me and the President.***

***Finally, I acknowledge that this Manual is not a contract of employment and that I should not interpret or expect that it is a contract for the provision of any benefit or a guarantee of employment for any specified period of time. Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the Manual may occur. All such changes will be communicated to me, and I understand that revised information may supersede, modify, or eliminate existing policies.***

***Employee Name:***

***Print Name*** \_\_\_\_\_

***Signature*** \_\_\_\_\_

***Witness Signature*** \_\_\_\_\_

***Date*** \_\_\_\_\_



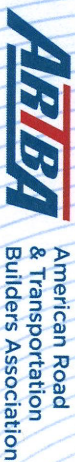
46356400

# Alex Vasquez

has successfully demonstrated the requisite knowledge  
to have earned the

## Safety Certificate for Transportation Project Professional

This certificate was issued on: February 10, 2022



A handwritten signature in blue ink, reading "David Bauer".

**David Bauer**  
CEO  
American Road & Transportation Builders  
Association

A handwritten signature in blue ink, reading "Bradley J. Sant".

**Bradley Sant**  
Senior Vice President, Safety & Education  
American Road & Transportation Builders  
Association



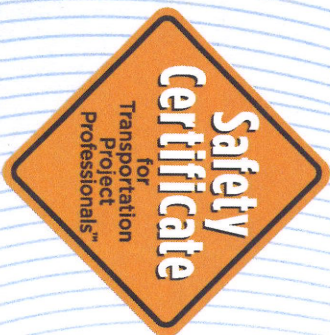
46356411

# Anthony Cortez

has successfully demonstrated the requisite knowledge  
to have earned the

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**David Bauer**  
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Senior Vice President, Safety & Education  
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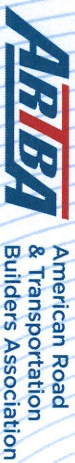
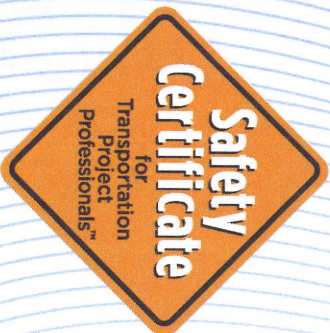
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# Brian Mayer

has successfully demonstrated the requisite knowledge  
to have earned the


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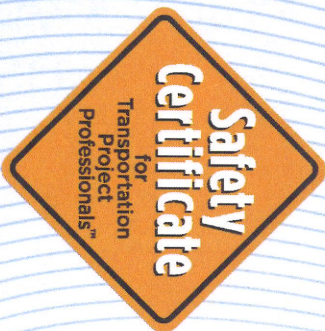
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# Bryant Moorman

has successfully demonstrated the requisite knowledge  
to have earned the

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**David Bauer**  
**CEO**  
American Road & Transportation Builders  
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**Bradley Sant**  
**Senior Vice President, Safety & Education**  
American Road & Transportation Builders  
Association



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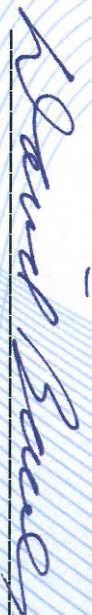
# Jared Quick

has successfully demonstrated the requisite knowledge  
to have earned the


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American Road & Transportation Builders  
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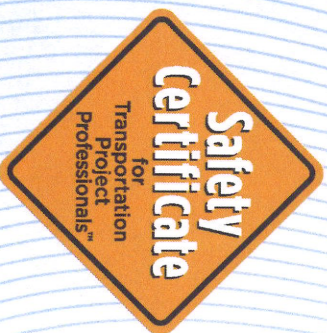
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# Jason Tapani

has successfully demonstrated the requisite knowledge  
to have earned the

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**Senior Vice President, Safety & Education**  
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Association



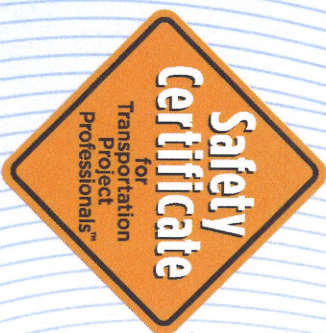
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**Jay Foltz**

has successfully demonstrated the requisite knowledge  
to have earned the

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& Transportation  
Builders Association

**TDF**  
Transportation  
Development  
Foundation  
American Road & Transportation Builders Association

*David Bauer*

**David Bauer**  
CEO  
American Road & Transportation Builders  
Association

*Bradley V. Sant*

**Bradley Sant**  
Senior Vice President, Safety & Education  
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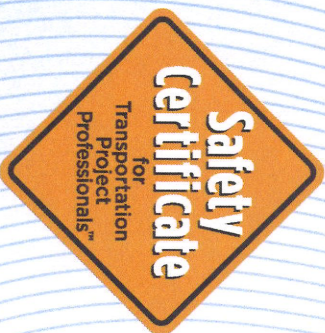
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# Joseph Solis

has successfully demonstrated the requisite knowledge  
to have earned the

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Development  
Foundation  
American Road & Transportation Builders Association

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**David Bauer**

**CEO**

American Road & Transportation Builders  
Association

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**Bradley Sant**

**Senior Vice President, Safety & Education**

American Road & Transportation Builders  
Association



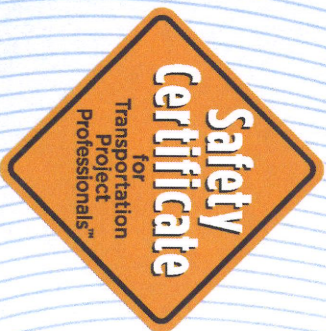
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# Julian Myers

has successfully demonstrated the requisite knowledge  
to have earned the

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Development  
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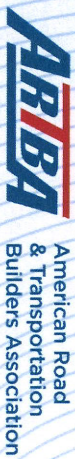
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# Matt Payne

has successfully demonstrated the requisite knowledge  
to have earned the

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Foundation  
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*David Bauer*

**David Bauer**

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*Bradley V. Sant*

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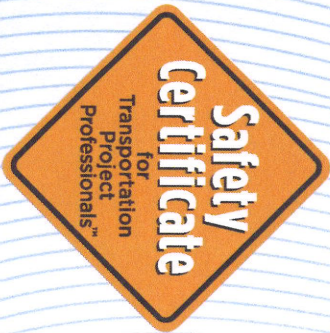
46356407

# Matthew Whitaker

has successfully demonstrated the requisite knowledge  
to have earned the

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CEO  
American Road & Transportation Builders  
Association

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Senior Vice President, Safety & Education  
American Road & Transportation Builders  
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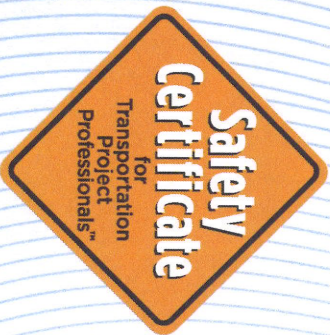
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# Mauricio Garcia

has successfully demonstrated the requisite knowledge  
to have earned the

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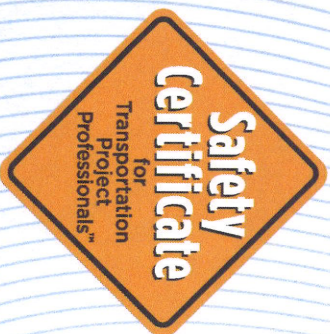
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# Michael Connelly

has successfully demonstrated the requisite knowledge  
to have earned the

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American Road & Transportation Builders  
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**Bradley Sant**

**Senior Vice President, Safety & Education**

American Road & Transportation Builders  
Association



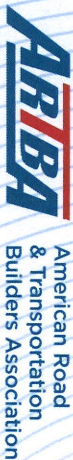
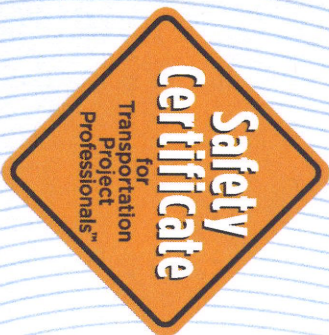
46356412

# Michael Stroven

has successfully demonstrated the requisite knowledge  
to have earned the

## Safety Certificate for Transportation Project Professional

This certificate was issued on: February 10, 2022





**David Bauer**  
CEO  
American Road & Transportation Builders  
Association



**Bradley Sant**  
Senior Vice President, Safety & Education  
American Road & Transportation Builders  
Association



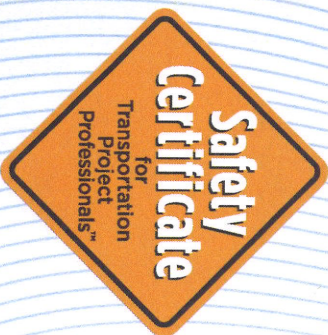
46356405

# Nick Schroeder

has successfully demonstrated the requisite knowledge  
to have earned the

## Safety Certificate for Transportation Project Professional

This certificate was issued on: February 10, 2022



*David Bauer*

**David Bauer**  
**CEO**  
American Road & Transportation Builders  
Association

*Bradley J. Sant*

**Bradley Sant**  
**Senior Vice President, Safety & Education**  
American Road & Transportation Builders  
Association



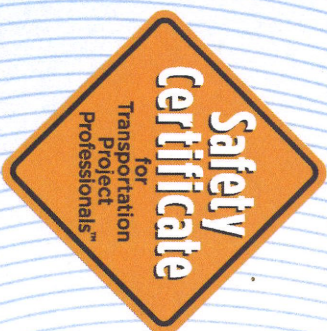
46356399

# Patrick Wagoner

has successfully demonstrated the requisite knowledge  
to have earned the

## Safety Certificate for Transportation Project Professional

This certificate was issued on: February 10, 2022



*David Bauer*

**David Bauer**  
**CEO**  
American Road & Transportation Builders  
Association

*Bradley V. Sant*

**Bradley Sant**  
**Senior Vice President, Safety & Education**  
American Road & Transportation Builders  
Association



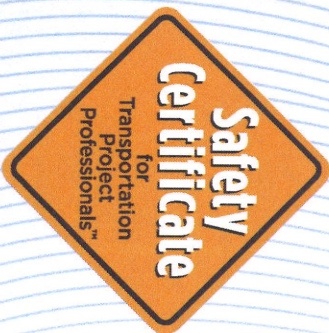
46356402

# Paul Resky

has successfully demonstrated the requisite knowledge  
to have earned the

## Safety Certificate for Transportation Project Professional

This certificate was issued on: February 10, 2022



*David Bauer*

**David Bauer**  
**CEO**  
American Road & Transportation Builders  
Association

*Bradley J. Sant*

**Bradley Sant**  
**Senior Vice President, Safety & Education**  
American Road & Transportation Builders  
Association



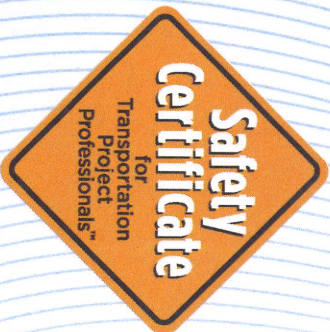
46356414

# Sam Bishop

has successfully demonstrated the requisite knowledge  
to have earned the

## Safety Certificate for Transportation Project Professional

This certificate was issued on: February 10, 2022



A handwritten signature in blue ink, reading "David Bauer".

**David Bauer**  
CEO  
American Road & Transportation Builders  
Association

A handwritten signature in blue ink, reading "Bradley Sant".

**Bradley Sant**  
Senior Vice President, Safety & Education  
American Road & Transportation Builders  
Association





14-006288886

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Jay Foltz**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288884

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Sam Bishop**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288882

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Anthony Cortez**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288880

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Brian Mayer**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288878

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Matthew Whitaker**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288885

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Matt Payne**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288883

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Michael Stroven**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288881

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Julian Myers**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288879

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Mauricio Garcia**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288877

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Joseph Solis**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

Rev 1/2016





14-006288876

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Nick Schroeder**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288873

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Paul Resky**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288872

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Jason Tapani**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288870

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Patrick Wagoner**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288875

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Jared Quick**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288874

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Michael Connelly**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

14-006288871

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Alex Vasquez**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue

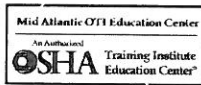
14-006288869

This card acknowledges that the recipient has successfully completed:

**10-hour Construction Safety and Health**

This card issued to:

**Bryant Moorman**Robinson Vasquez Montes  
Trainer Name2/10/2022  
Date of Issue



877-700-6212  
<https://www.oshamidatlantic.org/>

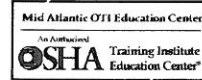
OSHA recommends Outreach Training Courses as an orientation to occupational safety and health for workers. Participation is voluntary. Workers must receive additional training on specific hazards of their job. This course completion does not expire.

Use or distribution of this card for fraudulent purposes, including false claims of having received training, may result in prosecution under 18 U.S.C. 1001. Potential penalties include substantial criminal fines, imprisonment up to 5 years, or both.

To verify this training scan the QR code with your mobile device.



Rev 1/2016



877-700-6212  
<https://www.oshamidatlantic.org/>

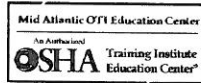
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877-700-6212  
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877-700-6212  
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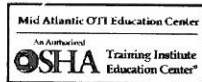
OSHA recommends Outreach Training Courses as an orientation to occupational safety and health for workers. Participation is voluntary. Workers must receive additional training on specific hazards of their job. This course completion does not expire.

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Rev 1/2016



877-700-6212  
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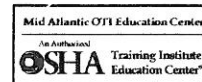
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877-700-6212  
<https://www.oshamidatlantic.org/>

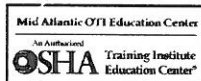
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Rev 1/2016



877-700-6212  
<https://www.oshamidatlantic.org/>

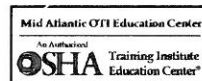
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Rev 1/2016



877-700-6212  
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To verify this training scan the QR code with your mobile device.



Rev 1/2016



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **C. Workforce Development**



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **Ajax Paving is Union Contractor**

All pay rates, health insurance, pension, and fringes follow local Union contracts.

March 30, 2022

To: Ann Arbor Procurement

Re: Responsible Contractor Ordinance – Bid Evaluation Criteria

In regards to the Responsible Contractor Ordinance – Bid Evaluation Criteria, we would like to provide the following information:

- Workplace Safety
  - Ratio of Masters to Apprentices: 156 Masters:52 Apprentices
- Workforce Development
  - Provides employee benefits
    - Benefits are provided to all of our employees either directly through their Union Membership Health and Welfare fund or Ajax Paving Industries' Health Plan
  - We currently participate with the following unions and their US DOL Apprenticeship programs:
    - Laborers Local 1191
    - Operating Engineers 324
    - Cement Masons 514
  - Training/Skills Assessment Program for Non-Apprentice Workers
    - Safety Skills On-Line Training Program
      - Hazardous Communication
      - Silica
      - Confined Space
      - Work Zone Flagger Safety
      - Hand and power tool
      - Bloodborne
      - Material handling and Safe lifting
      - Lockout/Tagout Awareness
      - Fall Protection Awareness
    - ARTBA Safety Certificate for Transportation Professionals
    - ATSA Training for Traffic Control Technician and Supervisor Training
    - Smith System – Driving Courses
    - First Aid/CPR through American Heart Association
    - Certified Crane Operator/Overhead Crane
    - Fall Protection
    - Aerial Lift
    - Forklift
    - Safe Rigging/Load Securement
- Social Equity:
  - Equal Opportunity Policy:

- “We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, status as a protected veteran or qualified individual with a disability or any other protected characteristic.”
- Evidence of Non-Discrimination Hiring Policy:
  - <https://www.ajaxpaving.com/michigan/employment-mi.html>

In order to develop a larger talent pool and bring more industry awareness, we have continual involvement in the following Detroit based organizations:

Ajax Paving Industries is committed to the residents in the area and will continue to work with the goal.

Thank you for your time and consideration,

Christina O'Brien  
Human Resources Manager  
(248) 244-3354

## 2022 On-the-Job Training Program Contractors

COMPANY NAME	PHONE	ADDRESS	CITY	STATE	ZIP
Ace Saginaw Paving Company	810-238-1737	115 S. Averill Ave.	Flint	MI	48506
Action Traffic Maintenance, Inc.	810-695-7516	5182 South Saginaw St.	Flint	MI	48507
Ajax Paving Industries, Inc.	248-244-3300	1957 Crooks Road, Suite A	Troy	MI	48007
Angelo Iafate Construction Co.	586-756-1070	26300 Sherwood Ave.	Warren	MI	48091
Anlaan Corporation	616-846-8442	P.O. Box 599	Grand Haven	MI	49417
Atsalis Brothers Painting Co.	586-790-0123	24595 Groesbeck Hwy.	Warren	MI	48089
Bacco Construction Co.	906-774-2616	P.O. Box 458	Iron Mountain	MI	49801
Black Swamp Steel, Inc.	419-867-8050	1761 Commerce Road	Holland	OH	43528
Bolen Asphalt Paving, Inc.	989-362-5011	875 Airport Road	East Tawas	MI	48730
Brenner Excavating, Inc.	269-793-7531	3321 28th Street	Hopkins	MI	49328
C & D Hughes, Inc.	517-645-0111	3097 Lansing Road	Charlotte	MI	48813
C.A. Hull Company, Inc.	248-363-3813	8177 Goldie Road	Walled Lake	MI	48390
Cadillac Asphalt, LLC.	734-397-2050	2575 South Haggerty Road	Canton	MI	48188
Central Asphalt, Inc.	989-772-0720	P.O. Box 389	Mt. Pleasant	MI	48858
Cipparrone Contracting, Inc.	248-424-3888	30555 Southfield Road, Suite 250	Southfield	MI	48076
Civil Coatings and Construction Inc.	219-531-5300	1651 West Lincoln Way	Valparaiso	IN	46385
D.J. McQuestion & Sons, Inc.	231-768-4469	17708 18 Mile Road	Leroy	MI	49655
Dan's Excavating, Inc.	586-254-2040	12955 23-Mile Road	Shelby Twp.	MI	48315
Davis Construction, Inc.	517-322-3800	5236 Dumond Court, Suite A	Lansing	MI	48917
Diane Dukes, Inc.	231-796-2115	11390 205th Avenue	Big Rapids	MI	49307
Elmer's Crane & Dozer, Inc.	231-943-3443	PO Box 6150	Traverse City	MI	49696
F and M Concrete Construction LLC	517-868-4078	7967 Creyts Road	Dimondale	MI	48821
Fahrner Asphalt Sealers, LLC	715-341-2868	2224 Veterans Memorial Parkway	Saginaw	MI	48601
Florence Cement Company	586-997-2666	51515 Corridor	Shelby Twp	MI	48315
Gerken Paving, Inc.	419-533-7701	9072 County Road 424	Napoleon	OH	43545
Give 'em A Brake Safety, LLC	616-531-8705	2610 Sanford Avenue	Grandville	MI	49418
GM & Sons, Inc.	248-956-7939	46900 West Road	Novi	MI	48377
Grand River Construction, Inc.	616-669-5611	5025 40th Avenue	Hudsonville	MI	49426
Hebert Construction Co.	906-265-5157	PO Box 271	Iron River	MI	49935
Hoffman Bros., Inc.	269-965-1207	8574 Verona Road	Battle Creek	MI	49014
J & N Construction, LLC	989-732-8318	1223 Anna Drive	Gaylord	MI	49735
J. Ranck Electric, Inc.	989-775-7393	1993 Gover Parkway	Mt. Pleasant	MI	48858
JV Contracting, Inc.	810-545-6654	7285 S State Rd	Goodrich	MI	48438
Kalin Construction Co., Inc.	269-925-2746	2663 Yore Avenue	Sodus	MI	49126
Kamminga & Roodvoets, Inc.	616-949-0800	3435 Broadmoor Avenue, SE	Grand Rapids	MI	49512
Lakeland Asphalt Corporation	269-964-1720	548 Avenue A	Battle Creek	MI	49037
Lois Kay Contracting Co.	989-753-3618	3046 Carrollton Road	Saginaw	MI	48604
M & M Excavating Co., Inc.	989-732-6277	17 Old State Road	Gaylord	MI	49735
M. L. Chartier Excavating, Inc.	586-725-8373	9195 Marine City Hwy	Ira	MI	48023
Martin J. Concrete, Inc.	616-997-6388	241 West Randall Rd.	Coopersville	MI	49404
Merlo Construction Company, Inc.	248-714-5486	4964 Technical Drive	Milford	MI	48381
Michigan Paving & Materials Company	734-397-2050	2575 S Haggerty Rd, Suite 100	Canton	MI	48188
Milbocker & Sons, Inc.	269-673-2195	1256 29th Street	Allegan	MI	49010
Miller Bros. Const. Inc.	419-445-1015	PO Box 30	Archbold	OH	43502
Motor City Electric Utilities Co.	313-957-3427	9440 Grinnell	Detroit	MI	48213
Nashville Construction Company	517-852-1536	11205 Lawrence Hwy.	Nashville	MI	49073



## 2022 On-the-Job Training Program Contractors

COMPANY NAME	PHONE	ADDRESS	CITY	STATE	ZIP
P.K. Contracting, Inc.	248-362-2130	1965 Barrett Drive	Troy	MI	48084
Pavement Maintenance Systems, LLC	810-724-4767	384 Industrial Park Dr.	Imlay City	MI	48444
Payne & Dolan, Inc.	906-428-1008	801 Clark Drive	Gladstone	MI	49837
Pro-Line Asphalt Paving Corp.	586-752-7730	11797 29 Mile Road	Washington	MI	48095
Pyramid Paving and Contracting Co.	989-895-5861	600 North Jefferson	Bay City	MI	48708
Rauhorn Electric, Inc.	586-992-0400	14140 33 Mile Road	Bruce Township	MI	48065
Rieth-Riley Construction Co., Inc.	574-875-5183	P.O. Box 477	Goshen	IN	46527
S. Hayes, Inc.	231-577-8807	PO Box 327	LeRoy	MI	49655
Scodeller Construction, Inc.	248-374-1102	51722 Grand River Ave.	Wixom	MI	48393
Severance Electric Co., Inc.	269-345-0134	4140 Rollridge Avenue	Kalamazoo	MI	49004
Smith's Waterproofing LLC	810-798-2371	PO Box 428	Almont	MI	48003
State Barricades, Inc.	586-756-8282	24806 Industrial Highway	Warren	MI	48089
Strain Electric Company	616-453-2108	2151 Beverly Avenue SW	Wyoming	MI	49519
T & D Concrete Construction LLC	517-455-5453	5835 Ellendale Drive	Lansing	MI	48911
Toebe Construction LLC	248-349-7500	PO Box 930129	Wixom	MI	48393
Tri-City Groundbreakers, Inc.	989-832-0600	4440 N Eastman Rd	Midland	MI	48642
Z Contractors, Inc.	586-255-2421	50500 Design Lane	Shelby Township	MI	48315
Zito Construction Co.	810-695-9025	8033 Fenton Road	Grand Blanc	MI	48439





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## **D. Social Equity and Sustainability**



**Ajax Paving  
Industries, Inc.**

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

Tuesday, March 22, 2022

RE: Ajax Paving Industries Inc. Diversity, Equity, & Inclusion

Ajax Paving Industries implements our DEI program through the following:

- Equal Opportunity Employer
- Disadvantaged Business Enterprise (DBE) partnerships to cultivate minority and women owned business in the construction industry
- Active with the Michigan Department of Transportation On the Job Training program (MDOT OJT) for the employment of minorities and women in the construction workforce

Ajax Paving Industries Inc. actively seeks to diversify our workforce and the contracting community by:

- hosting open houses for DBEs to discuss substantial project opportunities
- attending DBE events for networking
- member of MDOTs Partnership for Diversity and Opportunity in Transportation (PDOT) to advocate for diversity in construction employment

Enclosed:

- DBE Compliance Program Introductory Page
- EEO/Non-Discrimination
- MDOT 2022 OJT Program Contractors

Sincerely,

Ean Ridley  
API Business Diversity & Compliance Manager



**Ajax Paving  
Industries, Inc.**

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

Tuesday, March 22, 2022

RE: Ajax Paving Industries Inc. Disadvantaged Business Enterprise Compliance Program

The Ajax Paving Industries DBE Compliance Program, established in April of 2010, details the requirements for contracting with certified DBE firms. This includes, but is not limited to:

- Prior to bid:
  - identifying qualified firms utilizing the MUCP
  - contacting firms in a timely manner
  - assisting firms with project information
  - providing further direction as necessary
- During construction:
  - monitoring DBE work to insure
    - commercially useful function
    - prompt payment
    - observing any changes to DBE scopes of work
    - including opportunity to DBEs should any additional work become available

Ajax Paving Industries Inc. achieves additional DBE outreach by:

- hosting open houses or individual meetings to discuss substantial project opportunities
- attending DBE and Small Business events for networking
- being accessible to DBEs to answer questions or provide direction which may not be specific to a contract with Ajax Paving Industries Inc.

Enclosed is the introductory page of our DBE Compliance Program.

Sincerely,

Ean Ridley  
API Business Diversity & Compliance Manager



**Ajax Paving  
Industries, Inc.**

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Main: 248.244.3300 • Fax: 248.244.0800

March 1, 2022

**AJAX PAVING INDUSTRIES, INC.  
EQUAL EMPLOYMENT OPPORTUNITY**

Christine Poe, Vice President is designated as the official company Equal Employment Opportunity Officer for Ajax Paving Industries, Inc. Ms. Poe is responsible for supervising and coordinating EEO policies and procedures for Ajax Paving Industries, Inc.

Ms. Poe can be reached at (248) 244-3305 or email [cpoe@ajaxpaving.com](mailto:cpoe@ajaxpaving.com).

**AJAX PAVING INDUSTRIES, INC.**

\_\_\_\_\_  
Mark K. Johnston, President



**Ajax Paving  
Industries, Inc.**

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084

Main: 248.244.3300 • Fax: 248.244.0800

March 1, 2022

TO: ALL EMPLOYEES

RE: EQUAL EMPLOYMENT OPPORTUNITY STATEMENT  
NOTICE OF NON-DISCRIMINATION IN EMPLOYMENT

It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age, disability, veteran or handicap status. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

Our promotional practices include the yearly written review of all field employees by supervisory personnel and promotion to a higher level, where openings and union agreements allow.

If any employee has any complaint regarding any of the above policies or activities of any supervisory employees, regarding these policies, contact Christine Poe at (248) 244-3305 or [cpoe@ajaxpaving.com](mailto:cpoe@ajaxpaving.com).

Christine Poe  
Vice President  
Equal Opportunity Employment Officer



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **E.      Schedule of Pricing/Cost**

**E. Schedule of Pricing/Cost – 20 Points**Company:   AJAX PAVING  **Unit Price Bid**

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
5	1047051	Certified Payroll Compliance and Reporting	LS	1.00	\$ <u>2,000 -</u>	\$ <u>2,000 -</u>
10	1047051	_General Conditions, Max \$80,000.00	LS	1.00	\$ <u>80,000 -</u>	\$ <u>80,000 -</u>
15	1047051	_Project Supervision, Max \$30,000.00	LS	1.00	\$ <u>30,000 -</u>	\$ <u>30,000 -</u>
20	2020004	Tree, Rem, 6 inch to 18 inch	Ea	6.00	\$ <u>1,250 -</u>	\$ <u>7,500 -</u>
25	2030011	Dr Structure, Rem	Ea	41.00	\$ <u>830 -</u>	\$ <u>34,030 -</u>
30	2030015	Sewer, Rem, Less than 24 inch	Ft	568.00	\$ <u>60 -</u>	\$ <u>34,080 -</u>
35	2040025	Fence, Remove	Ft	65.00	\$ <u>11.85</u>	\$ <u>770.25</u>
40	2047001	_Curb, Gutter, and Curb and Gutter, Any Type, Rem	Ft	2,684.00	\$ <u>15.05</u>	\$ <u>40,394.20</u>
45	2047001	_Exploratory Excavation, Vertical	Ft	15.00	\$ <u>113.85</u>	\$ <u>1,707.75</u>
50	2047011	_Sidewalk, Sidewalk Ramp, and Driveway Approach, Any Thickness, Rem	Syd	667.00	\$ <u>17.50</u>	\$ <u>11,672.50</u>
55	2047011	_Concrete Subsurface Pavement Removal, Any Depth	Syd	4,800.00	\$ <u>18 -</u>	\$ <u>86,400 -</u>
60	2050023	Granular Material, CI II	Cyd	362.00	\$ <u>69.25</u>	\$ <u>25,068.50</u>
65	2057011	_Grading, Driveway Approach	Syd	157.00	\$ <u>25 -</u>	\$ <u>3,925 -</u>
70	2057011	_Grading, Sidewalk	Syd	784.00	\$ <u>25 -</u>	\$ <u>19,600 -</u>
75	2057011	_Grading, Sidewalk Ramp	Syd	106.00	\$ <u>25 -</u>	\$ <u>2,650 -</u>
80	2057011	_Machine Grading, Special	Syd	22,190.00	\$ <u>24 -</u>	\$ <u>532,560 -</u>
85	2057021	_Undercutting, Type IIA	Cyd	250.00	\$ <u>103 -</u>	\$ <u>25,750 -</u>
90	2057021	_Undercutting, Type IIB	Cyd	40.00	\$ <u>72.75</u>	\$ <u>2,910 -</u>
					TOTAL THIS PAGE	\$ <u>941,018.20</u>



<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
95	2057021	_Undercutting, Type IIC	Cyd	10.00	\$ <u>92.75</u>	\$ <u>927.50</u>
100	2087050	_Erosion Control, Inlet Protection, Fabric Drop	Ea	54.00	\$ <u>190 -</u>	\$ <u>10,260 -</u>
105	2080036	Erosion Control, Silt Fence	Ft	935.00	\$ <u>5 -</u>	\$ <u>4,675 -</u>
110	2090001	Project Cleanup	LS	1.00	\$ <u>10,000 -</u>	\$ <u>10,000 -</u>
115	3010002	Subbase, CIP	Cyd	200.00	\$ <u>48.50</u>	\$ <u>9,700 -</u>
120	3027031	_Aggregate Base, Modified	Ton	6,600.00	\$ <u>38 -</u>	\$ <u>250,800 -</u>
125	3060020	Maintenance Gravel	Ton	120.00	\$ <u>35.50</u>	\$ <u>4,260 -</u>
130	4020987	Sewer, CI IV, 12 inch, Tr Det B	Ft	698.00	\$ <u>128 -</u>	\$ <u>89,344 -</u>
135	4020989	Sewer, CI IV, 18 inch, Tr Det B	Ft	29.00	\$ <u>172 -</u>	\$ <u>4,988 -</u>
140	4020997	Sewer, CI IV, 48 inch, Tr Det B	Ft	271.00	\$ <u>490 -</u>	\$ <u>132,790 -</u>
145	4021260	Trench Undercut and Backfill	Cyd	50.00	\$ <u>62.50</u>	\$ <u>3,125 -</u>
150	4021451	Sewer, Reinf Conc Ellip, HE CI IV, 19 inch by 30 inch, Tr Det B	Ft	40.00	\$ <u>260 -</u>	\$ <u>10,400 -</u>
155	4021453	Sewer, Reinf Conc Ellip, HE CI IV, 24 inch by 38 inch, Tr Det B	Ft	490.00	\$ <u>285 -</u>	\$ <u>139,650 -</u>
160	4030200	Dr Structure, 24 inch dia	Ea	27.00	\$ <u>2,000 -</u>	\$ <u>54,000 -</u>
165	4030210	Dr Structure, 48 inch dia	Ea	14.00	\$ <u>4,745 -</u>	\$ <u>66,430 -</u>
170	4030220	Dr Structure, 60 inch dia	Ea	4.00	\$ <u>5,945 -</u>	\$ <u>23,780 -</u>
175	4030230	Dr Structure, 72 inch dia	Ea	2.00	\$ <u>7,745 -</u>	\$ <u>15,490 -</u>
180	4030306	Dr Structure, Tap, 6 inch	Ea	8.00	\$ <u>395 -</u>	\$ <u>3,160 -</u>
185	4030312	Dr Structure, Tap, 12 inch	Ea	2.00	\$ <u>785 -</u>	\$ <u>1,570 -</u>
190	4037050	_Dr Structure, 96 inch dia, Control Structure	Ea	2.00	\$ <u>28,500 -</u>	\$ <u>57,000 -</u>
195	4037050	_Dr Structure Cover, Type C, Modified	Ea	2.00	\$ <u>860 -</u>	\$ <u>1,720 -</u>
					TOTAL THIS PAGE	\$ <u>894,069.50</u>



<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
200	4037050	_Dr Structure Cover, Type K, Modified	Ea	28.00	\$ <u>985 -</u>	\$ <u>27,580 -</u>
205	4037050	_Dr Structure Cover, Type Q, Modified	Ea	19.00	\$ <u>595 -</u>	\$ <u>11,305 -</u>
210	4037050	_Dr Structure Cover, Type Q, Special	Ea	11.00	\$ <u>715 -</u>	\$ <u>7,865 -</u>
215	4037050	_Dr Structure, Adj, Case 1, Modified	Ea	33.00	\$ <u>1,525 -</u>	\$ <u>50,325 -</u>
220	4037050	_Dr Structure, Adj, Case 2, Modified	Ea	1.00	\$ <u>1,525 -</u>	\$ <u>1,525 -</u>
225	4037050	_Dr Structure, Cleaning, Modified	Ea	4.00	\$ <u>355 -</u>	\$ <u>1,420 -</u>
230	4037050	_Dr Structure, Point	Ea	8.00	\$ <u>825 -</u>	\$ <u>6,600 -</u>
235	4037050	_Dr Structure, Temp Lowering, Modified	Ea	8.00	\$ <u>775 -</u>	\$ <u>6,200 -</u>
240	4037050	_Structure, Reconstruct	Ea	5.00	\$ <u>4,400 -</u>	\$ <u>22,000 -</u>
245	4047001	_Underdrain, Subgrade, 6 inch, Special	Ft	12,774.00	\$ <u>28 -</u>	\$ <u>357,672 -</u>
250	5010001	Pavt, Cleaning	LS	1.00	\$ <u>21,360 -</u>	\$ <u>21,360 -</u>
255	5010002	Cold Milling HMA Surface	Syd	24,402.00	\$ <u>6.50</u>	\$ <u>158,613 -</u>
260	5010005	HMA Surface, Rem	Syd	170.00	\$ <u>20 -</u>	\$ <u>3,400 -</u>
265	5010025	Hand Patching	Ton	40.00	\$ <u>300 -</u>	\$ <u>12,000 -</u>
270	5010031	HMA, 3E3	Ton	3,138.00	\$ <u>121.98</u>	\$ <u>382,773.24</u>
275	5010051	HMA, 4E3	Ton	2,509.00	\$ <u>131.89</u>	\$ <u>330,912.01</u>
280	5010057	HMA, 5E3	Ton	1,884.00	\$ <u>153.08</u>	\$ <u>288,402.72</u>
285	6020054	Conc Pavt, Misc, Nonreinf, 8 inch	Syd	202.00	\$ <u>90.65</u>	\$ <u>18,311.30</u>
290	6027021	_Flowable Fill	Cyd	7.00	\$ <u>300 -</u>	\$ <u>2,100 -</u>
295	6030005	Cement	Ton	20.00	\$ <u>250 -</u>	\$ <u>5,000 -</u>
300	7067010	_Rockery Wall	LS	1.00	\$ <u>21,600 -</u>	\$ <u>21,600 -</u>
TOTAL THIS PAGE						\$ <u>1,736,964.27</u>

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
305	8017011	_Driveway, Nonreinf Conc, 6 inch, Modified	Syd	305.00	\$ <u>74.25</u>	\$ <u>22,646.25</u>
310	8027001	_Curb and Gutter, Conc, Barrier	Ft	1,910.00	\$ <u>40.50</u>	\$ <u>77,355 -</u>
315	8027001	_Curb and Gutter, Conc, Barrier or Mountable, Slip Form	Ft	958.00	\$ <u>40.50</u>	\$ <u>38,799 -</u>
320	8027001	_Curb and Gutter, Conc, Mountable	Ft	30.00	\$ <u>40.50</u>	\$ <u>1,215 -</u>
325	8027001	_Driveway Opening, Conc, Det M, Modified	Ft	438.00	\$ <u>40.50</u>	\$ <u>17,739 -</u>
330	8030020	Railing for Steps	Ft	36.00	\$ <u>100 -</u>	\$ <u>3,600 -</u>
335	8030030	Curb Ramp Opening, Conc	Ft	330.00	\$ <u>40.50</u>	\$ <u>13,365 -</u>
340	8030100	Steps, Conc	Cyd	4.00	\$ <u>3,000 -</u>	\$ <u>12,000 -</u>
345	8037010	_Detectable Warning Surface, Modified	Sft	260.00	\$ <u>50 -</u>	\$ <u>13,000 -</u>
350	8037010	_Sidewalk Ramp, Conc, 6 inch, Modified	Sft	1,898.00	\$ <u>11.50</u>	\$ <u>21,825 -</u>
355	8037010	_Sidewalk Retaining Wall, Integral, 6 inch to 18 inch Height	Sft	252.00	\$ <u>40 -</u>	\$ <u>10,080 -</u>
360	8037010	_Sidewalk Retaining Wall, Integral, 18 inch to 30 inch Height	Sft	104.00	\$ <u>60 -</u>	\$ <u>6,240 -</u>
365	8037010	_Sidewalk, Conc, 4 inch, Modified	Sft	7,316.00	\$ <u>7.70</u>	\$ <u>56,333.20</u>
370	8037010	_Sidewalk, Conc, 6 inch, Modified	Sft	287.00	\$ <u>8.65</u>	\$ <u>2,482.55</u>
375	8087001	_Fence, Decorative, Salvage and Reinstall	Ft	110.00	\$ <u>65 -</u>	\$ <u>7,150 -</u>
380	8087001	_Fence, Ornamental Aluminum, 48 Inch	Ft	70.00	\$ <u>250 -</u>	\$ <u>17,500 -</u>
385	8087001	_Fence, Protective, Modified	Ft	350.00	\$ <u>20 -</u>	\$ <u>7,000 -</u>
390	8110049	Pavt Mrkg, Ovly Cold Plastic, Direction Arrow Sym, Bike	Ea	15.00	\$ <u>100 -</u>	\$ <u>1,500 -</u>
395	8110058	Pavt Mrkg, Ovly Cold Plastic, Bike, Small Sym	Ea	21.00	\$ <u>100 -</u>	\$ <u>2,100 -</u>
400	8110079	Pavt Mrkg, Ovly Cold Plastic, Sharrow Symbol	Ea	6.00	\$ <u>165 -</u>	\$ <u>990 -</u>
405	8110092	Pavt Mrkg, Polyurea, 4 inch, Yellow	Ft	10,923.00	\$ <u>0.79</u>	\$ <u>8,629.17</u>
TOTAL THIS PAGE						\$ <u>341,551.17</u>

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
410	8110198	Pavt Mrkg, Thermopl, 6 inch, White	Ft	10,915.00	\$ <u>0.79</u>	\$ <u>8,622.85</u>
415	8110213	Pavt Mrkg, Thermopl, 12 inch, Cross Hatching, Yellow	Ft	64.00	\$ <u>5-</u>	\$ <u>320-</u>
420	8110214	Pavt Mrkg, Thermopl, 12 inch, Crosswalk	Ft	957.00	\$ <u>5-</u>	\$ <u>4,785-</u>
425	8110218	Pavt Mrkg, Thermopl, 24 inch, Stop Bar	Ft	38.00	\$ <u>10-</u>	\$ <u>380-</u>
430	8117050	_Pavt Mrkg, Thermopl, Lt Turn Arrow Sym	Ea	2.00	\$ <u>150-</u>	\$ <u>300-</u>
435	8117050	_Pavt Mrkg, Thermopl, Only	Ea	1.00	\$ <u>150-</u>	\$ <u>150-</u>
440	8117050	_Pavt Mrkg, Thermopl, Thru and Rt Turn Arrow Sym	Ea	1.00	\$ <u>200-</u>	\$ <u>200-</u>
445	8120012	Barricade, Type III, High Intensity, Double Sided, Lighted, Furn	Ea	20.00	\$ <u>85-</u>	\$ <u>1,700-</u>
450	8120013	Barricade, Type III, High Intensity, Double Sided, Lighted, Oper	Ea	20.00	\$ <u>0.01</u>	\$ <u>0.20</u>
455	8120035	Channelizing Device, 42 inch, Fluorescent, Furn	Ea	30.00	\$ <u>25-</u>	\$ <u>750-</u>
460	8120036	Channelizing Device, 42 inch, Fluorescent, Oper	Ea	30.00	\$ <u>0.01</u>	\$ <u>0.30</u>
465	8120140	Lighted Arrow, Type C, Furn	Ea	1.00	\$ <u>600</u>	\$ <u>600-</u>
470	8120141	Lighted Arrow, Type C, Oper	Ea	1.00	\$ <u>0.01</u>	\$ <u>0.01</u>
475	8120210	Pavt Mrkg, Longit, 6 inch or Less Width, Rem	Ft	400.00	\$ <u>0.60</u>	\$ <u>240-</u>
480	8120252	Plastic Drum, Fluorescent, Furn	Ea	350.00	\$ <u>30</u>	\$ <u>10,500-</u>
485	8120253	Plastic Drum, Fluorescent, Oper	Ea	350.00	\$ <u>0.01</u>	\$ <u>3.50</u>
490	8120310	Sign Cover	Ea	4.00	\$ <u>75-</u>	\$ <u>300-</u>
495	8120330	Sign, Portable, Changeable Message, Furn	Ea	3.00	\$ <u>4,800-</u>	\$ <u>14,400-</u>
500	8120331	Sign, Portable, Changeable Message, Oper	Ea	3.00	\$ <u>0.01</u>	\$ <u>0.03</u>
505	8120350	Sign, Type B, Temp, Prismatic, Furn	Sft	596.00	\$ <u>6-</u>	\$ <u>3,576-</u>
510	8120351	Sign, Type B, Temp, Prismatic, Oper	Sft	596.00	\$ <u>0.01</u>	\$ <u>5.96</u>
					TOTAL THIS PAGE	\$ <u>46,833.85</u>

Line No.	Item No.	Item Description	Unit	Estimated Quantity	Unit Price	Total Price
515	8120352	Sign, Type B, Temp, Prismatic, Special, Furn	Sft	161.00	\$ 12-	\$ 1,932 -
520	8120353	Sign, Type B, Temp, Prismatic, Special, Oper	Sft	161.00	\$ 0.01	\$ 1.61
525	8120370	Traf Regulator Control	LS	1.00	<del>\$ 100,000</del> <sup>113,900 - AR</sup>	<del>\$ 100,000</del> <sup>113,900 - AR</sup>
530	8127050	_Pedestrian Type II Barricade, Temp	Ea	50.00	\$ 150 -	\$ 7,500 -
535	8127050	_Pedestrian Type II Channelizer, Temp	Ea	6.00	\$ 150 -	\$ 900 -
540	8127050	_Temporary No Parking Sign	Ea	12.00	\$ 100 -	\$ 1,200 -
545	8127051	_Minor Traffic Control, Max \$30,000.00	LS	1.00	\$ 30,000 -	\$ 30,000 -
550	8157060	_Irrigation System, Protection and Maintenance	Dlr	4,000.00	\$ 1 -	\$ 4,000 -
555	8167011	_Slope Restoration	Syd	733.00	\$ 20 -	\$ 14,660 -
560	8190157	Conduit, Schedule 80 PVC, 2 inch	Ft	320.00	\$ 30 -	\$ 9,600 -
565	8190244	Hh, Adj	Ea	1.00	\$ 500 -	\$ 500 -
570	8190254	Hh, Rem	Ea	2.00	\$ 500 -	\$ 1,000 -
575	8197001	_Cable, in Conduit, 600V, 1/C#6	Ft	1,000.00	\$ 3.50	\$ 3,500 -
580	8197050	_Light, Rem	Ea	1.00	\$ 1,000 -	\$ 1,000 -
585	8197050	_Light Std Fdn, Modified	Ea	4.00	\$ 3,900 -	\$ 15,600 -
590	8197050	_Light Std and Luminaire	Ea	4.00	\$ 2,900 -	\$ 11,600 -
595	8197050	_Handhole Assembly, 12 Inch x 18 Inch	Ea	2.00	\$ 5,800 -	\$ 11,600 -
600	8197050	_Handhole Assembly, 24 Inch x 36 Inch	Ea	1.00	\$ 6,000 -	\$ 6,000 -
605	8217050	_Monument Box, Adj	Ea	6.00	\$ 750 -	\$ 4,500 -
610	8230421	Water Shutoff, Adj, Case 1	Ea	6.00	\$ 295 -	\$ 1,770 -
615	8230431	Gate Box, Adj, Case 1	Ea	15.00	\$ 450 -	\$ 6,750 -
					TOTAL THIS PAGE	\$ 247,513.61



<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
620	8230432	Gate Box, Adj, Case 2	Ea	1.00	\$ 450 -	\$ 450 -
625	8237050	_Fire Hydrant Assembly, with Extensions, Complete	Ea	1.00	\$ 8,610 -	\$ 8,610 -
630	8237050	_Tapping Sleeve, 6 inch x 6 inch x 6 inch, Valve and Box	Ea	1.00	\$ 8,275 -	\$ 8,275 -
635	8507050	_HMA Surface, Around Structure Cover, Rem	Ea	33.00	\$ 170 -	\$ 5,610 -
TOTAL THIS PAGE						\$ 22,945 -
TOTAL FROM PAGE Addendum-1-3						\$ 941,018.20
TOTAL FROM PAGE Addendum-1-4						\$ 894,069.50
TOTAL FROM PAGE Addendum-1-5						\$ 1,736,964.27
TOTAL FROM PAGE Addendum-1-6						\$ 341,551.17
TOTAL FROM PAGE Addendum-1-7						\$ 46,833.85
TOTAL FROM PAGE Addendum-1-8						\$ 247,513.61
TOTAL BASE BID						\$ 4,230,895.60



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **F. Authorized Negotiator**



**Ajax Paving  
Industries, Inc.**

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## RESOLUTION

The Board of Directors of Ajax Paving Industries, Inc., resolved at their Board Meeting of March 31, 2022 the authorization of the following employees to sign contract documents on behalf of the corporation effective through March 31, 2023.

James A. Jacob

Benjamin J. Kohler

Mark K. Johnston

Brandon G. King

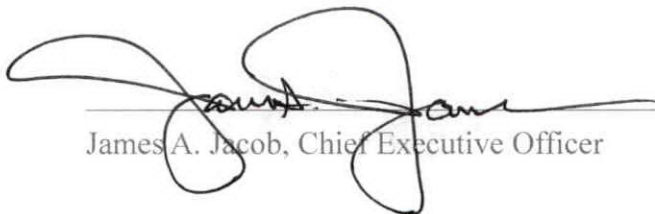
Christine Poe

Christopher Mondon

David R. Cowper

Jeffrey Ardelean

Robert Farina

  
James A. Jacob, Chief Executive Officer



***Ajax Paving  
Industries, Inc.***

*An Equal Opportunity Employer*

1957 Crooks Rd., Suite A • Troy, MI 48084  
Main: 248.244.3300 • Fax: 248.244.0800

## **G.     Attachments**



**ATTACHMENT B**  
**GENERAL DECLARATIONS**

City of Ann Arbor  
Guy C. Larcom Municipal Building  
Ann Arbor, Michigan 48107

Ladies and Gentlemen:

The undersigned, as Bidder, declares that this Bid is made in good faith, without fraud or collusion with any person or persons bidding on the same Contract; that this Bidder has carefully read and examined the bid documents, including City Nondiscrimination requirements and Declaration of Compliance Form, Living Wage requirements and Declaration of Compliance Form, Prevailing Wage requirements and Declaration of Compliance Form, Vendor Conflict of Interest Form, Notice of Pre-Bid Conference, General Information, Bid, Bid Forms, Contract, Bond Forms, General Conditions, Standard Specifications, Detailed Specifications, all Addenda, and the Plans (if applicable) and understands them. The Bidder declares that it conducted a full investigation at the site and of the work proposed and is fully informed as to the nature of the work and the conditions relating to the work's performance. The Bidder also declares that it has extensive experience in successfully completing projects similar to this one.

The Bidder acknowledges that it has not received or relied upon any representations or warrants of any nature whatsoever from the City of Ann Arbor, its agents or employees, and that this Bid is based solely upon the Bidder's own independent business judgment.

The undersigned proposes to perform all work shown on the plans or described in the bid documents, including any addenda issued, and to furnish all necessary machinery, tools, apparatus, and other means of construction to do all the work, furnish all the materials, and complete the work in strict accordance with all terms of the Contract of which this Bid is one part.

In accordance with these bid documents, and Addenda numbered   1  , the undersigned, as Bidder, proposes to perform at the sites in and/or around Ann Arbor, Michigan, all the work included herein for the amounts set forth in the Bid Forms.

The Bidder declares that it has become fully familiar with the liquidated damage clauses for completion times and for compliance with City Code Chapter 112, understands and agrees that the liquidated damages are for the non-quantifiable aspects of non-compliance and do not cover actual damages that may be shown and agrees that if awarded the Contract, all liquidated damage clauses form part of the Contract.

The Bidder declares that it has become fully familiar with the provisions of Chapter 14, Section 1:320 (Prevailing wages) and Chapter 23 (Living Wage) of the Code of the City of Ann Arbor and that it understands and agrees to comply, to the extent applicable to employees providing services to the City under this Contract, with the wage and reporting requirements stated in the City Code provisions cited. Bidder certifies that the statements contained in the City Prevailing Wage and Living Wage Declaration of Compliance Forms are true and correct. Bidder further agrees that the cited provisions of Chapter 14 and Chapter 23 form a part of this Contract.

The Bidder declares that it has become familiar with the City Conflict of Interest Disclosure Form and certifies that the statement contained therein is true and correct.

The Bidder encloses a certified check or Bid Bond in the amount of 5% of the total of the Bid Price. The Bidder agrees both to contract for the work and to furnish the necessary Bonds and insurance documentation within 10 days after being notified of the acceptance of the Bid.

If this Bid is accepted by the City and the Bidder fails to contract and furnish the required Bonds and insurance documentation within 10 days after being notified of the acceptance of this Bid, then the Bidder shall be considered to have abandoned the Contract and the certified check or Bid Bond accompanying this Bid shall become due and payable to the City.

If the Bidder enters into the Contract in accordance with this Bid, or if this Bid is rejected, then the accompanying check or Bid Bond shall be returned to the Bidder.

In submitting this Bid, it is understood that the right is reserved by the City to accept any Bid, to reject any or all Bids, to waive irregularities and/or informalities in any Bid, and to make the award in any manner the City believes to be in its best interest.

SIGNED THIS 30<sup>TH</sup> DAY OF MARCH, 2022.

ATAK PAVING

Bidder's Name

1957 Crooks Road, Suite A  
Troy, Michigan 48084

Official Address

248-244-3300

Telephone Number

B. J. Kohler

Authorized Signature of Bidder

BENJAMIN J. KOHLER

(Print Name of Signer Above)

BKOHLEK@ATAKPAVING.COM

Email Address for Award Notice

**ATTACHMENT C**  
**LEGAL STATUS OF BIDDER**

(The bidder shall fill out the appropriate form and strike out the other three.)

Bidder declares that it is:

\* A corporation organized and doing business under the laws of the State of MICHIGAN, for whom BENJAMIN KOHLER, bearing the office title of ESTIMATOR, whose signature is affixed to this Bid, is authorized to execute contracts.


NOTE: If not incorporated in Michigan, please attach the corporation's Certificate of Authority

• A limited liability company doing business under the laws of the State of \_\_\_\_\_, whom \_\_\_\_\_ bearing the title of \_\_\_\_\_ whose signature is affixed to this proposal, is authorized to execute contract on behalf of the LLC.

\* A partnership, organized under the laws of the state of \_\_\_\_\_ and filed in the county of \_\_\_\_\_, whose members are (list all members and the street and mailing address of each) (attach separate sheet if necessary):

\* An individual, whose signature with address, is affixed to this Bid: \_\_\_\_\_ (initial here)

**Authorized Official**

 Date 3/30, 2021

(Print) Name BENJAMIN J. KOHLER Title ESTIMATOR

Company: ASAX PAVING

Address: 1957 Crooks Road, Suite A  
Troy, Michigan 48084

Contact Phone (248) 244-3300 Fax (248) 244-0800

Email BKOHLER@ASAXPAVING.COM

**ATTACHMENT D**  
**PREVAILING WAGE DECLARATION OF COMPLIANCE**

The "wage and employment requirements" of Section 1:320 of Chapter 14 of Title I of the Ann Arbor City Code mandates that the city not enter any contract, understanding or other arrangement for a public improvement for or on behalf of the city unless the contract provides that all craftsmen, mechanics and laborers employed directly on the site in connection with said improvements, including said employees of subcontractors, shall receive the prevailing wage for the corresponding classes of craftsmen, mechanics and laborers, as determined by statistics for the Ann Arbor area compiled by the United States Department of Labor. Where the contract and the Ann Arbor City Code are silent as to definitions of terms required in determining contract compliance with regard to prevailing wages, the definitions provided in the Davis-Bacon Act as amended (40 U.S.C. 278-a to 276-a-7) for the terms shall be used. Further, to the extent that any employees of the contractor providing services under this contract are not part of the class of craftsmen, mechanics and laborers who receive a prevailing wage in conformance with section 1:320 of Chapter 14 of Title I of the Code of the City of Ann Arbor, employees shall be paid a prescribed minimum level of compensation (i.e. Living Wage) for the time those employees perform work on the contract in conformance with section 1:815 of Chapter 23 of Title I of the Code of the City of Ann Arbor.

At the request of the city, any contractor or subcontractor shall provide satisfactory proof of compliance with this provision.

The Contractor agrees:

- (a) To pay each of its employees whose wage level is required to comply with federal, state or local prevailing wage law, for work covered or funded by this contract with the City,
- (b) To require each subcontractor performing work covered or funded by this contract with the City to pay each of its employees the applicable prescribed wage level under the conditions stated in subsection (a) or (b) above.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the wage and employment provisions of the Chapter 14 of the Ann Arbor City Code. The undersigned certifies that he/she has read and is familiar with the terms of Section 1:320 of Chapter 14 of the Ann Arbor City Code and by executing this Declaration of Compliance obligates his/her employer and any subcontractor employed by it to perform work on the contract to the wage and employment requirements stated herein. The undersigned further acknowledges and agrees that if it is found to be in violation of the wage and employment requirements of Section 1:320 of the Chapter 14 of the Ann Arbor City Code it shall have been deemed a material breach of the terms of the contract and grounds for termination of same by the City.

ATAK PAVING  
Company Name  
B. J. Kohler 3/30/2022  
Signature of Authorized Representative Date  
BENJAMIN J. KOHLER / ESTIMATOR  
Print Name and Title  
1957 Crooks Road, Suite A  
Address, City, State, Zip Troy, Michigan 48084  
248-244-3300  
Phone/Email address BKOHLE@ATAKPAVING.COM

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500



**CITY OF ANN ARBOR  
LIVING WAGE ORDINANCE DECLARATION OF COMPLIANCE**

The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that an employer who is (a) a contractor providing services to or for the City for a value greater than \$10,000 for any twelve-month contract term, or (b) a recipient of federal, state, or local grant funding administered by the City for a value greater than \$10,000, or (c) a recipient of financial assistance awarded by the City for a value greater than \$10,000, shall pay its employees a prescribed minimum level of compensation (i.e., Living Wage) for the time those employees perform work on the contract or in connection with the grant or financial assistance. The Living Wage must be paid to these employees for the length of the contract/program.

*Companies employing fewer than 5 persons and non-profits employing fewer than 10 persons are exempt from compliance with the Living Wage Ordinance. If this exemption applies to your company/non-profit agency please check here ☐ No. of employees*

The Contractor or Grantee agrees:

- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$14.82/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$16.52/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

**Check the applicable box below which applies to your workforce**

- ☐ Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
- ☒ Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage with health benefits

- (b) To post a notice approved by the City regarding the applicability of the Living Wage Ordinance in every work place or other location in which employees or other persons contracting for employment are working.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.
- (e) To take no action that would reduce the compensation, wages, fringe benefits, or leave available to any employee covered by the Living Wage Ordinance or any person contracted for employment and covered by the Living Wage Ordinance in order to pay the living wage required by the Living Wage Ordinance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services or agrees to accept financial assistance in accordance with the terms of the Living Wage Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Living Wage Ordinance, obligates the Employer/Grantee to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract or grant of financial assistance.

AJAX PAVING  
Company Name

 3/30/2022  
Signature of Authorized Representative Date

BENJAMIN J. KOHLER  
Print Name and Title

Street Address 1957 Crooks Road, Suite A  
Troy, Michigan 48084

City, State, Zip

248-244-3300 / BKohler@AJAXPAVING.COM  
Phone/Email address

# CITY OF ANN ARBOR LIVING WAGE ORDINANCE

**RATE EFFECTIVE APRIL 30, 2022 - ENDING APRIL 29, 2023**

**\$14.82 per hour**

If the employer provides health care benefits\*

**\$16.52 per hour**

If the employer does **NOT** provide health care benefits\*

Employers providing services to or for the City of Ann Arbor or recipients of grants or financial assistance from the City of Ann Arbor for a value of more than \$10,000 in a twelve-month period of time must pay those employees performing work on a City of Ann Arbor contract or grant, the above living wage.

## ENFORCEMENT

The City of Ann Arbor may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the law. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by the City.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, the City of Ann Arbor has the right to modify, terminate, cancel or suspend a contract in the event of a violation of the Ordinance.

\* Health Care benefits include those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hr for the average work week.

**The Law Requires Employers to Display This Poster Where Employees Can Readily See It.**

**For Additional Information or to File a Complaint contact  
Colin Spencer at 734/794-6500 or [cspencer@a2gov.org](mailto:cspencer@a2gov.org)**

Revised 2/1/2022



## ATTACHEMENT G

### Vendor Conflict of Interest Disclosure Form

All vendors interested in conducting business with the City of Ann Arbor must complete and return the Vendor Conflict of Interest Disclosure Form in order to be eligible to be awarded a contract. Please note that all vendors are subject to comply with the City of Ann Arbor's conflict of interest policies as stated within the certification section below.

If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

1. No City official or employee or City employee's immediate family member has an ownership interest in vendor's company or is deriving personal financial gain from this contract.
2. No retired or separated City official or employee who has been retired or separated from the City for less than one (1) year has an ownership interest in vendor's Company.
3. No City employee is contemporaneously employed or prospectively to be employed with the vendor.
4. Vendor hereby declares it has not and will not provide gifts or hospitality of any dollar value or any other gratuities to any City employee or elected official to obtain or maintain a contract.
5. Please note any exceptions below:

Conflict of Interest Disclosure*	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	( ) Relationship to employee
	( ) Interest in vendor's company
	(X) Other (please describe in box below)
NO CONFLICT OF INTEREST	

\*Disclosing a potential conflict of interest does not disqualify vendors. In the event vendors do not disclose potential conflicts of interest and they are detected by the City, vendor will be exempt from doing business with the City.

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:		
ATAK PAVING		248-244-3300
Vendor Name		Vendor Phone Number
B. J. K.	3/30/22	BENJAMIN J. KOHLER
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500, [procurement@a2gov.org](mailto:procurement@a2gov.org)

# ATTACHMENT H

## DECLARATION OF COMPLIANCE

### Non-Discrimination Ordinance

The "non discrimination by city contractors" provision of the City of Ann Arbor Non-Discrimination Ordinance (Ann Arbor City Code Chapter 112, Section 9:158) requires all contractors proposing to do business with the City to treat employees in a manner which provides equal employment opportunity and does not discriminate against any of their employees, any City employee working with them, or any applicant for employment on the basis of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight. It also requires that the contractors include a similar provision in all subcontracts that they execute for City work or programs.

In addition the City Non-Discrimination Ordinance requires that all contractors proposing to do business with the City of Ann Arbor must satisfy the contract compliance administrative policy adopted by the City Administrator. A copy of that policy may be obtained from the Purchasing Manager

The Contractor agrees:

- (a) To comply with the terms of the City of Ann Arbor's Non-Discrimination Ordinance and contract compliance administrative policy, including but not limited to an acceptable affirmative action program if applicable.
- (b) To post the City of Ann Arbor's Non-Discrimination Ordinance Notice in every work place or other location in which employees or other persons are contracted to provide services under a contract with the City.
- (c) To provide documentation within the specified time frame in connection with any workforce verification, compliance review or complaint investigation.
- (d) To permit access to employees and work sites to City representatives for the purposes of monitoring compliance, or investigating complaints of non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the Ann Arbor Non-Discrimination Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Non-Discrimination Ordinance, obligates the Contractor to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract.

AJAX PAVING

Company Name

B. J. Kotler

3/30/22

Signature of Authorized Representative

Date

BENJAMIN J. KOTLER / ESTIMATOR

Print Name and Title 1957 Crooks Road, Suite A  
Troy, Michigan 48084

Address, City, State, Zip

248-244-3300 / BKOTLER@AJAXPAVING.COM

Phone/Email Address

**Questions about the Notice or the City Administrative Policy, Please contact:**  
Procurement Office of the City of Ann Arbor  
(734) 794-6500



## ATTACHMENT I

# CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE

Relevant provisions of Chapter 112, Nondiscrimination, of the Ann Arbor City Code are included below.  
You can review the entire ordinance at [www.a2gov.org/humanrights](http://www.a2gov.org/humanrights).

**Intent:** It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight.

**Discriminatory Employment Practices:** No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual. No person shall discriminate in limiting membership, conditions of membership or termination of membership in any labor union or apprenticeship program.

**Discriminatory Effects:** No person shall adopt, enforce or employ any policy or requirement which has the effect of creating unequal opportunities according to actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight for an individual to obtain housing, employment or public accommodation, except for a bona fide business necessity. Such a necessity does not arise due to a mere inconvenience or because of suspected objection to such a person by neighbors, customers or other persons.

**Nondiscrimination by City Contractors:** All contractors proposing to do business with the City of Ann Arbor shall satisfy the contract compliance administrative policy adopted by the City Administrator in accordance with the guidelines of this section. All city contractors shall ensure that applicants are employed and that employees are treated during employment in a manner which provides equal employment opportunity and tends to eliminate inequality based upon any classification protected by this chapter. All contractors shall agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification. All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.

**Complaint Procedure:** If any individual believes there has been a violation of this chapter, he/she may file a complaint with the City's Human Rights Commission. The complaint must be filed within 180 calendar days from the date of the individual's knowledge of the allegedly discriminatory action or 180 calendar days from the date when the individual should have known of the allegedly discriminatory action. A complaint that is not filed within this timeframe cannot be considered by the Human Rights Commission. To file a complaint, first complete the complaint form, which is available at [www.a2gov.org/humanrights](http://www.a2gov.org/humanrights). Then submit it to the Human Rights Commission by e-mail ([hrc@a2gov.org](mailto:hrc@a2gov.org)), by mail (Ann Arbor Human Rights Commission, PO Box 8647, Ann Arbor, MI 48107), or in person (City Clerk's Office). For further information, please call the commission at 734-794-6141 or e-mail the commission at [hrc@a2gov.org](mailto:hrc@a2gov.org).

**Private Actions For Damages or Injunctive Relief:** To the extent allowed by law, an individual who is the victim of discriminatory action in violation of this chapter may bring a civil action for appropriate injunctive relief or damages or both against the person(s) who acted in violation of this chapter.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND  
MUST BE DISPLAYED WHERE EMPLOYEES CAN READILY SEE IT.



Date \_\_\_\_\_

I, \_\_\_\_\_ (Name of Signatory Party) \_\_\_\_\_ (Title)  
do hereby state:

(1) That I pay or supervise the payment of the persons employed by

\_\_\_\_\_, (Contractor or Subcontractor) \_\_\_\_\_ on the

\_\_\_\_\_, (Building or Work) \_\_\_\_\_; that during the payroll period commencing on the

\_\_\_\_\_ day of \_\_\_\_\_, and ending the \_\_\_\_\_ day of \_\_\_\_\_,  
all persons employed on said project have been paid the full weekly wages earned, that no rebates have  
been or will be made either directly or indirectly to or on behalf of said

\_\_\_\_\_, (Contractor or Subcontractor) \_\_\_\_\_ from the full

weekly wages earned by any person and that no deductions have been made either directly or indirectly  
from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part  
3 (29 C.F.R. Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948,  
63 Stat. 108, 72 Stat. 967; 40 U.S.C. § 3145), and described below:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(2) That any payrolls otherwise under this contract required to be submitted for the above period are  
correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the  
applicable wage rates contained in any wage determination incorporated into the contract; that the  
classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide  
apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of  
Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a  
State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

☐ - in addition to the basic hourly wage rates paid to each laborer or mechanic listed in  
the above referenced payroll, payments of fringe benefits as listed in the contract  
have been or will be made to appropriate programs for the benefit of such  
employees, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

☐ - Each laborer or mechanic listed in the above referenced payroll has been paid,  
as indicated on the payroll, an amount not less than the sum of the applicable  
basic hourly wage rate plus the amount of the required fringe benefits as listed  
in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS:

NAME AND TITLE	SIGNATURE
THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE	