



Ann Arbor DDA

Construction Request for Proposal Parking Structures Restoration 2025

RFP # 2025-02

Submitted to:



City of ANN ARBOR
Downtown Development Authority (DDA)
150 South Fifth Avenue
Suite 301
Ann Arbor, MI 48104

Submitted from:

PULLMAN

Pullman SST, Inc.
Zach Carroll
280 West Jefferson
Trenton, MI 48183



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PROPOSAL

Ann Arbor DDA
150 South Fifth Avenue, Suite 301
Ann Arbor, Michigan 48104

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 Advertisement, Notice of Pre-Bid Conference, Instructions to Bidders, Proposal, Bid Forms, Contract, Bond Forms, General Conditions, Standard Specifications, Detailed Specifications, all Addenda, and the Plans 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 DDA, 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 proposal is one part.

In accordance with these bid documents, and Addenda numbered 1 & 2, 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, (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 further agrees that the cited provisions of Chapter 14 and Chapter 23 form a part of this Contract.

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 DDA 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 Proposal shall become due and payable to the DDA.

If the Bidder enters into the Contract in accordance with this Proposal, or if this Proposal 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 DDA 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 DDA believes to be in its best interest.

SIGNED THIS 13th DAY OF May, 2025.

Pullman SST, Inc.

Bidder's Name

280 W Jefferson Ave, Trenton MI 48183

Official Address

(410) 487-2361

Telephone Number



Authorized Signature of Bidder

Victor Juncaj

(Print Name of Signer Above)

A. QUALIFICATIONS, EXPERIENCE AND ACCOUNTABILITY

About PULLMAN

PULLMAN integrates technology-driven solutions into its industry-leading repair and maintenance services to make structures stronger and last longer.

Established in 1902, PULLMAN serves commercial, public, water/wastewater, power, industrial, and transportation clients both in the United States and internationally. As a signatory to local, national, and international labor agreements, PULLMAN has access to a large base of skilled craftsmen to supplement its own full-time workers in local offices across the country. With 9 offices located in United States and one location in Canada, PULLMAN can handle projects of any size.

In addition, PULLMAN is a licensee of STRUCTURAL TECHNOLOGIES products and technical support services. Together the team integrates products, engineering support, repair, and maintenance services to provide value-added solutions to owners, engineers and contractors.

PULLMAN has the backing, bonding capacity, and technical support of one of the largest restoration contractors in the United States. As a subsidiary of Structural Group Inc. their companies represent the largest provider of concrete repair services in the US. and are recognized by Engineering News-Record (ENR) magazine’s list of the Top 600 Specialty Contractors. PULLMAN employs an average of 600 craftworkers and has approximately \$250 million in revenue.

Our team seamlessly integrates with project teams—including owners, building managers, engineers, and contractors—to plan all aspects of a project. From early design and constructability analysis through project sequencing and safety planning, PULLMAN is there, 365 days a year, to safely complete projects under the tightest schedules and in the toughest working conditions.

Key Personnel

Locally, PULLMAN’s Detroit Office has been repairing parking structures in the Great Lakes region for over 26 years. We have an experienced team comprised of long-term employees and skilled union craftsmen. PULLMAN actively works to maintain the core values of our company culture consisting of safety and quality. The importance of these values will be evident throughout this proposal.

In addition, PULLMAN has extensive experience repairing highly trafficked parking structures including those in Ann Arbor, Detroit, and at the Detroit Metro Airport. Our team has previously worked in each of the parking structures scheduled for repair in this proposal during past projects for the DDA in 2019, 2022, and 2024. Our track record, familiarity with the sites, and project knowledge will allow us to create effective phasing plans for each parking structure.

PULLMAN understands that communication between all project participants creates a successful and safe project. We will provide a contact list at the beginning of the project, and we will communicate daily with project updates and lookahead schedules. PULLMAN utilizes Procore to assist with expediting typical project communications including RFIs, submittals, daily field reports, and schedules. If any unexpected conditions are discovered or if challenging coordination is required, we will immediately engage the entire project team to discuss next steps and potential solutions as a whole. Proper project communication will help ensure that the project is completed safely, on budget, and on time.

The following PULLMAN key personnel will be assigned to this project

| Name | Role |
|---------------|------------------|
| John Schuster | Division Manager |
| Steve Stewart | Safety Manager |

| Name | Role |
|----------------|-------------------|
| Steve Rose | Project Executive |
| Nick Poddam | Project Manager |
| Justin Kohloff | Project Foreman |

AT A GLANCE

YEARS OF EXPERIENCE

- 24 years

YEARS WITH FIRM

- 24 years

EDUCATION

- Saginaw Career Complex – Building Construction 2-year program

TRAINING

- CPR/First Aid
- OSHA 30

INDUSTRY INVOLVEMENT

- ICRI Member 2018-Present
- PTI Member 2011-Present

CERTIFICATIONS

- Level 1 Unbonded PT – Field Installation Certified
- Wabo Certified Installer
- Neogard Certified Installer
- CFRP Certified

John Schuster has 23 years of experience performing repair and maintenance services for commercial / public and water / wastewater infrastructure. He is responsible for project management, safety, and construction. He provides quality assurance and technical support to project leaders. His expertise has significantly contributed to various garage rehabilitation projects, ensuring that the approaches and methods used not only surpass client and industry standards but also guarantee compliance with all quality guidelines and adhere to specifications.

AREAS OF EXPERTISE

- Concrete repair
- Traffic Bearing Membranes/Coatings
- Post Tension Structure Repair
- Expansion Joints/Sealants
- CFRP/Strengthening

FEATURED PROJECTS

Grand Circus Parking Garage | Detroit MI | 2020 | \$17,000,000

Construction Manager

Concrete Repair, Waterproofing, mechanical and electrical upgrades, signage, and wayfinding. Two underground parking garages separated by a tunnel experiencing widespread concrete deterioration and failures, overall poor condition from years of no maintenance. Worked closely with the design/build team in role of construction manager and overseeing project QA/QC. Worked with team to successfully strategize 6-month schedule reduction with an increase in overall scope. Worked with team to create shoring and forming plans to allow for safe and efficient phasing changes. Oversee QA/QC efforts such as concrete bond testing, coating bond testing, embedded Bluetooth sensors for concrete curing data. Ensured results were logged correctly and review with project engineer team.

Dow Event Center Parking Garage | Saginaw MI | 2022 | \$5,700,000

Division Manager

Concrete repair, cathodic protection, PT repair, waterproofing, strengthening. six level post tension parking structure experiencing severe corrosion and concrete deterioration due to lack of maintenance over 15-year period. Worked closely with project and engineer team to assure quality installation particularly on PT repair scope. Engaged with STRUCTURAL TECHNOLOGIES during submittal phase to ensure we were selecting the most appropriate repair materials for the application. Delivered a fully encapsulated pt repair that went above and beyond the specification resulting in longer life of the structure

Baltimore Parking Garage | Detroit, MI | 2017 | \$5,300,000

Superintendent

This 270,000 SF split level button head post-tensioned garage located in downtown Detroit showed signs of structural degradation. A design-build approach was used to address damaged and under-reinforced elements, ranging from immediate safety concerns to architectural improvements. Crews performed concrete repairs, post-tension repairs, and beam repairs.

FEATURED PROJECTS CONTINUED

Additionally, the scope involved traffic coating, joint sealants, lighting and plumbing replacements. As superintendent John oversaw daily operations of all field crews and subcontractors. He implemented safety and quality plans. John worked closely with STUCTURAL TECHNOLOGIES and design-build engineer to develop hybrid post-tension details to repair button system utilizing modern monostand PT components.

Checker Cab Parking Garage | Detroit, MI | 2019 | \$1,628,235

Superintendent

This adaptive reuse project involved converting a split level parking structure into residential housing. The garage experienced severe concrete deterioration and structural steel corrosion. Crews performed concrete, masonry facade, and structural steel repairs, as well as waterproofing. As the superintendent, John was responsible for managing the field team and subcontractor scheduling. He coordinated all self performed scopes and performed QA/QC inspections. The project was ultimately completed ahead of schedule and under budget.

U of M Church Street Parking Structure Repairs | Ann Arbor, MI | 2018 | \$450,000

Superintendent

Concrete and masonry repair – Four level cast in place parking garage in need of routine maintenance including partial and full depth concrete repairs. Stair tower restoration including complete replacement of guardrail system to comply with updated code. Traffic bearing membrane installed on roof level, misc. expansion joint and sealant joint replacement. Served as onsite superintendent responsible for all field crews. Completed on time and under budget with zero safety incidents.

AT A GLANCE

YEARS OF EXPERIENCE

- 24 years

YEARS WITH FIRM

- 14 years

TRAINING

- 20+ Years as an Emergency Responder
- OSHA 500/501 Instructor for Construction Safety
- American Red Cross Instructor (CPR/AED/1st Aid)
- Hazardous Material Technician (Level III)
- Confined Space / High Angle Rescue Technician

Throughout Steven Stewart's professional career, he has gained valuable experience in the Health & Safety field, exclusively within operational safety for contract construction and petrochemical industry. His direct responsibility is management and oversight of national safety efforts which include industrial, commercial, and specialty accounts. Steven provides staff with leadership through pre-planning and safety program implementation.

AREAS OF EXPERTISE

- Incident investigation utilizing root cause analysis methods
- Injury/Incident management & claims processing
- Management of industrial hygiene & health and safety programs
- Develop training programs focused on safety management and company protocols
- OSHA/MSHA/DOT/EPA/DEP regulatory compliance and statistical management
- Pre-qualification program management including multiple 3rd party databases
- Safety compliance through team leadership and mentoring activities
- Direct oversight of national safety efforts for multiple division offices

FEATURED PROJECTS

DOW Event Center Parking Garage | Saginaw, MI | 2022 | \$5,700,000

Safety Manager

This six level, cast in place, post-tensioned parking structure was experiencing severe corrosion and concrete deterioration due to lack of maintenance over a 15 year period. The scope of work included concrete repair, cathodic protection, post-tensioning repair, waterproofing, and strengthening. PULLMAN engaged with STRUCTURAL TECHNOLOGIES during the submittal phase to ensure the most appropriate repair materials for the application. Ultimately, the team delivered a fully encapsulated post-tension repair solution that exceeded specification requirements and resulted in an extended service life.

Wayne State University Parking Structure No. 1 | Detroit, MI | 2012 | \$3,000,000

Safety Manager

The six-level cast in place parking structure is located on the campus of Wayne State University in Detroit, MI. The project started after the spring semester and the substantial completion was before the start of the fall semester. The scope of work included 41,000 SF of 8" depth partial concrete hydro-demolition along with the concrete overlay. In addition, the project involved 10,000 SF of 10" full depth concrete repairs, excavation, and installation of new concrete foundations. Furthermore, crews fabricated and installed permanent tube steel shoring, performed concrete column repairs, replaced expansion joint and sealants and installation of 62,000 SF traffic coating system.

FEATURED PROJECTS CONTINUED

**Baltimore St. Design-Build Parking Garage Restoration | Detroit, MI |
2017 | \$5,300,000**

Safety Manager

This 270,000 SF split level button head post-tensioned garage located in downtown Detroit showed signs of structural degradation. A design-build approach was used to address damaged and under-reinforced elements, ranging from immediate safety concerns to architectural improvements. Crews performed concrete repairs, post-tension repairs, and beam repairs. Additionally, the scope involved traffic coating, joint sealants, lighting and plumbing replacements.

AT A GLANCE

YEARS OF EXPERIENCE

18 years

YEARS WITH FIRM

17 years

EDUCATION

Bachelor of Science in
Construction Engineering &
Management - University of
Michigan

INDUSTRY INVOLVEMENT

International Concrete Repair
Institute (ICRI)
Michigan Chapter Past
President

TRAINING

OSHA 30
First Aid
CPR

Steve Rose has over 17 years of industry experience. He possesses extensive experience in project management, estimating, safety, subcontracting, supplier negotiation, and resource management. Adaptable and capable of overseeing complex projects. He has managed structural repair projects including design-build, ranging from \$1,000,000 to over \$21,000,000 in value. He brings a comprehensive skill set to ensure successful project execution.

AREAS OF EXPERTISE

- Parking Structure Rehabilitation
- Design-Build Delivery
- Public Sector Project Management / Project Documentation
- Large Scale Projects with Long Schedule Durations
- Shut Down Project Planning & Execution
- Subcontractor Management

FEATURED PROJECTS

DTW Airport Parking Garage Repairs | Detroit, MI | 2015 - 2019 | \$10,492,000

Project Manager

DTW Airport Parking Garage is the third-largest garage in the world. Crews performed concrete repair, waterproofing, strengthening, expansion joint reconstruction, soil stabilization and drainage upgrades. The project required multi-phased parking garage closures at the two airport parking garages and coordination with the owner and transportation companies to minimize impact to parking.

GLWA CSO Structural Rehabilitation | Detroit, MI | 2020 - 2024 | \$14,500,000

Project Manager

This design-build project focused on rehabilitating and enhancing the functionality of multiple combined sewer overflow (CSO) facilities throughout southeast Michigan. The scope included cleaning the CSO facilities, dewatering inspection support, strengthening, safety hazard mitigation, concrete repairs, and structural repairs. Additionally, crews applied waterproofing and replaced chemical containments at multiple sites. Access was coordinated during low demand weather periods.

GLWA Reservoir Rehabilitation | Detroit, MI | 2019 - 2024 | \$21,540,000

Project Manager

This rehabilitation project involved six different facilities within metro Detroit and southeast Michigan. The scope of work included concrete repair, concrete leak injection, joint sealants, concrete leak repairs, traffic coatings, and waterproofing. Additionally, the project involved dewatering of reservoirs, shoring, and confined space access. Subcontractors responsible for mechanical, plumbing, electrical, steel tank painting, civil and underground utilities were managed by PULLMAN.

FEATURED PROJECTS CONTINUED

University of Michigan, Parking Garage Restoration & Maintenance | Ann Arbor, MI | 2018 - 2020 | \$1,188,000

Project Manager

This multi-phased maintenance project involved repairing several parking garages within the University's Central Campus region. The scope of work included concrete repairs, stair tower upgrades, masonry reconstruction, as well as traffic membrane and railing replacements. Crews implemented traffic control and extensive dust control based on adjacent occupied spaces.

Markley Garage Ramp & Apron Repair | Boston, MA | 2018 - 2022 | \$2,150,000

Project Manager

The garage ramp that required repair served as the primary truck loading/unloading point for two high-rise facilities in downtown Boston. Crews performed structural concrete repairs, new topping installation, traffic membrane installation, interior finishes, and shoring. Extensive dust and noise controls were implemented as the facility was an operating data center. To minimize disruption, traffic controls were also coordinated with the city. Lastly, outages and off hour work were carefully planned to accommodate the customer's needs.

Parkview Hospital Parking Garage Repair & Waterproofing | Fort Wayne, IN | 2022 – 2023 | \$710,000

Project Manager

The project required multiple phase approach and off hour work. The scope of work included traffic membrane removal, replacements, expansion joint replacements, and general concrete repairs. Crews implemented plaza deck replacements, slab leveling and drainage improvements.

AT A GLANCE

YEARS OF EXPERIENCE

7 years

YEARS WITH FIRM

5 years

EDUCATION

Bachelor of Science of Civil Engineering – University of Toledo

TRAINING

OSHA 30
First Aid/CPR

INDUSTRY INVOLVEMENT

International Concrete Repair Institute (ICRI)

Nick Poddam is a highly skilled project manager with over 7 years of experience in the construction industry. He is proficient in managing large-scale projects from inception to completion, ensuring that they are completed on time, within budget, and to the satisfaction of clients. He is skilled in leading cross-functional teams, communicating effectively with stakeholders, and identifying and mitigating risks. He is also adept at using project management software and tools to track progress, manage resources, and ensure compliance with quality and safety regulations.

AREAS OF EXPERTISE

- Structural Concrete and Shotcrete Repair
- Cold & Hot Applied Waterproofing Membranes
- Carbon Fiber Reinforced Polymer (CFRP)
- Urethane and Epoxy Concrete Injection

FEATURED PROJECTS

Ann Arbor DDA Parking Structures | Ann Arbor, MI | Ongoing | \$1,360,000 *Project Manager*

PULLMAN has served as the Prime Contractor for the City of Ann Arbor for their yearly maintenance project for parking structures since 2019. The scope of repairs have included concrete repairs, tuckpointing, joint sealant replacements and traffic coatings at multiple parking structures over the multi-year program. The projects have included extensive repairs at some structures including traffic coating installation, steel stair repairs and floor drain replacements. All projects have included maintenance of traffic in a busy downtown environment.

Mount Sinai Hospital Parking Garage | New York, NY | Ongoing | \$9,470,358 *Project Manager*

The highly-trafficked parking garage in Manhattan was in poor condition and needed substantial repair. The scope of work includes concrete slab on metal deck replacement and structural steel column and beam repair and painting. In order to protect the new repairs, a traffic coating is also being installed throughout the parking structure.

Detroit City Club Apartments Skydeck Waterproofing | Detroit, MI | 2023 | \$1,941,701 *Project Manager*

The connected parking garage to this high-rise apartment complex is used as a social area for the building residents. The green roof of the parking structure had significant leaking issues and structural repairs were required. The scope of work included selective demolition, expansion joints, waterproofing replacement, sealants, and cast-in place concrete to restore the plaza area for resident use.

FEATURED PROJECTS CONTINUED

USPS Detroit P&DC Structural Repairs and Waterproofing | Detroit, MI | 2022 | \$3,120,126

Project Manager

The scope of work for this post office parking garage included selective demolition, structural concrete repairs, concrete topping slabs and a traffic coating. Services performed also include repairs within the active facility. All repairs were designed to withstand the consistent semi-truck traffic the facility receives.

Michigan Central Station – Bid Packages 4B, 4D & 8B | Detroit, MI | 2022 | \$11,635,092

Project Manager

The scope of work for this post office parking garage included selective demolition, structural concrete repairs, concrete topping slabs and a traffic coating. Services performed also include repairs within the active facility. All repairs were designed to withstand the consistent semi-truck traffic the facility receives.

AT A GLANCE

YEARS OF EXPERIENCE

✔ 9 years

YEARS WITH FIRM

✔ 9 years

TRAINING

✔ OSHA 30

✔ First Aid / CPR

CERTIFICATIONS

✔ Post Tension Certified

✔ Suspended Scaffold User

✔ Competent Scaffold User

✔ Concrete Power Buggy

✔ Mist Blaster

✔ Skid Steer

Justin has nine years of experience in the construction industry in concrete repair and strengthening projects. He is an experienced supervisor skilled at managing project operations and field personnel. He has been involved in projects ranging from \$160,000 to \$5,000,000.

AREAS OF EXPERTISE

- ✔ Concrete repair and strengthening
- ✔ High rise facade repairs, injection
- ✔ Carbon fiber reinforced polymer strengthening
- ✔ Sealants, waterproofing / traffic coating
- ✔ Post tensioning

FEATURED PROJECTS

Dow Event Center Parking Garage | Saginaw, MI | 2022 | \$5,800,000

Foreman

Concrete repair, cathodic protection, PT repair, waterproofing, strengthening. six level post tension parking structure experiencing severe corrosion and concrete deterioration due to lack of maintenance over 15-year period. Worked closely with project and engineer team to assure quality installation particularly on PT repair scope. Engaged with STRUCTURAL TECHNOLOGIES during submittal phase to ensure we were selecting the most appropriate repair materials for the application. Delivered a fully encapsulated pt repair that went above and beyond the specification resulting in longer life of the structure

Ann Arbor DDA Parking Structures | Ann Arbor, MI | Ongoing | \$1,360,000

Foreman

PULLMAN has served as the Prime Contractor for the City of Ann Arbor for their yearly maintenance project for parking structures since 2019. The scope of repairs have included concrete repairs, tuckpointing, joint sealant replacements and traffic coatings at multiple parking structures over the multi-year program. The projects have included extensive repairs at some structures including traffic coating installation, steel stair repairs and floor drain replacements. All projects have included maintenance of traffic in a busy downtown environment.

Syracuse Airport Parking Garage 2024 | Syracuse, NY | 2022 | \$1,000,000

Foreman

Concrete Repairs, Expansion Joint Replacement, PT Repairsr

Delhi Wastewater Treatment Plant | Milford Charter Township, MI | 2019 | \$400,000

Field Lead

Project to remove and replace grout on clarifier

Chrysler Tech Center Deck 60 Repair | Auburn Hills, MI | 2017 | \$5,400,000

Field Lead

Removal and replacement of double tee topping slab at roof level of parking garage. Includes shoring, hydrodemolition, cast in place concrete, misc. concrete repairs, joint sealants, expansion joints and traffic coating membrane.

PROJECT REFERENCES

DETROIT METRO AIRPORT | Romulus, MI



Contract Value \$10,439,000



Start Date: July 2015

Completion Date: August 2020

Scope of Work: The Detroit Metro Airport (DTW) located in Romulus, MI, is ranked as one of the busiest international airports in the United States as well as the world. The Airport's 10 story parking garage began showing signs of deterioration on the terrace levels. In addition, the parking garage's expansion joints which were originally constructed with cover plates, began to fail and break free of the joints. Therefore, the Owner sought repairs to replace the existing expansion joints with an elastomeric expansion joint to reduce future maintenance.

PULLMAN was contracted to perform the repairs for this project. The scope of this project included approximately two miles of expansion joint replacements and over 600,000 SF installation of a traffic bearing coating. Full and partial depth concrete repairs, safety flex plate replacement and stair tower repairs were also performed. In order to perform the repairs, the project was phased, and sections were closed off while other areas of the garage remained open for use.

Initially the project began as three-year phased project with construction taking place between June and September, which was later extended to five years due to changes requested by the owner regarding scheduling and parking space closures. The team coordinated with the Airport to develop closure plans and schedules that would allow for maximum work access with minimal impact to traffic patterns.

Crews worked on sections of the parking deck that measured approximately 1/4 mile-long at a time. Equipment was made mobile so that the team could easily move to each new area within a phase. Trucks, trailers, mobile water tanks, and buggies were used to provide the needed mobility.

PULLMAN coordinated with the engineer, manufacturers, and testing consultants to ensure a quality installation of each product required on the project. Pre-construction meetings were held with each manufacturer prior to commencing work for the product (joint sealants, expansion joints install, traffic coating, etc.). During the multi-year project, the team performed the various repairs with attention to safety—there were zero OSHA recordables on the project.

Owner: Wayne County Airport Authority
Gary Bell
Parking & Bridge Structure Project
Manager – Landside, Planning, Design and
Construction
(734) 247-7276
Gary.Bell@wcaa.us

Engineer of Record: Walker Consultants
(Walker)

General Contractor: PULLMAN

Through careful planning, phasing, and scheduling PULLMAN was able to perform high quality repairs within an agreeable timeline with minimal impact to parking.

GRAND CIRCUS GARAGE REPAIRS | Detroit, MI



Contract Value \$17,068,646



Start Date: May 2019

Completion Date: January 2021

Scope of Work: Originally constructed in 1955, the below-grade parking structure is used by residents in nearby buildings. The structure was turned over to Grand Circus Holdings, LLC in a state of severe damage with falling concrete, potholes, and water dripping through the slab, leaving mineral deposits on vehicles, so a condition assessment was performed. Based on the findings, a major repair and replacement project was needed, including replacing all elevated slabs and localized repairs to all other structural components.

To meet the budget requirements, PULLMAN and the Engineer of Record teamed up to propose an investigate-design-build approach to the repairs. Along with cost-savings, this approach provided a more streamlined design process and overall schedule. After the condition assessment and design, the scope of work included repairing concrete slab, columns and walls, adding new slab sealants and coating, beam restoration, stair tower repairs (block walls, treads, railing), removing and replacing all plumbing, electrical, and fire suppression systems, replacing two elevators, repairing exterior facade limestone panels, and installing overhead roll up doors.

The crew discovered that the concrete had a void present in the horizontal plane over much of the slab, making the repair area much larger than anticipated. To remove the deteriorated concrete, the crew used several demolition methods, including a pneumatic chipping gun, hydro-demolition, and a full depth sawcut to remove the concrete in sections.

The team created site specific safety standards and quality control checklists for critical tasks that were used for everyone on site. The project was completed on schedule and under budget with no serious incidents.

Owner: Grand Circus Holdings, LLC
Vince Dattilo
(248) 496-9099
vince@bellepointconsultants.com

Engineer of Record: Wiss, Janey & Elstner Associates, Inc.

General Contractor: PULLMAN

DOW EVENT CENTER PARKING STRUCTURE CAPITOL IMPROVEMENT PROJECT | Saginaw, MI



Contract Value \$5,700,000



Start Date: September 2021

Completion Date: September 2022

Scope of Work: Since 1972, the Dow Event Center has built a reputation as a powerhouse for the city's best live entertainment—from concerts, sporting events, to comedy acts. With a flow of over 5,000 spectators per event, the center's parking infrastructure is highly sought after. One such structure displayed signs of severe deterioration at expansion joint cantilever slabs. In addition to significant concrete delaminations throughout the garage, the structure's post-tension (PT) strands were found to be corroded. PULLMAN was contracted by the Construction Manager, Spence Brothers to restore the garage's structural capacity. Due to the size and complexity of the PT repair scope and shoring requirements, PULLMAN collaborated with STRUCTURAL TECHNOLOGIES' technical experts to streamline repair approach and secure materials.

Crews performed full and partial depth concrete floor repairs as well as installed galvanic anodes. Approximately, 21,000 SF of partial depth floor slab repairs were performed.

The team repaired columns and walls as well as enlarged beams. Using unbonded monostrand, PULLMAN completed 29 full rebuilds of PT cantilever floor slabs at the expansion joints. Crews also performed over 500 unbonded PT spot repairs and barrier strand repairs. In addition, the team installed joint sealants, expansion joints, and a traffic coating.

The owner's aggressive schedule required work to continue through winter. Therefore, climate solutions including indirect flame forced air heaters and enclosures were utilized to ensure the integrity of the repairs. Also, critical to maintaining the project schedule, was the meticulous coordination with multiple contractors on site so the work could be performed consecutively. Despite increasing PT and coating quantities, the team worked with the engineer to prioritize repairs and keep other scope item quantities down to maintain budget. By implementing a robust QA/QC plan and using PTI certified personnel, PULLMAN was able to ensure safety, quality, and mitigate the need for rework.

Owner: Saginaw County

Engineer of Record: Walker Consultants
Jacob Dean, Restoration Engineer
(734) 864-4625

Construction Manager: Spence Brothers
Jake Golden, Project Manager
(989) 341-7594

Specialty Contractor: PULLMAN

Material Supplier: STRUCTURAL TECHNOLOGIES

The parking structure was rehabilitated under budget and on schedule to the owner's satisfaction. Since the successful completion of the project, Spence Brothers has sought several other opportunities to work with PULLMAN on similar scopes of work.

REPAIRING & WATERPROOFING USPS STRUCTURE | Romulus, MI



Contract Value \$2,765,807



Start Date: June 2020

Completion Date: May 2021

Scope of Work: The USPS structure was experiencing water infiltration issues at the expansion joint systems and deterioration of the reinforced concrete structural members below elevated maneuvering areas. Drainage issues were present at several locations across the elevated maneuvering area, creating ponding conditions. The structure's parapet required large scale repairs due to concrete deterioration, joint sealant failure and declining aesthetics.

PULLMAN was contracted to perform the concrete restoration and waterproofing project. The scope included performing concrete repairs to the beams, columns, and slabs, removing the existing asphalt paver system and waterproofing membrane (88,000 SF), installing new storm drains, and installing new concrete topping slabs. For the parapet repairs, the team repaired the concrete and applied a corrosion inhibitor, protective cementitious coating, and anti-carbonation coating to extend the service life. Existing joint sealants and expansion joint systems were removed and replaced, stainless steel plates and flashing were installed and ultimately a traffic bearing waterproofing membrane was applied to the new concrete topping surface.

The structure remained operational while crews performed the necessary repairs. The project team used a strategic phased approach to control the flow of truck traffic on the maneuvering area to help mitigate risks. Repairs around the perimeter of the building were coordinated around facility peak hours. In addition, the team abided by a strict schedule in order to perform certain repair scopes on certain days set forth by the client.

Another challenge overcome by the team was that phase 1 of the project that the parapet conditions were discovered to be worse than investigations had initially anticipated, therefore resulting in additional repair quantities that needed to be completed within the Owner's same time frame. The crew also had to relocate the existing HVAC equipment that provided service to critical facility IT infrastructure.

The team worked with the client to navigate multiple obstacles throughout the process and was able to successfully complete the project on time.

Owner: United States Postal Service
William Patten

Engineer of Record: Wood Group

General Contractor: PULLMAN

Approach to Quality Assurance / Quality Control

PULLMAN has a long history as a leader in specialty construction services. Through our subject matter experts and technologies, our company has helped establish many of the technical and safety standards that are used throughout the industry. PULLMAN has a track record of technical achievement, solution building, and high customer satisfaction. With years of experience and working on a wide array of projects, we understand that quality can be affected without proper planning and risk identification.

PULLMAN's established formal **Quality Assurance Program (QAP)** is a result of many lessons learned. The QAP uses risk assessment techniques to identify projects that pose quality risks and apply defined quality assurance and quality control procedures to mitigate those risks. The program reflects the efforts of many, across all of the companies of Structural Group, to gather and leverage best practices into requirements and tools that help our team know and deliver quality for each project.

Continual improvement is a core principle in achieving quality, and the QAP is an ever-evolving program. Operations personnel representing each business line, and ranging from project engineers to corporate leadership, reviewed and refined these documents into the program that exists today. The Project QA Plan is updated as needed to reflect the most current information.

A Site Quality Team will be initiated at the start of this project and will meet on a consistent basis to discuss quality related topics and issues. This team will include representatives of project management, field management, safety and quality management, field craft, subcontractor representatives, and product manufacturers. The Site Quality Team will use the Project QA Plan Procedure as a guide for the creation of the Quality Assurance Project Specific Plan. These plans shall include Quality Control Tools, such as project-specific checklists, best practice procedures, and work instructions. As the work progresses, if conditions change that effect sequencing, revisions may be made to the plan.

Our Quality Assurance Program has been successfully implemented on PULLMAN projects including the projects referenced above. Some common results include reduced punch lists, efficient project closeout process, precise as-built drawings, and minimal warranty repair work

A sample of our Quality Program Manual's Table of Contents is included in Appendix A.

Subcontractor Information

PULLMAN intends to self-perform the vast majority of this project. We will be engaging a few minor subcontractors for some miscellaneous painting, plumbing, surface preparation, and traffic markings. We expect each of these scopes to represent a small percentage of the contract value. PULLMAN intends to utilize subcontractors that have experience working in Ann Arbor and have successfully worked with PULLMAN in the past. We will be sure to get approval from the DDA for each of our minor subcontractors and will provide any relevant information including their safety record for review. PULLMAN will follow our standard company procedures to manage the subcontractors and ensure that all project safety and quality requirements are met.

WORKPLACE SAFETY

Approach to Jobsite Safety

As part of PULLMAN's 24/7 Safety Culture, a project specific safety plan will be developed and implemented to ensure the safety of all project participants, including PULLMAN employees, subcontractor employees, site visitors, and the general public. This site safety plan will be in concert with PULLMAN's company safety plan (Safety Plan Table of Contents is Attached). The requirements of this plan will be distributed to all participating entities for use and reference throughout the project. PULLMAN will provide a project contact list for all essential project personnel should any concerns arise. This will include our company safety director, Steve Stewart, who serves as our corporate point of contact for all safety related matters. His resume is attached in the appendix.

A key portion of site safety is the pretask planning process, which identifies the hazards associated with each project task. An overall project pretask plan will be conducted prior to the beginning of the project and will be updated as needed when additional tasks or changed conditions occur. The task and jobsite specific hazards will be reviewed with the crew at the start of each day through our daily JSA. All employees or subcontractors that are new to the project will go through a site-specific safety orientation upon their arrival.

PULLMAN performs weekly jobsite safety assessments in conjunction with internal Frontline Safety Meetings to maintain a high level of jobsite safety and plan for new upcoming tasks. All safety related updates will be communicated during weekly project meetings. All project participants are encouraged to submit Site Observation Reports (SORs) for safety and quality related items that may need to be corrected or as recognition of high performance.

Another crucial component of jobsite safety within busy parking structures is the creation of phasing plans and schedules that maintain the operation of the parking structure while also allowing work to be completed safely. This is a collaborative process that involves input from all project entities. With the parking structures being located in an active downtown environment, communication of these plans is critical to the success of the project. PULLMAN will maintain these plans throughout the project and install clear wayfinding signage and barricading to assist the general public in safely navigating the parking

structures while under construction. PULLMAN can rely on a vast experience of parking structure repair in occupied parking structures to aid in the development and execution of these plans.

In addition to OSHA 10 training shown below, PULLMAN also utilizes MUST, a union sponsored Safety Program. MUST brings together building trade unions and contractor associations whose goal is to promote unionized construction and to develop programs that optimize safety and performance. The MUST Safety Program establishes high standards for safety and quality craftsmanship in Southeast Michigan. The program is comparable to OSHA 10 and PULLMAN requires all craft labor to keep current MUST certification. More information about our OSHA training requirements and the MUST program is included in Appendix B.

Experience Modification Rating ("EMR").

EMR Modification Factors for PULLMAN are listed below.



OSHA 10 Training Requirements

A list of all PULLMAN employees with OSHA 10 training has been included in the chart below. All of PULLMAN's project superintendents have current OSHA 30 training and will oversee safety on the jobsite. Additional craft labor assigned to this project will undergo and complete OSHA 10 training prior to starting work on site.

OSHA TRAINING LOG

| Name | Role | Completed Courses | Date Completed |
|--------------------|----------------------|---|----------------|
| Alexander Guajardo | Union Journeyman | OSHA 30: Certification | 13/02/2015 |
| Austin Pichiotino | Union Apprentice | OSHA 30: Certification | 29/08/2019 |
| Brandon Keezer | Project Manager 4 | OSHA 30: Certification | 29/12/2013 |
| Brandon Keezer | Project Manager 4 | OSHA 10 Construction Safety & Health: Certification | 14/11/2008 |
| Brian Martinus | Union Superintendent | OSHA 30: Certification | 07/07/2010 |
| Brian Martinus | Union Superintendent | OSHA 30: Certification | 23/03/2017 |
| Chad Ruff | Construction Manager | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Chase Music | Union Foreman | OSHA 30: Certification | 26/03/2022 |
| Codey Hamblin | Union Foreman | OSHA 30: Certification | 13/09/2018 |
| Codey Hamblin | Union Foreman | OSHA 10 Construction Safety & Health: Certification | 21/05/2016 |
| Colton VanAtta | Union Journeyman | OSHA 30: Certification | 07/07/2023 |
| Daniel Bailey | Union Journeyman | OSHA 10 Construction Safety & Health: Certification | 21/01/2011 |
| Darren Powers | Superintendent 2 | OSHA 30: Certification | 27/04/2010 |
| Darren Powers | Superintendent 2 | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| David Goyke | Superintendent 2 | OSHA 30: Certification | 27/04/2010 |
| David Goyke | Superintendent 2 | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Derrick Riggs | Resource Manager 2 | OSHA 30: Certification | 21/01/2011 |
| Douglas Stack | Union Journeyman | OSHA 10 Construction Safety & Health: Certification | 19/09/2010 |
| Dustin Lundell | Union Journeyman | OSHA 30: Certification | 26/03/2022 |
| Jamie Martinus | Union Superintendent | OSHA 30: Certification | 30/05/2017 |
| Jamie Martinus | Union Superintendent | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Jason Hiner | Union Journeyman | OSHA 30: Certification | 04/02/2016 |
| Jeremiah Cabello | Union Superintendent | OSHA 30: Certification | 31/03/2017 |
| Jeremy Veggian | Union Journeyman | OSHA 30: Certification | 30/11/2023 |
| Jimmy Wallace | Senior Director | OSHA 30: Certification | 27/04/2010 |
| Jimmy Wallace | Senior Director | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| John Hamblin | Union Superintendent | OSHA 30: Certification | 16/03/2017 |
| John Schuster | Division Manager | OSHA 30: Certification | 27/03/2017 |
| John Schuster | Division Manager | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Jordan Martinus | Union Journeyman | OSHA 30: Certification | 01/08/2023 |
| Joseph Dubay | Union Superintendent | OSHA 30: Certification | 26/01/2017 |
| Joshua Ratliff | Union Foreman | OSHA 30: Certification | 12/03/2019 |

OSHA TRAINING LOG

| Name | Role | Completed Courses | Date Completed |
|----------------------|--------------------------------|---|----------------|
| Justin Kohlhoff | Union Foreman | OSHA 30: Certification | 14/08/2020 |
| Justin Mortimer | Union Journeyman | OSHA 10 Construction Safety & Health: Certification | 01/09/2013 |
| Keith Roberts | Union Foreman | OSHA 30: Certification | 21/01/2011 |
| Keith Roberts | Union Foreman | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Kyle Flaler | Union Foreman | OSHA 30: Certification | 16/09/2019 |
| Lorenzo Hughes | Union Journeyman | OSHA 10 Construction Safety & Health: Certification | 01/12/2017 |
| Manuel Perez | Union Superintendent | OSHA 30: Certification | 29/07/2017 |
| Manuel Perez | Union Superintendent | OSHA 10 Construction Safety & Health: Certification | 21/01/2011 |
| Manuel Roque Ramirez | Project Manager 1 | OSHA 30: Certification | 17/04/2017 |
| Mark Martinus | Union Foreman | OSHA 30: Certification | 21/01/2011 |
| Mason Martinez | Union Foreman | OSHA 30: Certification | 16/10/2021 |
| Michael Knapp | Union Superintendent | OSHA 30: Certification | 26/01/2017 |
| Michael Knapp | Union Superintendent | OSHA 10 Construction Safety & Health: Certification | 21/01/2011 |
| Michael Mullins | Union Foreman | OSHA 30: Certification | 21/04/2020 |
| Nicholas Huber | Union Foreman | OSHA 30: Certification | 15/05/2017 |
| Nicholas Huber | Union Foreman | OSHA 10 Construction Safety & Health: Certification | 21/01/2011 |
| Robert Dell | Union Journeyman | OSHA 10 Construction Safety & Health: Certification | 21/01/2011 |
| Robert Johnson | Estimating Manager | OSHA 30: Certification | 27/04/2010 |
| Robert Johnson | Estimating Manager | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Roger Howard | Union Superintendent | OSHA 30: Certification | 21/01/2011 |
| Roger Howard | Union Superintendent | OSHA 10 Construction Safety & Health: Certification | 13/02/2006 |
| Roy Uhlmeyer | Union Foreman | OSHA 30: Certification | 29/01/2017 |
| Steve Moore | Union Journeyman | OSHA 30: Certification | 13/01/2020 |
| Steven Rose | Project Manager 4 | OSHA 30: Certification | 27/04/2010 |
| Thomas McNally | Business Development Manager 1 | OSHA 30: Certification | 14/12/2015 |
| Tomas Hackett | Union Foreman | OSHA 30: Certification | 05/04/2018 |
| Victor Juncaj | Senior Branch Director | OSHA 30: Certification | 27/04/2010 |

Safety Record of Bidder

OSHA Form 300 Logs for 2022, 2023, and 2024 for PULLMAN are included in Appendix B. We are not aware of any major safety violations made by our subcontractors. OSHA 300 Logs for our subcontractors can be provided postbid.

WORKFORCE DEVELOPMENT

Bidder Pay Rates, Health Insurance, Pension or Other Retirement Benefits, Paid Leave or Other Fringe Benefits to Employees

Union employees receive all health insurance, pension/retirement benefits or paid leave benefits through the union. PULLMAN pays the union rate which includes a fringe amount that is directed towards their union benefits. Non-union employees on the project (PEs, PMs, etc.) are eligible to participate in the company's benefit programs. Union pay sheets are included in Appendix C.

Registered Apprenticeship Program

PULLMAN exclusively employs union tradespersons for field project operations. Locally, we are signatory with the laborers, bricklayers, cement masons, and carpenters' unions. Each union utilizes their own registered apprenticeship program in which PULLMAN is also an active participant, such as the Michigan Bricklayers & Allied Craftworkers Training Center.

Information Regarding Non-Craft Employees (1099) That Will Work on Project

PULLMAN does not employ anyone on a 1099 basis, as such, there will be no 1099 based employees on the project.

Payroll Record Compliance

PULLMAN acknowledges that the City may ask for payroll records at any point during the project to verify compliance with Workforce Development requirements and that PULLMAN will produce such records upon request.

SOCIAL EQUITY & SUSTAINABILITY

Local Workforce

Approximately 1.0% of PULLMAN's workforce resides in the City of Ann Arbor and 7.5% in Washtenaw County, Michigan.

Equal Opportunity

PULLMAN is an Equal Opportunity Employer and has the following EEO Statement posted and available to all employees.

EQUAL EMPLOYMENT OPPORTUNITY

Pullman SST, Inc. will be fair and impartial in their relations with employees and applicants without regard to gender, race, color, national origin, religion, age, disability, marital status, sexual orientation, status as a Vietnam-Era, disabled or other eligible Veteran, or any other protected group defined by federal, state or local laws. This Policy applies to all terms, conditions, and privileges of employment, including hiring, training, development, promotion, transfer, compensation, benefits, education assistance, layoff and recall, social and recreational programs, termination, and retirement.

An Equal Employment Opportunity (EEO) Officer has been appointed by the company to oversee formulation, implementation, coordination and monitoring of all efforts in the area of equal employment opportunity. However, it is the specific responsibility of all officers, executives, managers, administrative and supervisory personnel of our Company to take Affirmative Action in the continuing implementation of the EEO Policy.

If you believe that you, as an applicant or employee, have been discriminated against under Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1990, Executive Order 11246 (and their amendments) Section 503 of the Rehabilitation Act of 1973 or 38 USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act, you should immediately contact:

ATTN: Grace Jacob, Human Resources Manager and EEO Officer
Pullman SST, Inc
10150 Old Columbia Rd.
Columbia, MD 21046
410-850-7000

OR

The U.S. Equal Employment Opportunity Commission (EEOC)
1801 L Street, N.W., Washington, D.C. 20507
or an EEOC field office by calling toll free 800-669-EEOC.
(For individuals with hearing impairments, call the
toll free TDD number at 800-800-3303)

OR

The Office of Federal Contract Compliance Programs (OFCCP)
Employment Standards Administration, U.S. Department of Labor
200 Constitution Avenue, N.W., Washington, D.C. 20210
(202) 523-9368 or an OFCCP Regional or District
office listed in most telephone directories.

As an Equal Opportunity Employer, it is the policy of Pullman SST, Inc. to provide equal opportunity in employment to all employees and applicants. No person will be discriminated against on the basis of an individual's race, religion, color, sex, age, national origin, disability, or any other legally protected status in accordance with applicable law. Women and minorities are encouraged to apply.

Affirmative Action

PULLMAN is an Equal Opportunity Employer and as such we do not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, ancestry, sex, sexual orientation, disability, age, marital status, gender identity, veteran status, housing status, membership or activity in a local human rights commission, or status with regard to public assistance.

PULLMAN's complete Affirmative Action Plan is included in Appendix D.

Environmental Impact of Project

PULLMAN is dedicated to implementing a project approach that reduces the impact on human health as well as to the environment. Our team intends to use only products manufactured in the United States which will help with reducing freight times as well as emissions.

In terms of job site technologies and practices, by using dustless equipment the team will be able to reduce the risk of airborne silica dust from affecting human health and the environment. The project team will also use electrical and battery-operated tools and equipment to reduce emissions on the project site. Moreover, our team takes great care in keeping equipment and tools properly maintained to ensure longevity and less waste.

Our field crews often participate in carpooling to and from job site. This helps reduce emissions and also requires fewer parking spaces within our work areas to be dedicated to crew parking, keeping more spaces open for city parkers.

PULLMAN has a track record of consistently and efficiently reusing job site materials to the extent possible, including formwork lumber for multiple concrete placements. This is strategy the team may employ as well for this project. Lastly, crews will also recycle all clean concrete debris with local concrete recyclers for reuse in aggregates.

PULLMAN has begun implementing the use of Low-Embodied Carbon Materials on some federal projects to help reduce carbon emissions caused by the production of many often-used construction materials. Given the nature of PULLMAN's expertise, we have focused on starting to source concrete materials that meet the program requirements. This is a new program, but it has the potential to significantly decrease the carbon emissions caused during material production. Please see the attached GSA Low-Embodied Carbon Projects - Industry Fact Sheet.

A copy of our Sustainability Statement is included in Appendix D.

Environmental Record

PULLMAN does not have any environmental violations or penalties imposed by governmental agencies past or pending. We adhere to all requirements of the Environmental Protection Agency. The company has established and maintains environmental programs for each project and these requirements are fully supported by our senior management team.

A copy of our Environmental Statement is included in Appendix D.

SCHEDULE OF PRICING/COST

The Schedule of Pricing/Cost forms are included in the following pages.

BID FORM

Section 1 - Schedule of Prices

Base Bid

BASE BID - MAYNARD

| Work Item No. | Work Item Description | Reference Spec or Detail | Units | Estimated Quantity | Unit Cost | Cost |
|--|---|--------------------------|-------|--------------------|------------------|--------------|
| Division 0 & 1 - General Conditions | | | | | (Maynard) | |
| A1.1 | Contractor Mobilization | Div. 0 and 1 | L.S. | 1 | n/a | \$20,500.00 |
| A1.2 | Contractor General Requirements | Div. 0 and 1 | L.S. | 1 | n/a | \$105,750.00 |
| Division 2 - Existing Conditions | | | | | (Maynard) | |
| A2.1 | Remove Existing Deck Coating at Supported Slab | 07 18 13 | S.F. | 13,200 | \$3.10 | \$40,920.00 |
| A2.2 | Remove Existing Deck Coating at Elevator Landing | 07 18 13 | S.F. | 1,000 | \$5.25 | \$5,250.00 |
| A2.3 | Remove Miscellaneous Materials at South Elevation | 1/SR503 | L.S. | 1 | n/a | \$14,500.00 |
| Division 3 - Concrete | | | | | (Maynard) | |
| A3.1 | Partial Depth Slab Repair | 3/SR501 | S.F. | 10 | \$185.00 | \$1,850.00 |
| A3.2 | Ceiling Repair | 4/SR501 | S.F. | 50 | \$145.00 | \$7,250.00 |
| A3.3 | Beam Repair | 7/SR501 | S.F. | 80 | \$135.00 | \$10,800.00 |
| A3.4 | Column Repair | 8/SR501 | S.F. | 100 | \$120.00 | \$12,000.00 |
| A3.5 | Wall Repair | 10/SR501 | S.F. | 40 | \$125.00 | \$5,000.00 |
| A3.6 | Curb Repair | 2/SR502 | S.F. | 10 | \$190.00 | \$1,900.00 |
| A3.7 | Stair Tread Repair | 3/SR502 | S.F. | 10 | \$185.00 | \$1,850.00 |
| A3.8 | Capstone Repair | 4/SR502 | S.F. | 40 | \$150.00 | \$6,000.00 |

| | | | | | | |
|-----------------------------------|---|----------|------|-------|------------------|-------------|
| A3.9 | Patch Open Cores | 5/SR502 | EA. | 2 | \$230.00 | \$460.00 |
| Division 4 - Masonry | | | | | (Maynard) | |
| A4.1 | CMU Block Replacement (Individual) | 8/SR502 | EA. | 20 | \$100.00 | \$2,000.00 |
| A4.2 | CMU Block Rebuild (Square Feet) | 04 01 13 | S.F. | 120 | \$100.00 | \$12,000.00 |
| A4.3 | Brick Masonry Replacement (Individual) | 9/SR502 | EA. | 30 | \$90.00 | \$2,700.00 |
| A4.4 | Brick Masonry Rebuild (Square Feet) | 04 01 13 | S.F. | 90 | \$210.00 | \$18,900.00 |
| A4.5 | Re-Point Deteriorated Mortar Joints | 10/SR502 | L.F. | 5,000 | \$6.65 | \$33,250.00 |
| Division 7 - Waterproofing | | | | | (Maynard) | |
| A7.1 | Rout & Seal Cracks at Supported Slab | 2/SR511 | L.F. | 100 | \$9.00 | \$900.00 |
| A7.2 | Remove & Replace Construction Joint Sealant | 4/SR511 | L.F. | 5,300 | \$5.50 | \$29,150.00 |
| A7.3 | Remove & Replace Cove Joint Sealant | 6/SR511 | L.F. | 2,000 | \$5.75 | \$11,500.00 |
| A7.4 | Install Cove Sealant at Railing Post Base | 8/SR503 | EA. | 90 | \$24.00 | \$2,160.00 |
| A7.5 | Cove Sealant & Deck Coating Repair at Previous Fencing Base Plate | 11/SR512 | EA. | 170 | \$30.00 | \$5,100.00 |
| A7.6 | Remove & Replace Masonry Façade Sealant (Silicone) | 8/SR511 | L.F. | 1,500 | \$11.00 | \$16,500.00 |
| A7.7 | NOT USED | - | - | - | n/a | n/a |
| A7.8 | Remove & Replace Window/Door Sealant at Perimeter (Silicone) | 10/SR511 | L.F. | 370 | \$11.00 | \$4,070.00 |
| A7.9 | Install Wet Sealant at Window Gasket Corners (Silicone) | 12/SR511 | EA. | 150 | \$50.00 | \$7,500.00 |
| A7.10 | Remove & Replace Capstone Sealant (Silicone) | 14/SR511 | L.F. | 150 | \$20.00 | \$3,000.00 |
| A7.11 | Expansion Joint Nosing Repair (Winged Seal) | 1/SR512 | L.F. | 60 | \$60.00 | \$3,600.00 |
| A7.12 | Remove & Replace Expansion Joint (Winged Seal) | 2/SR512 | L.F. | 120 | \$96.00 | \$11,520.00 |

| | | | | | | |
|-------------------------------|---|-----------------|------|--------|------------------|--------------|
| A7.13 | Remove Ribbon Seal & Install Winged Seal Expansion Joint | 4/SR512 | L.F. | 140 | \$160.00 | \$22,400.00 |
| A7.14 | Epoxy Broadcast System Repair | 07 18 13 | S.F. | 200 | \$16.00 | \$3,200.00 |
| A7.15 | Deck Coating Repair - Full System | 7/SR512 | S.F. | 1,800 | \$4.00 | \$7,200.00 |
| A7.16 | Install Deck Coating - Full System at Supported Slab (Epoxy) | 8-9/SR512 | S.F. | 31,100 | \$3.10 | \$96,410.00 |
| A7.17 | Install Deck Coating - Full System at Elevator Landing (Urethane) | 8-9/SR512 | S.F. | 1,000 | \$5.00 | \$5,000.00 |
| A7.18 | Install Deck Coating - Recoat System at Supported Slab (Epoxy) | 8-9/SR512 | S.F. | 92,600 | \$2.00 | \$185,200.00 |
| A7.19 | Install Deck Coating - Recoat System at Stairs (Urethane) | 8-9/SR512 | S.F. | 3,100 | \$10.00 | \$31,000.00 |
| A7.20 | Install Deck Coating - Topcoat Strip at Stair Nosing | 10/SR512 | EA. | 240 | \$28.00 | \$6,720.00 |
| A7.21 | Clean Brick Masonry & Install Penetrating Sealer | 04 01 13 | S.F. | 19,400 | \$1.55 | \$30,070.00 |
| A7.22 | Remove Grout & Install Capstone Sealant (Silicone) | 14/SR511 SIM | L.F. | 20 | \$25.00 | \$500.00 |
| Division 9 - Finishes | | | | | (Maynard) | |
| A9.1 | Clean & Paint Steel Guard Rail Support | 2/SR503 | EA. | 22 | \$130.00 | \$2,860.00 |
| A9.2 | Clean & Paint Steel Railing at Center Stair Tower | 3/SR503 | L.S. | 1 | n/a | \$9,650.00 |
| A9.3 | Clean & Paint Steel Railing Post | 4/SR503 | EA. | 45 | \$420.00 | \$18,900.00 |
| A9.4 | Clean & Paint Steel Shelf Angles at Brick Façade | 5/SR503 | L.F. | 150 | \$32.00 | \$4,800.00 |
| A9.5 | Clean & Paint Steel Lintel Beam | 6/SR503 | EA. | 2 | \$450.00 | \$900.00 |
| A9.6 | Install Elastomeric Coating at South Elevation | 09 97 33 | S.F. | 5,100 | \$5.20 | \$26,520.00 |
| Division 22 - Plumbing | | | | | (Maynard) | |
| A22.1 | Remove & Replace Damaged Drain Piping | 22 14 00 | L.F. | 10 | \$110.00 | \$1,100.00 |
| A22.2 | Install Supplemental Floor Drain | 16/SR511 | EA. | 1 | \$2,580.00 | \$2,580.00 |

| | | | | | | |
|--|---------------------------|----------|------|----|------------------|---------------------|
| A22.3 | Install New Drain Piping | 16/SR511 | L.F. | 50 | \$95.00 | \$4,750.00 |
| Division 32 - Exterior Improvements | | | | | (Maynard) | |
| A32.1 | Repaint Pavement Markings | 32 17 25 | L.S. | 1 | n/a | \$9,650.00 |
| | | | | | | |
| SUBTOTAL BASE BID - MAYNARD | | | | | | \$867,290.00 |

BASE BID - FOREST AVENUE

| Work Item No. | Work Item Description | Reference Spec or Detail | Units | Estimated Quantity | Unit Cost | Cost |
|--|--|--------------------------|-------|--------------------|-----------|-----------------|
| Division 0 & 1 - General Conditions | | | | | | (Forest) |
| B1.1 | Contractor Mobilization | Div. 0 and 1 | L.S. | 1 | n/a | \$20,500.00 |
| B1.2a | Contractor General Requirements | Div. 0 and 1 | L.S. | 1 | n/a | \$37,500.00 |
| Division 2 - Existing Conditions | | | | | | (Forest) |
| B2.1 | Remove Existing Deck Coating at Supported Slab | 07 18 13 | S.F. | 10,100 | \$3.10 | \$31,310.00 |
| Division 3 - Concrete | | | | | | (Forest) |
| B3.1 | Slab-on-Grade Repair | 1/SR502 | S.F. | 20 | \$145.00 | \$2,900.00 |
| B3.2 | Topping Slab Repair | 6/SR501 | S.F. | 40 | \$125.00 | \$5,000.00 |
| B3.3 | Tee Flange (Ceiling) Repair | 5/SR501 | S.F. | 10 | \$190.00 | \$1,900.00 |
| B3.4 | Column Repair | 9/SR501 | S.F. | 40 | \$135.00 | \$5,400.00 |
| B3.5 | Wall Repair | 10/SR501 | S.F. | 10 | \$190.00 | \$1,900.00 |
| B3.6 | Curb Repair | 2/SR502 | S.F. | 10 | \$190.00 | \$1,900.00 |
| B3.7 | PCC Grout Pocket Repair | 6/SR502 | EA. | 20 | \$230.00 | \$4,600.00 |
| B3.8 | PCC Connection Cover Repair | 7/SR502 | EA. | 2 | \$230.00 | \$460.00 |

| Division 4 - Masonry | | | | | (Forest) | |
|----------------------------|---|-----------|------|--------|----------|--------------|
| B4.1 | Reset PCC Capstones | 11/SR502 | EA. | 5 | \$425.00 | \$2,125.00 |
| Division 7 - Waterproofing | | | | | (Forest) | |
| B7.1a | Rout & Seal Cracks at Supported Slab | 1-2/SR511 | L.F. | 800 | \$7.25 | \$5,800.00 |
| B7.2a | Remove & Replace Control Joint Sealant | 3-4/SR511 | L.F. | 14,500 | \$5.50 | \$79,750.00 |
| B7.3a | Remove & Replace Cove Joint Sealant | 5-6/SR511 | L.F. | 3,600 | \$5.80 | \$20,880.00 |
| B7.4 | Install Cove Joint Sealant | 5-6/SR511 | L.F. | 70 | \$12.00 | \$840.00 |
| B7.5 | Remove Grout & Install PCC Wall Sealant (Silicone) | 15/SR511 | L.F. | 110 | \$17.00 | \$1,870.00 |
| B7.6 | Remove Grout & Install Capstone Sealant (Silicone) | 14/SR511 | L.F. | 60 | \$16.00 | \$960.00 |
| B7.7 | Expansion Joint Nosing Repair (Winged Seal) | 1/SR512 | L.F. | 60 | \$60.00 | \$3,600.00 |
| B7.8 | Expansion Joint Nosing Repair (Ribbon Seal) | 5/SR512 | L.F. | 20 | \$95.00 | \$1,900.00 |
| B7.9 | Remove & Replace Expansion Joint Sealant | 9/SR511 | L.F. | 100 | \$30.00 | \$3,000.00 |
| B7.10 | Epoxy Broadcast System Repair | 07 18 13 | S.F. | 900 | \$13.50 | \$12,150.00 |
| B7.11 | Scaling Repair (Epoxy/Sand Fill) | 6/SR512 | S.F. | 5,400 | \$7.75 | \$41,850.00 |
| B7.12 | Deck Coating Repair - Full System (Urethane) | 7/SR512 | S.F. | 150 | \$8.00 | \$1,200.00 |
| B7.13 | Install Deck Coating - Recoat System at Supported Slab (Urethane) | 8-9/SR512 | S.F. | 28,200 | \$2.25 | \$63,450.00 |
| B7.14a | Install Deck Coating - Full System at Supported Slab (Urethane) | 8-9/SR512 | S.F. | 80,900 | \$3.15 | \$254,835.00 |
| Division 9 - Finishes | | | | | (Forest) | |
| B9.1 | Clean & Paint Steel Pipe Guards | 7/SR503 | EA. | 5 | \$140.00 | \$700.00 |
| B9.2 | Clean & Zinc Coat Steel Plate at Guard Rail | 1/SR504 | EA. | 6 | \$440.00 | \$2,640.00 |
| B9.3 | Clean & Zinc Coat Steel Connections at Stair Tower | 2/SR504 | L.S. | 1 | n/a | \$12,250.00 |

| Division 32 - Exterior Improvements | | | | | (Forest) | |
|-------------------------------------|---------------------------|----------|------|---|----------|--------------|
| B32.1a | Repaint Pavement Markings | 32 17 25 | L.S. | 1 | n/a | \$9,650.00 |
| SUBTOTAL BASE BID - FOREST AVENUE | | | | | | \$632,820.00 |

BASE BID - Ann Ashley

| Work Item No. | Work Item Description | Reference Spec or Detail | Units | Estimated Quantity | Unit Cost | Cost |
|-------------------------------------|---|--------------------------|-------|--------------------|-----------|--------------|
| Division 0 & 1 - General Conditions | | | | | | (Ann Ashley) |
| C1.1 | Contractor Mobilization | Div. 0 and 1 | L.S. | 1 | n/a | \$4,500.00 |
| C1.2 | Contractor General Requirements | Div. 0 and 1 | L.S. | 1 | n/a | \$53,800.00 |
| Division 4 - Masonry | | | | | | (Ann Ashley) |
| C4.1 | Brick Masonry Replacement (Individual) | 9/SR502 | EA. | 40 | \$88.00 | \$3,520.00 |
| C4.2 | Re-point Deteriorated Mortar Joints | 10/SR502 | L.F. | 10,600 | \$5.90 | \$62,540.00 |
| Division 7 - Waterproofing | | | | | | (Ann Ashley) |
| C7.1 | Install PCC Façade Sealants (Silicone) | 7/SR511 | L.F. | 1,100 | \$13.00 | \$14,300.00 |
| C7.2 | Remove & Replace Masonry Façade Sealants (Silicone) | 8/SR511 | L.F. | 1,400 | \$12.00 | \$16,800.00 |
| C7.3 | Clean Brick Masonry & Install Penetrating Sealer | 04 01 13 | S.F. | 14,700 | \$1.50 | \$22,050.00 |
| Division 9 - Finishes | | | | | | (Ann Ashley) |
| C9.1 | Clean & Paint Steel Shelf Angles at Brick Façade | 3/SR504 | L.F. | 780 | \$41.50 | \$32,370.00 |
| SUBTOTAL BASE BID - ANN ASHLEY | | | | | | \$209,880.00 |

1. Bidder will complete the work for the following price as outlined in these documents, complete as specified, using equipment and materials only of the type and manufacturers where specifically named:

| | |
|--|------------------------|
| Subtotal Base Bid – Maynard | \$ 867,290.00 |
| Subtotal Base Bid – Forest Avenue | \$ 632,820.00 |
| Subtotal Base Bid – Ann Ashley | \$ 209,880.00 |
| Total Base Bid – All Parking Structures | \$ 1,709,990.00 |

2. Description of Abbreviations:
 - a. L.F. = Lineal Feet
 - b. S.F. = Square Feet
 - c. L.S. = Lump Sum
 - d. EA. = Each
 - e. N.A. = Not Applicable
3. Total contract price shall include the summation of lump sum items, plus the summation of unit prices multiplied by the estimated quantities listed above.
4. Contractor shall submit a lump sum Contract price for all work included in the Drawings and Specifications except as modified herein. Costs for sealants and deck coating indicated in details should not be included in lump sum cost, unless noted. Lump sum price shall include all costs to provide, install, and/or repair work items including, but not limited to, labor, material, equipment, supervision, overhead, profits, etc. Specific lump sum work is described below:
 - a. Project mobilization shall include General Contractor and Subcontractor mobilization costs. Include permits, temporary offices, etc. Provide itemized breakdown.
 - b. Project General Requirements and all miscellaneous costs associated with completion of work in accordance with the Construction Documents. This shall include, but not be limited to, shoring, barricades, cleanup, dust and fume control, layout, equipment, waste disposal, documentation, obstruction removal and replacement, etc.
5. Provide unit prices for items listed above. These items shall be included in the total contract price. Unit prices shall include all costs to provide, install, and/or repair work item including, but not limited to, labor, materials, equipment, supervision, overhead, profits, etc.
 - a. Quantities beyond those estimated shall be paid at the stated unit price, quantities less than estimated will be deducted from the Contract. Quantities may be distributed throughout the project, not necessarily in a single location.
 - b. All prices to include demolition, unless noted.

6. The quantities appearing in the preceding Schedule are approximate. Payment to the Contractor will be made only for the actual quantities of Work performed and accepted in accordance with the contract unit prices. Any item and/or section within the Work may be deleted by the Owner.
 - a. Refer to Drawings and Specifications for other Work required as part of this Contract but not listed in the above schedule.
7. The terms used in this Contract which are defined in the General Conditions of the Contract included as part of the Contract Documents have the meanings assigned to them in the General Conditions.
 - a. The quantities appearing in the preceding Schedule have been measured or estimated by the Supervising Professional. Contractor may rely upon these quantities in preparation of their pricing.
 - b. Note that the items provided in the above list do not represent all of the General Requirement Work required by this Contractor.

BID FORM

Section 2a – Required Alternates

Contractor shall provide unit cost for items listed below. These items are not part of the current construction package but shall be considered as alternate work to be performed at the Owner's option at the cost given. Contract period will not be extended if alternates are accepted.

ALTERNATE NO. 1 - FOREST AVENUE

| Work Item No. | Work Item Description | Reference Spec or Detail | Units | Estimated Quantity | Unit Cost | Cost |
|--|---|--------------------------|-------|--------------------|---------------------------------|-------------------|
| Delete the following work items from the Base Bid. | | | | | (Forest) | |
| B1.2a | Contractor General Requirements | Div. 0 and 1 | L.S. | 1 | Enter Cost provided in Base Bid | (\$ 37,500.00) |
| B7.1a | Rout & Seal Cracks at Supported Slab | 1-2/SR511 | L.F. | 800 | | (\$ 5,800.00) |
| B7.2a | Remove & Replace Control Joint Sealant | 3-4/SR511 | L.F. | 14,500 | | (\$ 79,750.00) |
| B7.3a | Remove & Replace Cove Joint Sealant | 5-6/SR511 | L.F. | 3,600 | | (\$ 20,880.00) |
| B7.14a | Install Deck Coating - Full System at Supported Slab (Urethane) | 8-9/SR512 | S.F. | 80,900 | | (\$ 254,835.00) |
| B32.1a | Repaint Pavement Markings | 32 17 25 | L.S. | 1 | | (\$ 9,650.00) |
| SUBTOTAL DEDUCT - FOREST AVENUE | | | | | | (\$ 408,415.00) |
| Add the following work items to the Base Bid. | | | | | (Forest) | |
| B1.2b | Contractor General Requirements | Div. 0 and 1 | L.S. | 1 | n/a | \$ 55,750.00 |
| B7.1b | Rout & Seal Cracks at Supported Slab | 1-2/SR511 | L.F. | 1,600 | \$7.25 | \$ 11,600.00 |
| B7.2b | Remove & Replace Control Joint Sealant | 3-4/SR511 | L.F. | 27,400 | \$5.50 | \$ 150,700.00 |
| B7.3b | Remove & Replace Cove Joint Sealant | 5-6/SR511 | L.F. | 6,800 | \$5.80 | \$ 39,440.00 |
| B7.14b | Install Deck Coating - Full System at Supported Slab (Urethane) | 8-9/SR512 | S.F. | 177,900 | \$3.10 | \$ 551,490.00 |
| B32.1b | Repaint Pavement Markings (All Levels) | 32 17 25 | L.S. | 1 | n/a | \$ 19,000.00 |
| SUBTOTAL ADD - FOREST AVENUE | | | | | | \$ 827,980.00 |
| TOTAL ALTERNATE NO. 1 - FOREST AVENUE | | | | | | \$ 419,565.00 |

Bidder proposes to complete the alternate work for the following price as outlined in these documents, complete as specified, using equipment and materials only of the type and manufacturers where specifically named:

Alternate No. 1 – Forest Avenue

\$ 419,565.00

BID FORM

Section 2b - Material and Equipment Alternates

The Base Bid proposal price shall include materials and equipment selected from the designated items and manufacturers listed in the bidding documents. This is done to establish uniformity in bidding and to establish standards of quality for the items named.

If the Contractor wishes to quote alternate items for consideration by the DDA, it may do so under this Section. A complete description of the item and the proposed price differential must be provided. Unless approved at the time of award, substitutions where items are specifically named will be considered only as a negotiated change in Contract Sum.

No Alternates

If the Bidder does not suggest any material or equipment alternate, the Bidder **MUST** complete the following statement:

For the work outlined in this request for bid, the bidder does NOT propose any material or equipment alternate under the contract.



Signature of Authorized Representative of Bidder

BID FORM

Section 3 - Time Alternate

If the Bidder takes exception to the time stipulated in Article II of the Contract, Duration, page C-1, it is requested to stipulate below its proposed time for performance of the work. Consideration will be given to time in evaluating bids.

No exception

If the Bidder does not suggest any time alternate, the Bidder **MUST** complete the following statement:

For the work outlined in this request for bid, the bidder does NOT propose any time alternate under the contract.



Signature of Authorized Representative of Bidder

BID FORM

Section 4 - Major Subcontractors

For purposes of this contract, a Subcontractor is anyone (other than the Contractor) who performs work (other than or in addition to the furnishing of materials, plans or equipment) at or about the construction site, directly or indirectly for or on behalf of the Contractor (and whether or not in privity of contract with the Contractor), but shall not include any individual who furnishes merely the individual's own personal labor or services.

For the work outlined in these documents the Bidder expects to engage the following major subcontractors to perform the work identified:

| <u>Subcontractor (Name and Address)</u> | <u>Work</u> | <u>Amount</u> |
|---|-------------|---------------|
| No Major Subcontractors | | |

If the Bidder does not expect to engage any major subcontractor, the Bidder **MUST** complete the following statement:

For the work outlined in this request for bid, the bidder does NOT expect to engage any major subcontractor to perform work under the contract.



Signature of Authorized Representative of Bidder



APPENDIX A

QA/QC Information



| | | |
|---|--|-----------------------------|
| QUALITY ASSURANCE PROGRAM MANUAL | DOCUMENT No.: PUL-QLT-001 | REV #: 3 |
| PULLMAN Quality Assurance Program | Date of Issue: 11/2/2015 Issued By: Quality Manager | Next Rev: 11/2025 |
| Standard Owner: Quality Department | Date of Approval: 11/2/2015 Approved By: Chief Risk Officer | |



QUALITY ASSURANCE PROGRAM

Document No. PUL-QLT-001

| | | |
|---|--|-----------------------------|
| QUALITY ASSURANCE PROGRAM MANUAL | DOCUMENT No.: PUL-QLT-001 | REV #: 3 |
| PULLMAN Quality Assurance Program | Date of Issue: 11/2/2015 Issued By: Quality Manager | Next Rev: 11/2025 |
| Standard Owner: Quality Department | Date of Approval: 11/2/2015 Approved By: Chief Risk Officer | |

STATEMENT OF POLICY AND AUTHORITY

This Quality Manual is written to represent the system of management controls used by PULLMAN to assure that all materials and services performed are of a high degree of quality and conform to contract requirements.

All Operational Managers are responsible for being knowledgeable of the requirements of this Manual and procedures written to implement this Manual and for complying with these requirements. They will ensure that all personnel are responsible for; are aware of; and will comply with applicable requirements.

The Project Manager is assigned the responsibility of establishing, maintaining, and verifying implementation of the Quality Assurance Program on his/her project(s). To fulfill this responsibility, the PM is given the authority to establish a Project Quality Plan, identify quality controls, perform inspection activities, maintain quality records, determine the degree of compliance with requirements, and take or verify actions as necessary to ensure that non-conformances are corrected.

All of our commitments, actions and products must be recognized as an expression of quality.

An important criterion of quality is the satisfaction of our customers. We must aim at maintaining their full confidence in PULLMAN as a high quality technology and services provider. The demands and stipulations of the customer must be met by our commitments and products conforming to agreed terms. The level of quality should create an opportunity to receive a recommendation for further business.

The achievement of these quality goals and consequently, our overriding goal to continue operating as a competitive and successful enterprise, will both be determined by our resources, by our organization, by the dedication we show in our work and, above all, by our attitude toward quality.



Bob Charles
Sr. Vice President

| | | |
|---|--|-----------------------------|
| QUALITY ASSURANCE PROGRAM MANUAL | DOCUMENT No.: PUL-QLT-001 | REV #: 3 |
| PULLMAN Quality Assurance Program | Date of Issue: 11/2/2015 Issued By: Quality Manager | Next Rev: 11/2025 |
| Standard Owner: Quality Department | Date of Approval: 11/2/2015 Approved By: Chief Risk Officer | |

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APPENDIX B

Workplace Safety Documentation



| | | |
|-----------------------------------|---|--------------------|
| HEALTH & SAFETY MANUAL | | REV #: 3 |
| EH&S Procedures | Date of last revision: 1/2/2024 Issued By: Corporate Safety Director | Next Rev.: 01/2027 |
| Standard Owner: EH&S Department | Date of next revision: 1/2/2027 | |



Health & Safety Manual

| | | |
|-----------------------------------|---|--------------------|
| HEALTH & SAFETY MANUAL | | REV #: 3 |
| EH&S Procedures | Date of last revision: 1/2/2024 Issued By: Corporate Safety Director | Next Rev.: 01/2027 |
| Standard Owner: EH&S Department | Date of next revision: 1/2/2027 | |

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| EH&S Procedures | Date of last revision: 1/2/2024 Issued By: Corporate Safety Director | Next Rev.: 01/2027 |
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| Standard Owner: EH&S Department | Date of next revision: 1/2/2027 | |

| | |
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Detroit (79) Training Requirements & Sign-in Cover Sheet

Branch:

Location:

Date:

Trainer:

Code Requirement

Rc R If the dotted box is filled with "R", the training is required to be up-to-date for all employees with the job titles at the top of that column.
Rc = Company Req. **R** = Division Requirement
 Additional training will be required based on the employee's current exposure to the specific hazards or tasks.

SU A standard instructor-led and/or online training is available on SGU that must be used.

OL This training must be completed individually online thru Structural Group University for credit.

EX Documentation that this training was completed with a qualified external provider is required.

SU/PE Both a SGU online knowledge training and a performance exam are required to receive credit. Performance Exams are non-expiring unless otherwise noted.
m/y Minutes per year for expiring certs (Time to complete training /Expiration Term)
m Minutes to complete for non-expiring certs

ver. 1/24/2023

- * Please check Comprehensius or SGU for the most current version
- * Certification Cards are printed on a monthly basis to save money. If you need cards quickly, email the names of the employees and "needed by" date to km@structural.net
- * Submit the completed tests/performance exams/sign-in sheets to km@structural.net

Safety: Know it, Live it

| | | | | | |
|----------------------|----|----|----|----|--|
| PM 2 h/y - 41 h once | Rc | Rc | Rc | SU | New Employee Safety Orientation (NESO) (non-expiring) 120m |
| FM 12 h/y - 51h once | Rc | Rc | Rc | SU | 24/7 Safety (non-expiring) (req for all salaried, hourly office, & shop) 30m |
| Tech 7 h/y - 3h once | Rc | Rc | Rc | SU | Frontline Safety (non-expiring) |
| | Rc | Rc | Rc | SU | Field Guide to Better Safety (FGBS) (non-expiring) 30m |
| | Rc | Rc | Rc | SU | Pre-task Planning (non-expiring) 30m |
| | Rc | Rc | Rc | SU | Creating an Emergency Action Plan (non-expiring) 30m |
| | Rc | Rc | Rc | SU | JSA Leader (Job Safety Analysis) (non-expiring) 30m |
| | Rc | Rc | Rc | SU | Safety Assessment (MSA) (non-expiring) 30m |
| | Rc | Rc | Rc | SU | Safety Observation Reports (SOR) (non-expiring) 15m |
| | Rc | Rc | Rc | SU | Incident Investigation and Claims Management (non-expiring) 30m |

| | | | | | |
|--|----|----|----|----|--|
| | Rc | Rc | Rc | SU | Harassment Prevention (3 years) 10 m/y |
| | Rc | Rc | Rc | SU | Harassment Prevention CT & CA only (2 year) 45 m/y |
| | Rc | Rc | Rc | SU | Harassment Prevention NY only (1 year) 45 m/y |
| | Rc | Rc | Rc | SU | Concur Expense Trainings (non-expiring) 120m |

| | | | | | |
|--|--|--|--|----|--|
| | | | | EX | OSHA 10 Construction Safety & Health (varies by location) 600m |
| | | | | EX | OSHA 10 General Safety & Health (varies by location) 600m |
| | | | | EX | OSHA 30 (varies by location) 1800m |
| | | | | EX | OSHA 510 Standards for Construction Industry (non-exp) 1920m |
| | | | | EX | OSHA 500- Required to train OSHA 10 and 30 (4 years) 1920m |

Health

| | | | | | |
|--|----|----|----|----|---|
| | Rc | Rc | Rc | SU | Blood Borne Pathogens (1 year) (NESO covers this 1st yr) 30 m/y |
| | Rc | Rc | Rc | SU | Heat/Cold Stress (non-expiring) 45m |
| | Rc | Rc | Rc | SU | Lifting and Ergonomics (non-expiring) 40m |
| | Rc | Rc | Rc | SU | Stretch and Flex (non-expiring) 25m |
| | Rc | Rc | Rc | SU | Fatigue Management (non-expiring) 60m |

| | | | | | |
|--|--|--|--|----|--|
| | | | | EX | CPR & First Aid Responder (2 years) (min. of 1 per office) 120 m/y |
| | | | | EX | CPR Trainer (2 years) 480 m/y |
| | | | | EX | CPR Trainer's Trainer (2 years) |

PPE

| | | | | | |
|--|--|--|--|----|--|
| | | | | SU | Respiratory Protection (1 year) (NESO covers this the 1st year) 30 m/y |
| | | | | SU | Supplied Air User (1 year) 28 m/y |
| | | | | SU | Hearing Protection (1 year) (NESO covers this the 1st year) 30 m/y |

Eye, Skin, Foot, Head, Hand Protection covered in NESO

| | | | |
|----------------------|----|----|---|
| Req. for PM levels | Rc | SU | Electrical Safety (non-expiring) (Tech level covered in NESO) 10m |
| Req. for FM levels | Rc | SU | Traffic Control Safety Awareness (non-expiring) 25m |
| Req. for Tech levels | Rc | SU | Hazard Recognition (non-expiring) 45m |
| | Rc | SU | Active Shooter (non-expiring) 30m |

Fire Safety

| | | | |
|--|--|----|--|
| | | SU | Fire Watch (1 year) 25 m/y |
| | | SU | Hot Work Permit Process (non-expiring) 45m |
| | | SU | Compressed Gas (non-expiring) 30m |
| | | SU | Welding (non-expiring) 25m |

Hazardous Materials

| | | | |
|--|----|----|--|
| | Rc | SU | Hazard Communication (HAZCOM) (non-expiring)(NESO covers this) 10m |
| | | EX | HAZWOPER 8hr (1 year) 480 m/y |
| | | EX | HAZWOPER 40hr (1 year) 2400 m/y |

Environmental Hazards

| | | | |
|--|----|-------|---|
| | | SU | Arsenic (1 years) 20 m/y |
| | | SU | Asbestos (1 years) 20 m/y |
| | | SU | Benzene (1 years) 10 m/y |
| | Rc | SU | Carbon Monoxide (CO) (2 years) 8 m/y |
| | | SU/PE | User of 4 Gas & Carbon Monoxide(CO)Monitor (2 years) 20 m/y |
| | | SU | Hexavalent Chromium (2 years) 5 m/y |
| | | SU | Hydrogen Sulfide (H2S) (2 years) 5 m/y |
| | | SU | Lead (1 years) 15 m/y |
| | | SU | Mold (2 years) 5 m/y |
| | Rc | SU | Silica (non-expiring)(Tech level covered in Respiratory Protection) 30m |
| | | SU/PE | Silica Competent Person (non-expiring) 55m |
| | | SU | Ionizing Radiation (2 years) 8 m/y |
| | | SU | Slip, Trips, and falls (non-expiring) 15m |

Structural Stability

| | | | | |
|--|----|----|----|--|
| | Rc | Rc | SU | Maintaining Structural Stability 101 (non-expiring) 150m |
| | Rc | Rc | SU | Maintaining Structural Stability 201: Shoring (non-expiring) 60m |
| | Rc | Rc | SU | Unbonded Post-Tensioned Repair Safety Policy (non-expiring) 60m |

| | | | Equipment Use | |
|----|----|------|---------------|--|
| PM | FM | Tech | Tools | |
| | R | R | SU/PE | Chipping Hammer Operator (3 years) 50 m/y |
| | R | R | SU/PE | Abrasive Blasting Operator (3 years) 30 m/y |
| | | | SU/PE | Shot Blasting Operator (3 years) 20 m/y |
| | R | R | SU/PE | Pressure Washer Operator (3 years) 14 m/y |
| | R | R | SU/PE | Circular Saw Operator (3 years) 30 m/y |
| | R | R | SU/PE | Concrete Saw Operator (3 years) 30 m/y |
| | | | SU/PE | Grinder Operator (3 years) 30 m/y |
| | | | SU/PE | Drill/Hammer Drill Operator (3 years) 20 m/y |
| | | | SU/PE | Nail Gun Operator (3 years) 30 m/y |
| | | | SU/PE | Hot Applied Materials Kettle Operator (3 years) 25 m/y |
| | | | SU/PE | Uni-Hydro Iron Worker Operator (non-expiring) 13 m/y |
| | R | R | SU | Hand Tool Operator (non-expiring) 30m |
| | R | R | SU | Pneumatic Tool Operator (3 years) 10 m/y |
| | | | SU/PE | PT Cutter Tool Operator (3 years) 10 m/y |

| | | | Equipment | |
|--|---|--|-----------|--|
| | | | EX | Brokk Demolition Operator (10 years) |
| | | | | Concrete Mixer (3 years) 25 m/y |
| | | | SU/PE | Concrete Pump Operator (3 years) 30 m/y |
| | R | | SU/PE | Concrete Buggy Operator (3 years) 15 m/y |
| | | | SU/PE | Backhoe/Loader Operator (3 years) 30 m/y |
| | R | | SU/PE | Skid Steer Operator (3 years) 25 m/y |
| | | | SU/PE | Dump Hopper Operator (3 years) 15 m/y |
| | | | SU/PE | Mini-Excavator Operator (3 years) 25 m/y |
| | | | SU/PE | Forklift Operator (3 years) 30 m/y |
| | | | SU/PE | All-Terrain Forklift Operator (3 years) 20 m/y |
| | | | SU | Hand Signals for Equipment (non-expiring) 25m |
| | | | EX | Tractor Operator: Certification (3 years) |

| | | | Cranes/Lifting | |
|--|--|--|----------------|----------------------------|
| | | | EX | Crane Operator (3 years) |
| | | | EX | Qualified Rigger (5 years) |

| | | | Driving | |
|--|----|--|---------|---|
| | | | SU | Multi Passenger Van Operator (non-expiring) 30m |
| | | | SU/PE | DOT Vehicle Operator-GVWR 10,000-26,000 lbs (non-expiring) 120m |
| | Rc | | SU | DOT Manager's Reasonable Suspicion (non-expiring) 120m |
| | | | SU | Safe & Defensive Driving (3 years) 60m |
| | | | EX | Management of Traffic (MOT) (2 years) |

| | | | Respiratory Fit Test, Medical Clearance & PFT | |
|--|----|----|---|--|
| | Rc | Rc | EX/IN | Respirator Fit Test -(1 year) <i>(Include mask size, make & model)</i> |
| | Rc | Rc | EX | Respiratory Clearance (3 years) |

| | | | NYC DOB Required | |
|--|--|--|------------------|---|
| | | | EX | Site Safety Manager Refresher (NYC DOB 8hr) (3 years) 160 m/y |
| | | | EX | Site Safety Manager (NYC DOB 40hr) (1 year) 2400 m/y |
| | | | EX | Qualified Rigger (NYC DOB 32-HR) (4 years) 480 m/y |
| | | | EX | Flagging (NYC DOB 4-HR) (4 years) 60 m/y |
| | | | EX | Scaffold User (NYC DOB 4hr)-Frame (4 years) 60 m/y |
| | | | EX | Scaffold User (NYC DOB 16hr)-Frame (4 years) 60 m/y |
| | | | EX | Scaffold Erector/Inspector (NYC DOB 32hr)-Frame (4 years) 240 m/y |
| | | | EX | Scaffold Erector/Inspector (NYC DOB 32hr)-Suspended (4 yrs) 240 m/y |

| | | | Access | |
|----|----|------|-----------------|--------------------------------------|
| PM | FM | Tech | Fall Protection | |
| | R | R | SU/PE | Fall Protection User (1 year) 60 m/y |
| | | | | Lifeline (non-expiring) |

| | | | Controlled Access | |
|--|----|----|-------------------|--|
| | | | SU | Lockout/Tagout (LOTO) (non-expiring) 20m |
| | Rc | Rc | SU | Confined Space (2 yrs)(NISO covers this 1st time) 30 m/y |
| | | | EX | New Miner (MSHA Part 48) (non-expiring) |

| | | | Scaffolding/Access Equipment | |
|--|---|--|------------------------------|---|
| | R | | SU | Ladder User (non-expiring)(NISO covers this) 20m |
| | R | | SU/PE | Aerial & Scissor Lift User (3 years) 25 m/y |
| | | | EX | Bosun's Chair User (Competent Person) (1 year) |
| | | | EX | Industrial Rope Access User (Competent Person) (1 year) |
| | | | EX | Emergency Descent Systems (2 years) |

| | | | | |
|--|---|---|------|---|
| | R | R | SU | Scaffold User (2 years) 45 m/y |
| | | | SAIA | Scaffold Erector/Inspector (Competent Person)-Frame (2 yrs) 265 m/y |
| | | | SAIA | Scaffold Erector/Inspector (Competent Person)-Suspended (2 yrs) 265 m/y |
| | | | EX | Mast Climber User (Per manufacturer) |
| | | | EX | Mast Climber Erector/Inspector (Competent Person) (Per manufac) |
| | | | EX | Scaffold User-Pump Jack (Per manufacturer) |
| | | | EX | Scaffold Erector/Inspector(Competent Person)-Pump Jack (Per manufac) |

0 h/y - 13h once
0 h/y - 16h once
0 h/y - 0h once

Quality: Know it, Deliver it

| | | | Technician/Installer Certifications | |
|--|--|--|-------------------------------------|--|
| | | | EX | ACI Concrete Field Testing Tech - Level 1 (5 years) |
| | | | EX | ACI Concrete Flatwork (5 years) |
| | | | EX | ACI Shotcrete Nozzelman (5 years) |
| | | | EX | ACI Concrete Strength Testing Technician (5 years) |
| | | | EX | ICRI Concrete Surface Repair QC Technician (5 years) 330 min |

| | | | Concrete | |
|----|--|--|----------|---|
| Rc | | | SU | Concrete 101 (non-expiring) 495 min |
| | | | SU | CERT: Concrete Repair Technician (non-expiring) 270 min |
| | | | SU/PE | CERT: Concrete Surface Repair QC (non-expiring) 210 m |
| | | | SU | CERT: Form & Place Technician (non-expiring) 330 m |
| | | | SU | CERT: Shotcrete Technician(non-expiring) 90m |
| | | | SU | Concrete Repair & Maintenance Illustrated 180 min |
| | | | SU/PE | CERT: Epoxy Injection (non-expiring) 60m |

| | | | Corrosion | |
|--|--|--|-----------|---|
| | | | SU | CERT: Cathodic Protection 101 & Connections (mods 1 & 2)(non-expiring) 140m |
| | | | SU/PE | ICCP (mod 3)(non-expiring) 60m |
| | | | SU/PE | DISCRETE ANODE (mod 4)(non-expiring) 60m |
| | | | SU/PE | METALIZING (mod 5)(non-expiring) 60m |
| | | | SU/PE | LIFEJACKET (mod 6)(non-expiring) 60m |

| | | | Hydrodemolition | |
|--|--|--|-----------------|--|
| | | | SU | ICRI Hydrodemolition Training (non-expiring) |

| | | | Post-Tensioning | |
|--|--|--|-----------------|---|
| | | | SU/PE | CERT: PT Installer (Multistrand) (non-expiring) 300m |
| | | | EX | PT: ASBI Grouting Training Certificate (5 years) 96 m/y |
| | | | EX | PTI Technician Level 1 (4 years) 360 m/y |
| | | | EX | PTI Technician Level 2 (4 years) 360 m/y |

| | | | Strengthening | |
|--|--|--|---------------|--|
| | | | SU/PE | CERT: FRP Installer (Both SU & PE 2 years) 150 m/y |

| | | | Waterproofing | |
|--|--|--|---------------|---|
| | | | SU | CERT: Chemical Grouting (Waterproofing) (non-expiring) 180m |

Print your name and employee number legibly to receive credit

[illegible]

Record of Training

[illegible]



MUSTSAFETY™
MUST SAFETY PROGRAM

MAKING A ZERO-INJURY CAREER A REALITY

OUR **MISSION**

MUST is an organization of building trade unions and contractor associations working together to promote unionized construction, and initiate programs designed to optimize performance and safety on all construction sites in Southeast Michigan.

The MUST label ensures the highest standards are met through the continuous improvement of safety, quality, and value on construction sites while completing jobs on-time and on budget with the highest skilled and trained workforce prepared to meet the demands of construction users/developers in Southeast Michigan.

It is the MUST label that symbolizes the quality craftsmanship that goes into each and every construction job.

OUR **VALUE**

Meets the Needs of the Construction Industry while Providing Safety, Quality and Value

Raises Safety Awareness through Training that is Standardized, Documented, and Verifiable from a Single Database

Promotes and Markets the Qualifications of Union Trades People

Provides a Safety Program that Creates a Safety Conscious and Drug-Free Workplace

PROGRAM **OVERVIEW**

Program Type Building Trades

Workers in Program Union Workers

What Region Serving Michigan

Reciprocal Credit Yes (Committee Approval)

Driven By Owners/Contractors/Unions/Associations

Unions In Program Multiple Trades

Verify Results Web Based

SAFETY BENEFITS

Responsible Contractor Policies ensure that the owner of a construction project has considered many important areas that will increase safety, reduce risk and increase productivity on the job site. Owners with Responsible Contractor Policies in place have considered the following standards of all contractors **before** awarding any contracts:

- Safety Training is a Verifiable and Established Safety Program.*
- Proper Experience Working on Similar Projects.*
- Drug & Alcohol Free Workplace Compliance with a Certified Testing Program.*

- Compliance with Regulatory Agencies such as MIOSHA.*
- Accident and Illness Rates History.*
- Proof of Insurance Coverage and Compliance with Compensation Statutes.*

With a Responsible Contractor Policy, any contractor submitting bids for a construction project must meet these and other requirements outlined in the policy. These criteria keep quality construction, safety and accountability at the top of any construction plan.

WHY MUST

"The MUST Safety program provides our customers with up to date employee information that is reliable and secure."

Patrick Devlin
Michigan Building & Construction Trades Council, MUST Labor Co-Chair

"MUST represents management and labor working together to provide a comprehensive program for safety and drug testing and support of the best construction practices throughout the region."

Donna Pardonnet
Architectural Construction Trades of Michigan, MUST Management Co-Chair

ONLINE VERIFICATION

The MUST Safety Program provides access to up to date and verifiable information at your fingertips. The MUST Safety Program allows you to easily track the safety awareness and drug testing status of your employees. Registering is easy.

- 1. Complete the application available at mustonline.org
- 2. Sign and return it to the MUST office
- 3. MUST will notify you of your acceptance

All companies must complete this application to have access to the MUST Safety Program.

BENEFITS

Efficient MUST Safety Awareness Training is now provided online. The online format incorporates learning activities, which will improve retention and increase safety awareness.

Comprehensive The training consists of 18 modules based on topics from the OSHA 30 Hour Outreach Training Program.

Flexible Training modules also incorporates administrative safeguards, which provides the flexibility to complete the modules with or without a proctor.

COST

| PRODUCT | PRICE/INDIVIDUAL |
|---|------------------|
| 10 Panel Drug Screen to Include Collection* | \$47 |
| Breath Alcohol | \$39 |
| Safety Modules | \$7.95/module |

* A MUST approved collection facility must be used or the testing will not be recognized by the MUST system. Costs are subject to change.

RECIPROCAL CREDIT

The MUST Safety Program recognizes and awards credit for the successful completion of individual modules from accredited, instructor-led MIOSHA and OSHA training. The MUST, MOST & IMPACT programs and their respective participants have worked to establish reciprocity between the organizations. All entities recognize the policies,

protocols, collections and programs within each individual effort. A person's licenses, certifications and relevant training will appear on each person's Online Report Card, regardless of whether some of these items may not qualify for module credit. Contact the MUST office to learn how this credit is awarded.

ONLINE REPORT CARD

The MUST Online Report Card gives you an easy to access, comprehensive view of an employee's training, certifications and drug test in real time. It is simple to check the progress and compliance of your workforce using the Online Report Card tool. Construction workers have an up-to-date (on-line) resume of performance which is a very valuable tool for those in the trades.

PROGRAM SUPPORT

The MUST Safety Program staff is there to support your program managers and authorized user employees. From a comprehensive user guide and tutorial video to personalized one-on-one service through the MUST office, we are there for you.

OVERVIEW OF DRUG TESTING

The MUST Safety Program utilizes the following for drug testing:

10 Panels

Urine Testing

Collected in Accordance with DOT Guidelines

SAMHSA Certified Lab

Types of Testing: (Follow Up for Positive)

- a.i. Initial
- a.ii. Annual
- a.iii. Random
- a.iv. Post-accident
- a.v. Cause
- a.vi. Return to work

Test Results Report (24-72 Hours)

Random Testing:

Urine/BAT test

25% of All Employees Listed on a MUST Jobsite are Randomly Tested Annually

Post-Accident Testing:

Urine/BAT test with a chargeable accident within 32 hours

Test for Cause:

Urine/BAT test must follow guidelines in policy

Return to Work:

Urine test

An employee with a positive result is recommended to seek SAP programs and cannot retest for 30/90/365 days based on their last four years of drug testing



MUST BY THE NUMBERS

Since inception **2,415,243** safety modules have been completed through the MUST Safety Program

Looking at the big picture, a year-to-year comparison between 2006 (the first full year using PureSafety courses) and 2013 showed MUST members' overall:

TRIR

↓ **30%**

DART

↓ **73%**

EMR

0.79 → **0.74**

80% felt that the MUST partnership **helped** them **overcome** their **EHS challenges**

95% described the eLearning courses as **"critical to the work we do"**

93% said the combined solution **aided governance**

92% felt it **improved risk management**

63% reported measurable **reductions in hours** per year **per employee**

60% reported **cost savings** of at least **\$5,000 per year**

40% credited the program for **measurable loss reductions** (both frequency & severity)

91% agreed that **safety courses were engaging**

84% said the courses **helped retention**

77% said the courses **improved efficiency**

100% said the drug and alcohol program improved safety culture





MUST **LEADERSHIP**

MUST CO-CHAIRS

Patrick Devlin

Michigan Construction & Building Trades Council

Donna Pardonnet

Architectural Contractors Trade Association

LABOR REPRESENTATIVES

Paul Dunford

Bricklayers & Allied Craftworkers Local 2

Daryl Gallant

Michigan Laborers' Training & Apprenticeship
Institute

Nick Chapital

IBEW Local 58

Bryan Davis

Michigan Regional Council Carpenters and Millwrights

Lee Graham

Operating Engineers Local 324

MANAGEMENT REPRESENTATIVES

Paul Wrzesinski

Associated General Contractors of Michigan

James Oleksinski

Construction Association of Michigan

Laura Kopack

Mechanical Contractors Association of
Detroit

Jason Head

Natl. Electrical Contractors Assoc. SE MI

Mark Saba

SMACNA Metropolitan Detroit Chapter

CONTACT **US**



Wendy Richardson Program Manager

wrichardson@mustonline.org

mustonline.org 248-352-9810
811 N. Main Street #201 | Royal Oak, MI 48067

OSHA's Form 300A
Summary of Work-Related Injuries and Illnesses

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.

Table with 4 columns: 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.

Table with 2 columns: Number of Days, Total number of days away from work, Total number of days of job transfer or restriction.

Table with 2 columns: Injury and Illness Types, Total number of... (M), (1) Injury, (2) Skin Disorder, (3) Respiratory Condition, (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 50 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 Pullman SST, Inc.
Street 10150 Old Columbia Road
City Columbia State Maryland Zip 21046
Industry description (e.g., Manufacture of motor truck trailers) Construction
Standard Industrial Classification (SIC), if known (e.g., SIC 3715) 1 7 7 1
OR North American Industrial Classification (NAICS), if known (e.g., 336212) 2 3 8 1 1 0
Employment information
Annual average number of employees 533
Total hours worked by all employees last year 978,122
Sign here [Signature]
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.
Robert Charles, President
410-850-7000, Phone
1/20/2025, Date

OSHA's Form 300A

Summary of Work-Related Injuries and Illnesses

Year 2023



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 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 |
|------------------------|--|--|--|
| <u>0</u> | <u>2</u> | <u>0</u> | <u>5</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>313</u> | <u>0</u> |
| (K) | (L) |

Injury and Illness Types

Total number of...
(M)

| | | | |
|---------------------------|----------|-------------------------|----------|
| (1) Injury | <u>7</u> | (4) Poisoning | <u>0</u> |
| (2) Skin Disorder | <u>0</u> | (5) Hearing Loss | <u>0</u> |
| (3) Respiratory Condition | <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 50 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-3844, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment information

Your establishment name Pullman SST, Inc.

Street 10150 Old Columbia Road

City Columbia State Maryland Zip 21046

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

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)
1 7 7 1

OR North American Industrial Classification (NAICS), if known (e.g., 336212)
2 3 8 1 1 0

Employment information

Annual average number of employees 537

Total hours worked by all employees last year 1,053,572

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.

Robert Charles
Company Executive

President
Title

410-850-7000
Phone

1/26/2024
Date

OSHA's Form 300A

Summary of Work-Related Injuries and Illnesses

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 | 1 | 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 |
|-------------------------------------|---|
| 180 | 0 |
| (K) | (L) |

Injury and Illness Types

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

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 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.

Year 2022



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

Form approved OMB no. 1218-0178

Establishment Information

Your establishment name Pullman SST, Inc.

Street 10160 Old Columbia Road

City Columbia State Maryland Zip 21046

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

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

OR North American Industrial Classification (NAICS), if known (e.g., 336212)
2 3 8 1 1 0

Employment Information

Annual average number of employees 459

Total hours worked by all employees last year 920,098

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.

Robert Charles
Company Executive

President
Title

410-850-7000
Phone

1/23/23
Date

Inspection Info: Office: Nevada Reno
Report ID: 0953210

Inspection Nr: 1611562.015
Open Date: 08/01/2022

Pullman SST Inc.
NAICS: 238140 / Masonry Contractors
Inspection Type: Complaint
Advanced Notice: No
Safety/Health: Health
Close Case: 12/19/2022

Project Loc: 101 N. Carson St., Carson City, NV 89701
Mailing: 6400 Goodyear Blvd, Benicia CA 94510
Scope: Partial
Ownership: Private
Close Conference: 09/12/2022
Union Status: Union

| Citation ID | Type: | Standard | Penalty | Issuance Date | Last Event |
|-------------|--------------------|----------|---------|---------------|-------------------------|
| 1) 01001 | Other than serious | 1926.62 | \$0 | 11/08/2022 | I - Informal Settlement |

1) Citation 01001 – Other than serious – 1926.62(d)(1)(i) – Determine Lead Exposure at/above Action Level

Summary: NV OSHA received a complaint that contract workers were being exposed to lead based paint during masonry repair activities. On the day of the inspection (August 1, 2022) work tasks at this project had already been completed. It was later determined that the complaint was registered three weeks after work at this location was completed.

Compliance officers filed this citation, stating the company should have tested all masonry materials regardless of contractual documents that did not disclose lead-based paint was present or should be expected in the company work scopes. Additionally, the company provided after inspection lead-based ground samples and employee blood tests which both showed negative exposure results in the soil or the employees.

Corrective Actions: Since this inspection, PULLMAN SST now requires all projects to validate work scope exposures on existing structures through lead-based paint samples provided by the owner, general contractor, or self-performed methods as necessary.



APPENDIX C

Workplace Development Documentation



April 23, 2025

CAM LABOR BULLETIN #358

**2025 LABORERS LOCAL 1191 WAGE RATES
MACOMB AND WAYNE COUNTIES**

The 2024-2028 CAM-negotiated Collective Bargaining Agreement with the Laborers Local 1191 covering Macomb and Wayne counties provides for a total wage package increase of **\$3.20** per hour, effective June 1, 2025. The 2025 increase is allocated as follows: **Base Wage, \$2.16; Vacation & Holiday, \$0.50; Insurance, \$0.25; Pension, \$0.25 and LECET, \$0.04.** *Note that the increase is effective with your company's first full payroll period that begins on or after June 1, 2025.*

**EFFECTIVE THE FIRST FULL PAYROLL PERIOD
COMMENCING ON OR AFTER JUNE 1, 2025 THROUGH MAY 31, 2026**

CONSTRUCTION LABORER, DEMOLITION LABORER, MASON TENDER, CARPENTER TENDER, DRYWALL HANDLER, CONCRETE LABORER, CEMENT FINISHER TENDER AND CONCRETE CHUTE AND CONCRETE BUCKET HANDLER

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.00 | \$33.30 | \$33.60 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$56.50 | \$56.80 | \$57.10 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$56.67 | \$56.97 | \$57.27 |

SIGNAL MAN (on sewer and caisson work); **AIR, ELECTRIC OR GASOLINE TOOL OPERATOR** (including concrete vibrator operator, acetylene torch and air hammer operator); **SCAFFOLD BUILDER; CAISSON WORKER**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.30 | \$33.60 | \$33.90 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$56.80 | \$57.10 | \$57.40 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$56.97 | \$57.27 | \$57.57 |

Livingston County: North of State Highway M-59 and East of Oak Grove Road.

CAM LABOR BULLETIN #358**– 2025 LABORERS LOCAL 1191 WAGE RATES – MACOMB AND WAYNE COUNTIES****– April 23, 2025****– Page 2 of 4****LANSING BURNER, BLASTER AND POWDER MAN; AIR, ELECTRIC OR GASOLINE TOOL OPERATOR (Blast Furnace Work or Battery Work)**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.86 | \$34.16 | \$34.46 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.36 | \$57.66 | \$57.96 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.53 | \$57.83 | \$58.13 |

FURNACE BATTERY HEATER TENDER, BURNING BAR AND OXY-ACETYLENE GUN

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.57 | \$33.87 | \$34.17 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.07 | \$57.37 | \$57.67 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.24 | \$57.54 | \$57.84 |

EXPEDITER MAN, TOP MAN AND/OR BOTTOM MAN (Blast Furnace Work or Battery Work)

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$34.41 | \$34.71 | \$35.01 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.91 | \$58.21 | \$58.51 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$58.08 | \$58.38 | \$58.68 |

CLEANER/SWEEPER LABORER; FURNITURE LABORER

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$27.55 | \$27.85 | \$28.15 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$51.05 | \$51.35 | \$51.65 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$51.22 | \$51.52 | \$51.82 |

CAM LABOR BULLETIN #358**– 2025 LABORERS LOCAL 1191 WAGE RATES – MACOMB AND WAYNE COUNTIES****– April 23, 2025****– Page 3 of 4****LABORER APPRENTICES**

| First Shift | *Base Wage | *Vacation | Insurance | Pension | Training Fund | LECET | Gross Wage | I.A.F. | Total Wage |
|------------------------------|-------------------|------------------|------------------|----------------|----------------------|--------------|-------------------|---------------|-------------------|
| 1 st Period (75%) | 24.75 | 5.00 | 7.00 | 10.80 | .45 | .25 | 48.25 | .17 | 48.42 |
| 2 nd Period (80%) | 26.40 | 5.00 | 7.00 | 10.80 | .45 | .25 | 49.90 | .17 | 50.07 |
| 3 rd Period (85%) | 28.05 | 5.00 | 7.00 | 10.80 | .45 | .25 | 51.55 | .17 | 51.72 |
| 4 th Period (95%) | 31.35 | 5.00 | 7.00 | 10.80 | .45 | .25 | 54.85 | .17 | 55.02 |

| Second Shift | *Base Wage | *Vacation | Insurance | Pension | Training Fund | LECET | Gross Wage | I.A.F. | Total Wage |
|------------------------------|-------------------|------------------|------------------|----------------|----------------------|--------------|-------------------|---------------|-------------------|
| 1 st Period (75%) | 24.98 | 5.00 | 7.00 | 10.80 | .45 | .25 | 48.48 | .17 | 48.65 |
| 2 nd Period (80%) | 26.64 | 5.00 | 7.00 | 10.80 | .45 | .25 | 50.14 | .17 | 50.31 |
| 3 rd Period (85%) | 28.31 | 5.00 | 7.00 | 10.80 | .45 | .25 | 51.81 | .17 | 51.98 |
| 4 th Period (95%) | 31.64 | 5.00 | 7.00 | 10.80 | .45 | .25 | 55.14 | .17 | 55.31 |

| Third Shift | *Base Wage | *Vacation | Insurance | Pension | Training Fund | LECET | Gross Wage | I.A.F. | Total Wage |
|------------------------------|-------------------|------------------|------------------|----------------|----------------------|--------------|-------------------|---------------|-------------------|
| 1 st Period (75%) | 25.20 | 5.00 | 7.00 | 10.80 | .45 | .25 | 48.70 | .17 | 48.87 |
| 2 nd Period (80%) | 26.88 | 5.00 | 7.00 | 10.80 | .45 | .25 | 50.38 | .17 | 50.55 |
| 3 rd Period (85%) | 28.56 | 5.00 | 7.00 | 10.80 | .45 | .25 | 52.06 | .17 | 52.23 |
| 4 th Period (95%) | 31.92 | 5.00 | 7.00 | 10.80 | .45 | .25 | 55.42 | .17 | 55.59 |

DEMOLITION AGREEMENT**DEMOLITION LABORER**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.00 | \$33.30 | \$33.60 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$56.50 | \$56.80 | \$57.10 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$56.67 | \$56.97 | \$57.27 |

DEMOLITION GROUND BURNER

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.50 | \$33.80 | \$34.10 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.00 | \$57.30 | \$57.60 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.17 | \$57.47 | \$57.77 |

CAM LABOR BULLETIN #358**– 2025 LABORERS LOCAL 1191 WAGE RATES – MACOMB AND WAYNE COUNTIES****– April 23, 2025****– Page 4 of 4****DEMOLITION HIGH BURNER**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$34.00 | \$34.30 | \$34.60 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.50 | \$57.80 | \$58.10 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.67 | \$57.97 | \$58.27 |

NEW MARKET INITIATIVE (NMI) LABORER

| | |
|---------------------------------|----------------|
| *Base Wage | \$28.15 |
| * Vacation & Holiday | 5.00 |
| Insurance | 6.10 |
| Pension | 5.90 |
| Training Fund | 0.05 |
| GROSS WAGE | \$45.20 |
| I.A.P. | .17 |
| TOTAL | \$45.37 |

LABORER FOREMAN

Laborer Foreman: \$2.00 per hour more than the base wage of the classification at which the Foreman is working.

*Subject to taxes

April 23, 2025

CAM LABOR BULLETIN #357

**2025 LABORERS LOCAL 1076 WAGE RATES
OAKLAND AND LIVINGSTON# COUNTIES**

The 2024-2028 CAM-negotiated Collective Bargaining Agreement with the Laborers Local 1076 covering Oakland and Livingston# counties provides for a total wage package increase of **\$3.20** per hour, effective June 1, 2025. The 2025 increase is allocated as follows: **Base Wage, \$2.16; Vacation & Holiday, \$0.50; Insurance, \$0.25; Pension, \$0.25 and LECET, \$0.04.** *Note that the increase is effective with your company's first full payroll period that begins on or after June 1, 2025.*

**EFFECTIVE THE FIRST FULL PAYROLL PERIOD
COMMENCING ON OR AFTER JUNE 1, 2025 THROUGH MAY 31, 2026**

CONSTRUCTION LABORER, DEMOLITION LABORER, MASON TENDER, CARPENTER TENDER, DRYWALL HANDLER, CONCRETE LABORER, CEMENT FINISHER TENDER AND CONCRETE CHUTE AND CONCRETE BUCKET HANDLER

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|---------------------|------------------|------------------|------------------|
| *Base Wage | \$33.00 | \$33.30 | \$33.60 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$56.50 | \$56.80 | \$57.10 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$56.67 | \$56.97 | \$57.27 |

SIGNAL MAN (on sewer and caisson work); **AIR, ELECTRIC OR GASOLINE TOOL OPERATOR** (including concrete vibrator operator, acetylene torch and air hammer operator); **SCAFFOLD BUILDER; CAISSON WORKER**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|---------------------|------------------|------------------|------------------|
| *Base Wage | \$33.30 | \$33.60 | \$33.90 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$56.80 | \$57.10 | \$57.40 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$56.97 | \$57.27 | \$57.57 |

Livingston County: North of State Highway M-59 and East of Oak Grove Road.

CAM LABOR BULLETIN #357**– 2025 LABORERS LOCAL 1076 WAGE RATES – OAKLAND AND LIVINGSTON COUNTIES****– April 23, 2025****– Page 2 of 4****LANSING BURNER, BLASTER AND POWDER MAN; AIR, ELECTRIC OR GASOLINE TOOL OPERATOR (Blast Furnace Work or Battery Work)**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.86 | \$34.16 | \$34.46 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.36 | \$57.66 | \$57.96 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.53 | \$57.83 | \$58.13 |

FURNACE BATTERY HEATER TENDER, BURNING BAR AND OXY-ACETYLENE GUN

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.57 | \$33.87 | \$34.17 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.07 | \$57.37 | \$57.67 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.24 | \$57.54 | \$57.84 |

EXPEDITER MAN, TOP MAN AND/OR BOTTOM MAN (Blast Furnace Work or Battery Work)

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$34.41 | \$34.71 | \$35.01 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.91 | \$58.21 | \$58.51 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$58.08 | \$58.38 | \$58.68 |

CLEANER/SWEEPER LABORER; FURNITURE LABORER

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$27.55 | \$27.85 | \$28.15 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$51.05 | \$51.35 | \$51.65 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$51.22 | \$51.52 | \$51.82 |

CAM LABOR BULLETIN #357**– 2025 LABORERS LOCAL 1076 WAGE RATES – OAKLAND AND LIVINGSTON COUNTIES****– April 23, 2025****– Page 3 of 4****LABORER APPRENTICES**

| First Shift | *Base Wage | *Vacation | Insurance | Pension | Training Fund | LECET | Gross Wage | I.A.F. | Total Wage |
|------------------------------|-------------------|------------------|------------------|----------------|----------------------|--------------|-------------------|---------------|-------------------|
| 1 st Period (75%) | 24.75 | 5.00 | 7.00 | 10.80 | .45 | .25 | 48.25 | .17 | 48.42 |
| 2 nd Period (80%) | 26.40 | 5.00 | 7.00 | 10.80 | .45 | .25 | 49.90 | .17 | 50.07 |
| 3 rd Period (85%) | 28.05 | 5.00 | 7.00 | 10.80 | .45 | .25 | 51.55 | .17 | 51.72 |
| 4 th Period (95%) | 31.35 | 5.00 | 7.00 | 10.80 | .45 | .25 | 54.85 | .17 | 55.02 |

| Second Shift | *Base Wage | *Vacation | Insurance | Pension | Training Fund | LECET | Gross Wage | I.A.F. | Total Wage |
|------------------------------|-------------------|------------------|------------------|----------------|----------------------|--------------|-------------------|---------------|-------------------|
| 1 st Period (75%) | 24.98 | 5.00 | 7.00 | 10.80 | .45 | .25 | 48.48 | .17 | 48.65 |
| 2 nd Period (80%) | 26.64 | 5.00 | 7.00 | 10.80 | .45 | .25 | 50.14 | .17 | 50.31 |
| 3 rd Period (85%) | 28.31 | 5.00 | 7.00 | 10.80 | .45 | .25 | 51.81 | .17 | 51.98 |
| 4 th Period (95%) | 31.64 | 5.00 | 7.00 | 10.80 | .45 | .25 | 55.14 | .17 | 55.31 |

| Third Shift | *Base Wage | *Vacation | Insurance | Pension | Training Fund | LECET | Gross Wage | I.A.F. | Total Wage |
|------------------------------|-------------------|------------------|------------------|----------------|----------------------|--------------|-------------------|---------------|-------------------|
| 1 st Period (75%) | 25.20 | 5.00 | 7.00 | 10.80 | .45 | .25 | 48.70 | .17 | 48.87 |
| 2 nd Period (80%) | 26.88 | 5.00 | 7.00 | 10.80 | .45 | .25 | 50.38 | .17 | 50.55 |
| 3 rd Period (85%) | 28.56 | 5.00 | 7.00 | 10.80 | .45 | .25 | 52.06 | .17 | 52.23 |
| 4 th Period (95%) | 31.92 | 5.00 | 7.00 | 10.80 | .45 | .25 | 55.42 | .17 | 55.59 |

DEMOLITION AGREEMENT**DEMOLITION LABORER**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.00 | \$33.30 | \$33.60 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$56.50 | \$56.80 | \$57.10 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$56.67 | \$56.97 | \$57.27 |

DEMOLITION GROUND BURNER

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$33.50 | \$33.80 | \$34.10 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.00 | \$57.30 | \$57.60 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.17 | \$57.47 | \$57.77 |

CAM LABOR BULLETIN #357**– 2025 LABORERS LOCAL 1076 WAGE RATES – OAKLAND AND LIVINGSTON COUNTIES****– April 23, 2025****– Page 4 of 4****DEMOLITION HIGH BURNER**

| | <u>1st Shift</u> | <u>2nd Shift</u> | <u>3rd Shift</u> |
|--------------------------------|------------------|------------------|------------------|
| *Base Wage | \$34.00 | \$34.30 | \$34.60 |
| *Vacation & Holiday | 5.00 | 5.00 | 5.00 |
| Insurance | 7.00 | 7.00 | 7.00 |
| Pension | 10.80 | 10.80 | 10.80 |
| Training Fund | .45 | .45 | .45 |
| LECET | .25 | .25 | .25 |
| GROSS WAGE | \$57.50 | \$57.80 | \$58.10 |
| I.A.P. | .17 | .17 | .17 |
| TOTAL | \$57.67 | \$57.97 | \$58.27 |

NEW MARKET INITIATIVE (NMI) LABORER

| | |
|---------------------------------|----------------|
| *Base Wage | \$28.15 |
| * Vacation & Holiday | 5.00 |
| Insurance | 6.10 |
| Pension | 5.90 |
| Training Fund | 0.05 |
| GROSS WAGE | \$45.20 |
| I.A.P. | .17 |
| TOTAL | \$45.37 |

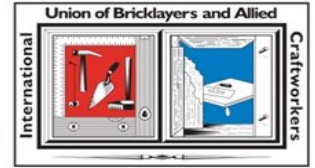
LABORER FOREMAN

Laborer Foreman: \$2.00 per hour more than the base wage of the classification at which the Foreman is working.

*Subject to taxes



Bricklayers & Allied Craftworkers Local 2 of Michigan



BAC Local 2 - Detroit - Bricklayers - LMCC

Representative: Sean Griffin
Phone: (248) 925-0032

Effective: June 01, 2025 - May 31, 2026
CBA Expiration: May 31, 2028

Representative: Trevor Grace
Phone: (313) 220-8938

Covering the counties of Wayne, Oakland, Macomb, Monroe and, St. Clair.

| <u>BRICKLAYER</u> | <u>JOURNEYMAN</u> | <u>FOREMAN</u> (2 to 8 Masons) | <u>FOREMAN</u> (9 or more Masons) |
|---------------------------|-------------------|-----------------------------------|--------------------------------------|
| BASE WAGE (per hour) | \$37.30 | \$40.30 | \$41.55 |
| HOLIDAY | 2.90 | 2.90 | 2.90 |
| DUES CHECK OFF ~ LOCAL | 2.69 | 2.69 | 2.69 |
| DUES CHECK OFF ~ INT'L | 0.71 | 0.71 | 0.71 |
| TOTAL TAXABLE WAGE | \$43.60 | \$46.60 | \$47.85 |
| HEALTH & WELFARE | 9.37 | 9.37 | 9.37 |
| LOCAL PENSION | 12.81 | 12.81 | 12.81 |
| INT'L PENSION | 2.70 | 2.70 | 2.70 |
| ANNUITY | 1.00 | 1.00 | 1.00 |
| M.U.S.T. | 0.03 | 0.03 | 0.03 |
| APPRENTICESHIP | 0.42 | 0.42 | 0.42 |
| I.M.I. | 0.80 | 0.80 | 0.80 |
| L.M.C.C. | 0.10 | 0.10 | 0.10 |
| TOTAL | \$70.83 | \$73.83 | \$75.08 |

| | 60% | 65% | 70% | 75% | 80% | 85% | 90% | 95% |
|------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <u>BRICKLAYER APPRENTICE</u> | <u>Level 1</u> | <u>Level 2</u> | <u>Level 3</u> | <u>Level 4</u> | <u>Level 5</u> | <u>Level 6</u> | <u>Level 7</u> | <u>Level 8</u> |
| BASE WAGE | \$23.39 | \$25.57 | \$27.75 | \$29.93 | \$32.11 | \$34.29 | \$36.47 | \$36.47 |
| HOLIDAY | 2.10 | 2.10 | 2.10 | 2.10 | 2.10 | 2.10 | 2.10 | 2.10 |
| DUES CHECK OFF ~ LOCAL | 2.11 | 2.11 | 2.11 | 2.11 | 2.11 | 2.11 | 2.11 | 2.11 |
| DUES CHECK OFF ~ INT'L | <u>0.56</u> | <u>0.56</u> | <u>0.56</u> | <u>0.56</u> | <u>0.56</u> | <u>0.56</u> | <u>0.56</u> | <u>0.56</u> |
| TOTAL TAXABLE WAGE | 28.16 | 30.34 | 32.52 | 34.70 | 36.88 | 39.06 | 41.24 | 41.24 |
| HEALTH & WELFARE | 9.37 | 9.37 | 9.37 | 9.37 | 9.37 | 9.37 | 9.37 | 9.37 |
| LOCAL PENSION | 6.41 | 6.41 | 6.41 | 6.41 | 6.41 | 6.41 | 6.41 | 6.41 |
| INT'L PENSION | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 | 2.70 |
| ANNUITY | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| M.U.S.T. | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 | 0.03 |
| APPRENTICESHIP | 0.42 | 0.42 | 0.42 | 0.42 | 0.42 | 0.42 | 0.42 | 0.42 |
| I.M.I. | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 | 0.80 |
| L.M.C.C. | <u>0.10</u> | <u>0.10</u> | <u>0.10</u> | <u>0.10</u> | <u>0.10</u> | <u>0.10</u> | <u>0.10</u> | <u>0.10</u> |
| TOTAL | \$48.99 | \$51.17 | \$53.35 | \$55.53 | \$57.71 | \$59.89 | \$62.07 | \$62.07 |

Note: Apprentices start at Level 2. Improvers may start no less than Level 1.

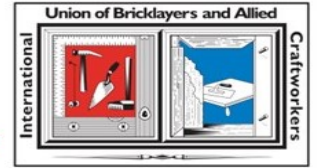
All line items calculated on hours paid.

21031 Ryan Road • Warren, Michigan 48091 • Phone 586.754.0888 • Fax 586.754.5889
3321 Remy Drive • Lansing, Michigan 48906 • Phone 517.886.9781 • Fax 517.886.9816

5/5/2025 10:01 AM



Bricklayers & Allied Craftworkers Local 2 of Michigan



Effective the first full pay period on or after June 1st of each respective year, there shall be an increase in the total package as outlined in the Wage Schedule below:

| June 1, 2026 | June 1, 2027 |
|--------------|--------------|
| \$3.25 | \$3.25 |

WAGE PREMIUMS

| | |
|-------------------------|---|
| Suspension Work | Working with any suspended scaffold, work cage, lifts 100' or greater or bow swains chair: \$2.50 per hour above regular hourly scale |
| Certified Welder | Certified welder performing sustained welding assignment of five hours or more per day: \$3.00 per hour above the regular hourly scale. |
| Sandblasting | \$2.00 per hour above the regular hourly scale. |
| Guniting Work | \$2.00 per hour above the regular hourly scale. |
| Acid Bonding* | \$2.00 over/above regular hourly scale. |
| Laying carbon material* | \$2.00 over/above regular hourly scale. |
| Hot work* | \$3.00 over/above regular hourly scale. |
| Overtime | Monday – Friday: Time and one-half (1.5x) after 8/hrs per day or 40/hrs per week |
| | Monday – Friday: Double time (2x) after 10/hrs per day. |
| | Saturday: Time and one-half (1.5x) unless make-up day (November – April) |
| | Saturday: Double time (2x) after 8/hrs per day. |
| | Sundays & Holidays: Double time (2x) |
| 4-10's | On a 4-10 regular work week, Friday may be a make-up day provided that (i) working on Friday is voluntary; (ii) a minimum of 8 hours is scheduled, (iii) all work over 40 hours is paid at 1 and ½. Work on the 11th and 12th hour is paid at 1 and ½. Work over 12 hours is paid at double time. |
| Holidays | New Years Day; Memorial Day; 4 th of July; Labor Day; Thanksgiving; Christmas Day; After 4:30pm on New Years Eve; After 4:30pm on Christmas Eve |
| | Should any of the above holidays fall on Sunday, the following day shall be observed as the holiday. |
| | Should any of the above Holidays fall on a Saturday, the preceding Friday shall be observed as the holiday. |
| Shift Work | 1 st Shift – 8 hours work for 8 hours pay 2 nd Shift – 7.5 hours work for 8 hours pay 3 rd Shift – 7 hours work for 8 hours pay |
| Make-up Day | Between November 1 and April 30, if working time is lost during a standard workweek, due to inclement weather, or other conditions beyond the Employer's control, Saturdays may be worked as make-up days for time lost. Such make-up time shall be paid at the straight time rate until forty hours are worked unless the standard workweek included a holiday, as specified in Article V.C., in which case make-up time shall be paid at straight time until 32 hours are worked. |

May 1, 2025

CAM LABOR BULLETIN #360

2025 CARPENTERS LOCAL 687 WAGE RATES SOUTHEAST MICHIGAN

The 2023-2027 CAM-negotiated Collective Bargaining Agreement with the Michigan Regional Council of Carpenters – Local 687 provides a total wage package increase for Southeast Michigan of **\$2.65** per hour, effective June 1, 2025. The 2025 increase is allocated as follows: **Base Wage, \$1.33** and **Annuity, \$1.32**. ***Note that the increase is effective with your company's first full payroll period that begins on or after June 1, 2025.***

The MRCC Local 687 Southeast Michigan Collective Bargaining Agreement includes the following counties: **Macomb, Monroe, Oakland, St. Clair, Sanilac, Washtenaw, Wayne** in addition to the townships of Brighton, Deerfield, Genoa, Green Oak, Hamburg, Hartland, Oceola, Putnam, Tyrone and Unadilla in **Livingston County**.

EFFECTIVE THE FIRST FULL PAYROLL PERIOD COMMENCING ON OR AFTER JUNE 1, 2025 THROUGH MAY 31, 2026

CARPENTER JOURNEYMAN

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|---|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$42.44 | \$45.27 | \$48.50 |
| *Special Assessment Fund - (funded) | .20 | .20 | .20 |
| *Special Assessment Building Fund - (funded) | .20 | .20 | .20 |
| *U.B.C. Per Cap - (funded) | .10 | .10 | .10 |
| GROSS WAGE | \$42.94 | \$45.77 | \$49.00 |
| Pension - (funded) | 15.91 | 16.97 | 18.18 |
| Annuity - (funded) | 6.41 | 6.75 | 7.14 |
| Health & Welfare Insurance - (funded) | 7.05 | 7.05 | 7.05 |
| Supplemental Insurance - (funded) | .91 | .91 | .91 |
| U.B.C. Training - (funded) | .15 | .15 | .15 |
| Apprenticeship - (funded) | 1.00 | 1.00 | 1.00 |
| Apprentice Reimbursement Fund - (funded) | .12 | .12 | .12 |
| Labor Management Partnership Team - (funded) | .07 | .07 | .07 |
| Industry Advancement Fund - (funded) | .15 | .15 | .15 |
| Guaranty Fund - (funded) - The GF contribution is paid <u>only</u> by employers who have <u>not</u> posted a <i>fringe bond</i> or made a <i>cash deposit</i> with the Guaranty Fund. | | | |
| (See Important Note - pp.3) | .10 | .10 | .10 |
| TOTAL | \$74.81 | \$79.04 | \$83.87 |

CAM LABOR BULLETIN #360**– 2025 CARPENTERS LOCAL 687 WAGE RATES – SOUTHEAST MICHIGAN****– May 1, 2025****– Page 2 of 5****CARPENTER FOREMAN**

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|--|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$44.94 | \$47.94 | \$51.36 |
| *Special Assessment Fund - (funded) | .20 | .20 | .20 |
| *Special Assessment Building Fund - (funded) | .20 | .20 | .20 |
| *U.B.C. Per Cap - (funded) | .10 | .10 | .10 |
| GROSS WAGE | \$45.44 | \$48.44 | \$51.86 |
| Pension - (funded) | 16.53 | 17.63 | 18.89 |
| Annuity - (funded) | 6.61 | 6.96 | 7.36 |
| Health & Welfare Insurance - (funded) | 7.05 | 7.05 | 7.05 |
| Supplemental Insurance - (funded) | .91 | .91 | .91 |
| U.B.C. Training - (funded) | .15 | .15 | .15 |
| Apprenticeship - (funded) | 1.00 | 1.00 | 1.00 |
| Apprentice Reimbursement Fund - (funded) | .12 | .12 | .12 |
| Labor Management Partnership Team - (funded) | .07 | .07 | .07 |
| Industry Advancement Fund - (funded) | .15 | .15 | .15 |
| Guaranty Fund - (funded) - (See Important Note - pp.3) | 10 | .10 | .10 |
| TOTAL | \$78.13 | \$82.58 | \$87.66 |

CARPENTER LAYOUT MAN

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|--|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$43.55 | \$46.45 | \$49.77 |
| *Special Assessment Fund - (funded) | .20 | .20 | .20 |
| *Special Assessment Building Fund - (funded) | .20 | .20 | .20 |
| *U.B.C. Per Cap - (funded) | .10 | .10 | .10 |
| GROSS WAGE | \$44.05 | \$46.95 | \$50.27 |
| Pension - (funded) | 16.40 | 17.50 | 18.75 |
| Annuity - (funded) | 6.57 | 6.92 | 7.32 |
| Health & Welfare Insurance - (funded) | 7.05 | 7.05 | 7.05 |
| Supplemental Insurance - (funded) | .91 | .91 | .91 |
| U.B.C. Training - (funded) | .15 | .15 | .15 |
| Apprenticeship - (funded) | 1.00 | 1.00 | 1.00 |
| Apprentice Reimbursement Fund - (funded) | .12 | .12 | .12 |
| Labor Management Partnership Team - (funded) | .07 | .07 | .07 |
| Industry Advancement Fund - (funded) | .15 | .15 | .15 |
| Guaranty Fund - (funded) - (See Important Note - pp.3) | 10 | .10 | .10 |
| TOTAL | \$76.57 | \$80.92 | \$85.89 |

CAM LABOR BULLETIN #360**– 2025 CARPENTERS LOCAL 687 WAGE RATES – SOUTHEAST MICHIGAN****– May 1, 2025****– Page 3 of 5****CARPENTER APPRENTICE RATES****First Shift**

| | *Spec | | | | | | | | | | | | | |
|----------------------------|--------------|-------------|----------------|--------------|--------------|----------------|---------------|--------------|--------------|------------|-------------|------------|-----------|--------------|
| | *Base | Asmt | *UBC-PC | Gross | Pens. | Annuity | **Ins. | UBC-T | Appr. | CAR | LMPT | IAF | GF | Total |
| 1 st Year (60%) | 25.46 | .40 | .10 | 25.96 | 9.55 | 3.85 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 48.91 |
| 2 nd Year (70%) | 29.71 | .40 | .10 | 30.21 | 11.14 | 4.49 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 55.39 |
| 3 rd Year (80%) | 33.95 | .40 | .10 | 34.45 | 12.73 | 5.13 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 61.86 |
| 4 th Year (90%) | 38.20 | .40 | .10 | 38.70 | 14.32 | 5.77 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 68.34 |

Second Shift

| | *Spec | | | | | | | | | | | | | |
|----------------------------|--------------|-------------|----------------|--------------|--------------|----------------|---------------|--------------|--------------|------------|-------------|------------|-----------|--------------|
| | *Base | Asmt | *UBC-PC | Gross | Pens. | Annuity | **Ins. | UBC-T | Appr. | CAR | LMPT | IAF | GF | Total |
| 1 st Year (60%) | 27.16 | .40 | .10 | 27.66 | 10.18 | 4.05 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 51.44 |
| 2 nd Year (70%) | 31.69 | .40 | .10 | 32.19 | 11.88 | 4.73 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 58.35 |
| 3 rd Year (80%) | 36.22 | .40 | .10 | 36.72 | 13.58 | 5.40 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 65.25 |
| 4 th Year (90%) | 40.74 | .40 | .10 | 41.24 | 15.27 | 6.08 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 72.14 |

Third Shift

| | *Spec | | | | | | | | | | | | | |
|----------------------------|--------------|-------------|----------------|--------------|--------------|----------------|---------------|--------------|--------------|------------|-------------|------------|-----------|--------------|
| | *Base | Asmt | *UBC-PC | Gross | Pens. | Annuity | **Ins. | UBC-T | Appr. | CAR | LMPT | IAF | GF | Total |
| 1 st Year (60%) | 29.10 | .40 | .10 | 29.60 | 10.91 | 4.28 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 54.43 |
| 2 nd Year (70%) | 33.95 | .40 | .10 | 34.45 | 12.73 | 5.00 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 61.73 |
| 3 rd Year (80%) | 38.80 | .40 | .10 | 39.30 | 14.54 | 5.71 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 69.10 |
| 4 th Year (90%) | 43.65 | .40 | .10 | 44.15 | 16.36 | 6.43 | 7.96 | .15 | 1.00 | .12 | .07 | .15 | .10 | 76.49 |

*Denotes Taxable Item

****Apprentice Rates** - Due to space limitations, the Insurance contribution of \$7.05 and the Supplemental Insurance contribution of \$.91 have been combined to arrive at the \$7.96 total. The Special Assessment of \$.40 includes the \$.20 Building Fund contribution. The Guaranty Fund contribution of \$.10 is also applicable.

Dues Deduction – Per the Michigan Regional Council of Carpenters By-Laws, dues shall be deducted from the employee's total base wage. The amount of the dues is included in the Base Wage as stated above (currently **4.00%**) and deducted on all premium and overtime pay.

The calculation of **Pension** and **Annuity Fund** contributions are based on regular-time pay (i.e., hours worked) **ONLY**.

Important Note: For all wage classifications, if your company has not either posted a **fringe benefit bond** or made a **cash deposit** with the **Carpenter Guaranty Fund**, you must pay the **Guaranty Fund contribution of \$.10/hr.** Only those contractors who have posted a bond or made a cash deposit do not pay the Guaranty Fund contribution. Depending on your manhours and your average number of carpenters employed, posting a bond may be less expensive than paying \$.10 per hour. If you are required to pay the Guaranty Fund contribution, manually write in the \$.10/hr contribution in the Guaranty Fund column on the fringe benefit contribution form. **All CAM Carpenter Contractors use Fringe Form – 3010-U2.** Contact Jim Oleksinski at 248.972.1117 with any questions.

Neither the **Apprenticeship Reimbursement (\$.12)** nor **Guaranty Fund (\$.10)** contributions are paid for work performed under either **National Maintenance** or **General Presidents Maintenance Agreements**.

CAM LABOR BULLETIN #360**– 2025 CARPENTERS LOCAL 687 WAGE RATES – SOUTHEAST MICHIGAN****– May 1, 2025****– Page 4 of 5****BRIDGE JOB RATES**

“Bridge Jobs” are paid according to the following allocations based on the type of work.

EFFECTIVE THE FIRST FULL PAYROLL PERIOD
COMMENCING ON OR AFTER JUNE 1, 2025 THROUGH MAY 31, 2026

VERY LIGHT WORK (30%)

Very Light Work: Lifting 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a very light job is defined as one which involves sitting, walking and/or standing may often be necessary in carrying out of job duties. The amount of walking and/or standing permissible will be determined by the extent to which the injured body part impairs the ability to walk and/or stand.

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|--|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$12.73 | \$13.58 | \$14.55 |
| *Special Assessment Fund - (funded) | .20 | .20 | .20 |
| *Special Assessment Building Fund - (funded) | .20 | .20 | .20 |
| *U.B.C. Per Cap - (funded) | .10 | .10 | .10 |
| GROSS WAGE | \$13.23 | \$14.08 | \$15.05 |
| Pension - (funded) | 15.91 | 16.97 | 18.18 |
| Annuity - (funded) | 6.41 | 6.75 | 7.14 |
| Health & Welfare Insurance - (funded) | 7.05 | 7.05 | 7.05 |
| Supplemental Insurance - (funded) | .91 | .91 | .91 |
| U.B.C. Training - (funded) | .15 | .15 | .15 |
| Apprenticeship - (funded) | 1.00 | 1.00 | 1.00 |
| Apprentice Reimbursement Fund - (funded) | .12 | .12 | .12 |
| Labor Management Partnership Team - (funded) | .07 | .07 | .07 |
| Industry Advancement Fund - (funded) | .15 | .15 | .15 |
| Guaranty Fund - (funded) - (See Important Note - pp.5) | .10 | .10 | .10 |
| TOTAL | \$45.10 | \$47.35 | \$49.92 |

LIGHT WORK (50%)

Light Work: Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may be only a negligible amount, a job is in this category when it requires walking or standing to a significant degree or when it involves sitting with a moderate degree of pushing and pulling of arm and/or leg controls.

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|--|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$21.22 | \$22.64 | \$24.25 |
| *Special Assessment Fund - (funded) | .20 | .20 | .20 |
| *Special Assessment Building Fund - (funded) | .20 | .20 | .20 |
| *U.B.C. Per Cap - (funded) | .10 | .10 | .10 |
| GROSS WAGE | \$21.72 | \$23.14 | \$24.75 |

CAM LABOR BULLETIN #360**– 2025 CARPENTERS LOCAL 687 WAGE RATES – SOUTHEAST MICHIGAN****– May 1, 2025****– Page 5 of 5**

| | | | |
|--|----------------|----------------|----------------|
| Pension - (funded) | 15.91 | 16.97 | 18.18 |
| Annuity - (funded) | 6.41 | 6.75 | 7.14 |
| Health & Welfare Insurance - (funded) | 7.05 | 7.05 | 7.05 |
| Supplemental Insurance - (funded) | .91 | .91 | .91 |
| U.B.C. Training - (funded) | .15 | .15 | .15 |
| Apprenticeship - (funded) | 1.00 | 1.00 | 1.00 |
| Apprentice Reimbursement Fund - (funded) | .12 | .12 | .12 |
| Labor Management Partnership Team - (funded) | .07 | .07 | .07 |
| Industry Advancement Fund - (funded) | .15 | .15 | .15 |
| Guaranty Fund - (funded) - (See Important Note - pp.5) | .10 | .10 | .10 |
| TOTAL | \$53.59 | \$56.41 | \$59.62 |

MEDIUM WORK (75%)

Medium Work: Lifting 50 pounds maximum with frequent lifting and/or carrying of objects weighing up to 25 pounds.

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|--|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$31.83 | \$33.95 | \$36.38 |
| *Special Assessment Fund - (funded) | .20 | .20 | .20 |
| *Special Assessment Building Fund - (funded) | .20 | .20 | .20 |
| *U.B.C. Per Cap - (funded) | .10 | .10 | .10 |
| GROSS WAGE | \$32.33 | \$34.45 | \$36.88 |
| Pension - (funded) | 15.91 | 16.97 | 18.18 |
| Annuity - (funded) | 6.41 | 6.75 | 7.14 |
| Health & Welfare Insurance - (funded) | 7.05 | 7.05 | 7.05 |
| Supplemental Insurance - (funded) | .91 | .91 | .91 |
| U.B.C. Training - (funded) | .15 | .15 | .15 |
| Apprenticeship - (funded) | 1.00 | 1.00 | 1.00 |
| Apprentice Reimbursement Fund - (funded) | .12 | .12 | .12 |
| Labor Management Partnership Team - (funded) | .07 | .07 | .07 |
| Industry Advancement Fund - (funded) | .15 | .15 | .15 |
| Guaranty Fund - (funded) - (See Important Note - pp.5) | .10 | .10 | .10 |
| TOTAL | \$64.20 | \$67.72 | \$71.75 |

*Denotes Taxable Item

Dues Deduction – Per the Michigan Regional Council of Carpenters By-Laws, dues shall be deducted from the employee's total base wage. The amount of the dues is included in the Base Wage as stated above (currently **4.00%**) and deducted on all premium and overtime pay.

The calculation of **Pension** and **Annuity Fund** contributions are based on regular-time pay (i.e., hours worked) **ONLY**.

Important Note: For all wage classifications, if your company has not either posted a ***fringe benefit bond*** or made a ***cash deposit*** with the **Carpenter Guaranty Fund**, you must pay the **Guaranty Fund contribution** of **\$.10/hr**. Only those contractors who have posted a bond or made a cash deposit do not pay the Guaranty Fund contribution. Depending on your manhours and your average number of carpenters employed, posting a bond may be less expensive than paying \$.10 per hour. If you are required to pay the Guaranty Fund contribution, manually write in the \$.10/hr contribution in the Guaranty Fund column on the fringe benefit contribution form. Contact Jim Oleksinski at 248.972.1117 with any questions.



APPENDIX D

Social Equity & Sustainability Documentation



AFFIRMATIVE ACTION PROGRAM

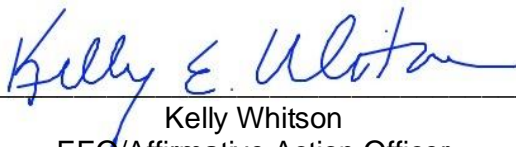
Structural Group, Inc

Consolidated

(Structural Group, Inc. is the parent company of Pullman Power LLC, Pullman SST, Inc., Rampart Hydro-Services LP, Structural Preservation Systems LLC, Structural Technologies Solutions, LLC, Structural Technologies StrongPoint, LLC, and Structural Technologies, LLC)



Peter Emmons
Chief Executive Officer



Kelly Whitson
EEO/Affirmative Action Officer

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EQUAL EMPLOYMENT OPPORTUNITY POLICY

This is to affirm Structural Group, Inc.'s policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

Our organization will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, ancestry, sex, sexual orientation, disability, age, marital status, gender identity, veteran status, housing status, membership or activity in a local human rights commission, or status with regard to public assistance.

We will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities.

Structural Group, Inc. will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

I have appointed Kelly Whitson to manage the Equal Employment Opportunity Program. This person's responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. I will receive and review reports on the progress of the program. Any employee or applicant may inspect our Affirmative Action Program during normal business hours by contacting the EEO Coordinator.

If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact Kelly Whitson at 10150 Old Columbia Road, Columbia, Maryland 21046 or any other representative of management, including me. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.



Peter Emmons
President

HOW THE COMPANY PROVIDES A HARASSMENT FREE WORKPLACE

Structural Group, Inc. (the Company) strives to create and maintain a safe and productive work environment in which people are treated with dignity, decency and respect. This type of work environment is characterized by mutual trust among employees. It is an equal employment opportunity environment that is free of harassment and discrimination for all employees.

The Company does not tolerate any type of harassment (unwelcome or offensive conduct whether written, verbal or physical) of our employees, including harassment based on characteristics protected by local, state or federal law, such as sex, race, color, national origin, religion, age, disability, marital status, sexual orientation, or status as a Vietnam-Era, disabled or other eligible Veteran or any other basis protected by federal, state, or local law or ordinance. This specifically includes, but is not limited to sexual harassment.

Our Harassment-Free Workplace covers vendors, clients and others who enter our workplace, as well as all employees. We will not permit our employees to be harassed by managers, co-workers or third-parties over whom we have control. Harassment is prohibited in all work settings, including in the offices of the Company, on job sites, business trips, client offices, and at business-related and Company social events.

How To Stop Harassment

One way to stop harassment is to let the harassers know that their conduct is offensive to you, that you believe their behavior constitutes harassment, and that you want them to stop the behavior. If you do not take this step or if the harassing behavior does not immediately cease, it is your responsibility to promptly bring any incidents against you or anyone else to management's attention.

The Company provides the following contacts to report harassment, allowing you to bypass anyone whom you believe has caused or is responsible for the harassment:

Branch/Division Manager or Department Manager
Corporate Human Resources Department (410) 850-7000

What the Company Will Do In Response To Your Report

Upon receiving your report of harassment, the Company will conduct a prompt and thorough investigation. We request that you cooperate with our investigation. If it is determined that the Harassment-Free Workplace has been violated, the Company will take appropriate corrective and remedial action, up to and including the termination of any employee who is in violation. The Company will make all reasonable attempts to protect the confidentiality of your report, the investigation process, and the remedy.

Our Commitment To Protect You

The Company also strictly prohibits retaliating against anyone who reported harassment. If you believe that you have been retaliated against for making a report of harassment, you may use any of the methods referred to above to make a report. The Company will act promptly to investigate all reports of retaliation. If you have any questions, please contact the Corporate Human Resources Department at (410) 850-7000.

PROBLEM RESOLUTION POLICY

In any organization, dissatisfaction may arise because an employee does not know, understand, or agree with certain policy interpretations or management decisions. Such dissatisfactions are commonly referred to as grievances. At Structural Group, Inc., we believe that if any employee has a grievance concerning his/her wages, hours of work, or other terms or conditions of employment, the matter should receive consideration of all concerned.

An employee who feels aggrieved is urged to take the matter up immediately with his/her supervisor. Your supervisor is required to investigate your grievance and provide you a response or decision within a reasonable period of time. This investigation may consist of, but is not limited to, gathering information from other employees involved, reviewing company policy, and any other action necessary to become familiar with the situation.

If you are not satisfied with the response/decision from your immediate supervisor, you are encouraged to go to the next level of supervision, both orally and in writing. This next level of supervision will also have a reasonable period of time in which to investigate the issue and respond to you in writing.

If, after these steps are taken, you believe inadequate action has been taken to resolve your complaint, contact the Corporate Human Resources department at (410) 850-7000. It is the policy of this organization to respond to any reasonable complaint and take the necessary actions to settle the issue.

There will be no adverse action taken against a complaining employee as a result of making the complaint, regardless of the outcome of the investigation.

If you have a problem which is more specifically addressed by the Anti-Harassment Policy, please follow the procedure described there.

SCHEDULED REVIEW AND MEDICAL EXAMS

Schedule for Review of Job Requirements: We will annually review all physical and mental job requirements to ensure that these requirements do not tend to screen out qualified individuals with disabilities. We will determine whether these requirements are job-related and are consistent with business necessity and the safe performance of the job, and we will remove any physical or mental requirements that do not meet these criteria. Any job descriptions or requirements changed after review will be distributed to all relevant employees, particularly those involved in the selection process and supervision of employees.

Pre-Employment Medical Examination: If we require medical examinations or inquiries as a part of our selection process, all exams or inquiries will be conducted after a conditional offer of employment. Only job-related medical examinations and inquiries will be conducted, and the results of these examinations or inquiries will not be used to screen out qualified individuals with disabilities. Information obtained in response to such inquiries or examinations will be kept confidential except that (a) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and regarding accommodations, (b) first aid and safety personnel may be informed, where and to the extent appropriate, if the condition might require emergency treatment, and (c) officials, employees, representatives, or agents of the VA Department of Human Rights or local human rights agencies investigating compliance with the act or local human rights ordinances will be informed if they request such information.

PREFACE

Structural Group, Inc. (also referred to as the Company) is fully committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment.

In the preparation of this AAP, the terminology used in E.O. 11246 and its implementing regulations has been used as a guide by the Company. Therefore, the use of such terms as "underutilization," "deficiency," "concentration," "affected class," etc. should not be construed as an admission by the Company, in whole or in part, that in fact either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the Company in violation of federal, state, or local fair employment practice laws. Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by the Company, in whole or in part, that it has contravened such federal, state, or local employment practice laws.

In developing and implementing the AAP, the Company has been guided by its established policy of providing equal employment opportunity. Any goals that the Company has established herein are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this AAP. The use of goals in this AAP is not intended, nor is the effect of such goals intended, to discriminate against an individual or group of individuals with respect to any employment opportunities for which he, she, or they are qualified on the grounds that he, she, or they are not the beneficiaries of affirmative action themselves. Indeed, nothing herein is intended to sanction the discriminatory treatment of any person. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608).

While Structural Group, Inc. firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, there is certain proprietary information relating to its business that must be kept confidential. The detailed information provided in good faith as a part of the Affirmative Action Plan contains specific information that, if disseminated, could be detrimental to the competitive and business interest of this company. At a minimum, the complexity of this data is subject to misinterpretation and misuse, which again can be very harmful to business goals and objectives solely unrelated to the affirmative action and equal employment opportunity concept.

Therefore, even though the Company is justifiably proud of the progress and goals that are described in the following pages, the following is requested:

If this information is submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the relevant Executive Order and regulations, it is to be considered confidential and not subject to disclosure without notifying the Company of the agency's decision to disclose and providing the Company with ample time to contest the disclosure.

If this information is supplied to a government contractor, EEOC representative, or any other person who is given access to the Affirmative Action Plan, it is not to be copied, reproduced, or disclosed without prior notification to Structural Group, Inc..

No information contained in the Affirmative Action Plan is to be copied, removed from the premises, or released to other individuals without prior notification to Structural Group, Inc.

All monitoring system reports as required by federal regulations and laws have been completed. Reports that require specific data such as names of employees and salary information have not been included within the context of this Plan. This information is on file at the Company as Documentation and Supporting Data for Affirmative Action Plan Reports and is available for review only as required by law.

The material set forth in this AAP is deemed to constitute trade secrets, operations information, confidential statistical data and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, 5 U.S.C. Section 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. Sections 2000e et seq., the Trade Secrets Act, 18 U.S.C. Section 1905, and 44 U.S.C. Section 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

This Affirmative Action Plan does not constitute an express or implied contract between the Company and its employees, job applicants, or other persons.

INTRODUCTION

Ever committed to affirmative action, Structural Group, Inc. has prepared this Affirmative Action Plan to cover all employees.

RESPONSIBILITY FOR IMPLEMENTATION

The Vice President of Human Resources has overall responsibility for implementation of the Equal Employment Opportunity and Affirmative Action Program. Kelly Whitson, as Vice President of Human Resources therefore has primary management responsibility and accountability for ensuring full compliance with the Program. As the Affirmative Action Officer, Kelly Whitson has the authority, resources, support of and access to top management to ensure the effective implementation of the affirmative action program. Various members of the Corporate Human Resources Department actively support the Program and provide assistance whenever it is needed, ensuring managers and supervisors are aware of the Program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications on the Company's Equal Employment Opportunity and Affirmative Action Program.

1. The duties of the Affirmative Action Officer include:
 - A. Developing policy statements, affirmative action program methods, and internal and external communication techniques. Affirmative action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Officer and the managers charged with employment responsibility.
 - B. Assisting in the identification of problem areas, and developing strategies to eliminate any problems.
 - C. Assisting line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
 - D. Designing and implementing monitoring and reporting methods that will:
 - Measure the effectiveness of the Company's equal employment and Affirmative Action Program.
 - Indicate any need for remedial action.
 - Determine the degree to which the Company's goals and objectives are being attained.
 - Provide management with a working understanding of the Company's Affirmative Action Plan goals and objectives.
 - E. Meeting with managers, supervisors, and employees to assure that the Company's EEO policies are being followed.
 - F. Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results, and that it is their responsibility to prevent all types of unlawful workplace harassment.
 - G. Serving as a liaison between the Company and enforcement agencies.

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- H. Serving as a liaison between the Company and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.
 - I. Making contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
 - J. Keeping management informed of developments in the equal employment opportunity and affirmative action area.
 - K. Conducting a periodic audit to ensure that the Company complies in the following ways:
 - EEO posters are properly displayed.
 - All employees are afforded the opportunity and are encouraged to participate in all Company-sponsored educational, training, recreation, and social activities.
2. The duties of department supervisors or line managers include the following:
- A. Assisting the Affirmative Action Officer in the identification of any problem areas and helping to eliminate any barriers to equal employment opportunity.
 - B. Whenever possible, becoming involved in local minority organizations, women's organizations, community action groups, and community service programs.
 - C. Performing periodic audits of hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action goals and objectives. Results from these audits are communicated through appropriate management meetings.
 - D. Reviewing the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
 - E. Providing career counseling for employees as needed.

IDENTIFICATION OF PROBLEM AREAS BY ORGANIZATIONAL UNIT AND JOB GROUP

We plan to conduct in-depth analyses of our total employment process, including workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes will follow in future documents:

1. Composition of the Work Force by Organizational Unit and Job Group

- A. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit.
- B. Pursuant to the Office of Federal Contract Compliance Programs (OFCCP) regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to availability to determine underutilization. In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women.
- C. Our analysis, conducted in accordance with OFCCP regulations, reveals that significant underutilization by job group is not a problem for minorities.
- D. Our analysis, conducted in accordance with OFCCP regulations, reveals that significant underutilization by job group is not a problem for women.
- E. As determined by the utilization analysis, any other areas of underutilization are clearly not statistically significant. To ensure the full and successful implementation of the Affirmative Action Program, the Company has set goals for minorities and women in identified areas of underutilization.
- F. The Company has established affirmative action goals and programs to correct any deficiencies as defined by the OFCCP, and will continue to make a good faith effort to reach these goals and implement action-oriented programs, which are detailed elsewhere in the Affirmative Action Plan.

In establishing placement goals, the following principles apply:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the Company has established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not rigid and inflexible quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups;
- In all employment decisions, the Company makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, or national origin;
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results;
- Placement goals are not used to supersede merit selection principles, nor do these goals require the Company to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.
- The placement goals established in this affirmative action plan may reflect the Company's publicly announced permissible preference for American Indians living on or near an Indian reservation.

2. Personnel Activity

The Company has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

3. Applicant Flow

During the plan year, applications for open positions were accepted by the Human Resources Department, and all persons interested in obtaining employment with the Company were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

The Company believes that applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority applicants compares very favorably with the general availability in the respective categories. Clearly our success in implementing and communicating affirmative action and our outreach efforts is demonstrated by these statistics.

4. Hires

All hiring at the Company is conducted on the basis of nondiscriminatory criteria and procedures are developed by the Human Resources Department. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

- A. Job descriptions have been reviewed and revised to ensure that duties are accurately described, that the experience and education requirements are strictly job-related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to sex, race, national origin, religion, or disability.
- B. Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws. In addition, all forms state that the Company is an Equal Opportunity Employer.
- C. Interviews are conducted by a company representative who is briefed in the law with regard to equal employment opportunity and affirmative action.
- D. Tests have been validated and are administered and conducted in a non-discriminatory manner.
- E. All employees are encouraged to refer qualified applicants to the Company for employment. In addition, the Company has formal recruitment procedures to apprise minority and female groups, educational institutions, and other referral sources of openings.
- F. Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.

5. Promotion Practices

A review of promotion data indicates that these practices represent an area of substantial employment opportunity for minority and female employees. Promotion practices are not problem areas for minorities and women in any job group. Our analysis reveals that neither minorities nor women are being treated disparately in promotions because:

- A. The Company provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- B. Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the Company.
- C. Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of race, sex, national origin, religion or disability.
- D. Our program of career development enables all employees to designate career paths and positions for which they wish to be considered.

All of these factors strongly indicate that promotions represent an area of substantial employment opportunity for minority and female employees.

6. Compensation Systems

As part of its affirmative action obligations, the Company has conducted a compensation analysis to determine whether there are pay disparities based on gender, race, or ethnicity. According to our analysis, we have not identified any significant problem areas. If the Company discovers significant salary differences between men and women or non-minorities and minorities, it will determine whether they are the result of legitimate, nondiscriminatory factors such as tenure, time in job, performance, education, previous experience, etc. Where appropriate, the Company will take all reasonable and immediate steps to make any necessary adjustments.

7. Terminations

The Company has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, the Company makes its decisions without regard to race, sex, or national origin.

8. Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that the Company fully complies with all the technical phases of its affirmative action obligations:

- A. Equal Employment Opportunity posters are prominently displayed in each Company location.

- B. All employees receive a copy of the Company's Equal Employment Opportunity Policy as part of their new hire paperwork during their orientation and onboarding process. Additionally, all employees receive a copy of the Company's Employee Handbook during their orientation and onboarding process which contains information about the Company's Equal Employment Opportunity and Affirmative Action Plan Policies
- C. The Company notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- D. The Company requires that all of their qualified contractors and subcontractors develop and maintain a written affirmative action program.
- E. The Company's employment application has a statement concerning Equal Employment Opportunity.
- F. All recruitment agencies and area schools and colleges will continue to be notified of the Company's commitment to the goals of Affirmative Action.
- G. All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- H. All other required affirmative action notices and policy statements are posted on Company bulletin boards and are updated annually.
- I. All personnel and employment records made or kept by the Company are retained for the required period as mandated by OFCCP regulations.
- J. The Company files annual EEO-1 and VETS-100 reports with the appropriate agencies.

DEVELOPMENT AND IMPLEMENTATION OF ACTION ORIENTED PROGRAMS

The Company has developed and executed action-oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

- A. The Company has and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.
- B. Job descriptions have been and will continue to be reviewed to determine what knowledge, skills, abilities, and other requirements are necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, religion, sex, disability, or national origin.

- C. Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees and recruiting sources as appropriate.
- D. The total selection process has been carefully evaluated and found to be free from discrimination.
- All supervisory personnel have been instructed to ensure elimination of discrimination in all personnel actions in which they are involved.
 - The tests administered by the Company are valid and job-related.
 - Application forms do not contain questions with potential discriminatory effects.
 - The Company does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women.
- E. The Company has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
- Minority and female, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
 - The Company relies on the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations.
 - The Company provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, Company rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.
 - Local organizations will continue to be contacted for referrals of potential minority and female employees.
 - The Company utilizes the Internet to identify targeted recruitment sites for qualified minority and female applicants.
 - Furthermore, we plan to take the following additional steps to eliminate any underutilization of all minorities and women:
 - Where underutilization exists as defined by the OFCCP we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.

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- Recruitments: We will continue to contact our normal sources of recruitment Also, Structural Group, Inc utilizes America's Job Exchange (AJE) Service and we will continue to advise them that under the Affirmative Action Plan we are specifically seeking to employ minorities and/or women for job openings. In addition to posting our positions with all state and local employment delivery offices, AJE posts all Structural Group open positions with the following diversity focused sources: Diversity.com, Hire Diversity.com and WorkplaceDiversity.com.

F. The Company has implemented the following programs and procedures to ensure that minority and female employees are given equal opportunities for promotion:

- On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs.
- The Company utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
- Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.
- Seniority practices are not a problem since the Company has no formal seniority system. Promotions are based on merit selection principles.
- We will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging minorities and women to take advantage of these opportunities.
- Special internal training programs are provided as necessary to ensure the achievement of our goals. The following programs are offered to eligible employees without regard to race, sex, disability, or other prohibited reason:
 - New employee orientation
 - Leadership training
 - Teamwork training
 - Sales training
 - Non-discrimination/anti-harassment training
 - Safety training
 - Project management training
 - Administrative management training
- We will continue to participate in targeted external training programs such as the following:
 - Skill development
 - Courses at educational institutions
 - Professional development initiatives

INTERNAL AUDIT AND REPORTING SYSTEMS

The Company has developed and implemented an auditing system that periodically measures the effectiveness of its total Affirmative Action Program. The Company views the activities that are listed below as critical to the success of the Affirmative Action Program.

- A. The Affirmative Action Officer will continue to monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that the Company's non-discriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.
- B. Top management is and will continue to be informed of any problems that arise in their respective areas so that immediate and appropriate steps can be taken to resolve any issues.
- C. The Company recognizes its responsibility to affirmative action and is committed to fulfilling this responsibility by complying with all government regulations and laws pertaining to equal employment opportunity. As part of this commitment, management will be kept abreast of developments in the affirmative action area. The primary vehicle for communication with management will be periodic affirmative action briefings.
- D. The Company will review report results with all levels of management as to the degree to which their affirmative action goals and compliance are being attained, and design and implement corrective actions, including adjustments in programs, as needed.
- E. Progress on the Company's Affirmative Action Plan will be discussed at supervisors' meetings, and relevant information will be communicated to employees during regular departmental meetings.
- F. The Affirmative Action Officer will periodically report to the Executive Vice President of the Company and other appropriate top management on the effectiveness of the program and will submit recommendations for improvement.

CONCLUSION

The Affirmative Action Plan Year, January 1, 2022 - December 31, 2022, shows a continued commitment to equal employment opportunity and affirmative action, and strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer, Kelly Whitson, the Company will continue to communicate its policies, both within the organization and to the community in which we work. The Company affords the Affirmative Action Officer full authority to take action to implement the Plan and to pursue solutions to problems that might impede the progress of this Plan.

At the close of Structural Group's most recent plan year, an analysis of the composition of the work force was undertaken. The workforce was analyzed by job group and by department to determine the employment availability of minorities and females, and to determine if any underutilization exists when compared to the appropriate external work force. This analysis revealed no areas of underutilization that are statistically significant, showing that for the overwhelming majority of the work force, employment levels of females and minorities are representative of our recruiting population. Nonetheless, the Company has made plans to achieve an even more positive affirmative action posture.

The Company is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action-oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

Finally, it should be noted that the Company's thorough analysis of its work force reveals that Structural Group, Inc. is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this Affirmative Action Plan, Structural Group, Inc. is ready and willing to make affirmative action both a commitment and a continued reality.

EQUAL EMPLOYMENT OPPORTUNITY

Structural Group and its subsidiaries will be fair and impartial in their relations with employees and applicants without regard to gender, race, color, national origin, religion, age, disability, marital status, sexual orientation, status as a Vietnam-Era, disabled or other eligible Veteran, or any other protected group defined by federal, state or local laws. This Policy applies to all terms, conditions and privileges of employment, including hiring, training, development, promotion, transfer, compensation, benefits, education assistance, layoff and recall, social and recreational programs, termination and retirement.

An Equal Employment Opportunity (EEO) Officer has been appointed by the company to oversee formulation, implementation, coordination and monitoring of all efforts in the area of equal employment opportunity. However, it is the specific responsibility of all officers, executives, managers, administrative and supervisory personnel of Structural Group and its subsidiaries to take Affirmative Action in the continuing implementation of the EEO Policy.

If you believe that you, as an applicant or employee, have been discriminated against under Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1990, Executive Order 11246 (and their amendments) Section 503 of the Rehabilitation Act of 1973 or 38 USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act, you should immediately contact:

*Kelly Whitson, Senior Director of Human Resources and EEO Officer
Structural Group
10150 Old Columbia Road
Columbia, MD 21056
410-850-7000*

OR

*The U.S. Equal Employment Opportunity Commission (EEOC)
1801 L Street, N.W., Washington, D.C. 20507
or an EEOC field office by calling toll free 800-669-EEOC.
(For individuals with hearing impairments, call the
toll free TDD number at 800-800-3303)*

OR

*The Office of Federal Contract Compliance Programs (OFCCP)
Employment Standards Administration, U.S. Department of Labor
200 Constitution Avenue, N.W., Washington, D.C. 20210
(202) 523-9368 or an OFCCP Regional or District
office listed in most telephone directories.*

As an Equal Opportunity Employer, it is the policy of Structural Group to provide equal opportunity in employment to all employees and applicants. No person will be discriminated against on the basis of an individual's race, religion, color, sex, age, national origin, disability, or any other legally protected status in accordance with applicable law. Women and minorities are encouraged to apply.

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| ENVIRONMENTAL POLICY | DOCUMENT NO.: EHS-000434 | REV #: 1 |
| EH&S Procedures | Date of Issue: 3/29/2023 Issued By: Corporate Safety Director | Next Rev.: 1/1/2024 |
| Standard Owner: EH&S Department | Date of Approval: 3/29/2023 Approved By: Safety | |



Environmental Policy

Document No. EHS-000434

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1. **Purpose**

Sustainability is a new way of thinking about an age-old concern: ensuring that our children and grandchildren inherit a tomorrow that is at least as good as today, preferably better. Sustainability is defined as meeting the needs of the present without compromising the ability of future generations to meet their own needs. We want to make sure that the way we live our lives is sustainable - that it can continue and keep improving for a long time.

2. **Environmental Sustainability Mission Statement**

COMPANY wants to be the leader in environmental sustainability within our industry and through a focused effort to become more aware of the effects our business practices, workers, business partners, subcontractors and vendors have on the environment.

3. **Environmental Sustainability Initiatives**

COMPANY cares about the environment and we are doing our part to make COMPANY sustainable for future generations. We realize the process of becoming more "Green" is one that continuously evolves and by initiating our program we will make a positive difference to the environment, step by step.

All initiatives taken at each work site will be reported to COMPANY.

4. **Measures in Place for Energy Conservation**

Energy conservation measures should be used whenever possible. This can include shutting down equipment when it's not in use, use of energy efficient light bulbs, using new energy efficient technology, using equipment with the ENERGY STAR mark, etc. This can also include the reduction in the use of generators and using more local electrical supply, etc

5. **Measures in Place for Water Conservation**

Each COMPANY work site will develop measures to be in place for water conservation. Water conservation measures should be used whenever possible. This can include repair on any equipment leaking water, use of a broom instead of a hose for cleaning purposes, upgrade equipment efficiency, educate employees, etc.

6. **Efficient Use of Vehicles and Equipment to Minimize the Impact to the Environment**

COMPANY will make efficient use of vehicles and equipment to minimize the impact to the environment. Vehicles and equipment should be kept in good condition with up-to-date preventative maintenance, should not be left idling unnecessarily, should use alternative fuels when possible, etc. The most efficient vehicles and equipment should be used when possible.

7. **Minimizing Environmental Impacts on the Local Habitat When Activities May Affect Them**

COMPANY will always work towards minimizing environmental impacts on the local habitat when activities may affect them. When activities may affect the local animal or plant population or habitat, a plan shall be in place to minimize any environmental impact to them. The plan is to be

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reviewed and approved by the site manager prior to work beginning. Adherence to any client specific requirements shall also be followed.

8. Efficient Use of Materials In Order to Minimize Waste

8.1. Efficiency

We must make efficient use of materials in order to minimize waste. An efficient material management system should be used to reduce the impact on the environment by limiting the amount of materials that are used, left over as waste, or transported.

8.2 Purchasing Products with Minimal Impact on the Environment When Available

COMPANY will emphasise purchasing products with minimal impact on the environment when available. COMPANY should take into consideration the impact a product has on the environment before purchasing. Preference should be given to products that minimally impact the environment, made of recycled, renewable material, energy-efficient, etc. Local purchasing will also reduce the amount of emissions and fuel used as compared to purchasing involving shipment from more distant locations.

8.3. Recycling

Each COMPANY work site will develop measures to be in place for recycling. Besides recycling paper, cardboard, fluids, tires and plastics at our facilities we also want to recycle used engine oil, treat or recycle solvents, etc.

9 Measures in Place for Limiting Greenhouse Gas Emissions

Each COMPANY work site should develop a program for limiting greenhouse gases. The program should address implementing procedures to protect the climate. This includes limiting the amount of greenhouse gases by use of low-emission technologies, driving less or carpooling, and use of renewable energy.

Site managers are responsible to take steps to help reduce greenhouse gas emissions, fuel consumption, decrease wasted expenditures in fuel and maintenance and improve efficiency.

10 Employee Awareness

All COMPANY workers will be made aware of our sustainability efforts and asked for their input for additional methods to protect the environment while we conduct our work.

GSA Low-Embodied Carbon Projects - Industry Fact Sheet

(current as of 11/03/2023)

Introduction

The [Inflation Reduction Act of 2022](#) (IRA), Pub. L. No. 117-169, 136 Stat. 1818, was enacted on August 16, 2022, providing \$3.375 billion to GSA to invest in federal buildings to help reduce carbon emissions and catalyze innovation. IRA Section 60503 - Use of Low-carbon Materials appropriates \$2.15 billion for the procurement of low-embodied carbon (LEC) construction materials. This investment furthers the [Federal Buy Clean Initiative](#), and will help catalyze GSA's purchasing power to spur markets for American-made products that have substantially lower levels of embodied greenhouse gas emissions associated with their production, use, and disposal. Additionally, the funding will help GSA achieve federal sustainability goals including a net zero emissions federal building portfolio by 2045, and net zero emissions procurement by 2050, while supporting good American manufacturing jobs.

By incorporating low-embodied carbon material into its construction projects, GSA estimates it will reduce total embodied carbon emissions associated with these projects by at least 22,000 and up to 40,000 metric tons of carbon dioxide equivalent. The low end of this range is based on, if all GSA's IRA projects source materials that have [global warming potential](#) (GWP) that is 10% below industry average. The high end of this range reflects the estimated impact, compared to industry averages, if all GSA's IRA projects are able to source materials meeting GSA's most stringent "Top 20%" IRA GWP Limit based on [EPA's Interim Determination](#). Actual reductions will depend on the final GWP values reflected in product-specific material [Environmental Product Declarations](#) (EPDs) provided for completed projects. Additionally, GSA's LEC projects help send the demand signal for low-embodied construction materials to manufacturers across the country.

GSA Process for Identifying Qualifying Projects

GSA selected projects based on a strategy to invest in "core assets" consistent with its portfolio optimization efforts. Investment priorities were identified by asset condition and GSA's ability to deliver projects within mandated timeframes. Project candidates were also identified based on significant needs for materials including asphalt, concrete, glass and steel.

Projects were selected to deliver work across the country, to meet GSA's most pressing repair/construction needs, and to align with opportunities to incorporate LEC materials. A total of 16 projects are leveraging LEC funding (\$561 million) on large scale GSA capital projects. These investments help GSA continue to reshape its portfolio and invest in core assets. A total of 99 projects are leveraging LEC funding (\$507 million) on smaller scale GSA capital projects. These smaller scale projects enable GSA to address minor renovation and alteration needs in the Public Buildings Service portfolio. A total of 39 projects are leveraging LEC funding (\$935 million) on Bipartisan Infrastructure Law (BIL) Land Port of Entry Projects, which often need larger amounts of material in the four IRA LEC categories.

In alignment with the [Federal Buy Clean Initiative](#), IRA low-embodied carbon funding is limited to materials asphalt, concrete, glass and steel and the necessary expenses to design, construct and install the materials. Therefore, IRA low-embodied carbon funding requires GSA to leverage other funding sources for remaining design, construction, management and inspection costs not related to the four prioritized low-embodied carbon materials. Some proposed projects will use IRA funds from Section 60502 High-Performance Green Buildings and Section 60504 Emerging and Sustainable Technologies. GSA's Capital Program, Minor Repairs and Alterations Program (R&A), and BIL Program will also supplement projects receiving IRA funding.

GSA continues to report a significant backlog of repairs and renovations which require reinvestment dollars across the portfolio, including \$14.9 billion reported in FY23. GSA's Basic Repairs and Alterations (R&A) funds and full access to the Federal Building Fund will be critical to pay for necessary construction expenses and will support execution of the LEC program within the required obligation timeframes (Pub. L. No. 117-169, 136 Stat. 1818, 2083).

Interim LEC Requirements Pilot

GSA [announced a pilot](#) of interim requirements for the procurement of substantially lower embodied carbon construction materials in GSA projects funded by the Inflation Reduction Act. GSA established the interim requirements based on the U.S. Environmental Protection Agency's [Interim Determination](#). It set [global warming potential](#) limits for key carbon-intensive materials prioritized by the federal interagency [Buy Clean Task Force](#): asphalt, concrete, glass and steel. These limits reflect feedback from three GSA requests for information on low-embodied carbon construction materials, two [industry days](#) organized by GSA, and close interagency collaboration through the [Buy Clean Task Force](#). The pilot began in May 2023 and will go through November 2023. It includes 11 projects ([Pilot fact sheet](#)) that required LEC materials.

GSA continues to implement the 11 pilot projects, and progress is being made to source LEC materials on these projects. GSA anticipates additional awards to be made in the first half of FY24. GSA is announcing additional LEC projects now to inform the market of the breadth of our plan, and to help position U.S. manufacturers, suppliers, and installers to capitalize on this exciting opportunity. GSA will continue to learn from the pilot and use the experience to inform broader project implementation, including any necessary adjustment in GSA's IRA LEC material approach. Planned projects are subject to change depending on availability of other GSA funding sources and market responsiveness including availability, pricing, and compliance of LEC materials. GSA has additional projects that can be considered if the list needs to be adjusted.

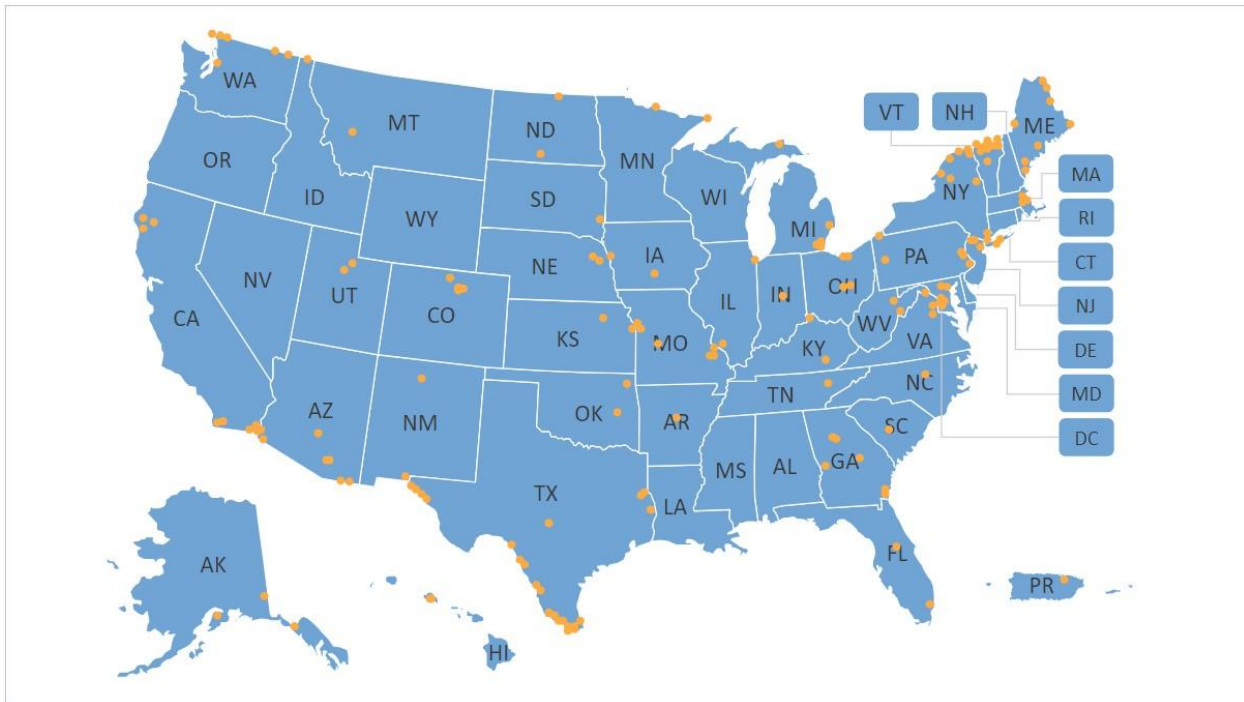
Buy American Requirements and IRA LEC Requirements

Implementation of GSA's IRA LEC materials requirements do not supersede existing laws such as the Buy American Act of 1933 (updated via the Build America, Buy America Act, which was enacted as part of the [Infrastructure Investment and Jobs Act, Pub. L. No. 117-58, 135 Stat. 429, 1301-1316 \(2021\)](#)) or the Trade Agreements Act of 1979. All materials and products procured for GSA projects must comply with all applicable federal laws. For IRA section 60503-funded procurements, existing trade-related laws will be applied first, then GSA will apply its IRA LEC material requirements.

LEC Acquisition Criteria

GSA's pilot and future project solicitations will favor offers by applying a sustainability source selection evaluation factor in its IRA project solicitations which incorporate asphalt, concrete, glass and steel with substantially lower levels of embodied carbon. This approach will call for offeror commitments to furnishing IRA-eligible materials with the lowest available [global warming potential](#) values for each applicable material type as reported through a Type III EPD, in accordance with the [EPA Interim Determination](#).

Map of All Projects

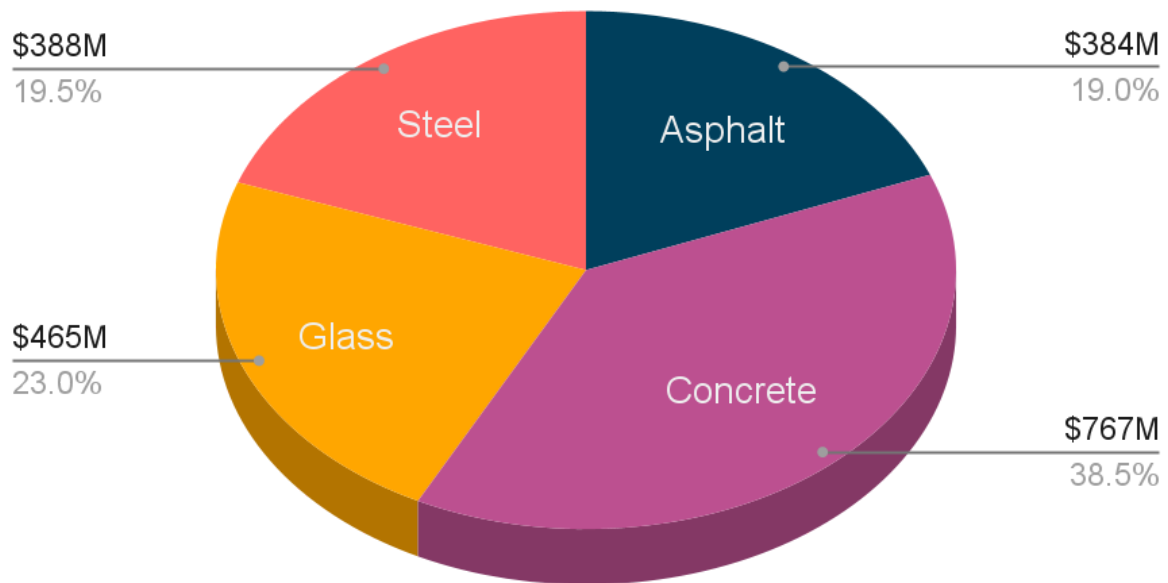


[Full list of LEC projects.](#)

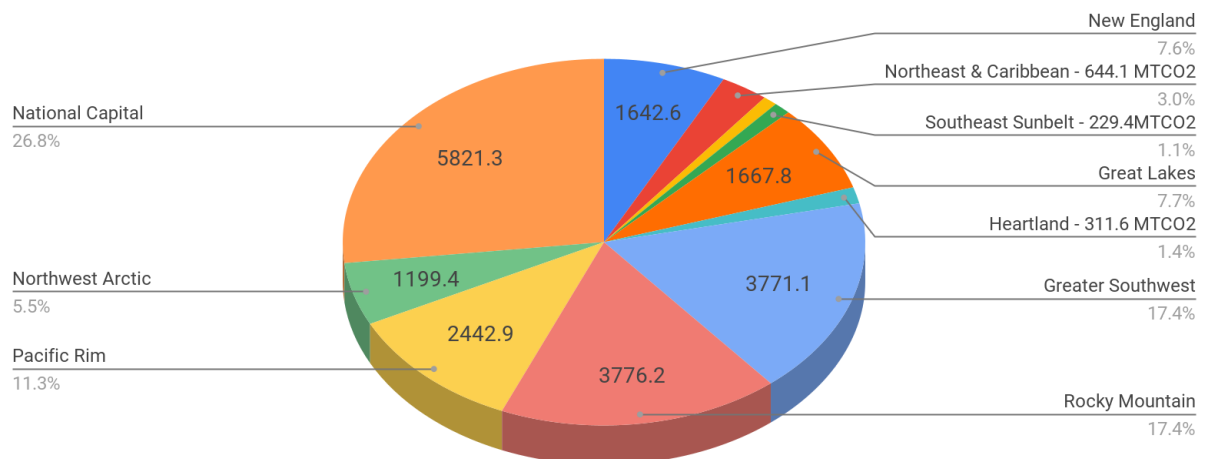
List is subject to change based on pricing, market responsiveness and material availability.

Total Cost for LEC Project Materials

Estimated Total LEC Funding: \$2 Billion



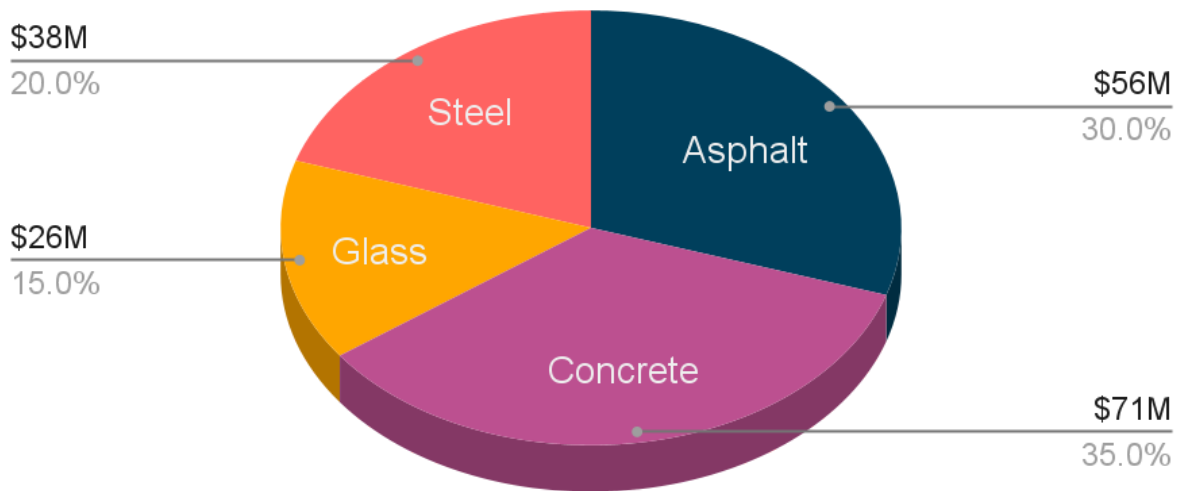
Estimated Reduction of Metric Tons of Embodied Carbon by Region



- Regional

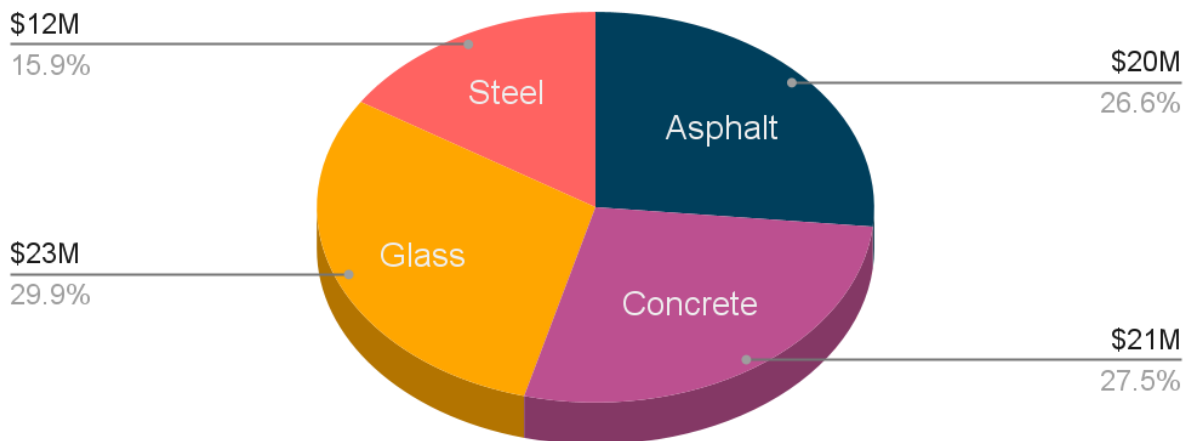
LEC Materials New England Region Projects

Estimated Total LEC Funding: \$191 Million



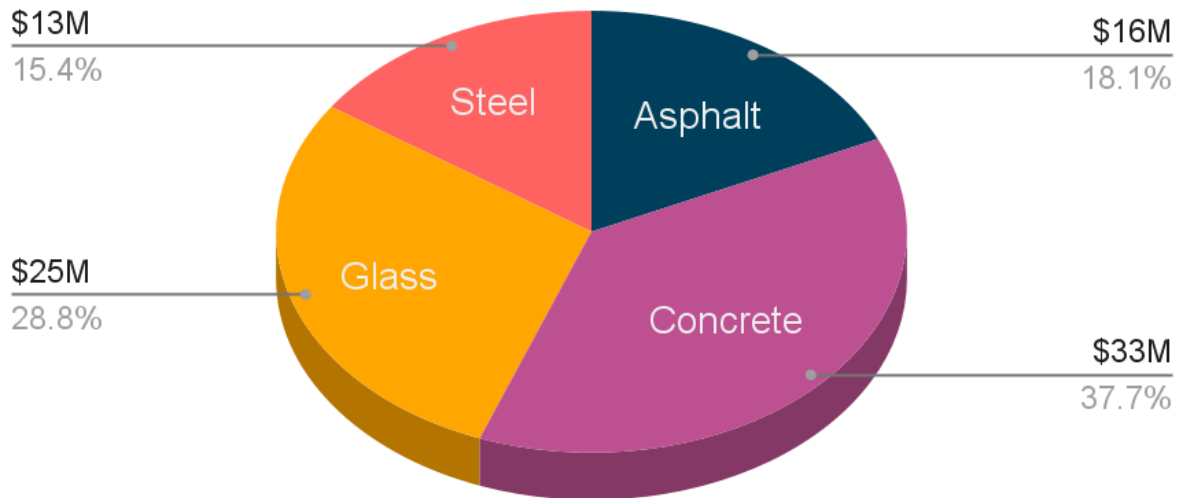
LEC Materials Northeast & Caribbean Region Projects

Estimated Total LEC Funding: \$76 Million



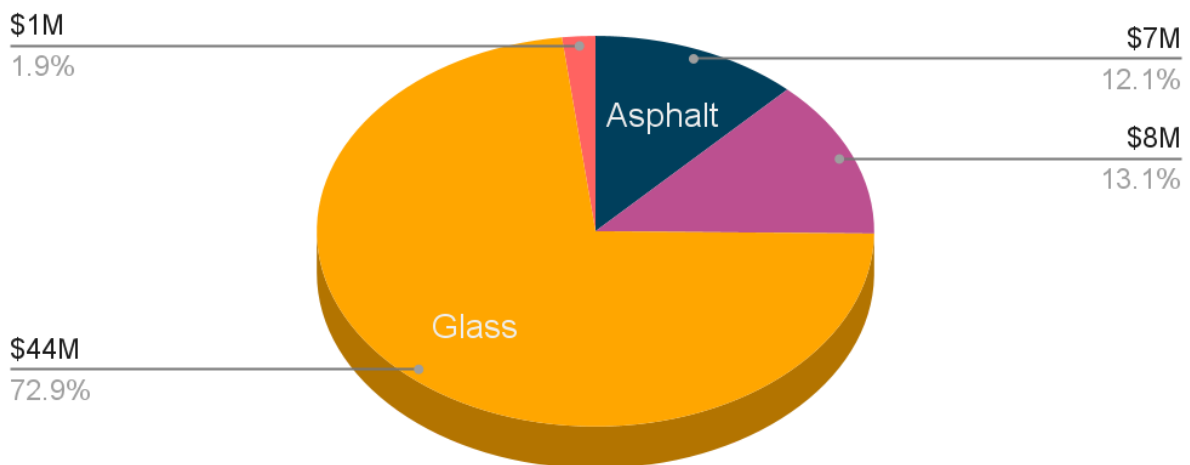
LEC Materials Mid-Atlantic Region Projects

Estimated Total LEC Funding: \$87 Million



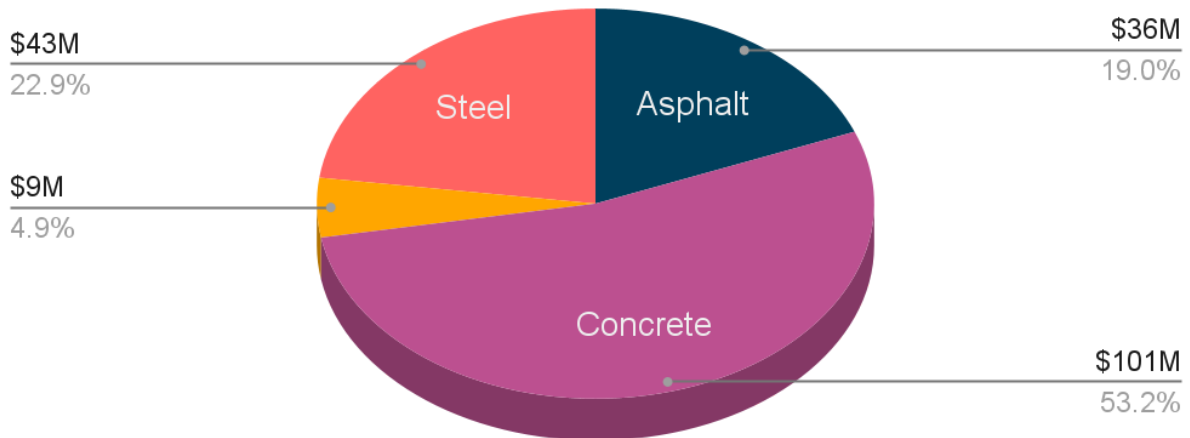
LEC Materials Southeast Sunbelt Region Projects

Estimated Total LEC Funding: \$61 Million



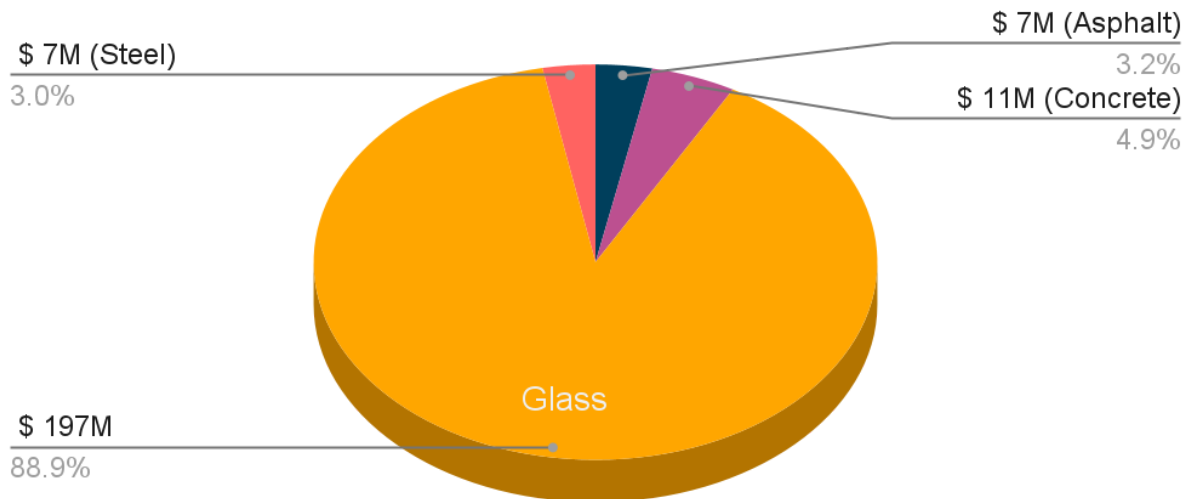
LEC Materials Great Lakes Region Projects

Estimated Total LEC Funding: \$189 Million



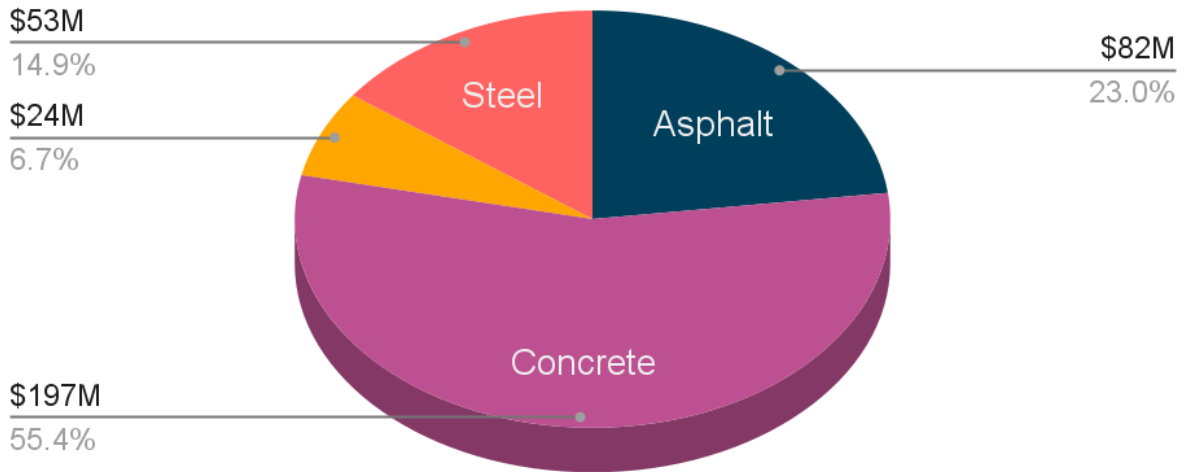
LEC Materials Heartland Region Projects

Estimated Total LEC Funding: \$222 Million



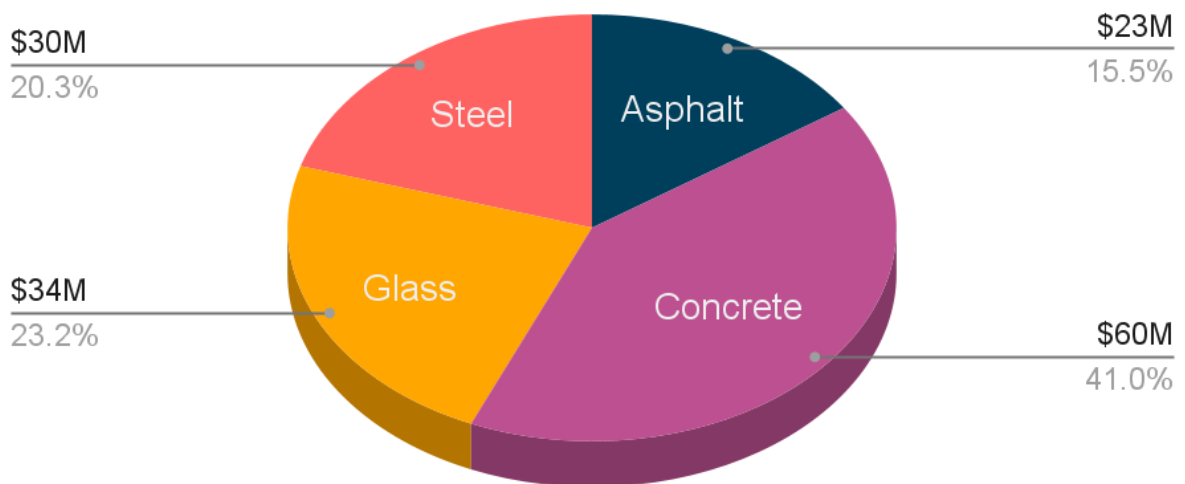
LEC Materials Greater Southwest Region Projects

Total Estimated LEC Funding: \$ 356 Million



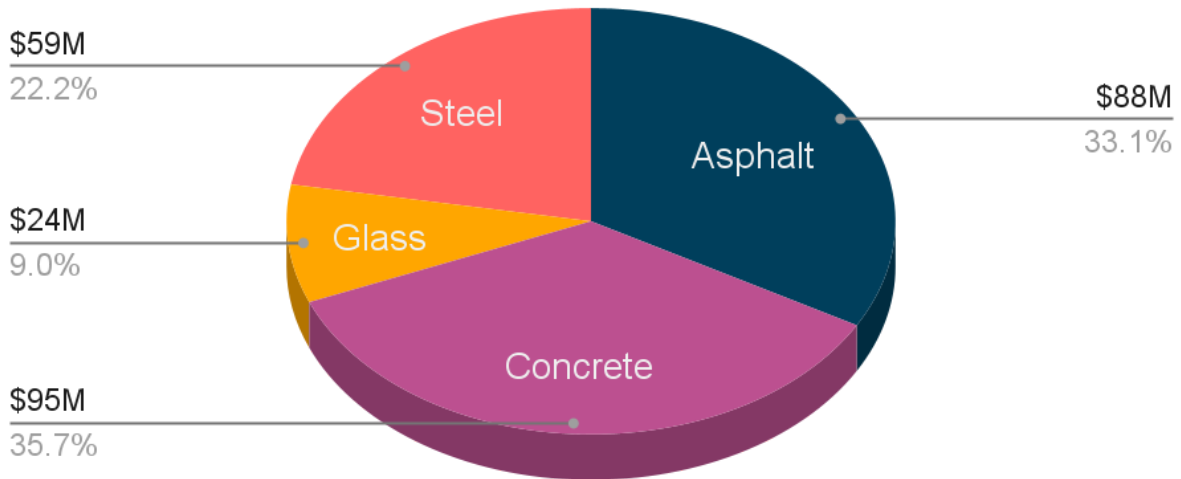
LEC Materials Rocky Mountain Region Projects

Estimated Total LEC Funding: \$147 Million



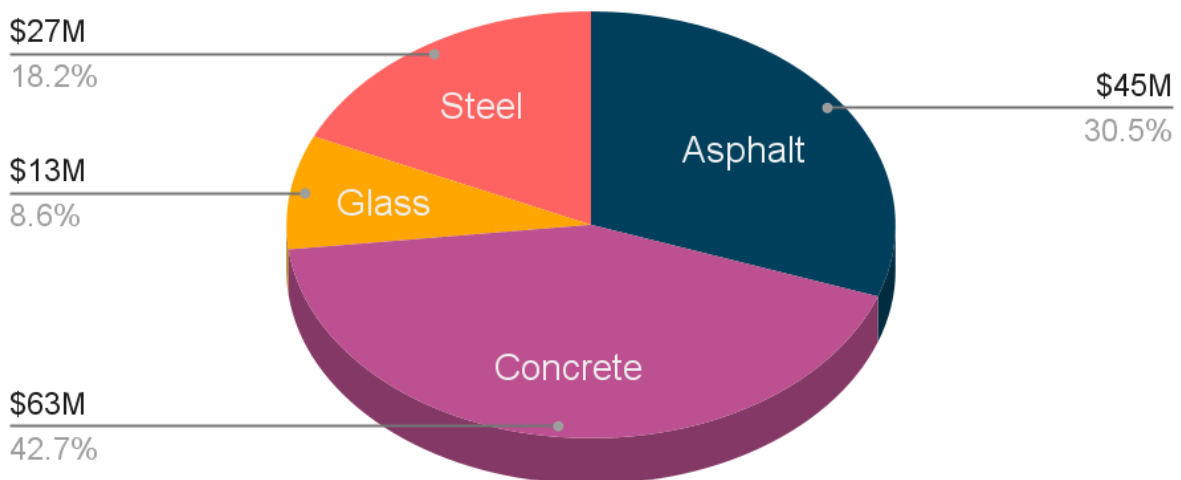
LEC Materials Pacific Rim Region Projects

Estimated Total LEC Funding: \$266 Million



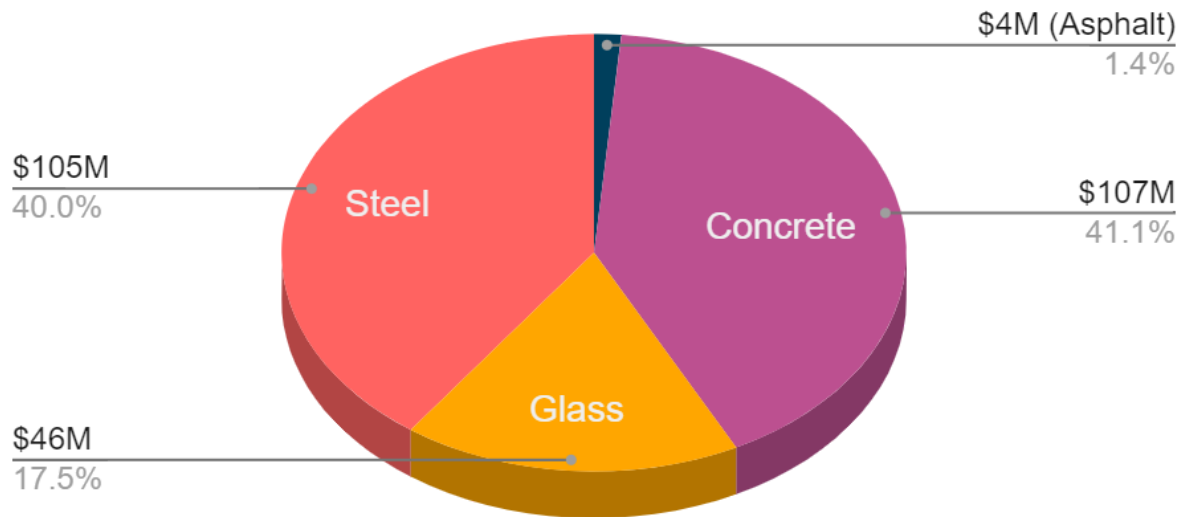
LEC Materials Northwest Arctic Region Projects

Estimated Total LEC Funding: \$148 Million



LEC Materials National Capital Region Projects

Estimated Total LEC Funding: \$262 Million





APPENDIX E

Other Required Forms



LEGAL STATUS OF BIDDER

(The Bidder shall fill out the appropriate form and strike out the other two.)

Bidder declares that it is:

* A corporation organized and doing business under the laws of the state of
Delaware, for whom Victor Juncaj, bearing the office title
of Secretary/Treasurer, whose signature is affixed to this proposal,
is authorized to execute contracts.

* A partnership, list all members and the street and mailing address of each:

Also identify the County and State where partnership papers are filed:

County of _____, State of _____

* An individual, whose signature with address, is affixed to this proposal: VJ
(initial here)



Fidelity and Deposit Company of Maryland
Colonial American Casualty and Surety
Company

Home Office: 1299 Zurich Way Schaumburg IL 60196

AIA Document 310 - 2010 Bid Bond

CONTRACTOR (Name, legal status and address):

Pullman SST, Inc.
10150 Old Columbia Rd.
Columbia, MD 21046

SURETY (Name, legal status and principal place of business):

Fidelity and Deposit Company of Maryland
1299 Zurich Way, 10th Floor
Schaumburg, IL 60196-1056

OWNER (Name, legal status and address):

Ann Arbor Downtown Development Authority
150 South Fifth Ave., Suite 301
Ann Arbor, MI 48104

Bond Amount: 5% Five Percent of Amount Bid

PROJECT : (Name, location or address, and Project number, if any):

Parking Structures Restoration 2025

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters in to a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed by the Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted here from and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 7th day of May, 2025

(Witness)

(Seal)

(Witness)



Pullman SST, Inc.

(Principal)

(Seal)

By: Victor Juncos
(Title) Branch Director
Fidelity and Deposit Company of Maryland

(Surety)

By: Catherine Thompson
(Title) Catherine Thompson, Attorney-in-Fact

Bond No. **Bid Bond**

Obligee: **Ann Arbor Downtown Development Authority**

**ZURICH AMERICAN INSURANCE COMPANY
COLONIAL AMERICAN CASUALTY AND SURETY COMPANY
FIDELITY AND DEPOSIT COMPANY OF MARYLAND
POWER OF ATTORNEY**

KNOW ALL MEN BY THESE PRESENTS: That the ZURICH AMERICAN INSURANCE COMPANY, a corporation of the State of New York, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, a corporation of the State of Illinois, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND a corporation of the State of Illinois (herein collectively called the "Companies"), by Christopher Nolan, Vice President, in pursuance of authority granted by Article V, Section 8, of the By-Laws of said Companies, which are set forth on the reverse side hereof and are hereby certified to be in full force and effect on the date hereof, do hereby nominate, constitute, and appoint **Catherine Thompson**, its true and lawful agent and Attorney-in-Fact, to make, execute, seal and deliver, for, and on its behalf as surety, and as its act and deed: **any and all bonds and undertakings**, and the execution of such bonds or undertakings in pursuance of these presents, shall be as binding upon said Companies, as fully and amply, to all intents and purposes, as if they had been duly executed and acknowledged by the regularly elected officers of the ZURICH AMERICAN INSURANCE COMPANY at its office in New York, New York., the regularly elected officers of the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY at its office in Owings Mills, Maryland., and the regularly elected officers of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at its office in Owings Mills, Maryland., in their own proper persons.

The said Vice President does hereby certify that the extract set forth on the reverse side hereof is a true copy of Article V, Section 8, of the By-Laws of said Companies, and is now in force.

IN WITNESS WHEREOF, the said Vice-President has hereunto subscribed his/her names and affixed the Corporate Seals of the said **ZURICH AMERICAN INSURANCE COMPANY, COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and FIDELITY AND DEPOSIT COMPANY OF MARYLAND**, this 7th day of February, A.D. 2025.



ATTEST:
**ZURICH AMERICAN INSURANCE COMPANY
COLONIAL AMERICAN CASUALTY AND SURETY COMPANY
FIDELITY AND DEPOSIT COMPANY OF MARYLAND**

By: **Christopher Nolan**
Vice President

By: **Dawn E. Brown**
Secretary

**State of Maryland
County of Baltimore**

On this 7th day of February, A.D. 2025, before the subscriber, a Notary Public of the State of Maryland, duly commissioned and qualified, **Christopher Nolan, Vice President and Dawn E. Brown, Secretary** of the Companies, to me personally known to be the individuals and officers described in and who executed the preceding instrument, and acknowledged the execution of same, and being by me duly sworn, deposeth and saith, that he/she is the said officer of the Company aforesaid, and that the seals affixed to the preceding instrument are the Corporate Seals of said Companies, and that the said Corporate Seals and the signature as such officer were duly affixed and subscribed to the said instrument by the authority and direction of the said Corporations.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal the day and year first above written.

Genevieve M. Mason
Notary Public
My Commission Expires January 27, 2029



Authenticity of this bond can be confirmed at bondvalidator.zurichna.com or 410-559-8790

EXTRACT FROM BY-LAWS OF THE COMPANIES

"Article V, Section 8, Attorneys-in-Fact. The Chief Executive Officer, the President, or any Executive Vice President or Vice President may, by written instrument under the attested corporate seal, appoint attorneys-in-fact with authority to execute bonds, policies, recognizances, stipulations, undertakings, or other like instruments on behalf of the Company, and may authorize any officer or any such attorney-in-fact to affix the corporate seal thereto; and may with or without cause modify or revoke any such appointment or authority at any time."

CERTIFICATE

I, the undersigned, Vice President of the ZURICH AMERICAN INSURANCE COMPANY, the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY, and the FIDELITY AND DEPOSIT COMPANY OF MARYLAND, do hereby certify that the foregoing Power of Attorney is still in full force and effect on the date of this certificate; and I do further certify that Article V, Section 8, of the By-Laws of the Companies is still in force.

This Power of Attorney and Certificate may be signed by facsimile under and by authority of the following resolution of the Board of Directors of the ZURICH AMERICAN INSURANCE COMPANY at a meeting duly called and held on the 15th day of December 1998.

RESOLVED: "That the signature of the President or a Vice President and the attesting signature of a Secretary or an Assistant Secretary and the Seal of the Company may be affixed by facsimile on any Power of Attorney...Any such Power or any certificate thereof bearing such facsimile signature and seal shall be valid and binding on the Company."

This Power of Attorney and Certificate may be signed by facsimile under and by authority of the following resolution of the Board of Directors of the COLONIAL AMERICAN CASUALTY AND SURETY COMPANY at a meeting duly called and held on the 5th day of May, 1994, and the following resolution of the Board of Directors of the FIDELITY AND DEPOSIT COMPANY OF MARYLAND at a meeting duly called and held on the 10th day of May, 1990.

RESOLVED: "That the facsimile or mechanically reproduced seal of the company and facsimile or mechanically reproduced signature of any Vice-President, Secretary, or Assistant Secretary of the Company, whether made heretofore or hereafter, wherever appearing upon a certified copy of any power of attorney issued by the Company, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

IN TESTIMONY WHEREOF, I have hereunto subscribed my name and affixed the corporate seals of the said Companies.
this 7th day of May, 2025.



MJ Pethick

Mary Jean Pethick
Vice President

TO REPORT A CLAIM WITH REGARD TO A SURETY BOND, PLEASE SUBMIT A COMPLETE DESCRIPTION OF THE CLAIM INCLUDING THE PRINCIPAL ON THE BOND, THE BOND NUMBER, AND YOUR CONTACT INFORMATION TO:

Zurich Surety Claims
1299 Zurich Way
Schaumburg, IL 60196-1056
reportsfclaims@zurichna.com
800-626-4577

Authenticity of this bond can be confirmed at bondvalidator.zurichna.com or 410-559-8790