

PUBLIC IMPROVEMENT REQUEST FOR PROPOSAL

RFP# 25-15

WTP Lime Residual Removal Contract No. 1 – Site Modifications

City of Ann Arbor
Water Treatment Services Unit



Due Date: April 2, 2025 by 11:00 a.m. (local time)

Issued By:

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

ATTACHMENT B
GENERAL DECLARATIONS

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

Ladies and Gentlemen:

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

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

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

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

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

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

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

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

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

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

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

SIGNED THIS 2nd DAY OF April, 2025.

Fonson Company, Inc.
Bidder's Name

7644 Whitmore Lake Rd.
Brighton, MI 48116
Official Address

810-231-5188
Telephone Number



Authorized Signature of Bidder

Brendan Fons
(Print Name of Signer Above)

estimating@fonsoninc.com
Email Address for Award Notice

ATTACHMENT C
LEGAL STATUS OF BIDDER

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

Bidder declares that it is:

* A corporation organized and doing business under the laws of the State of Michigan, for whom Brendan Fons, bearing the office title of Secretary, whose signature is affixed to this Bid, is authorized to execute contracts.

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

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

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

~~_____

_____~~

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

Authorized Official

 Date April 2, 2025

(Print) Name Brendan Fons Title Secretary

Company: Fonson Company, Inc.

Address: 7644 Whitmore Lake Rd. Brighton, MI 48116

Contact Phone (810) 231-5188 Fax (810) 231-5404

Email estimating@fonsoninc.com

ATTACHMENT D
PREVAILING WAGE DECLARATION OF COMPLIANCE

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

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

The Contractor agrees:

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

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

Fonson Company, Inc.

Company Name



Signature of Authorized Representative

04/02/2025

Date

Brendan Fons, Secretary

Print Name and Title

7644 Whitmore Lake Rd. Brighton, MI 48116

Address, City, State, Zip

810-231-5188 estimating@fonsoninc.com

Phone/Email address

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

ATTACHMENT E

LIVING WAGE ORDINANCE DECLARATION OF COMPLIANCE

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

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

The Contractor or Grantee agrees:

- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$17.08/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$19.04/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

Check the applicable box below which applies to your workforce

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

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

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

Fonson Company, Inc.

Company Name

7644 Whitmore Lake Rd.

Street Address


Signature of Authorized Representative

04/02/2025
Date

Brighton, MI 48116
City, State, Zip

Brendan Fons, Secretary
Print Name and Title

810-231-5188
Phone/Email address

estimating@fonsoninc.com

Attachment F

CITY OF ANN ARBOR LIVING WAGE ORDINANCE

RATE EFFECTIVE APRIL 30, 2025 - ENDING APRIL 29, 2026

\$17.08 per hour

If the employer provides health care benefits*

\$19.04 per hour

If the employer does NOT provide health care benefits*

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

ENFORCEMENT

The City of Ann Arbor may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the law. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by the City.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, the City of Ann Arbor has the right to modify, terminate, cancel or suspend a contract in the event of a violation of the Ordinance.

* Health Care benefits include those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hr for the average work week.

The Law Requires Employers to Display This Poster Where Employees Can Readily See It.

**For Additional Information or to File a Complaint contact
Colin Spencer at 734/794-6500 or cspencer@a2gov.org**



ATTACHMENT G

Vendor Conflict of Interest Disclosure Form
--

All vendors interested in conducting business with the City of Ann Arbor must complete and return the Vendor Conflict of Interest Disclosure Form in order to be eligible to be awarded a contract. Please note that all vendors are subject to comply with the City of Ann Arbor's conflict of interest policies as stated within the certification section below.

If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

1. No City official or employee or City employee's immediate family member has an ownership interest in vendor's company or is deriving personal financial gain from this contract.
2. No retired or separated City official or employee who has been retired or separated from the City for less than one (1) year has an ownership interest in vendor's Company.
3. No City employee is contemporaneously employed or prospectively to be employed with the vendor.
4. Vendor hereby declares it has not and will not provide gifts or hospitality of any dollar value or any other gratuities to any City employee or elected official to obtain or maintain a contract.
5. Please note any exceptions below:

Conflict of Interest Disclosure*	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	<input type="checkbox"/> Relationship to employee <hr/> <input type="checkbox"/> Interest in vendor's company <input type="checkbox"/> Other (please describe in box below)
None	

*Disclosing a potential conflict of interest does not disqualify vendors. In the event vendors do not disclose potential conflicts of interest and they are detected by the City, vendor will be exempt from doing business with the City.

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:		
Fonson Company, Inc.	810-231-5188	
Vendor Name	Vendor Phone Number	
	04/02/2025	Brendan Fons, Secretary
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500, procurement@a2gov.org

ATTACHMENT H

DECLARATION OF COMPLIANCE

Non-Discrimination Ordinance

The "non discrimination by city contractors" provision of the City of Ann Arbor Non-Discrimination Ordinance (Ann Arbor City Code Chapter 112, Section 9:158) requires all contractors proposing to do business with the City to treat employees in a manner which provides equal employment opportunity and does not discriminate against any of their employees, any City employee working with them, or any applicant for employment on the basis of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight. It also requires that the contractors include a similar provision in all subcontracts that they execute for City work or programs.

In addition the City Non-Discrimination Ordinance requires that all contractors proposing to do business with the City of Ann Arbor must satisfy the contract compliance administrative policy adopted by the City Administrator. A copy of that policy may be obtained from the Purchasing Manager

The Contractor agrees:

- (a) To comply with the terms of the City of Ann Arbor's Non-Discrimination Ordinance and contract compliance administrative policy, including but not limited to an acceptable affirmative action program if applicable.
- (b) To post the City of Ann Arbor's Non-Discrimination Ordinance Notice in every work place or other location in which employees or other persons are contracted to provide services under a contract with the City.
- (c) To provide documentation within the specified time frame in connection with any workforce verification, compliance review or complaint investigation.
- (d) To permit access to employees and work sites to City representatives for the purposes of monitoring compliance, or investigating complaints of non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the Ann Arbor Non-Discrimination Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Non-Discrimination Ordinance, obligates the Contractor to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract.

Fonson Company, Inc.

Company Name



04/02/2025

Signature of Authorized Representative

Date

Brendan Fons, Secretary

Print Name and Title

7644 Whitmore Lake Rd. Brighton, MI 48116

Address, City, State, Zip

810-231-5188

estimating@fonsoninc.com

Phone/Email Address

Questions about the Notice or the City Administrative Policy, Please contact:
Procurement Office of the City of Ann Arbor
(734) 794-6500

ATTACHMENT I

CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE

Relevant provisions of Chapter 112. Nondiscrimination. of the Ann Arbor City Code are included below.
You can review the entire ordinance at www.a2gov.org/humanrights.

Intent: It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight.

Discriminatory Employment Practices: No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual. No person shall discriminate in limiting membership, conditions of membership or termination of membership in any labor union or apprenticeship program.

Discriminatory Effects: No person shall adopt, enforce or employ any policy or requirement which has the effect of creating unequal opportunities according to actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight for an individual to obtain housing, employment or public accommodation, except for a bona fide business necessity. Such a necessity does not arise due to a mere inconvenience or because of suspected objection to such a person by neighbors, customers or other persons.

Nondiscrimination by City Contractors: All contractors proposing to do business with the City of Ann Arbor shall satisfy the contract compliance administrative policy adopted by the City Administrator in accordance with the guidelines of this section. All city contractors shall ensure that applicants are employed and that employees are treated during employment in a manner which provides equal employment opportunity and tends to eliminate inequality based upon any classification protected by this chapter. All contractors shall agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification. All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.

Complaint Procedure: If any individual believes there has been a violation of this chapter, he/she may file a complaint with the City's Human Rights Commission. The complaint must be filed within 180 calendar days from the date of the individual's knowledge of the allegedly discriminatory action or 180 calendar days from the date when the individual should have known of the allegedly discriminatory action. A complaint that is not filed within this timeframe cannot be considered by the Human Rights Commission. To file a complaint, first complete the complaint form, which is available at www.a2gov.org/humanrights. Then submit it to the Human Rights Commission by e-mail (hrc@a2gov.org), by mail (Ann Arbor Human Rights Commission, PO Box 8647, Ann Arbor, MI 48107), or in person (City Clerk's Office). For further information, please call the commission at 734-794-6141 or e-mail the commission at hrc@a2gov.org.

Private Actions For Damages or Injunctive Relief: To the extent allowed by law, an individual who is the victim of discriminatory action in violation of this chapter may bring a civil action for appropriate injunctive relief or damages or both against the person(s) who acted in violation of this chapter.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND
MUST BE DISPLAYED WHERE EMPLOYEES CAN READILY SEE IT.

E. Schedule of Pricing/Cost – 20 Points

Company: Fonson Company, Inc.

Project: WTP Lime Residual Removal Contract No. 1 – Site Modifications

Unit Price Bid –

Item No.	Item Description	Qty	Unit	Unit Price	Total Price
1	General Conditions (Max \$20,000)	1	LS	\$ 20,000.00	\$ 20,000.00
2	Allowance – Force Main Repair	1	DLR	\$50,000	\$50,000
3	Allowance – Utility Relocation	1	DLR	\$20,000	\$20,000
4	Allowance – Permits	1	DLR	\$5,000	\$5,000
5	Allowance – Parking Lot Light	1	DLR	\$10,000	\$10,000
6	Minor Traffic Control	1	LS	\$ 21,850.00	\$ 21,850.00
7	Audiovisual Coverage	1	LS	\$ 1,650.00	\$ 1,650.00
8	Force Main Performance Testing	1	LS	\$ 4,850.00	\$ 4,850.00
9	WTP Site Modifications	1	LS	\$ 77,500.00	\$ 77,500.00
10	Lagoon Site Modifications	1	LS	\$ 84,500.00	\$ 84,500.00
11	Soil Erosion and Sedimentation Control	1	LS	\$ 14,500.00	\$ 14,500.00
12	Pavement Removal	80	SYD	\$ 25.00	\$ 2,000.00
13	Curb and Gutter Removal	250	LF	\$ 12.00	\$ 3,000.00
14	Sidewalk Removal	32	SYD	\$ 22.00	\$ 704.00
15	Fence Removal	80	LF	\$ 11.00	\$ 880.00
16	Gate Removal	1	EA	\$ 350.00	\$ 350.00
17	Curb, Conc, Det D2	25	LF	\$ 70.00	\$ 1,750.00
18	Curb, Conc, Det F4	12	LF	\$ 70.00	\$ 840.00
19	Sidewalk, 4-inch	165	SF	\$ 13.00	\$ 2,145.00
20	Sidewalk, 8-inch	125	SF	\$ 16.00	\$ 2,000.00
21	Driveway, Nonreinf Conc, 8 inch	22	SYD	\$ 160.00	\$ 3,520.00
22	8-inch Aggregate Base	275	SYD	\$ 40.00	\$ 11,000.00
23	HMA, 3C	50	Ton	\$ 275.00	\$ 13,750.00
24	HMA, 4C	25	Ton	\$ 300.00	\$ 7,500.00
25	Chain Link Fence and Gates	1	LS	\$ 21,040.00	\$ 21,040.00
26	Closeout	1	LS	\$ 5,500.00	\$ 5,500.00
TOTAL BASE BID (ITEMS 1 THROUGH 26)					\$ 385,829.00

Total Base Bid: Three Hundred Eighty Five Thousand, Eight Hundred Twenty Nine Dollars and Zero Cents Dollars (\$ 385,829.00)
 (Amount shall be shown in both words and figures. In case of a discrepancy, the amount shown in words shall govern.)

 **AIA** Document A310™ – 2010

Bid Bond

CONTRACTOR:

(Name, legal status and address)

Fonson Company, Inc.
7644 Whitmore Lake Rd
Brighton, MI 48116

SURETY:

(Name, legal status and principal place of business)

Westfield Insurance Company
P.O. Box 5001
Westfield Center, OH 44251-5001

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

OWNER:

(Name, legal status and address)

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

BOND AMOUNT: Five Percent of the Total Amount Bid

PROJECT:

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

RFP #25-15, WTP Lime Residual Removal, Contract No. 1 - Site Modifications

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 into 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 to be 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 herefrom 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.

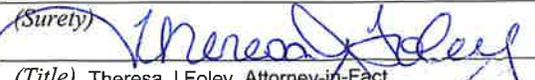
Signed and sealed this 2nd day of April 2025


(Witness) SARAH WIDMAYER


(Witness) Ryan Foley

Fonson Company, Inc.
(Principal)  *(Seal)*

(Title) Brendan Fons
Westfield Insurance Company

(Surety)  *(Seal)*
(Title) Theresa J Foley, Attorney-in-Fact

CAUTION: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will not be obscured.

Init.

THIS POWER OF ATTORNEY SUPERCEDES ANY PREVIOUS POWER BEARING THIS SAME POWER # AND ISSUED PRIOR TO 06/30/22, FOR ANY PERSON OR PERSONS NAMED BELOW.

POWER NO. 2140082 03

General
Power
of Attorney

Westfield Insurance Co.
Westfield National Insurance Co.
Ohio Farmers Insurance Co.
Westfield Center, Ohio

CERTIFIED COPY

Know All Men by These Presents, That WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, corporations, hereinafter referred to individually as a "Company" and collectively as "Companies," duly organized and existing under the laws of the State of Ohio, and having its principal office in Westfield Center, Medina County, Ohio, do by these presents make, constitute and appoint
JUDY K. WILSON, VICKI S. DUNCAN, KRISTIE A. PUDVAN, SUSAN E. HURD, NICHOLAS R. HYLANT, MICHAEL SCHATZ, KATHY S. ZACK, JENNIFER A. JAROSZ, JAMIE M. LAURENCELLE, SARAYU S. NAIR, THERESA J. FOLEY, JOINTLY OR SEVERALLY

of ANN ARBOR and State of MI its true and lawful Attorney(s)-in-Fact, with full power and authority hereby conferred in its name, place and stead, to execute, acknowledge and deliver any and all bonds, recognizances, undertakings, or other instruments or contracts of suretyship in any penal limit.

LIMITATION: THIS POWER OF ATTORNEY CANNOT BE USED TO EXECUTE NOTE GUARANTEE, MORTGAGE DEFICIENCY, MORTGAGE GUARANTEE, OR BANK DEPOSITORY BONDS.

and to bind any of the Companies thereby as fully and to the same extent as if such bonds were signed by the President, sealed with the corporate seal of the applicable Company and duly attested by its Secretary, hereby ratifying and confirming all that the said Attorney(s)-in-Fact may do in the premises. Said appointment is made under and by authority of the following resolution adopted by the Board of Directors of each of the WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY:

"Be It Resolved, that the President, any Senior Executive, any Secretary or any Fidelity & Surety Operations Executive or other Executive shall be and is hereby vested with full power and authority to appoint any one or more suitable persons as Attorney(s)-in-Fact to represent and act for and on behalf of the Company subject to the following provisions:

The Attorney-in-Fact, may be given full power and authority for and in the name of and on behalf of the Company, to execute, acknowledge and deliver, any and all bonds, recognizances, contracts, agreements of indemnity and other conditional or obligatory undertakings and any and all notices and documents canceling or terminating the Company's liability thereunder, and any such instruments so executed by any such Attorney-in-Fact shall be as binding upon the Company as if signed by the President and sealed and attested by the Corporate Secretary."

"Be it Further Resolved, that the signature of any such designated person and the seal of the Company heretofore or hereafter affixed to any power of attorney or any certificate relating thereto by facsimile, and any power of attorney or certificate bearing facsimile signatures or facsimile seal shall be valid and binding upon the Company with respect to any bond or undertaking to which it is attached." (Each adopted at a meeting held on February 8, 2000).

In Witness Whereof, WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY have caused these presents to be signed by their National Surety Leader and Senior Executive and their corporate seals to be hereto affixed this 30th day of JUNE A.D., 2022 .

Corporate
Seals
Affixed



WESTFIELD INSURANCE COMPANY
WESTFIELD NATIONAL INSURANCE COMPANY
OHIO FARMERS INSURANCE COMPANY

By: **Gary W. Stumper, National Surety Leader and Senior Executive**

State of Ohio
County of Medina ss.:

On this 30th day of JUNE A.D., 2022 , before me personally came **Gary W. Stumper** to me known, who, being by me duly sworn, did depose and say, that he resides in **Medina, OH**; that he is **National Surety Leader and Senior Executive** of WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, the companies described in and which executed the above instrument; that he knows the seals of said Companies; that the seals affixed to said instrument are such corporate seals; that they were so affixed by order of the Boards of Directors of said Companies; and that he signed his name thereto by like order.

Notarial
Seal
Affixed



David A. Kotnik, Attorney at Law, Notary Public
My Commission Does Not Expire (Sec. 147.03 Ohio Revised Code)

State of Ohio
County of Medina ss.:

I, **Frank A. Carrino**, Secretary of WESTFIELD INSURANCE COMPANY, WESTFIELD NATIONAL INSURANCE COMPANY and OHIO FARMERS INSURANCE COMPANY, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney, executed by said Companies, which is still in full force and effect; and furthermore, the resolutions of the Boards of Directors, set out in the Power of Attorney are in full force and effect.

In Witness Whereof, I have hereunto set my hand and affixed the seals of said Companies at Westfield Center, Ohio, this 2nd day of April A.D., 2025 .



Frank A. Carrino, Secretary

FONSON COMPANY, INC.

CONSENT RESOLUTIONS OF A SPECIAL MEETING OF THE
BOARD OF DIRECTORS

I, the undersigned, being the sole Director of **FONSON COMPANY, INC.**, a Michigan corporation (the "Corporation"), hereby waive the necessity of notice and holding of the annual meeting of the Board of Directors of the Corporation and in its stead adopt as of January 01, 2025, the following:

RESOLVED, that the following persons are elected to the offices set forth beside his name, to serve until the next annual meeting of the Board of Directors and until the election and qualification of their respective successors (or until the effective date of their resignation, or removal with or without cause by the Board of Directors):

President:	Peter D. Scodeller
Vice President:	Kirk Cooley
Secretary:	Brendan J. Fons
Treasurer:	Peter D. Scodeller

RESOLVED, that Peter D. Scodeller shall have authority to enter into and sign bids, proposals and contracts on behalf of the Corporation.

RESOLVED, that Kirk T. Cooley, is appointed Vice President and shall have authority to enter into and sign bids, proposals and contracts on behalf of the Corporation.

RESOLVED, that Brendan J. Fons, shall have authority to enter into and sign bids, proposals and contracts on behalf of the Corporation.

Dated as of:
January 01, 2025



Peter D. Scodeller, President



Department of Licensing and Regulatory Affairs

Lansing, Michigan

This is to Certify That

FONSON COMPANY, INC.

was validly incorporated on August 27, 2014 as a Michigan DOMESTIC PROFIT CORPORATION, and said corporation is validly in existence under the laws of this state.

This certificate is issued pursuant to the provisions of 1972 PA 284 to attest to the fact that the corporation is in good standing in Michigan as of this date and is duly authorized to transact business and for no other purpose.

This certificate is in due form, made by me as the proper officer, and is entitled to have full faith and credit given it in every court and office within the United States.



*In testimony whereof, I have hereunto set my hand,
in the City of Lansing, this 12th day of April, 2024.*

Linda Clegg, Director

Corporations, Securities & Commercial Licensing Bureau

Sent by electronic transmission

Certificate Number: 24040264109

Verify this certificate at: URL to eCertificate Verification Search <http://www.michigan.gov/corpverifycertificate>.

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

AUTHORIZED NEGOTIATOR

The following are authorized to negotiate contracts and agreements with the City of Ann Arbor:

Peter Scodeller	(248) 374-1102	pete@scodeller.com
Kirk Cooley	(810) 231-5188	kirk@fonsoninc.com
Brendan Fons	(810) 397-3065	bfons@fonsoninc.com

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Proposed Major Subcontractors

Subcontractor	Scope of Work	Value
Sommerset Paving	Asphalt Paving	\$ 22,250.00
GM & Sons, Inc.	Concrete	\$ 11,770.00
Site Solutions LLC	Turf Restoration	\$ 25,200.00
American Fence & Supply Co.	Fencing	\$ 21,040.00

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

QUALIFICATIONS, EXPERIENCE & ACCOUNTABILITY

The Fonson Company has a long history of installing utilities and building roads in Washtenaw and Livingston counties. The breadth of our capabilities and diverse client base is readily apparent in our current and completed project list.

Each of our management team holds a Bachelor's Degree in either Civil Engineering or Construction Management. All of our project managers and supervisory staff are well versed and experienced in the industry and continue to exceed expectations.

We have attached a list of key personal and resumes of all relevant Fonson Managers and staff.



Fonson Company is MDOT prequalified in multiple categories.

Our supervisors and crews have years of experience working near traffic and pedestrians; accounting for the needs and safety of all affected residences and businesses.

Attached are references, recommendations and evaluations from satisfied clients exhibiting the level of excellence Fonson performs on each project.

A list of proposed major subcontractors, corresponding qualifications and information is provided for this project.



FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Corporate Accountability

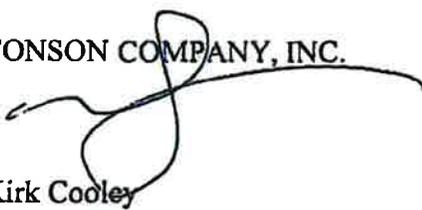
The Fonson Company has a long history of installing utilities and building roads in many counties around Michigan. From the attached project list covering the last 15 years, the breadth of our capabilities and diverse client base is readily apparent.

Each of our management staff holds a bachelor's degree in either Civil Engineering or Construction Management. Our Project Managers are versatile and educated on client management and building solid relationships.

In addition, our supervisors and crews have many years of experience installing quality products in close proximity to traffic and pedestrians, whilst also accounting for the needs of affected Businesses.

Please see our attached references and qualifications that further demonstrate the quality and excellence Fonson Company, Inc has portrayed over our many years of experience.

FONSON COMPANY, INC.



Kirk Cooley

Vice President



GRETCHEN WHITMER
Governor

STATE OF MICHIGAN
DEPARTMENT OF TRANSPORTATION
Lansing

BRADLEY C. WIEFERICH, P.E.
Director

February 19, 2025

Fonson Company, Inc.
7644 Whitmore Lake Rd
Brighton MI 48116-1662

Vendor ID: 07604

Dear Contractor:

Thank you for your interest in doing business with the Michigan Department of Transportation (MDOT) as a prequalified construction contractor. This is to inform you that the application submitted for prequalification by **Fonson Company, Inc. has been approved.**

In accordance with our Administrative Rules, an **overall financial rating of \$139,809,000.00** has been established which covers numerical ratings in the classification(s) listed below:

500	(\$500,000.00)	Cb	Hot Mix Asphalt/Bituminous Paving
139809	(\$139,809,000.00)	Ea	Grading, Drainage Structures & Agg. Cons
139809	(\$139,809,000.00)	I	Sodding And Seeding/Turf Establishment
500	(\$500,000.00)	J	Concrete C, C&G, Driveways, Sidewalks
139809	(\$139,809,000.00)	K	Sewers and Watermains
139809	(\$139,809,000.00)	N2	Clearing & Grubbing
2000	(\$2,000,000.00)	RTC	Recreational Trail Construction

This prequalification rating is effective until April 30, 2026 ; a renewal application must be submitted by this date to prevent removal of prequalification.

If the assigned rating is not satisfactory, the Prequalification Committee must be notified in writing within 15 days of having been advised of the rating granted. MDOT may declare a prequalified bidder ineligible to bid at any time because of developments subsequent to prequalification which, in its opinion, would affect the responsibility of the bidder or their ability to perform the contract work.

If you have any questions or need additional information, please use the following contacts:

Construction Prequalification: MDOTPrequal@michigan.gov , [Prequalification Website](#)

Bid Letting (electronic bidding process): MDOT-BidLetting@michigan.gov , [Bid Letting Website](#)

Congratulations on your status as an MDOT Construction Prequalified Contractor. MDOT's Construction Prequalification team looks forward to working with you!

Kimberly Farlin
Construction Contracts Section Manager
Contract Services Division



GRETCHEN WHITMER
Governor

STATE OF MICHIGAN
DEPARTMENT OF TRANSPORTATION
Lansing

BRADLEY C. WIEFERICH, P.E.
Director

April 24, 2024

GM & Sons, Inc.
46900 West Rd
Novi MI 48377

Vendor ID: 04480

Dear Contractor:

Thank you for your interest in doing business with the Michigan Department of Transportation (MDOT) as a prequalified construction contractor. This is to inform you that the application submitted for prequalification by **GM & Sons, Inc. has been approved.**

In accordance with our [Administrative Rules](#), an **overall financial rating of \$49,714,000.00** has been established which covers numerical ratings in the classifications(s) listed below:

49714	(\$49,714,000.00)	B	Concrete Pavement
49714	(\$49,714,000.00)	Ba	Concrete Pavement Patching And Widening
49714	(\$49,714,000.00)	J	Concrete C, C&G, Driveways, Sidewalks

This prequalification rating is effective until April 30, 2026 ; a renewal application must be submitted by this date to prevent removal of prequalification.

If the assigned rating is not satisfactory, the Prequalification Committee must be notified in writing within 15 days of having been advised of the rating granted. MDOT may declare a prequalified bidder ineligible to bid at any time because of developments subsequent to prequalification which, in its opinion, would affect the responsibility of the bidder or their ability to perform the contract work.

If you have any questions or need additional information, please use the following contacts:

Construction Prequalification: MDOTPrequal@michigan.gov , [Prequalification Website](#)

Bid Letting (electronic bidding process): MDOT-BidLetting@michigan.gov , [Bid Letting Website](#)

Congratulations on your status as an MDOT Construction Prequalified Contractor. MDOT's Construction Prequalification team looks forward to working with you!

Lawrence F. Strzalka
Construction Contracts Section Manager
Contract Services Division



March 24, 2025

Re: Fonson Company, Inc.

To Whom It May Concern:

Please let this letter serve as a bonding reference for our valued client, Fonson Company Inc. We find this firm to be very well qualified, capably managed, well-staffed, organized, reputable, cooperative, and extremely credit worthy. Currently, Fonson Company Inc. has bonding capacity of \$35,000,000 single job, \$100,000,000 aggregate program, though we would be willing to consider projects above these limits.

Our approval of any request would be conditioned upon applicable underwriting considerations at the time of the bond request. This letter is not an assumption of liability. We have issued this letter only as a bonding reference requested by our client.

I trust this to be a satisfactory reference, but if additional information is needed, please feel free to contact our office. For your further reference, Westfield Insurance, a member of Westfield Group, is a multi-line property and casualty insurance company, and is currently rated "A" by A.M. Best and combined with other companies in our group, has a Treasury Department single project qualification of more than \$200 million.

Sincerely,

Michael Watts

Michael Watts
Regional Surety Manager
Westfield Insurance



WESTFIELD

2851 Charlevoix Drive, S.E. | Suite 325
Grand Rapids, MI 49546
616.649.6566
michaelwatts@westfieldgrp.com

Request for Taxpayer Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the requester. Do not send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1	Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) Fonson Company, Inc.
	2	Business name/disregarded entity name, if different from above.
	3a	Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C corporation <input checked="" type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) _____ Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions)
	3b	If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions <input type="checkbox"/>
	4	Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ <i>(Applies to accounts maintained outside the United States.)</i>
	5	Address (number, street, and apt. or suite no.). See instructions. 7644 Whitmore Lake Road
	6	City, state, and ZIP code Brighton, MI 48116
	7	List account number(s) here (optional)
		Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Social security number									
				-					
or									
Employer identification number									
4	7	-	1	7	1	1	7	1	0

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person	Date 1-2-2025
------------------	--------------------------	----------------------

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
02/12/2025

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

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

PRODUCER Acrisure LLC 2213 E. Grand River Ave. Lansing, MI 48912 USA	517-319-5129 CONTACT NAME: Kathy Satterlee PHONE (A/C, No, Ext): 517-319-5129 E-MAIL ADDRESS: kjsatterlee@acrisure.com FAX (A/C, No):
INSURED Fonson Company Inc 7644 Whitmore Lake Road Brighton, MI 48116 USA	INSURER(S) AFFORDING COVERAGE INSURER A: OLD REPUBLIC INS CO INSURER B: CINCINNATI INS CO INSURER C: INSURER D: INSURER E: INSURER F:
	NAIC # 24147 10677

COVERAGES

CERTIFICATE NUMBER: 751745483

REVISION NUMBER:

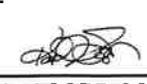
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> XCU/Contractual Liab GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	X	X	MWZY 312353	03/01/25	03/01/26	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 4,000,000 PRODUCTS - COM/OP AGG \$ 4,000,000 \$
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY	X	X	MWTB 312352	03/01/25	03/01/26	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ none	X	X	EXS 0011266	03/01/25	03/01/26	EACH OCCURRENCE \$ 4,000,000 AGGREGATE \$ 4,000,000 \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	MWC 312354	03/01/25	03/01/26	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

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

Additional Insured and Waiver of Subrogation status apply when required by written contract.
 Policy contains 60 day notice of cancellation

CERTIFICATE HOLDER**CANCELLATION**

City of Ann Arbor Procurement Unit 301 E. Huron Street Ann Arbor, MI 48104 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	--

© 1988-2015 ACORD CORPORATION. All rights reserved.

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

City of Ann Arbor and DDA Job List

- Pittsfield Village Improvements - Contact Igor Kotlyar (734) 794-6410 ext 43634
- Miller Avenue Rehabilitation – Contact Theresa Bridges (734) 794-6410 ext 43672
- Fuller Park Parking Lot Improvements -Contact Hillary Hanzel (734) 794-6230 ext 42548
- 2024 Miscellaneous Utilities Project- Contact: Tracy Anderson (734) 794-6410 ext 43639
- W. Madison Street Water Main – Contact: Brian Slizewski (734) 231-6376
- 2023 Miscellaneous Utilities Project -Contact: Tracy Anderson (734) 794-6410 ext 43639
- 2022 Valve Replacements - Contact: Igor Kotlyar (734) 794-6410 ext 43634
- South State Street - Contact: Brian Slizewski (734) 231-6376
- Russell Street Improvements - Contact: Felipe Uribe (734) 489-3379
- Catherine Miller Bikeway - Contact: Elizabeth Rolla (734) 994-6697
- Geddes Road Water Main - Contact: Brian Slizewski (734) 231-6376
- First & Ashley Reconstruction - Contact: Elizabeth Rolla (734) 994-6697
- Huron Streetscape Improvements - Contact: Elizabeth Rolla (734) 994-6697
- Williams Street Reconstruction and Bike Lane - Contact: Elizabeth Rolla (734) 994-6697
- Wheeler Service Center Non-Motorized Path - Contact: Dave Dykman (734) 794-6410
- Longshore Watermain Replacement - Contact: Jane Allen (734) 794-6410 ext 43678
- North Fifth Avenue Reconstruction - Contact: Jennifer Nelson (734) 794-6410 ext 43672
- Rock Creek Sanitary Sewer Repair - Contact: Chris Elenbaas (734) 794-6450 ext 43311
- South University Streetscape - Contact: Elizabeth Rolla (734) 994-6697
- Springwater Subdivision - Contact: Karl Shuler (734-323-8823)

Job#	Mjr	Job Name	Description	Owner	Architect / Engineer	Contact & Name	Prime / Sub	Date of Contract	Estimated Completion Date	Contract Amount
2025										
25964	NO	Miller Avenue Rehabilitation	Water main, storm sewer, road reconstruction, bike lane implementation	City of Ann Arbor	City of Ann Arbor	Theresa Bridges 734-350-5564	Prime	11/15/2023	11/15/2023	\$ 6,350,946.30
25965	CR	Reese Park Blvd	Intersection improvement project	MDOT	Smith Group & Fishbeck		Prime	11/13/2025	6/15/2025	\$ 3,660,930.90
25966	CR	Breen Oakly Blvd	Shared-use path, bridge, curb, gutter and sidewalk ramps	MDOT	OHM Advisors	Mark Loch	Prime	1/27/2025	6/1/2025	\$ 1,344,824.00
25967	DR	Hatfield Park	Parking lot, maintenance yard, RCP & retention pond	City of Ann Arbor	Wade Trim		Prime	1/26/2025	6/15/2025	\$ 1,251,360.78
25969	DR	Platefield Village Improvements	Water Main, Sanitary Sewer, Storm, HMA Resurfacing, Concrete	City of Ann Arbor	OHM Advisors - Chris Embass	Igor Kolyva 734-323-7181	Prime	3/18/2025	11/25/2026	\$ 1,131,256.75
2624										
24937	JR	Wixom Road	Cold Milling, resurfacing, widening, storm drain	MDOT	OHM Advisors, Blum City, PE	Joe Laska 734-522-6711	Prime	12/11/2023	6/30/2024	\$ 5,948,111.00
24938	NO	North Terminal Road	1.20 miles storm sewer, curb, gutter and sidewalk	MDOT	HRCC - Millwright	John Laska 734-522-6660	Prime	11/30/2024	6/30/2024	\$ 1,147,377.00
24939	BF	Marion No. 3 Drain	Storm Sewer	MDOT	HRCC - Millwright	John Laska 734-522-6660	Prime	11/30/2024	6/30/2024	\$ 1,147,377.00
24940	BF	5 Mile and Robt Road Reconstruction	Concrete, road reconstruction, curb and gutter, underground installation	Lapeer County Drain Commission	GSE Consultants - Brian Cates	Kim Beckwith - LCCD	Prime	1/22/2024	6/15/2024	\$ 1,180,000.00
24941	BF	Triangle Parkway	Concrete, road reconstruction, curb and gutter, underground installation	Wixom Township	OHM Advisors	Jenna McCubbin	Prime	11/15/2024	11/15/2024	\$ 1,015,703.00
24942	BF	2024 Mac Ulises Project	Water Main and Storm Sewer	Wixom Township	Leigh Merrill 231-740-3976		Prime	11/11/2024	6/30/2024	\$ 605,415.50
24943	DR	Northfield Parkway	Water Main and Storm Sewer	City of Ann Arbor	Toby Anderson		Prime	11/12/2024	6/20/2024	\$ 3,036,326.75
24944	NO	East Streets	Water Main and Storm Sewer	City of Ann Arbor	LJ Lester 734-368-7276		Prime	4/29/2024	6/20/2024	\$ 3,036,326.75
24945	BF	Farway Hills	Earth excavation, storm, aggregate placement	Norfolk Township	LJ Lester 734-368-7276		Prime	4/29/2024	6/20/2024	\$ 3,036,326.75
24946	NO	Rever Rain Site Improvements	Earth excavation, storm sewer, water main	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24947	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24948	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24949	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24950	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24951	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24952	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24953	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24954	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24955	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24956	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24957	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24958	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24959	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24960	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24961	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
24962	DR	Walker Lane	Water Main and Storm Sewer	City of Farmington Hills	James Cochran 248-971-2559		Prime	1/12/2024	1/12/2024	\$ 905,868.00
2023										
23913	KC	Conroy Lake Road	Earthwork for bridge	MDOT	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23914	JR	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23915	JR	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23916	JR	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23917	JR	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23918	JR	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23919	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23920	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23921	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23922	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23923	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23924	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23925	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23926	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23927	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23928	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23929	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23930	KC	Elizabeth Lake Road	Road reconstruction	RCOC	Mamm Smith Group	Travis Casati 616-201-8878	Sub	11/12/2023	10/27/2023	\$ 312,398.00
23931	JR	South Ridge & Highland Drive Improvements	Sanitary Foreman & Grinder Sewage Pumps	City of Ann Arbor	Washinaw Engineering	Joe Maynard 734-678-1233	Prime	6/11/2023	1/25/2023	\$ 349,367.00
23932	BF	Havel Sanitary Foreman	Sanitary Foreman & Grinder Sewage Pumps	City of Ann Arbor	Washinaw Engineering	Joe Maynard 734-678-1233	Prime	6/11/2023	1/25/2023	\$ 349,367.00
23933	BF	10-15 Main	Road Reconstruction, Storm Sewer, Curb	City of Ann Arbor	Washinaw Engineering	Joe Maynard 734-678-1233	Prime	6/11/2023	1/25/2023	\$ 349,367.00
23934	NO	Hills of Kings Pointe	Road Reconstruction, Storm Sewer, Curb	City of Ann Arbor	Washinaw Engineering	Joe Maynard 734-678-1233	Prime	6/11/2023	1/25/2023	\$ 349,367.00
23935	NO	South Lyon Parks	Road Reconstruction, Storm Sewer, Curb	City of Ann Arbor	Washinaw Engineering	Joe Maynard 734-678-1233	Prime	6/11/2023	1/25/2023	\$ 349,367.00
23936	NO	12 Mile Rd Sidewalk	Grade But Field, Remove Surface & Restore	City of South Lyon	Hubbell, Robt & Clark, Inc	Tom Boger 810-891-8390	Prime	9/27/2023	11/15/2023	\$ 3,687,541.05
2022										
22884	BF	14-59	Road resurfacing & drainage improvements	MDOT	OHM Advisors	Mani Dhanraj 734-740-0884	Sub	2/23/2022	11/15/2022	\$ 2,991,771.30
22885	JR	US-24 & Van Born	Excavation, Grading, Underground	MDOT	OHM Advisors	Mani Dhanraj 734-740-0884	Sub	2/23/2022	11/15/2022	\$ 2,991,771.30
22886	JR	10-76 Trenton	Excavation, Grading, Underground	MDOT	OHM Advisors	Mani Dhanraj 734-740-0884	Sub	2/23/2022	11/15/2022	\$ 2,991,771.30
22887	JR	10-76 Trenton	Excavation, Grading, Underground	MDOT	OHM Advisors	Mani Dhanraj 734-740-0884	Sub	2/23/2022	11/15/2022	\$ 2,991,771.30
22888	JR	10-76 Trenton	Excavation, Grading, Underground	MDOT	OHM Advisors	Mani Dhanraj 734-740-0884	Sub	2/23/2022	11/15/2022	\$ 2,991,771.30
22889	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22890	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22891	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22892	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22893	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22894	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22895	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22896	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22897	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22898	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22899	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22900	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22901	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22902	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22903	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22904	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22905	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22906	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22907	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22908	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22909	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022	6/15/2022	\$ 2,250,972.00
22910	BF	Wixom Water Force Maintenance Project	Water Main Replacement & Concrete Work Resurfacing	City of Ann Arbor	Hubbell, Robt & Clark, Inc	Bob DeFoor 248-338-9241	Prime	5/16/2022		

20870	JR	Stained Utilities & Street Improvements	Street and utility improvements	City of Saline	Plans & Vendors	JRH Forces 734-528-5924 x.2801	7/15/2020	11/20/2020	\$ 2,465,767.77
20869	KC	I-75 Grading	Gravel shoulders	MOOT/American Pavement	Michigan Department of Transportation	Jeremi Linsde 882-714-2210	7/10/2020	7/10/2020	\$ 63,640.00
20868	JM	Miller Road	Roundabout and bridge replacement	MOOT/VanBuren County Road Commission	Fishbeck, Thompson, Carr & Huber, Inc.	Nate Murphy 734-680-5968	6/10/2020	5/4/2021	\$ 2,213,715.50
20867	BF	N Holy Road	Road reconstruction	MOOT/Mark Peering Industries, Inc.	Hubbell, Roth & Clark, Inc.	Josh Marzke 248-381-6534	11/10/2020	11/10/2020	\$ 1,268,715.50
20866	KC	Farmington Hills Slave Creek	Road Rehabilitation in Multiple Streets within Subdivision	City of Farmington Hills	Hubbell, Roth & Clark, Inc.	Andrea Pake 248-454-6889	3/24/2020	11/10/2020	\$ 1,251,169.26
20865	BF	First and Aubrey St Improvements	Road reconstruction and utility improvements	Ann Arbor: Downtown Dev Authority	Wade Trim	Elisabeth Rola 734-684-6807	2/21/2020	12/11/2020	\$ 7,848,838.75
20864	JM	UM W&S Sanday/Storm Main/ Rpr	Sanitary and storm repairs	U of M	Plans & Vendors	Ariel Suarez 520-782-2358	3/12/2020	2/21/2021	\$ 447,026.55
20863	JR	U of M Duct Bank Hubbard	Excavation and removal/replace concrete sidewalks	U of M	Smith Group	Jennan Rawle 610-222-9518	2/17/2020	6/6/2020	\$ 87,800.00
20862	JM	9 Mile Inxter to Berech	Road reconstruction	MOOT	OHM Advisors	Cara Parks 561-117-2424	2/7/2020	1/16/2020	\$ 2,010,459.09
20861	BF	Brighton Twp. Gender Pumps & Repairs	Gender pumps	Brighton Twp	Infrastructure Alternatives, Inc.	Zach Lewis 810-229-6990	1/10/2020	2/14/2021	\$ 93,600.00
20871	KC	KLA Office Road Package	Off-site Road Improvements	Barton Malow Holdings	Smith Group	Zachary Wagner 248-752-1723	3/10/2021	8/25/2021	\$ 418,216.55
20859	KC	US24 and Plymouth Road	US-24 and Plymouth Road	MOOT	Tetra Tech	Sean Kelley 248-361-6514	12/26/2019	8/25/2020	\$ 2,223,587.40
2019									
19839	BF	Inland Lake Trail	Construction of Non-Motorized Path	Friends of the Lakeview Trails	NF Engineers	Jim Fackert 610-599-3136	3/12/2019	6/12/2019	\$ 261,040.00
19840	BF	Huron Streetscape Improvements	Streetscape improvements	City of Ann Arbor DDA	Fishbeck, Thompson, Carr & Huber, Inc.	Elizabeth Rola 734-684-6897	1/18/2019	11/11/2019	\$ 3,064,660.65
19841	BF	Mc-59	Curb and Ramps Replacements	MOOT	Michigan Department of Transportation	Jim Daavethila 610-225-8602	12/7/2018	10/15/2019	\$ 13,329.00
19842	BF	Longfellow WM Replacement	Water Main and Road Replacement	City of Ann Arbor	City of Ann Arbor	Jim Allen 734-794-6410	2/19/2019	11/12/2019	\$ 2,469,644.50
19843	JM	Mason St. & Clyde Rd Driveway	Road Reconstruction and Driveway Replacements	Road Commission for Oakland County	Road Commission for Oakland County	Jerry Johns 248-158-8858	9/7/2019	6/12/2019	\$ 212,161.00
19844	JM	Lumington City Sheriff Storage	Storm, HMA, and Seeding	J.S. Vig Construction	Boss Engineering	Matthew Stanger 313-315-8210	9/17/2019	10/12/2019	\$ 87,816.00
19845	JM	Farmington Hills Road Rehab	Road Reconstruction, Dining & Storm Sewer	City of Farmington Hills	Road Commission for Oakland County	Kate Kennedy 248-924-7227	3/8/2019	9/12/2019	\$ 1,993,999.00
19846	BF	Williams Street	Road Reconstruction & Resurfacing, Bike Lane	City of Ann Arbor DDA	Wade Trim	Elisabeth Rola 734-684-6897	3/15/2019	103/16/2019	\$ 2,672,800.48
19847	BF	R. R. Wheeler Service Center	Construction of Non-Motorized Path	City of Ann Arbor	City of Ann Arbor	Dave Dikeman 734-794-6410 x.43885	4/22/2019	6/12/2020	\$ 833,840.00
19848	BF	W. R. Wheeler Service Center	Construction of Non-Motorized Path	MOOT	City of Farmington Hills	Chris DeWitt 313-375-2000	7/25/2019	9/12/2020	\$ 1,341,732.00
19849	JM	Chrysler Rd & Fifth Street	Reconstruction of water service lines	MOOT	OHM Advisors	John DeWitt 313-375-2000	7/25/2019	9/12/2020	\$ 1,341,732.00
19850	JM	Chrysler Rd & Fifth Street	Reconstruction of water service lines	MOOT	OHM Advisors	John DeWitt 313-375-2000	7/25/2019	9/12/2020	\$ 1,341,732.00
19851	KC	Broad Street	Road Reconstruction and Box Churn	City of Ann Arbor	Fishbeck, Thompson, Carr & Huber, Inc.	Mark Kuchnow 248-361-0354	5/21/2019	8/16/2019	\$ 1,923,574.00
19852	KC	Ridge and Hock	HMA Crush/Shape and Resurfacing	MOOT	RS Engineering, LLC	Mark Kuchnow 248-374-3005	6/18/2019	11/16/2019	\$ 2,664,213.00
19853	BF	DPW Now	Storm Sewer Repair	City of New	OHM Advisors	Bret Schack 810-589-3136	6/26/2019	10/31/2019	\$ 432,066.70
19854	KC	Mc-14 Sewer Repair	Storm Sewer Repair	MOOT	Michigan Department of Transportation	Jim Fackert 610-599-3136	11/28/2018	6/12/2019	\$ 1,538,418.00
19855	NF	Holy Family Church Addition	Building Pad & Paving Lot Reconstruction	MOOT	Michigan Department of Transportation	Laura Dotson 810-373-2134	9/10/2019	9/27/2019	\$ 57,812.50
19856	JM	Saracen Elementary	Replace (2) water service lines from wells	Brighton Area Schools	NF Engineers	Jerry Tomczak 610-391-2008	9/13/2019	10/7/2019	\$ 207,650.00
19857	KC	Ann Arbor-Saline Rd Improvement	Concrete Repairs and Intersection Realignment	Washtenaw County Rd Commission	RS Engineering, LLC	Michelle Ford 734-327-8952	9/20/2019	8/4/2020	\$ 33,913.00
19858	KC	I-94 Ditching	Ditching	MOOT Procurement	Michigan Department of Transportation	Laura Dotson 810-373-2134	11/21/2019	12/15/2019	\$ 126,000.00

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Key Employees			
Individual's Name	Title	Years & Type of Construction Experience	Education
Peter D. Scodeller	President	42 Yrs	College
Kirk Cooley	Vice President	15 Yrs	B.C.E
Brendan Fons	Project Manager	14 Yrs	B.C.E
Jannah Rawahneh	Project Manager	8 Yrs	B.C.E, P.E
Nick Onifer	Project Manager	8 Yrs	B.C.E
Devin Rinaldi	Project Manager	4 Yrs	B.C.E
George Blunt	Project Manager	4 Yrs	B.B.M
Ron Magee	Superintendent / Safety Officer	37 Yrs - Excavating and Underground	OSHA 30
Gustavo De La Torre	Foreman	24 Yrs - Underground	OSHA 30
Randy Kuch	Foreman	30 Yrs - Excavating & Grading	OSHA 30
Andy Call	Foreman	10 Yrs - Excavating	OSHA 30
Jim Will	Foreman	22 Yrs - Underground	OSHA 30
Adrian Gutierrez	Foreman	8 Yrs - Grading	OSHA 30
Dan Sauls	Foreman	11 Yrs - Excavating & Grading	OSHA 30

Peter D. Scodeller

Employment 09/14-Present Fonson Company, Inc. Brighton, MI
President

10/85-Present Scodeller Construction, Inc. Wixom, MI
President

6/84-9/85 Teer Corporation
Foreman

- Responsible for day-to-day operations of the Joint Sealing and Concrete crews.

Education **Catholic Central High School**, Lansing, MI

- General Studies Diploma

Lansing Community College, Lansing, MI

- Labor Relations

Michigan State University, East Lansing, MI

- Motor Performance Study

Professional Memberships

MITA-Michigan Infrastructure & Transportation Association

Michigan Road Preservation Association

Ohio Pavement Preservation Association

Kirk Cooley

kirk@fonsoninc.com 810.217.7253

Job Title Vice President

Job Description Plan, schedule and monitor all phases of a project from estimating to completion to ensure it is constructed safely, on time, on budget and meets and/or exceeds all contract requirements.

Experience

2020- Present, Fonson Company, Inc. – Vice President overseeing estimating and project management functions including budgets and market strategies to maintain appropriate workloads.

2019-2020, Fonson Company, Inc. – Estimator/Project Manager on projects in value of 20 million.

2014 – 2019, Dan’s Excavating, Inc. – progressively work way up from project engineer to project manager.

2012 – 2013 Kokosing Construction – Superintendent on \$ 80 million earthwork project in Kentucky.

2010 – 2012, Kiewit Corporation – held various positions at various offices / projects in Texas and Louisiana. Positions included estimating, project engineer and field manager positions.

Education 2009 – Bachelor of Science degree in Construction Management, Ferris State University

2008 – Associate of Applied Science degree in Building Construction Technology, Ferris State University

Brendan J. Fons

11337 Philway Ct
Brighton, MI, 48114
810-397-3065
bfons@fonsoninc.com

Objective To improve my abilities and skills as a project manager and estimator.

Education The University of Michigan, Ann Arbor, MI
B.S.E. Civil Engineering, December 2010, 3.33 GPA

Relevant

Course Work	Construction Contracting	Geotechnical Engineering
	Civil Engineering Materials	Water/Wastewater Treatment
	Structural Engineering	Professional Issues and Design
	Construction Engineering, Equipment, and Methods	Soil Engineering and Pavement
	Construction Project Engineering	Construction Cost Engineering

Work

Experience Cherry Hill Construction Inc., Jessup, Maryland; Summer of 2009

Engineering Intern

- Document job progression, monitor subcontractor performance, measure job quantities, etc.
- Obtain subcontractor quotes, order construction supplies, organize/file construction documents.
- Perform quantity takeoffs for materials and other work items.
- Prepare submittals for material and equipment certifications.

Fonson, Inc., Brighton, Michigan; Summers of 2006 - 2008, Summer 2010

Engineering Intern

- Estimator assistant: Pick up / drop off plans & bids, prepare calculations, attend pre-bid meetings.
- Responsible for material quantities for cost estimates using the takeoff software Earthwork 3-D.
- On-site Responsibilities: General labor, check grades, authorize/collect truck tickets, etc.
- Assist in tracking and managing job progress through the project management software HeavyJob.

Fonson, Inc., Brighton, Michigan; January 2010 – September 2014

Project Manager / Estimator

- Estimator: Prepare and submit bid proposals for various owners and general contractors
- Project Manager: Plan and execute projects from contract award to project completion
- Help with troubleshooting computer and software issues in the office

Fonson Company, Inc., Brighton, Michigan; September 2014 - Present

Project Manager / Estimator

- Estimator: Prepare and submit bid proposals for various owners and general contractors
- Project Manager: Plan and execute projects from contract award to project completion

Additional Experience

GBM Recycled Concrete, LLC, Brighton, Michigan; Summers of 2003-04

- Performed general labor duties at concrete crushing plants, including plant maintenance.

Dunham Hills Country Club, Hartland, Michigan; Summer of 2005

- Golf course maintenance staff.

Relevant

Skills Microsoft Office, Microsoft Excel, Earthwork 3-D, AutoCAD, HeavyJob, HeavyBid

Awards

Cum Laude University Graduation Honors
Passed F.E. Exam
Michigan Infrastructure & Transportation Association Future Leader Certification

References

References available upon request.

Jennah Rawahneh, P.E.

614-843-1094 | jennahrawahneh@gmail.com

EDUCATION

Ohio University, Russ College of Engineering and Technology | Athens, Ohio

December 2017

Bachelor of Science in Civil Engineering

GPA: 3.45

Major: Civil Engineering

Construction Management Certificate

EXPERIENCE

Fonson Company, Inc. | Brighton, MI

December 2019 - Present

Project Manager/Estimator

- Bid and prepare proposals for public and private owners on roadway jobs
- Plan and develop project schedules during pre-construction process to be referenced by owners and field
- Execute multiple projects from contract to award to project completion by owner standard
- Provide guidance to field operations to solve on-site issues

Lane Construction Company | Charlotte, NC

November 2018 – December 2019

Construction Engineer

- Supervised and managed 6 subcontractor crews to ensure scope was performed productively and to NCDOT standards
- Responsible for site engineering activities and providing technical assistance to construction supervision team on a 190-million-dollar project
- Designed over 40,000 LF of drainage profiles using planned design grades and existing conditions
- Completed take-offs using Blue Beam for proper management of drainage material orders
- Delivered weekly updates of quantities, production and completion dates for P6 schedule

Lane Construction Company | Charlotte, NC

January 2018 – November 2018

Estimator

- Assisted in the award of 4 large design-build projects, amounting to over 1 billion dollars of scope
- Completed thorough studies of plans and specifications for design-build projects out for bid
- Used Blue Beam to compile take-offs for assigned components of plans and converted to incidental quantities, equipment, and labor
- Created pricing for assigned components of design-build project and input into bid using HCSS Heavy Bid
- Evaluated quotes for bid and entered into HCSS Heavy Bid

ACCOMPLISHMENTS & SKILLS

- Obtained Professional Engineering (P.E.) License in January 2022 for the state of Michigan
- Excellent planning and organization ability
- Ability to create strong interpersonal bonds to strengthen working relationships
- Quick to learn new scopes and processes
- Advanced RFC plan interpretation
- Strong ability to communicate effectively
- Proficient in Microsoft Excel, Blue Beam, Oracle P6, HCSS Systems and Share Point
- Skills in surveying and use of survey equipment

Nicholas M. Onifer, III

44706 Gwinnett Loop Novi, MI 48377 (586) 709-8512 nick.onifer@gmail.com

WORK EXPERIENCE

Fonson Company Inc. Project Manager/Estimator- Brighton, MI

September 2021- Present

- Analyzes blueprints, spec and prepares detailed cost estimates using HCSS
- Prepare project schedules, budgets and project performance plans
- Communicate project schedule and progress with owner/owner representative

Merlo Construction, Project Manager/Estimator- Milford, MI

February 2021- September 2021

- Created MDOT Divisions project filing system, project templates and subcontractor pay estimate spread sheet
- Built MDOT Divisions Bid 2 Win resources, data and pay items
- Managed and estimated MDOT, private and municipal projects
- Measured, tracked and negotiated project quantities
- Tracked project progress, costs, material and scheduled subcontractors

Dan's Excavating, Project Manager- Shelby Township, MI

June 2014- February 2021

- Managed over 60 million dollars and assisted with over 100 million dollars of civil infrastructure projects including two design builds
- Prepare project cost data sheets, progress schedules, CPM's and cost codes
- Compare subcontractor's and vendor's quotes, award/review P.O.'s and subcontracts prior to executing
- Schedule, plan, and coordinate project schedule, material delivery and subcontractors
- Track and price work orders, force accounts with MDOT and MDOT representatives

Hamlin Corner, Manager- Royal Oak, MI

September 2011– June 2014

- Managed day to day operations for a full-service restaurant and bar with annual sales of 3.1 million dollars
- Created and launched weekly events and marketing techniques to drive in new customers that raised revenues 13%
- Spearheaded and facilitated the opening of a state-of-the-art sports bar and restaurant
- Negotiated price breaks and incentive programs with vendors

Nu-Path Capital, Managing Member- Clinton Township, MI

April 2009 –June 2016

- Created Nu-Path Capital as a platform for real estate investment partnerships in Michigan
- Raised capital to fund residential real estate portfolio producing a yield of over 25%
- Oversaw portfolio property management
- Prepared and analyzed cost/benefit analyses for new investment opportunities
- Supervised and coordinated construction & maintenance services with contractors

Skanska USA Building Inc. Intern- Southfield, MI

April 2008- August 2008

- Worked with Project Managers to produce cost savings for AT&T
- Estimated jobs to insure the best price from subcontractors
- Received, reviewed and tracked status of submittals
- Assisted in acquiring all permits required
- Operated Prolog Managing Software

Eastern Michigan University, Ypsilanti, MI

Bachelors of Science- Construction Management 2010

Devin C. Rinaldi

Project Engineer I

Rinaldi.devin@yahoo.com • linkedin.com/in/devin-rinaldi-07bb561b7

845-741-8791 • Garden City, MI

Results-oriented professional with extensive engineering and project management experience earned on complex construction and engineering projects. Analytical collaborator skilled in optimizing processes, documentation, and teamwork. Strong communicator continually focused on promoting alignment among project stakeholders to meet aggressive deadlines, increase efficiency, and enhance profitability.

Areas of Expertise include:

- Strategic Planning & Forecasting
- HCSS Heavy Bid
- Microsoft Office Suite
- Contract Management
- Resource Management
- Contractor Relations
- Project Management
- Primavera 6
- Plan Grid

Education & Training

Bachelor of Science in Construction Management

EASTERN MICHIGAN UNIVERSITY | Ypsilanti, MI | 2021

OSHA 30 Certified

CPR and First Aid Certified

Trench Excavation Competent Person Certified

TSC certified (Traffic Control)

Various Training Courses, United States Marine Corps

Various Training Courses, Walsh Construction

Professional Experience

WALSH CONSTRUCTION • Chicago, IL • 2021 to January 2024

PROJECT ENGINEER I – MDOT I-496 DESIGN BUILD - LANSING, MI - \$81.9 MILLION

Manage all project documentation including RFIs, Submittals, Change Orders, and Deliverables. Support Project Team with daily project coordination. Oversee procurement of construction materials while conducting Quality Assurance checks. Supervise coordination of subcontractors, survey, and project layout. Directly responsible for monthly CPM schedule updates in Primavera 6.

Key Accomplishments:

- Achieved designation as onsite project quality representative, responsible for managing processes such as work planning, pre-activity meetings, material management, QIR's, and monitoring/reporting Key Performance Indicators.
- Oversaw MDOT I-496 design-build from estimation through conception. Established field office and completed various pre-construction tasks including writing subcontracts, developing work plans, and design coordination.
- Maintained 100% completion of safety metrics including REAP's, Weekly Safety Lead, and toolbox talks.
- Successfully procured and tracked all concrete (superstructure, substructure, and paving) and aggregates for I-496 during Stages 1A – 2B (Approximately 65% completion of the I-496 reconstruction).
- Managed and maintained 2 survey crews and preparing data files and constructing files for the job site.
- Maintained constant communication with the state about maintaining traffic. Created and designed lane closures and detour routes.
- Designed and facilitated the replacement of 5 water main lines and 2 sanitary force main valves

Asphalt Specialties Inc -Pontiac, MI -2021

FIELD SURVEYOR

- Determine the pavement layer thicknesses and material composition required based on the traffic load. Direct or participate in surveying to lay out installations or establish reference points, grades, or elevations to guide construction.
- Design drainage, erosion, or sedimentation control systems for transportation projects. Develop specifications for pavement and concrete construction projects. develop pavement rehabilitation plans and designs. Plan and design transportation or hydraulic systems or structures, using computer-assisted design or drawing tools.
- Develop plans to deconstruct damaged or obsolete roadways or other transportation structures in a manner that is environmentally sound or prepares the land for sustainable development. Compute load and grade requirements, water flow rates, or material stress factors to determine design specifications.

BUCCILLI GROUP -LIVONIA, MI-2020

CONSTRUCTION INSPECTOR

- Applied sound knowledge of construction projects and construction trades, practices, procedures, techniques, tools, equipment, materials, specifications, quality inventory control, cost control, and safety.
- Conducted traffic control safety reviews. Led in resolving contract disputes and specification interpretation.
- Managed multiple construction projects – monitoring limited resources while completing projects on time.

Monitoring Control & Compliance -Livonia, MI-2019

Technician I –Landfill O&M

- Managed gas system equipment, including repairing landfill gas flares/pumps and conducting inspections.
- Tracked schedules, mitigated risk throughout project life cycle, and implemented process standards and performance metrics. Successfully adapted to all high-stress and short-timeline requirements.

Omega Construction-Ann Arbor, MI- 2018

Project Leader / Laborer

- Developed individual and integrated project plans, including: scope, objectives and milestones, and project timelines/charts. Recommended staffing levels to support the implementation of project plans.
- Ensured the execution of work in accordance with quality standards and requirements specified for the project.

United States Marine Corps- Jacksonville, NC-2012-2016

Satellite Site Chief (Supervisor)

- Completed multi-level progress reports; maintained and kept accountability of \$10+M worth of equipment.
- Trained instructors and supervisors in techniques and skills for training and dealing with employees. Evaluated instructor performance and effectiveness, providing recommendations for improvement.

George C. Blunt

3269 Ellwood Ave., MI 48072

blunt1gc@cmich.edu

(989) 621-2175

Summary

A highly energetic, positive, organized, efficient professional with experience in construction, marketing, management and sales. Able to communicate effectively with customers, co-workers and management; able to multi-task in a demanding, fast paced service based industry; able to quickly assess, analyze and organize situations and environments. Desire a mid-level position offering challenge, cross-functional exposure and personal accountability.

Experience

IDEAL CONTRACTING – Detroit, MI
Nov. 2021 – Current

Estimator/Project Manager.

- ◆ Attend Pre-Bid Meetings
- ◆ Obtain Bonding and Insurance
- ◆ Read and Comprehend Plans, Specifications, and Diagrams
- ◆ Prepare Accurate Take-off
- ◆ Ask for and Receive Various Quotes from sub contractors
- ◆ Assign Accurate Man Power and Materials to Bid
- ◆ Attend Bid Meetings
- ◆ Work with customer through various difficulties in the completion of projects
- ◆ Schedule Pre-Construction Meeting
- ◆ Obtain Permits
- ◆ Manage GC project
- ◆ Manage projects as subcontractor
- ◆ Manage Man Hours, Material, and equipment
- ◆ Generate Pay Apps
- ◆ See Work is Completed in a Timely Matter

ANGLIN CIVIL – Livonia, MI
Sept. 2018 – Nov. 2021

Estimator/Project Manager.

- ◆ Attend Pre-Bid Meetings
- ◆ Obtain Bonding and Insurance
- ◆ Read and Comprehend Plans, Specifications, and Diagrams
- ◆ Prepare Accurate Take-off
- ◆ Ask for and Receive Various Quotes from Material Suppliers
- ◆ Assign Accurate Man Power and Materials to Bid
- ◆ Attend Bid Meetings and Obtain Work
- ◆ Schedule Pre-Construction Meeting
- ◆ Obtain Permits
- ◆ Manage Man Hours and Material
- ◆ See Work is Completed in a Timely Matter

OHM-ADVISORS – Flint, MI
Sept. 2017 – Sept. 2018

Construction Tech./Survey Tech.

- ◆ Write inspector daily report
- ◆ Read and comprehend blue prints
- ◆ Break down and decipher individual line items
- ◆ Accurately and thoroughly calculate quantities
- ◆ Interact with contractor/client to agree on pay units
- ◆ Create drawings to support payment to contractor
- ◆ Work with contractor to ensure work is being done to plan
- ◆ Meet with clients on progress of work
- ◆ Blue Beam, Project Wise, and Field Book
- ◆ Topographical survey
- ◆ Staking

TOEBE CONSTRUCTION – Wixom, MI
May 2017 – Sept. 2017

Apprentice Carpenter

- ◆ Bridge and Road Construction
- ◆ Pour Concrete
- ◆ Build forms for concrete pour
- ◆ Bid-Well
- ◆ Compacting
- ◆ Fascia Installation

GP METAL SERVICES – Flint, MI
Feb. 2017 – May 2017

Industrial Repair Helper

- ◆ Fabricate and install custom parts to repair industrial equipment
- ◆ Help trouble shoot issues with industrial equipment
- ◆ Invoice customer and collect payment
- ◆ Measure, cut, and grind all types of metal material

CUSTOM LAWN CARE – Flint, MI
July 2016 – Feb 2017

Marketing Manager

- ◆ Create, organize and distribute direct mail – Up to 80,000 pieces in 1 week
- ◆ Meet daily with sales staff to go over promotions and daily sales goals
- ◆ Manage paid and organic Google presence
- ◆ Control all social media content
- ◆ Work closely with graphic design companies to create marketing pieces needed for company use
- ◆ Update and organize company operations manuals
- ◆ Install computer hardware and software as well as lead call center instillation
- ◆ Handle customer service face-to-face as well as over the phone

Education

CENTRAL MICHIGAN UNIVERSITY - Mt. Pleasant, MI <ul style="list-style-type: none">◆ Bachelors of Science in Business Administration◆ Concentration in Marketing	May 2016
CAREW INTERNATIONAL - Cincinnati, OH <ul style="list-style-type: none">◆ Dimensions of Professional Selling Certificate	Dec 2015
CMU SAP UNIVERSITY ALLIANCE PROGRAM - Mount Pleasant, MI <ul style="list-style-type: none">◆ SAP One-Course Certificate	Dec 2015
MOUNT PLEASANT HIGH SCHOOL - Mount Pleasant, MI <ul style="list-style-type: none">◆ High School Diploma◆ College Prep.	June 2010

Certifications

- ◆ FAA Drone Certified
- ◆ Density Certified
- ◆ Concrete Level 1 Certified
- ◆ MDOT Paving Operations Certified
- ◆ Hazmat/Nuclear Gauge Certified
- ◆ OSHA 30 Certified

Ronald Magee

Superintendent / Safety Officer

810-620-3324

rmagee@fonsoninc.com

35 plus years in the Construction Industry.

Responsible for all scheduling of staff and equipment for all projects while monitoring safe work habits and creating a safe work culture.

Ensure all MIOSHA and OSHA standards are always practiced in the field

Qualifications and Training

- OSHA 30 Hr. Training
- CPR & First Aid Certified
- Confined Space Training
- Equipment Operator Permit
- Silica Training
- Traffic Control Operations
- Competent Persons Fall Protection
- Supervisor's Role in Safety & Health

Experience



FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Federal ID #

47-1711710

Trade References:

Michigan CAT
24800 Novi Rd.
Novi, MI 48375
248.349.4800

Corrigan Oil
775 North Second St.
Brighton, MI 48116
810.229.6323

Core and Main LP
PO Box 28330
St. Louis, MO 63146
734.398.5950

Ferguson Waterworks
PO Box 802817
Chicago, IL 60680
517.322.0300

Bank Reference:

Fifth Third Bank
3315 Washtenaw Ave
Ann Arbor, MI 48104
Thomas Randall
Thomas.Randall@53.com
734.214.7910

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

REFERENCES

WASHTENAW COUNTY ROAD COMMISSION

Aaron Berkholz
734-417-1559
berkholza@wcroads.org
555 N. Zeeb Road, Ann Arbor, MI 48103

HUBBELL, ROTH & CLARK

Michael Torres
248-752-3213
mtorres@hrcengr.com
555 Hulet Drive, PO Box 824, Bloomfield Hills, MI 48303

LIVINGSTON COUNTY ROAD COMMISSION

Jodie Tedesco
734-395-3220
jtedesco@livingstonroads.org
3535 Grand Oaks Drive, Howell, MI 48843

OHM ADVISORS

Barry Gates
734-466-4433
barry.gates@ohm-advisors.com
2365 Pontiac Road, Auburn Hills, MI 48326



COMMISSIONERS
BARBARA RYAN FULLER
CHAIR

RODRICK K. GREEN
VICE CHAIR

GLORIA LLAMAS
MEMBER

JO ANN MCCOLLUM
MEMBER

JEFFREY SMRZ
MEMBER

**WASHTENAW COUNTY
BOARD OF COUNTY ROAD COMMISSIONERS**

555 NORTH ZEEB ROAD
ANN ARBOR, MICHIGAN 48103

WCROADS.ORG
TELEPHONE (734) 761-1500
FAX (734) 761-3737

MATTHEW F. MacDONELL, P.E.
MANAGING DIRECTOR

BRENT M. SCHLACK, P.E.
DIRECTOR OF ENGINEERING
COUNTY HIGHWAY ENGINEER

ADAM L. LAPE
DIRECTOR OF OPERATIONS

DANIEL D. ACKERMAN
DIRECTOR OF FINANCE & IT

March 15, 2024

Kirk Cooley
Fonson Company, Inc.
7644 Whitmore Lake Rd
Brighton, Michigan 48116

Re: Letter of reference

To Whom It May Concern,

I am writing to offer a brief statement on my professional experience working with Fonson Company, Inc. (Fonson). I have worked with Fonson on a variety of projects during my 26-year career, focused on transportation infrastructure investments. The scope of work performed by Fonson has ranged from structure (culvert) replacements of varied sizes, roundabout projects, and road reconstruction. My role has included that of a prime contractor superintendent, consultant engineer, and local road agency project manager.

Some of the more recent projects performed under Michigan Department of Transportation (MDOT) federal aid contracts include the construction of the Miller Rd at Wagner Rd Roundabout, the North Territorial Rd at Pontiac Trail Roundabout, and the ongoing North Territorial Rd at Dexter Town Hall Rd safety improvements.

In my experience, Fonson has been a reliable and willing contractor partner in completing these infrastructure investments. Fonson office and field employees conduct themselves in a respectable manner, exhibiting attention to workmanship and schedule. Thoughtful discussions regarding unexpected jobsite challenges, ranging from utility conflicts to weather conditions, have aided the project team to improvise, adapt, and overcome such challenges.

I look forward to continuing my professional working relationship with Fonson, and I willingly offer my name as a reference on their behalf. Should there be any specific questions, please feel free to contact me.

Best Regards,

Aaron L Berkholz
Digitally signed by Aaron L
Berkholz
Date: 2024.03.15 07:58:18 -0400

Aaron Berkholz, P.E.
Assistant Director of Engineering
Washtenaw County Road Commission
C: 734.417.1559
berkholza@wcroads.org



March 8, 2024

Subject: Fonson Company, Inc. Recommendation Letter

To Whom it May Concern,

I am writing this letter as a recommendation for Fonson Company, Inc.

OHM has worked on numerous projects with Fonson Company, and I personally have worked with Fonson Company for the last several few years. They have completed all their projects in a timely manner with very good quality. In my dealings with Fonson, they have always exhibited a high level of integrity, ethics, reliability, and fairness. Their work ethic was exceptional, working 6 days a week to meet a challenging deadline, all while dealing with many additions to the project.

Should you decide to do business with Fonson, I believe that you will be pleased with the quality of their work, attention to detail, their commitment to excellence, and their ability to meet tough deadlines.

Sincerely,
OHM, Advisors, Inc.

A handwritten signature in black ink, appearing to read "Mark Loch", is written over a horizontal line.

Mark Loch, PE
Sr. Project Manager



DEPARTMENT OF PUBLIC SERVICES
KAREN MONDORA, P.E., DIRECTOR

To whom it May Concern,

I am writing this letter as a recommendation for Fonson Company, Inc.

Fonson Company has constructed several projects for the city over the past few years ranging from \$1.3 Million to \$5.7 Million dollars. They have completed very challenging projects for us over the years. In my dealings with Fonson they have always exhibited the highest level of integrity, ethics, reliability, and fairness. During my time working with Fonson they not only met my expectations, but they also exceeded them.

Should you decide to do business with Fonson, I believe that you will be pleased with the quality of their work, attention to detail, their commitment to excellence, and their ability to meet tough deadlines.

If you wish to discuss further, feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tim Waker'.

Tim Waker

Construction Supervisor

248-871-2560



ARCHITECTS ENGINEERS. PLANNERS.

Date: March 27, 2024

Reference Letter

Re: Fonson Company, Inc.

To Whom it may concern:

I am writing this letter as a recommendation for Fonson Company, Inc.

I have worked with Fonson on a few of their construction projects in the recent past. First, I was Assistant Project Engineer on a MDOT LAP project in the City of Dexter in 2019. This Central Street reconstruction project involved 0.32 miles of hot mix asphalt reconstruction, concrete curb and gutter, street lighting, sidewalks and restoration on Central Street from Fifth Street to Third Street and along Fifth Street to Broad Street. Second, I was Project Engineer on another MDOT LAP project in the City of Ypsilanti in 2021. This more complex project was designed to improve the US-12 corridor between I-94 and Wiard Road. Major project elements included a new traffic signal at the new US-12 and Ecorse Road intersection, improved pedestrian access crossing the busy US-12 roadway, added lighting in the corridor, enhancement features to improve area aesthetics, and adding sidewalk to the US-12 Service Drive. Two new crossovers were constructed for EB and WB US-12 traffic to remove the freeway feel of the roadway and make the road more like a boulevard with a community feel. In addition, an existing bridge was removed and an at grade intersection was developed at the new Ecorse Road and US-12 intersection.

During both of these projects, I was impressed with the level of quality and safety the Fonson team provided. Work zones were tidied up daily, and the Field staff made the extra effort to work around issues as they presented themselves. Communication is key on any project, and the Fonson team provided excellent communication and addressed issues in a timely manner on most occasions. If Fonson was presented with a dilemma that resulted in changes to the work, the Project Management and Field staff were easy to work with and provided input to aid designers in the solution. I recall most issues being resolved in a timely manner and a cooperative environment where representatives from the Owner, Fonson, and OHM functioned as a Team.

Sincerely,

Tom Bachmayer, P.E.
OHM Advisors Project Engineer
419-496-8393



Contractor's Performance Evaluation

Michigan Department of Transportation

1/15/2025 4:50 PM

FieldManager 5.3c

Contract: 63000-209477, Hot mix asphalt cold milling and resurfacing, add left turn

Report Period 12/1/2023 - 1/15/2025		CPE Number 2		Contractor Fonson Company, Inc.	
CPE Date 1/15/2025	Report Type Final		Contractor Type Prime	Subcontract Amount	
Form Version 082307	Route	District 07045		Business Enterprise Type	
Location Wixom Road from 10 Mile Road to Hartwick Drive.			Work Type		
Evaluator JJL, Joe Labate		Current Contract Amount \$5,185,659.44		Managing Office OHM Advisors	
Entered By VA, Vanessa Assi			Revised By	Revision Date	Rev. No.
County(s) Oakland County					
Project(s) 209477A, Hot mix asphalt cold milling and resurfacing, add left turn					
Comments					

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	8	
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	9	



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	8	
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	9	
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	8	
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	9	
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	9	
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	8	
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	8	
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	8	
11. To what degree does the Contractor provide a quality product?	9	
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	N/A	



Contractor's Performance Evaluation

Michigan Department of Transportation

1/15/2025 4:50 PM

FieldManager 5.3c

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	8	
14. To what degree does the Contractor meet the environmental requirements of the contract?	8	
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	9	

Approved by Joe Labate
 01/20/2025 11:13:08 AM

 Evaluator (Date)

APPROVED
 By Mitch Master 6:27:28 AM, Jan 22, 2025

 Construction/Project Engineer (Date)

APPROVED
 By Lori Swanson, PE at 2:11 pm, 2/14/25

 TSC Manager: Lori Swanson, PE MDOT (Date)

APPROVED
 By Aaron Staup at 7:44 am, Jan 24, 2025



Contractor's Performance Evaluation

Contract: 58000-213231, Hot mix asphalt reconstruction, concrete curb, gutter and ra

Report Period 4/4/2023 - 7/8/2024		CPE Number 7	Contractor Fonson Company, Inc.	
CPE Date 7/18/2024	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 06006	Business Enterprise Type	
Location County Road from Dexter Road to US-23.			Work Type	
Evaluator SG2, Sheldon Gates	Current Contract Amount \$1,065,101.09		Managing Office OHM Advisors	
Entered By VA, Vanessa Assi			Revised By	Revision Date Rev. No.
County(s) Monroe County				
Project(s) 213231A, Hot mix asphalt reconstruction, concrete curb, gutter and ra				
Comments				

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	8	
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	8	



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	8	
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	9	
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	9	
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	9	
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	9	
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	9	
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	9	
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	9	
11. To what degree does the Contractor provide a quality product?	9	
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	9	The railroad was very difficult to coordinate with and Fonson did a great job staying on them.



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	9	
14. To what degree does the Contractor meet the environmental requirements of the contract?	9	

D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	9	

APPROVED
 By Sheldon Gates &[2:05], &[07] &[29], &[2024]

Approved-TJL 08/01/2024 6:37:01 AM	Evaluator	APPROVED <small>By Sheldon Gates at 2:05 PM, 8/1/2024</small>	(Date)
	Construction/Project Engineer		(Date)
APPROVED <small>By Mark Sweeney at 11:46 am, 8/20/24</small>	TSC Manager: Mark Sweeney, PE - Brighton TSC		(Date)



Contractor's Performance Evaluation

Contract: 81000-205614, Hot mix asphalt resurfacing, water main, concrete curb, gutter

Report Period 9/7/2022 - 2/8/2024		CPE Number 5		Contractor Fonson Company, Inc.	
CPE Date 2/8/2024	Report Type Interim		Contractor Type Prime	Subcontract Amount	
Form Version 082307	Route	District 06006		Business Enterprise Type	
Location Platt Road from Packard Road to Huron Parkway.			Work Type		
Evaluator KD, Keith Donaldson		Current Contract Amount \$2,170,879.80		Managing Office OHM Advisors	
Entered By VA, Vanessa Assi			Revised By	Revision Date	Rev. No.
County(s) Washtenaw County					
Project(s) 205614A, Hot mix asphalt resurfacing, water main, concrete curb, gutter					
Comments					

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	10	
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	10	



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	10	
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	10	
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	10	
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	10	
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	10	
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	10	
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	10	
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	10	
11. To what degree does the Contractor provide a quality product?	10	
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	10	



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	8	
14. To what degree does the Contractor meet the environmental requirements of the contract?	10	

D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	10	

APPROVED

By Keith Donaldson, 10:17 AM, 02-09-2024

APPROVED Evaluator
 By Igor V. Kotlyar, P.E. at 11:52 am, Feb 09, 2024

APPROVED
 By James Daxenbiller at 8:28 pm, 2/10/24
 (Date)

APPROVED Construction/Project Engineer
 By Mark Sweeney at 10:46 am, 2/12/24

(Date)

TSC Manager: Mark Sweeney, PE - Brighton TSC

(Date)



Contractor's Performance Evaluation

Contract: 81000-205643, Hot mix asphalt reconstruction, concrete curb, gutters, side

Report Period 5/10/2023 - 1/2/2024		CPE Number 5		Contractor Fonson Company, Inc.	
CPE Date 2/7/2024	Report Type Final		Contractor Type Prime	Subcontract Amount	
Form Version 082307	Route	District 06006	Business Enterprise Type		
Location North Huron River Drive from Cornell Road to Leforge Road.			Work Type		
Evaluator BS2, Bryant Sprunger		Current Contract Amount \$4,588,331.93		Managing Office OHM Advisors	
Entered By VA, Vanessa Assi			Revised By	Revision Date	Rev. No.
County(s) Washtenaw County					
Project(s) 205643A, Hot mix asphalt reconstruction, concrete curb, gutters, side 216928A, Hot mix asphalt shared use path, sidewalk ramp upgrades and					
Comments					

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	8	
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	9	



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
A. Organization and Management		
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	8	
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	8	
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	9	
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	8	
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	8	
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	8	
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	8	
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	8	
11. To what degree does the Contractor provide a quality product?	8	Contractor produced quality work.
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	8	



Contractor's Performance Evaluation

Appraisal of the contractor's (subcontractor's) performance.

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	8	
14. To what degree does the Contractor meet the environmental requirements of the contract?	8	
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	8	

APPROVED
 By Bryant Sprunger &[5:00pm], &[02] &[13], &[2024]

APPROVED
 By Fraser Payne at 1:36:11 PM, 03/27/2024
 Evaluator
 Construction/Project Engineer

APPROVED
 By James Davenport at 12:05 pm 3/28/24
 (Date)

APPROVED
 TSC Manager: Mark Sweeney-Brighton TSC
 By Mark Sweeney at 12:59 pm, 3/28/24

(Date)



Contractor Evaluation Report

Report v1

Contract: 81076-210422,Culvert lining and concrete curb and gutter.

Contractor: Fonson Company, Inc.

Evaluation Number: 1

CPE Date: 02/08/2023

Contractor ID: 07604

Revision Num: 0

CPE Status: Approved

Address:

Revision Date: 08/08/2023

Evaluator: Nancy Cygan

Report Period: 08/01/2022 to 12/13/2022

Entered By: Nancy Cygan

Contractor Type: Original Prime

Report Type: Final

Revised By: James Daavetila

Business Enterprise Type:

Route:

Region: 06006

Work Type: BREH Bridge

County: C081 Washtenaw County

Administrative Office: 1 - 000

Subcontract Amount: N/A

Fed. Proj. Num: N/A

Managing Office: Agency

Current Contract Amount: \$661,681.36

Location: US-23 over Federal Avenue.

Form Version: 082307

Project(s): 210422A, Culvert lining and concrete curb and gutter.

Total Evaluation Score: 8

Comments:

Ratings

Group Description	Rating	Rating	Remarks
1 Organization and Management	8		
1 To what degree are contractor's project management personnel available and given the authority to execute the directions of the Engineer?	8		
2 To what degree are the Contractor's management personnel competent and effective in scheduling the	8		

Contract: 81076-210422

Evaluation Number: 1

Contractor Evaluation Report

<p>work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?</p>	
<p>3 To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking, and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.</p>	8
<p>4 To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?</p>	8
<p>5 To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and</p>	8



Contractor Evaluation Report

Report v1

promptly pay all subcontractors?

Group Description	Rating	Rating Remarks
2 Resources	8	
6 To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	8	
7 To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	8	



Contractor Evaluation Report

Report v1

Group Description	Rating	Rating	Remarks
3 Work Performance	Rating Avg.	8	
8 To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?		8	
9 To what degree did the Contractor comply with contract requirements for maintaining traffic?		8	
10 If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?		N/A	
11 To what degree does the Contractor provide a quality product?		8	
12 To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local units of government, and Contractors working on adjacent projects?		8	
13 To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of the project?		8	
14 To what degree does the Contractor meet the		8	



8/9/2023 9:31 AM

AASHTOWare Project™ Version 4.8.1 Revision 025

Contractor Evaluation Report

Report v1

environmental requirements of the contract?

Group Description	Rating	Rating Avg.	Rating Remarks
4 Subcontractor Management	15	8	To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor work schedule and ensure that Subcontractors are in compliance with contract requirements?

Approvals

Date/Time Approved	Name	Title	Organization
8/8/2023 10:16 PM	James Daavetila	Construction Engineer	

Equipment Condensed List

Equipment No	Description	Category
AT0107	130 CAT BLADE ATTACHMENT	AT
AT0110	YORK RAKE	AT
AT0114	KASCO FLEX 7' - 4 HARROW	AT
AT0117	CAT 12" BUCKET	AT
AT0121	Snow Box - 16 ft	AT
AT0129	48" CAT DITCH BUCKET	AT
AT0131	LANDPRIDE ROTARY CUTTER	AT
AT0133	BROOM SWEEP-TRYNEX 7 1/2"	AT
AT0135	ROCKHOUND 60A	AT
AT0136	68" DITCH BUCKET	AT
AT0139	416/420 FROST TOOTH	AT
AT0143	24" BUCKET FOR THE 303CR EXC	AT
AT0152	36" 420 BKT FOR CAT 420 BACKHO	AT
AT0154	SKIDSTEER FORKS	AT
AT0156	(2) QUICK COUPLER	AT
AT0160	48" Bucket for 250 EL Volvo	AT
AT0166	CAT 87" Skeleton Bucket	AT
AT0167	Sweepster QC Series -21084MH	AT
AT0168	Sweepster QC Series - 22084MH	AT
AT0169	Sweepster QC Series - 21084MH	AT
CS0109	STIHL 046M CSW20 BAR	CS
CS0110	STIHL 046M 20" BARS	CS
CS0111	STIHL MS 460 W/20" BAR	CS
CS0112	STIHL MS271 w/20" Bar	CS
CS0113	STIHL MS290 SAW	CS
CS0114	STIHL 038 SAW	CS
CS0115	STIHL HT131 Pole Saw	CS
GS0105	ARTICAT 7500 GEN SET	GS
GS0114	HONDA 6500 WATT GENERATOR	GS
GS0115	HONDA EU2200i GENERATOR	GS
GS0116	HONDA EU2200i GENERATOR	GS
GS0117	TSURUMI 6000 WATT GENERATOR	GS
GS0118	HONDA EU2200i GENERATOR	GS
GS0119	HONDA 2200i GENERATOR	GS
GS0120	HONDA EU2200i GENERATOR	GS
GS0121	HONDA EU2200i GENERATOR	GS
GS0122	2024 HONDA 2200w GENERATOR	GS
JT0101	GRAPPLER MH DEBRIS CATCHER	JT
JT0104	UTILITY LOCATOR 995	JT
JT0105	HITACHI DH38YE ROTOR	JT
JT0106	RIDGID 276 SOIL PIPE CUTTER	JT
JT0107	PIPE PRESSURE TESTER GAS	JT
JT0110	MAKITA 1" ROTARY HAMMER	JT
JT0113	LEAVE BLOWER RY09053	JT
JT0114	4-PIECE PNEUMATIC NAILER	JT
JT0117	MILWAUKEE 6519 SAW	JT
JT0118	RAYCOM LOCATOR #8873	JT
JT0120	CENTRAL PLASTICS ELECTROFUSIK	JT
JT0121	UTILITY LOCATOR - RAYCOM 8873	JT
JT0122	RYCOM LOCATOR #8873	JT
JT0123	PORTABLE DISPENSING UNIT	JT
JT0130	UTILITY HIT KIT	JT
JT0131	UTILITY HIT KIT	JT
JT0132	UTILITY HIT KIT	JT
JT0133	UTILITY HIT KIT	JT
JT0133	UTILITY HIT KIT	JT
JT0134	UTILITY HIT KIT	JT
JT0136	GAS MONITOR GX-2012	JT

Equipment Condensed List

Equipment No	Description	Category
JT0137	Chlorine Tester	JT
JT0139	RYCOM 8873 LOCATOR	JT
JT0140	Gas Monitor GX-2012 O2 Monitor	JT
JT0141	PL-VF3 Pipe and Cable Locator	JT
JT0142	Concrete Vibrator 110v Elec	JT
JT143	Utility Locator	JT
JT144	Utility Locator	JT
JT145	Utility Locator	JT
JT146	Stihl BR200 b/p Leaf Blower	JT
JT147	Bosch Magnetic Locater MT100	JT
JT148	Pipe & Cable Locator	JT
JT149	MPT Chipping Hammer	JT
L999	Dummy Loader Number	L
LE0110	BOBCAT	LE
ME0117	MUELLER B101 WATERTAP MACHINI	ME
ME0123	OMNI LIFT TOOL	ME
ME0126	SULLAIR CHIPPING HAMMER	ME
ME0138	U-JOINT PULLER	ME
ME0139	CONFINED SPACE BLOWER	ME
ME0140	CONFINED SPACE HOIST & TRIPOD	ME
ME0142	TRENCH SHEILD	ME
ME0149	4' SPREADERS 8" SCH. 80	ME
ME164	SULLAIR 90# PAVING BREAKER	ME
ME9995	Non-Fonson Equipment	ME
OE290	(4)Samsung 49" Curved Monitors	ME
OS0131	HUSQVARNA 16" GAS CUT OFF SAW	OS
OS0137	HUSQVARNA 16" CUT OFF SAW	OS
OS0143	HUSQVARNA K970 16" Cutoff Saw	OS
OS0144	HUSQVARNA K970 16" CUTOFF SAW	OS
OS146	HUSQVARNA 16" GAS CUT OFF SAW	OS
OS147	HUSQVARNA 16" GAS CUT OFF SAW	OS
OS149	HUSQVARNA K970	OS
OS150	HUSQVARNA K970	OS
OS151	HUSQVARNA K970	OS
OS152	HUSQVARNA K970 CUTOFF SAW	OS
OS153	HUSQVARNA K970 CUTOFF SAW	OS
OS154	HUSQVARNA K970	OS
OS155	HUSQVARNA 16" CUT OFF SAW	OS
OS156	HUSQVARNA K970 16" C/O SAW	OS
OS157	HUSQVARNA K970 III SAW	OS
OS158	HUSQVARNA K970 III SAW	OS
OS159	HUSQVARNA K970 16"SAW	OS
PC0107	MODEL 28 POGO AIR COMPACTOR	PC
PC0114	TAMPER BACKFILL 720	PC
PC0121	PLATE TAMPER 200 LB	PC
PC0125	PLATE TAMPER 200LB CLASS	PC
PC0126	MBW 21" Soil Plate Compactor	PC
PC0127	JUMPING JACK TAMPER 135-165cl	JT
PC0128	Mikasa Plate Compactor	PC
PC0129	MBW 21" Soil Plate Compactor	PC
PC0130	MIKASA 4-Cycle Rammer	PC
PC0131	MBW RAMMER 11 X 13	PC
PC0132	Bartell	PC
R113	DO NOT USE THIS NUMBER	R
R135	BENSON DUMP TRAILER PUP	R
R161	Tilt-Deck Refurb Roller Trlr	R
R999	Dummy Trailer Number	R

Equipment Condensed List

Equipment No	Description	Category
SE0133	110V Battery charger	ME
SE0153	110V Battery Charger	ME
SE171	Compressor	ME
SE172	Crown PTH50 Pallet Jack-500lbs	ME
SE173	Yamabiko Weed Whacker	ME
SE175	Stertil Koni Lift Truck System	ME
SE999	Dummy Shp Equipt No.	ME
ST0103	GINDY STORAGE	ST
ST0104	WELLS CARGO TRAILER	ST
ST0105	TRAILCO TRAILER	ST
ST0106	FRUEHAUF STORAGE	ST
T341	2015 JEEP GRAND CHEROKEE	T
T342	2015 Buick Enclave (Leased)	T
T348	1998 Ford F800 Stake Trk	T
T999	Dummy Truck Number	TT
TL0104	SPECTRA PHYSICS BLOWER	TL
TL0108	BLADE PRO SYSTEM	TL
TL0114	LINE LEVEL OPTICAL	TL
TL0116	MAGNETIC LOCATOR	TL
TL0120	LIETZ/SOKKISHA GRADE LEVEL	TL
TL0121	TOPCON JR GRAD LEVEL	TL
TL0124	AT-22 AUTO LEVEL	TL
TL0126	TOPCON RL-H4C LASER	TL
TL0127	RL-H4C (DB) LASER	JT
TL0128	RL-H5A/PS Laser, DB w/LS-80L	JT
TL0129	MAGNETIC LOCATOR	TL
TL0131	TOPCON RL-H4C (DB) LASER	TL
TL0132	RL-H5A LASER LEVEL	TL
TL0133	Topcon RL-HSA Laser Level	TL
TL0134	Spectra Laser Level	TL
TL0135	TOPCON TP-L6WB Laser	TL
TL0136	Rotating Laser	TL
TL0137	Laser Level w/HL450	TL
WP0102	HYDRO TEST PUMP	WP
WP0122	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0123	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0124	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0125	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0127	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0128	3" TSURUMI SUBMERSIBLE PUMP	WP
WP0129	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0130	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0131	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0132	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0133	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0134	2" TSURUMI SUBMERSIBLE PUMP	WP
WP0135	TSURUMI 3" SUB PUMP 2HP	WP
WP0136	2" TSURUMI Sub Pump 1/2 HP	WP
WP0138	3" TRASH PUMP-74gpm + Hose	WP
WP0139	3" TSURUMI TRASH PUMP	WP
WP0140	HYDROSTATIC TEST PUMP 400PSI	WP
WP0141	TSURUMI 2" SUBMERSIBLE PUMP	WP
WP0142	TSURUMI 3" SUBMERSIBLE PUMP	WP
WP0143	TSURUMI 2" SUBMERSIBLE PUMP	WP
WP0144	TSURUMI 3" TRASH PUMP	WP
WP0145	TSURUMI 3" TRASH PUMP	WP
WP0146	2" TSURUMI SUBMERSIBLE PUMP	WP

Equipment Condensed List

Equipment No	Description	Category
WP0147	TSURUMI 3" PUMP	WP
WP0148	Hydrostatic Test Pump	WP



An Edw. C. Levy & Michigan Paving
Joint Venture Company

HMA Quality Control Plan

For Use with 20SP-501-I-01

Acceptance of Hot Mix Asphalt Mixture on Local Agency Projects

1. Project, Plant and Lab Information

A. Project Information

Control Section: 58052
Job Number: 120363A
Project Location: MDOT #22 Various Locations
in Ann arbor and Monroe
Project Engineer: Steve Roach

B. Plant Information

PRIMARY PLANT:
Plant Number: 40-03
Address: 670 S. Dix Avenue Detroit, MI 48217
Office Phone: 313-586-8977
Office Fax: 313-843-5880
Plant Phone: 313-586-8977
Plant Fax: 313-843-5880
Scales/Dispatcher Phone: 313-
843-8979

C. Lab and Testing Facilities Information

PRIMARY LAB
Lab Address: 670 S. Dix Avenue Detroit, MI 48217 Lab
Phone: 313-586-8981
Lab Fax: 313-849-0208

2. Quality Control Organizational Outline

A. Personnel

Corporate Quality Control Administrator: Victor Pernicano (734-646-5371)

Corporate Quality Control Administrator: Shelly Moultrup (248-640-1960)

Quality Control Regional Manager: Chris Metzging (734-725-9866)

Quality Control Plan Administrator: Kyle Toteff (734-732-5976)

Quality Control Plan Administrator: Jeremy Bagnell (734-394-9618)

Plant Operations Manager: Aaron Roll (248-388-8540)

Field Density Manager: Todd Storzbech (313-215-0434)

1. Plant Operations

Primary Location

Plant Operator: Jeff Hemphill

Scales/Dispatcher: Angela Cobb

2. Lab Operations

Primary

Lab Tech and Qualification Number: Daryll Arnold – 0436-0227

Lab Tech and Qualification Number: Shaun Moses – 0462-0227

3. Paving Operations

Paving Foreman: Anthony Crump, 810-845-4068

4. Density Operations –

Density Tech: TBD

Density Tech:

Density Tech:

B. Roles and Responsibilities

1. Corporate Quality Control Administrator

- Implementation and oversight of the Company Quality Control Program
- Audit company laboratories for compliance with the Company Quality Control Program
- Liaison to upper management
- Management of laboratory personnel
- Project documentation
- Liaison between company and MDOT
- Safety

2. Regional Quality Control Manager

- Implementation and oversight of the Company Quality Control Program
- Audit company laboratories for compliance with the Company Quality Control Program
- Liaison to upper management
- Management of laboratory personnel
- Project documentation
- Liaison between company and MDOT
- Safety

3. Quality Control Plan Administrator

- Implementation of Company Quality Control Program
- Project management
- Scheduling
- All project documentation
- Paving operations
- QC/QA results
- Ride quality
- Density
- Safety

4. Plant Operations Manager

- Implementation of Company Quality Control Program
- Scheduling of plant operations
- Managing plant raw materials inventories
- Safety

5. Density Field Manager

- Implementation of the Company Quality Control Program
- Scheduling density technicians
- Liaison between density technicians, paving foreman, and plant operations
- Ensuring density project specifications are achieved
- Safety

6. Lab Technicians

- Implementation of the company Quality Control Program
- QC daily sampling and testing
- Ensure equipment is maintained and calibrated on schedule
- Communication between field, plant and management
- Reporting daily test results
- Communicate random sample locations
- Safety

7. Plant Operator

- Efficient production of a quality product
- Management of plant personnel
- Raw materials management and inventory
- Plant maintenance and calibration
- Safety

8. Paving Foreman

- Implementation of Company Quality Control Program
- Paving operations
- QC/QA results
- Ride Quality
- Density
- Management of paving personnel
- Equipment
- Oversight of field sampling procedures
- Safety

9. Density Technicians

- Constant monitoring and adjustment of compaction process.
- Effectively communication of density results to management, plant and field operations.
- Extraction of QC/QA cores.
- Verifying cores meet thickness requirements.
- Documentation of core locations and test results.
- Maintenance and calibration of density equipment.
- Effectively communicate problems with key personnel.
- Safety.

3. Mix Design Information

	Mix Types	Mix Design Number	Mix Tons	Specified PG Binder Grade	AC Testing Option
1	4EML	22MD443	117	64-28	Ignition Oven
2					
3					

4. Calibration

1. Scales

- All plant scales including truck scales and belt scales will be calibrated annually by an outside agency prior to the season's production.

- A copy of the calibration certificate will be maintained at the plant office and a copy will be provided to the TMI upon request.
 - Additional calibration may be required if deviations in production occur or as deemed necessary by the Plant Operator or QC Manager.
2. Cold Feed Bins
 - Cold feed bins will be calibrated for each individual aggregate to be used in each individual cold feed.
 - Each cold feed bin will be calibrated prior to the start of seasonal production.
 - Additional calibration may be required due to deviations during production.
 3. Asphalt Pump
 - Asphalt pump will be calibrated prior to the start of seasonal production.
 - Additional calibration may be required due to deviations during production.
 4. Laboratory Equipment (*Minimum Frequencies*)
 - A. Gyro Compactors
 - A complete calibration will be conducted annually by the Pine Instrument Company.
 - Calibration verification will be conducted monthly by QC personnel.
 - B. Scales
 - Scales will be calibrated annually.
 - C. Thermometers
 - Thermometers will be calibrated annually.
 - D. Gmm Pycnometers
 - Dry weight will be verified daily.
 - Full calibrations will be performed weekly (dry and wet weight).

6. Stockpile Management

A. Aggregate

1. Stockpiling

- Stockpiles will be maintained with adequate space between piles to prevent cross contamination.
- All stockpiles will be clearly marked with individual product names.
- All efforts will be made to allow testing and inspection of the material prior to incorporation into HMA production.
- Loaders are not permitted to build stockpiles utilizing ramps for all coarse aggregate types.

2. Sampling

- Aggregates will be sampled in accordance with ASTM D-75, section 4.3.3. Samples will be reduced to appropriate testing size using a mechanical splitter in accordance with ASTM C-702.

3. Testing Frequency

- One sample for every 1,000 tons.

4. Moisture Content

- Daily moisture content will be obtained from each individual aggregate stockpile for use in all mixes greater than 250 tons of daily production.

B. Recycled Asphalt Pavement (RAP)

- Sampled and tested for gradation analysis, AC content, and Gmm once per 1,000 tons per specifications outlined in the MDOT HMA Production Manual.

C. Millings

- All millings will be kept separate from processed RAP.
- No millings will be incorporated into mixes unless identified on the mix design.
- If millings were used during mix design development, they will be sampled and tested for gradation analysis, AC content, and Gmm once per 1,000 tons per specifications outlined in the MDOT HMA Production Manual.

D. Testing Procedures

- ASTM C-136: Standard test method for sieve analysis of fine and coarse aggregate.
- ASTM C-117: Standard test method for materials finer than p200 in mineral aggregate by washing.
- MTM 117: Test method for determining percentage of crushed particles in aggregate.
- MTM 320: Test method for specific gravity and absorption of coarse aggregate.
- MTM 321: Test method for specific gravity and absorption of fine aggregate.
- ASTM C-1252: Test method for un-compacted void content of fine aggregate method A.
- ASTM C-566: Total moisture content in aggregate.

7. HMA Production

A. Job Mix Formulas (JMF)

- All job mix formulas will be established by the QC Manager as approved by the project engineer and the plant will be provided with a written JMF for each mix. No modifications to the JMF will be allowed without authorization from the QC Manager. Information collected from trial runs and the Initial Production Lot (IPL) will be used to determine if any JMF adjustments are required. If QC target values must differ from the QA target values (1911), written notification of changes will be provided to the project engineer.

B. Mixing Temperatures

- Mixing temperatures will be as directed by the QC Manager but may be adjusted by the paving foreman as job conditions warrant but within the supplier recommended temperatures. If Warm Mix Asphalt (WMA) is utilized, the temperatures may be adjusted below the suppliers recommended temperatures.

C. Production

- If at any time during production problems occur, the plant operator will immediately notify the project management team. The project management team will evaluate the problem and decide what corrective action (if any) will be taken.

D. Trial Runs

- Trial runs will be performed on all mixes prior to being placed on MDOT projects. Results from the trial run will be evaluated by the project team and the necessary adjustments will be made to the mix to meet the specifications outlined in the project documents. Trial runs will continue until all mixture properties are within project specifications.
- Trial runs will consist of approximately 200-250 tons.
- A minimum of two random samples will be obtained and tested.
- Comparable equipment and project conditions should be used to evaluate density and to establish rolling patterns. A recommended 4-6 random cores should be taken to evaluate field density and used for gauge correlation.

8. Sampling

A. See section 6.A.2 for aggregate

B. See table 1 for HMA

C. Asphalt Binder Sample

- Asphalt binder samples will be obtained from a spigot located in the AC supply line. Samples will be obtained and properly identified as outlined in the company QC Procedures Manual, HMA Production Manual, and the contract documents.
- Sampling of PG Binder on Local Agency projects can be waived if the project engineer directs us not to obtain samples. A signed letter from the Project Engineer directing such action must be on file.

D. HMA sampling frequency

- Ensure all persons performing QC and QA HMA field sampling are "Local Agency HMA Sampling Qualified" samplers. At the Pre-Production or Pre-Construction meeting the engineer will determine the method of sampling to be used. All sampling will be done in accordance with MTM 313 (Sampling HMA Paving Mixtures) or MTM 324 (Sampling HMA Paving Mixtures Behind the Paver). Samples are to be taken from separate hauling units.

- For production/mainline type paving, obtain a minimum of two samples, each being 20,000 grams, each day of production, for each mix type. The Engineer will sample and maintain possession of the sample. Sampling from the paver hopper is prohibited. Each sample will be divided into two 10,000 gram parts with one part being for initial testing and the other part being held for possible dispute resolution testing. Obtain a minimum of three samples for each mix type regardless of the number of days of production.
- Obtain samples that are representative of the day's paving. Sample collection is to be spaced throughout the planned tonnage. One sample will be obtained in the first half of the tonnage and the second sample will be obtained in the second half of the tonnage. If planned paving is reduced or suspended, when paving resumes, the remaining sampling must be representative of the original intended sampling timing.
- Ensure all persons performing testing are Bit Level One certified or Bit QA/QC Technician certified.
- One sample to be taken

E. Informational Cores

- Cadillac asphalt we strive for excellence and giving our customer a finished product that will hold up to the specification's and designs of the contract. By signing below you are approving Cadillac asphalt or Cadillac representative to drill info core/s to correlate density gauges.

9. Action and Suspension Limits

1. MIXTURE ACTION/SUSPENSION PLAN

A. SEE TABLES 1 & 2

2. Density Action/Suspension Plan

- A. Evaluate underlying conditions and location of cores.
- B. Confirm/verify mix being produced is within specifications.
- C. Verify the density gauge settings are correct, obtain informational core to verify gauge.
- D. Evaluate mix temperature and temperature zones (tender zone).
- E. Evaluate and/or modify the rolling pattern and paving speed, add rollers if necessary.

3. Documentation

- A. All QC tests will be entered into the company QC program.
- B. Individual QC test results will be provided to the Engineer upon completion. The MDOT PWL Spreadsheet shall be updated as QC test results are available.
- C. Necessary changes to various quality control processes may be required. These changes will be documented and communicated to the project engineer.
- D. When hand writing information on worksheets all mistakes will be lined out and the correct information written near the original. Erasers and white out will not be allowed.

- E. All hand written worksheets must be kept on file. Computerized reports must be traceable to hand written worksheets.
- F. Project files will be retained for five years from time the project is accepted. Records for warranty projects will be maintained for two years beyond the warranty period.

4. Quality Control Charts

- A. Quality Control Charts will be generated by the company QC program and available for review at all times. Quality Control Charts will contain at a minimum, individual test results, Range 1 and Range 2 Tolerances.

5. Construction

- A. Construction practices will be in accordance with the 2020 Standard Specifications for Construction, Section 501 and/or any Special Provisions contained in the contract documents.
- B. At no time will a subsequent layer be placed over previous layers (exception, two lifts of same mixture) until the QA results are received for the underlying layer.

6. Compaction

- A. The number and type of rollers required and the appropriate rolling pattern will be determined by the paving foreman based on project specifications and information provided by density control personnel. Rubber tire rollers may be utilized if conditions warrant.

7. Segregation

- A. Segregation will be addressed at the plant site initially. Care will be taken to minimize the potential for segregation during the load-out process. The paver hopper will be kept as full as possible at all times. If segregation occurs, troubleshooting will begin to locate the source of the segregation and every attempt will be made to correct the segregation.

8. Longitudinal Joint Construction

- A. Longitudinal Joints shall be constructed in accordance with the 2020 Standard Specifications for Construction, Section 501.03.F.2

9. Ride Quality

- A. Ride Quality shall meet or exceed the requirements set forth in applicable Special Provisions contained in the contact documents.

Table 1: Minimum Quality Control Sampling and Testing Requirements

Quality Characteristic	Test Method	Minimum Test Frequency	Sampling Location	Sampling Method
Belt Aggregate Gradation (optional)	MTM-109	1 Per Day	Plant	Random
Belt Aggregate Moisture	AASHTO T-255	1 Per Day	Plant	_____
PG Binder Content	Ignition Method (a)	1 Per Day	Plant	Random
Combined Mixture Gradation	MTM 319 MTM 325	1 Per Day	Plant	Random
Maximum Theoretical Specific Gravity	MTM 314	1 Per Day	Plant	Random
Bulk Specific Gravity	MTM-315	1 Per Day	Plant	Random
Volumetrics: Air Voids	ASTM D-3203	1 Per Day	Plant	Random
Volumetrics: VMA	Asphalt Institute SP-2	1 Per Day	Plant	Random
In-Place Density (a)	Electronic Density Gauge/MTM 315	Constant Monitoring w/gauge	Field Compacted HMA	Constant Monitoring w/gauge
(a) Other methods may be used per Quality Control Manager.				

Table 2, Action and Suspension Limits

Parameter	Top & Leveling Course		Base Course	
	Action	Suspension	Action	Suspension
Binder Content	-0.30 to +0.40	± 0.50	-0.30 to +0.40	± 0.50
% Passing #8 and Larger Sieves	± 5.0	± 8.0	± 7.0	± 9.0
% Passing #30 Sieve	± 4.0	± 6.0	± 6.0	± 9.0
% Passing #200 Sieve	± 1.0	± 2.0	± 2.0	± 3.0
% Crush	Below 10%	Below 15%	Below 10%	Below 15%



Daily Field Report

Project Name: 805 S. Telegraph Paving JN 20306
Location: 805 S. Telegraph, Monroe, MI 48161
Client: Sommerset Paving
Client Rep: Alan
Contractor: Summerset Paving
Contractor Rep: Victor

G2 Project No.: 243510
Date: June 27, 2024
Weather: Sunny, 73°F
Page: 1 of 1

Progress of Work:

G2 visited the above-referenced job site to observe the contractor's construction operations and perform field tests. Upon arrival at 12:00 pm, G2 observed Summerset Paving preparing to begin paving operations for the 2-inch thick mat of 4EML Hot-Mix Asphalt (HMA) as a leveling and wearing course for the approach at 805 S. Telegraph Road. Refer to the attached annotated site plan for the approximate locations of today's construction operations.

Before the placement of the leveling course, a tack coat was applied to the curb. The contractor began paving operations at approximately 1:30 pm using a Cat Skid Steer. The mat was then compacted using a HAMM double drum vibratory roller for the breakdown roller and a HAMM static roller for the finish roller.

In-place density tests were performed at select locations using a portable nuclear moisture/density gauge. Field test results indicate the HMA is compact from 92.0 percent to 95.1 percent of the Theoretical Maximum Density (TMD) of 154.7 pcf as provided by the contractor. Temperature readings of the asphalt ranged from 271°F to 296°F before compaction. The HMA was supplied by Cadillac Asphalt in Rawsonville during today's paving operations. The contractor used a sum total of 34.06 tons of HMA in today's construction operations. Refer to the attached Bituminous Field Density Test Report for complete test results and additional density information.

G2 informed the client and contractor representatives of our observations and test results throughout the day, completed field reports, and departed the site at approximately 6:00 pm.

G2 Field Representative: Nicholas Ruehmeier

Reviewer: JBS, P.E.



CONSULTING GROUP

Project No: 243510

Project Name: 805 S. Telegraph Paving JN 20306

Date: June 27, 2024

Location: Monroe, MI

Contractor: Summerset Paving

Field Density Test Report

Test No.	Test Elevation	Probe Depth	Mat Thickness Inches	Density Count	Wet Density PCF	Maximum Density PCF	Percent Compaction	Location of Density Tests	Remarks
1	0"	0"	1.5"	597.0	145.1	154.7	93.8	Wearing Course	
2	-2"	0"	2"	582.0	147.0	154.7	95.0	Leveling Course	
3	-2"	0"	2"	612.0	143.4	154.7	92.7	Leveling Course	
4	-2"	0"	2"	588.0	146.3	154.7	94.6	Leveling Course	
5	-2"	0"	2"	587.0	146.4	154.7	94.6	Leveling Course	
6	0"	0"	1.5"	621.0	142.4	154.7	92.0	Wearing Course	
7	0"	0"	1.5"	603.0	144.5	154.7	93.4	Wearing Course	

Material: 4EML Maximum Density: 154.7 PCF Optimum Moisture %: _____ Minimum Specified Comp: 92 %

Time: 01:43PM Temperature: 296 °F
 Time: 02:56PM Temperature: 271 °F
 Time: 04:08PM Temperature: 283 °F

Troxler Nuclear Gauge Information

Gauge No: 5033 Calibration Date: 02-02-2024

Chart Standards

Density: 2102-2145 Density: 2100
 Moisture: 642-668 Moisture: 645

G2 Field Representative: Nicholas Ruehmeier

Reviewed By: JBS, P.E.

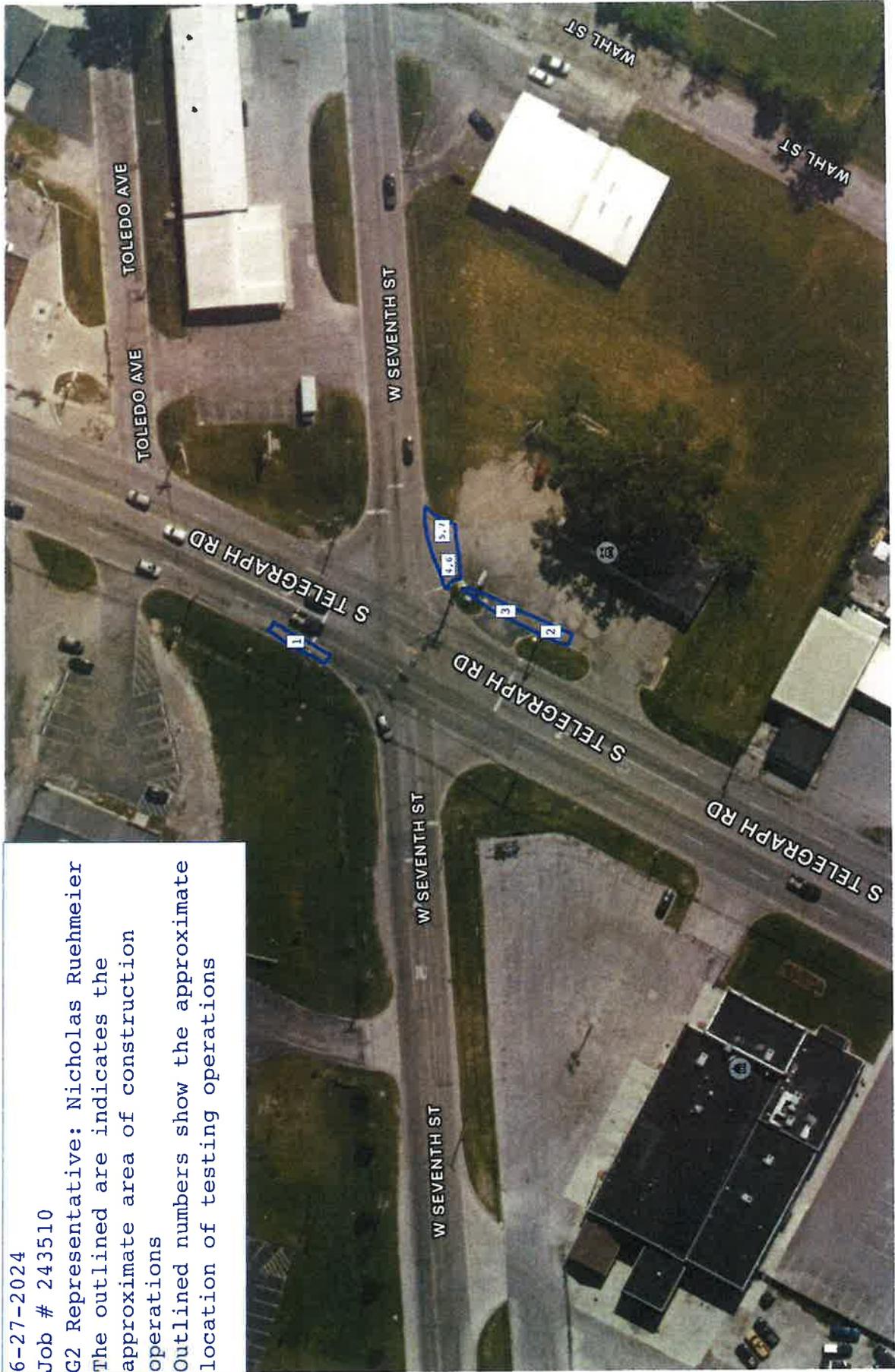
6-27-2024

Job # 243510

G2 Representative: Nicholas Ruehmeier

The outlined area indicates the approximate area of construction operations

Outlined numbers show the approximate location of testing operations





Daily Field Report

Project Name: 345 Farr Street
Location: 345 Farr St. , Commerce , MI
Client: Sommerset Paving
Client Rep: Anthony
Contractor: Sommerset Paving
Contractor Rep:

G2 Project No.: 243725
Date: September 5, 2024
Weather: Rain, 55°F-85°F
Page: 1 of 1

Progress of Work:

G2 visited the above-referenced job site to observe the contractor's (Sommerset Paving) construction operations and perform field tests. Upon arrival on-site at 7:30 am, G2 observed Sommerset Paving preparing to begin paving operations for the 2-inch and 1-1/2 inch thick mat of 4EL Hot-Mix Asphalt (HMA) as base course as well as a leveling course respectively, and a 1-1/2-inch thick mat of 5EL Hot-Mix Asphalt (HMA) as a wearing course for the proposed roadway located on Farr Street, between Elkin Street and Broadway Street. Refer to the attached annotated site plan for the approximate locations of today's construction operations.

Sommerset Paving began paving operations at approximately 9:30 am. The 4EL HMA base was placed in a roughly 2-inch thick lift, the 4EL leveling course was placed in a roughly 1-1/2-inch thick lift, and the 5EL wearing course was placed in a roughly 1-1/2-inch thick lift using a VÖGELE SUPER 1700-3i track asphalt paver with a Carlson EZIV front mount screed. The mat was compacted utilizing an HAMM HD 14i VV tandem roller and finished using a HAMM HD 12i VV tandem roller. Temperature readings of the asphalt ranged from 287°F to 301°F before compaction. G2 observed the contractor apply a tack coat to the exposed contact surfaces before the placement of each course. The contractor placed an approximate total of 320.83 tons of the type 4EL hot-mix asphalt and an approximate total of 112.47 tons of the type 5EL hot-mix asphalt for today's operations.

In-place density tests were performed at select locations using a portable Nuclear Moisture/Density Gauge. Field test results indicate the 4EL HMA is compact from 92.1 percent to 97.6 percent of the Theoretical Maximum Density (TMD) of 157.9 pcf, as provided by the contractor. Field test results indicate the 5EL HMA is compact from 93.6 percent to 97.9 percent of the Theoretical Maximum Density (TMD) of 155.3 pcf, as provided by the contractor. G2 informed the client and contractor representatives that our test results were within the 92.0 to 98.0 percent compaction limits, typical for density requirements relative to the TMD. Refer to the attached Bituminous Field Density Test Report for complete test results and additional density information.

G2 informed the client and contractor representatives of today's observations and field test results. G2 completed field reports and departed the site at 7:30 pm.

G2 Field Representative: Charles Butler

Reviewer: JBS, P.E.



CONSULTING GROUP

Project No: 243725 Project Name: Farr Street Paving
Date: September 5, 2024 Location: Commerce, MI
Contractor: Sommerset Paving

Field Density Test Report

Test No.	Test Elevation	Probe Depth	Mat Thickness Inches	Density Count	Wet Density PCF	Maximum Density PCF	Percent Compaction	Location of Density Tests	Remarks
1	-3"	BS	2"	836.0	146.0	157.9	92.5	[1]	Tests 1-7 base course
2	-3"	BS	2"	810.0	148.3	157.9	93.9	[2]	
3	-3"	BS	2"	807.0	148.5	157.9	94.0	[3]	
4	-3"	BS	2"	770.0	151.8	157.9	96.1	[4]	
5	-3"	BS	2"	753.0	153.6	157.9	97.3	[5]	
6	-3"	BS	2"	783.0	150.6	157.9	95.4	[6]	
7	-3"	BS	2"	819.0	147.4	157.9	93.4	[7]	
8	-1-1/2"	BS	1-1/2"	770.0	151.9	157.9	96.2	[8]	Tests 8-14 leveling course
9	-1-1/2"	BS	1-1/2"	816.0	147.7	157.9	93.5	[9]	
10	-1-1/2"	BS	1-1/2"	803.0	148.9	157.9	94.3	[10]	
11	-1-1/2"	BS	1-1/2"	761.0	152.8	157.9	96.8	[11]	
12	-1-1/2"	BS	1-1/2"	747.0	154.1	157.9	97.6	[12]	
13	-1-1/2"	BS	1-1/2"	779.0	151.0	157.9	95.6	[13]	
14	-1-1/2"	BS	1-1/2"	789.0	150.1	157.9	95.1	[14]	
15	0	BS	1-1/2"	836.0	145.9	155.3	93.9	[15]	Tests 15-21 wearing course
16	0	BS	1-1/2"	775.0	151.4	155.3	97.5	[16]	
17	0	BS	1-1/2"	834.0	146.0	155.3	94.0	[17]	
18	0	BS	1-1/2"	768.0	152.0	155.3	97.9	[18]	
19	0	BS	1-1/2"	825.0	146.9	155.3	94.6	[19]	
20	0	BS	1-1/2"	810.0	148.2	155.3	95.4	[20]	
21	0	BS	1-1/2"	843.0	145.4	155.3	93.6	[21]	

Material: 4EL Maximum Density: 157.9 PCF Optimum Moisture %: _____ Minimum Specified Comp: 92 %
Material: 5EL Maximum Density: 155.3 PCF Optimum Moisture %: _____ Minimum Specified Comp: 92 %

Time: 09:30AM	Temperature: 298 °F
Time: 10:30AM	Temperature: 292 °F
Time: 11:30AM	Temperature: 290 °F
Time: 12:30PM	Temperature: 298 °F
Time: 01:30PM	Temperature: 297 °F
Time: 02:30PM	Temperature: 301 °F
Time: 03:30PM	Temperature: 293 °F
Time: 04:30PM	Temperature: 300 °F
Time: 05:30PM	Temperature: 287 °F
Time: 06:30PM	Temperature: 291 °F

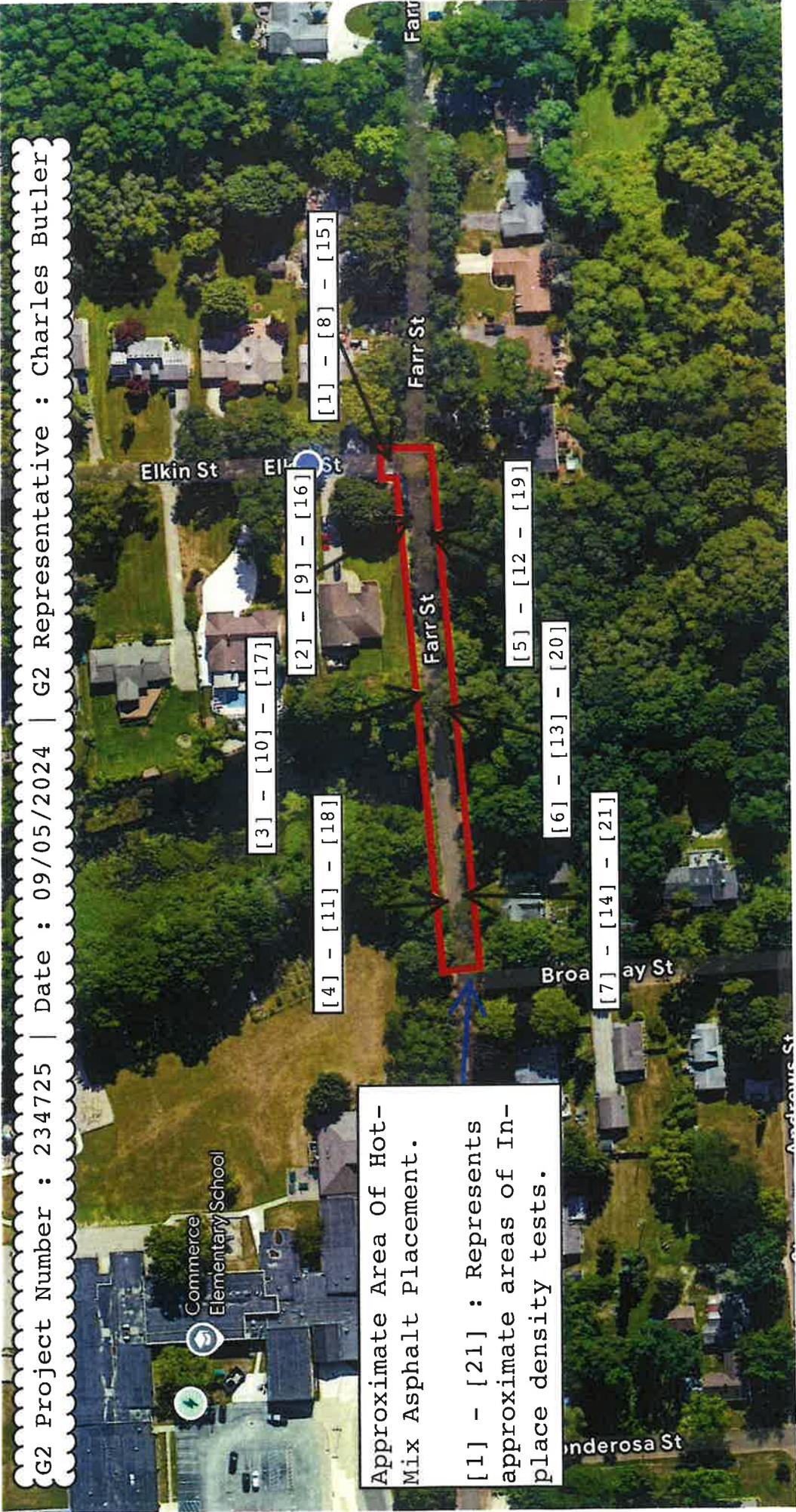
Troxler Nuclear Gauge Information
Gauge No: 5032 Calibration Date: 02-02-2024

Chart Standards Operating Standards:
Density: 2559-2611 Density: 2577
Moisture: 711-741 Moisture: 716

G2 Field Representative: Charles Butler

Reviewed By: JBS, P.E.

G2 Project Number : 234725 | Date : 09/05/2024 | G2 Representative : Charles Butler



Approximate Area Of Hot-Mix Asphalt Placement.
[1] - [21] : Represents approximate areas of In-place density tests.

Commerce Elementary School

Elkin St

Farr St

Farr St

Broadway St

Andros St

[3] - [10] - [17]

[2] - [9] - [16]

[4] - [11] - [18]

[1] - [8] - [15]

[5] - [12] - [19]

[6] - [13] - [20]

[7] - [14] - [21]

CONCRETE QUALITY CONTROL PLAN

**Per MDOT 2020 SSC and
Special Provision 20SP-1003B-01 dated 5-28-20
Quality Control and Acceptance of Portland Cement Concrete
Local Agency Projects**

**Project: Hill St: South Fifth Ave to Washtenaw Ave
Ann Arbor, Michigan**

**MDOT ID: 81000-210417
Letting #: 050523-028**

Prime Contractor: Fonson Company

Concrete Subcontractors: Santos Cement

Prepared by: Construction Consulting & Testing, Inc. (CCT)

V1.0 Date: June 13, 2023

V2.0 Date: March 5, 2024 (updated & new mixes)

V2.1 Date: March 20, 2024 (updated Hercules mixes)

Contractor Administered Quality Control

General

This plan covers the scope of concrete QC for the project described herein. The QC Plan is developed with the intent is to identify the entities and their responsibilities as involved with the production, placement and quality control of concrete covered by MDOT 2020 SSC and special provision 20SP-1003B-01. The content of the plan is formatted to follow the guidelines of MDOT 2020 SSC section 1002.

The objective of the concrete QC Plan and its implementation is to ensure that the concrete materials and placement for this project are in conformance with all applicable project specifications.

This plan is written specifically for this project by CCT, for the implementation of the concrete QC program for the concrete items relevant to MDOT 2020 SSC section 1002.

This plan shall be reviewed and enforced by the prime, subcontractors and suppliers involved with furnishing and placing concrete in accordance with MDOT 2020 SSC section 1002.

Owner's representative shall submit a QA plan to identify the scope of work and implementation of the Owner's quality assurance responsibilities.

Project Description

MDOT ID:	81000-210417
Federal ID No.:	23A0377
Route:	Hill St – S. Fifth Ave to Washtenaw Ave
Location:	Ann Arbor, MI

A. Organization Chart

Prime Contractor:

Fonson Company

Concrete Subcontractors:

Santos Cement

Ralph Santos

313-585-5620

Concrete Suppliers:

Hercules Concrete

Shane Zeigler

734-239-1023

Concrete QA

MDOT

Concrete QC

CCT

Mitch Forst

419-466-3255

B. QC Plan Administrator

Mitch D. Forst, P.E. Cell: (419) 466-3255

Construction Consulting & Testing, Inc.

Qualifications: Michigan P.E. # 56151

MCPA Level II Concrete – Exp. 4/15/2026

C. QC Testing Staff

The following individuals are ACI/MCPA Level I / Level II certified employees of CCT who have been identified as possible technicians for use on this project:

<u>Name</u>	<u>Expiration Date</u>	<u>Certification</u>
Mitch Forst	4-15-26	ACI/ MCA L-I/II
Karl Spoores	4-15-25	ACI/MCA L-I
Mike Taylor	4-15-26	ACI/MCA L-I
James Richardson	4-15-25	ACI/ MCA L-I
Ramiro Diaz	4-15-24	ACI/ MCA L-I

Certifications are located in the Appendix.

D. QC-Production Interaction

CCT will perform start up mix testing and QC testing on-site. In the event any load exceeds the applicable action limits, as defined in this QCP, CCT will inform contractor and contact the concrete supplier to inform of specific test results. Mix adjustments will be the responsible of the mix supplier. Adjustments will be documented on CCT's daily field report.

E. Coordination of Activities

All concrete pours will be scheduled by the project foreman or by assignee of the foreman. A minimum 24 hour notice will be provided to MDOT for QA and CCT for QC services.

Early cylinder breaks for form removal and/or loading will be cast by CCT and field cured; breaks will be performed by CCT at Sterling Heights facility with a MDOT QA witness. Field cured beam breaks will be performed on site by CCT with a MDOT QA witness. CCT will report early strength data to the contractor responsible for the pour and issue report of test results for project records.

F. Documentation, Procedures & Submittals

JMF's: Mix design JMF's will be submitted to the prime contractor from the concrete supplier and/or concrete subcontractors. The prime will submit proposed JMF's to the project engineer for approval. JMF's approved for use will be submitted to the QC consultant. Approved JMF's that are intended for use on the project will be included in the appendix of this QCP.

Stockpile management plans and verification of mixes for non ASR will be submitted by the mix supplier to the QC consultant for inclusion in this QCP.

QC Test Results: CCT will perform on-site and laboratory testing in accordance with the following ASTM standards, as applicable. Documented QC records and test results will be entered into ProjectWise and forwarded to the Contractor within 24 hours after the date of the pour. Break reports will also be forwarded to the mix supplier. Samples of report formats are contained in the Appendix.

<u>ASTM</u>	<u>Description</u>
C31	Making, Curing, Storing, Transporting & Logging Cylinders
C33	Grading Concrete Aggregate
C39	Compressive Strength of Cylindrical Concrete Specimens
C40	Organic Impurities in Fine Agg. For Concrete
C138	Unit Weight, Yield and Gravimetric Air of Concrete
C143	Slump of Concrete
C172	Sampling Fresh Concrete
C173	Concrete Air Content by Volumetric Method (Rollometer)
C192	Making And Curing Concrete Test Specimens in the Laboratory
C231	Concrete Air Content by Pressure Method
C293	Flexural Strength of Concrete (Using Simple Beam With Center-Point Loading)
C803	Penetration Resistance of Hardened Concrete
C1064	Temperature of Freshly Mixed Hydraulic-Cement Concrete
C1077	Labs Testing Concrete & Concrete Aggregates for Use in Construction and Criteria for Laboratory Evaluation
C1231	Use of Unbonded Caps in Determination of Compressive Strength of Hardened Concrete Cylinders

G. Project & Plant Specifics

PROJECT: 1.67 mi of hot mix asphalt resurfacing, sidewalk ramp upgrades, add bike lanes, water main, crosswalk markings, in-street pedestrian signing, lighting, signing and pavement markings on South State Street from South University to Granger Road, Hill Street from Fifth Avenue to Forest Avenue and South Fifth Avenue to Washtenaw Avenue in the city of Ann Arbor, Washtenaw County.

Concrete Mixes and Use:

<u>Mix Type</u>	<u>Items</u>	<u>Est. Quantity (cyds)</u>	<u>Pay Method</u>
3500	Pavement Repair	80	Non PWL
3500	Curb	125	Non PWL
3500/3500 HE	Sidewalk	325	Non PWL
3500	Driveways	40	Non PWL

CONCRETE PLANT:

Hercules Concrete

Plant 5 - Ypsilanti, MI plant. Plant is a dry, truck mix plant with automated batching and recording.

or

Plant 1 - Detroit, MI plant. Plant is a central mix plant with automated batching and recording.

H. Plant Certifications/Inspections

The current NRMCA plant certification is located in the Appendix.

I. Testing Equipment Calibration

A complete list of equipment calibrations is contained in the Appendix.

J. Testing & Field Curing of QA & QC Specimens

Field testing of fresh concrete will conform to the applicable ASTM procedures identified in section F above, including ASTM C31.

Concrete strength acceptance: 3500 and 4500 mixes will utilize 4" x 8" cylinders.

Initial Curing: The contractor will provide insulated, ventilated and/or water cooled curing facilities that are capable of being locked and maintaining an environment to prevent extreme

exposure during initial cure time. Initial cure time for 28 day QC cylinders will be no less than 8 hours after initial set and no more than 48 hours. CCT is responsible for the transport of QC cylinders.

K. Stockpile Management

Stockpile management is a QC function performed by the supplier. Procedures are contained in the Appendix.

L. Corrective Action Plan:

Note: The project does not contain PWL items.

The purchasing Contractor will be responsible for halting placement and/or rejecting concrete when the suspension or rejection limits are exceeded as defined herein. CCT will inform all applicable parties of all test results exceeding the Action Limits.

non-PWL mixtures will be controlled per table 1 of 20SP-1003B-01:

Table 3

<u>Quality Characteristic</u>	<u>Action Limits</u>	<u>Rejection Limits</u>	<u>Suspension Limits</u>
Air Content, %	< 5.7 or > 8.3	< 5.5 or > 8.5	< 5.0 or > 9.0
Air Content Loss,%	'> 1.5		'> 1.5
Conc Temp, F	< 50 or > 87 at plant	< 45 or > 90 at placement	< 45 or > 90 at placement
Slump, max (in)	½" below max. for 0-3" max. slump designs 1" below max for 4-6" max. slump designs	Max.allowable per mix design	Max.allowable per mix design

Any load that exceeds the upper limit for air content, slump and/or temperature will be rejected by the contractor.

Action Limits Exceeded: In the event a QC or QA test indicates an air content/loss, slump, temperature or aggregate gradation (modified mixes only) is outside of the action limits, the QC technician will contact the QC Administrator, contractor and the supplier to inform of the parameters and the supplier will make the corrective actions if deemed necessary. The actions of the supplier will be documented in the QC report. If supplier corrective actions are made at the plant, the adjusted loads will be tested on-site. After any test exceeding the action limits, the following load will be tested to verify mix control.

Rejection Limits Exceeded: In the event a QC or QA indicates a rejection limit is exceeded, the placement of the load will be halted and the QC technician will contact the mix supplier, contractor and QC Administrator. All adjustments to the mix will be made by the supplier. If

the mix has low air content and can be brought to within tolerance within the allowable time the mix will be placed, otherwise it will be rejected. Any mix adjustments will be made by the supplier and documented on the QC report. If supplier corrective actions are made at the plant, the adjusted loads will be tested on-site. Whenever a rejection limit is exceeded, the following load will be tested for conformance.

Suspension Limits Exceeded: In the event a QC or QA indicates a suspension limit is exceeded, the placement of the load will be halted as well as production at the plant. The QC technician will contact the mix supplier, contractor and QC Administrator. All adjustments to the mix will be made by the supplier and communicated to the Engineer's on-site QA representatives. Production will resume when the Engineer's representative grants approval. If the mix has low air content and can be brought to within tolerance within the allowable time the mix will be placed, otherwise it will be rejected. Any mix adjustments will be made by the supplier and documented on the QC report. If supplier corrective actions are made at the plant, the adjusted loads will be tested on-site. Whenever a suspension limit is exceeded, the following 2 loads will be tested for conformance.

M. Mix Time and Transport

Minimum batch mixing time: 45 seconds (turbine/pan mixer) or 60 seconds (tilt drum) in central drum then transferred to truck mixer and a minimum of 70 revolutions and complete mixing for a dry batch facility.

Plant -Type	Capacity, cyd's per hour	Minimum Mixing Time
Hercules Plant 5 – Dry Mix Plant	100	70 Revolutions
Hercules Plant 1 – Central Mix Plant	120	60 Seconds

Estimated batch to on-site time: 15 – 40 minutes pending on traffic and plant/pour location.

N. Placement and Consolidation Methods

Concrete will be placed by directed chute or concrete bucket. Concrete will be partially self-consolidating with additional consolidation with hand vibrators, and agitation during placement & screeding.

Pumped placement is not planned for this project.

O. Air Content Stability

Air stability testing for pumped or machine placed concrete, as described below, does not apply to this project.

Testing for air loss after the concrete has gone through a concrete pump will be checked for each placement utilizing a concrete pump. If the loss exceeds 1.5% the production will be halted until corrective actions are taken to reduce the air loss to less than 1.5%. For concrete placed by pump, QC cylinders shall be taken after being pumped.

If concrete is being placed by slipform machine, the air loss prior to and after the slipform machine will be tested daily. If the loss exceeds 1.5% the production will be halted until corrective actions are taken to reduce the air loss to less than 1.5%. These samples will be taken from the chute going into the machine and after the concrete has been extruded from the machine.

P. Hot & Cold Weather Concreting

Hot weather: concrete placement operations will cease if the on-site concrete temperatures reach 90F. The concrete supplier may use ice to reduce concrete temperatures, in this event the contractor will notify the Engineer in advance for approval.

Cold weather: The majority of concrete placement on this project will not be affected by low ambient temperatures during placement or curing, as such, the standard temperature and weather limitations of MDOT Standard Specifications for Construction section 602.03 will be adhered to.

Q. Control charts

Sample control charts are located in the Appendix.

R. Non-ASR Documentation

Information provided by mix supplier and located in the Appendix.

S. Mix Designs

Copies of mix designs identified for use on this project are listed below and contained in the Appendix.

Hercules Plants 1 & 5

3500 - mix #P1-SM-1A. Curb, Pavement, Walks.

3500 - mix #P1-SW-1A. Curb, Pavement, Walks.

3500 - mix #P1-6S25M-1A. Curb, Pavement, Walks.

PNC - mix #P-NC0M-1A. Curb, Pavement, Walks.

T. Lot Sizes

QA Lot size to be determined by MDOT.

The QC Plan administrator would prefer the following:

Non-PWL applications: Pay to be determined per table 3 of 20SP-1003B-01 with a minimum of 1 sample per day and 1 every 100 cyds or fraction thereof. Each 100 cyd lot or fraction thereof to be subject to pay based on the individual lot strength per section 3. For pours over 500 cyds the pour will be divided into 5 equal sublots. CCT will follow this sampling frequency for non-PWL QC strength testing.

U. Frequency of Sampling and Testing

QC Testing will be conducted as follows:

<u>Frequency</u>	<u>Fresh Concrete Properties</u>	<u>Concrete Strength Cylinders</u>
Daily Start Up (1 st Load) – per mix	Full Test (note 1)	N.A.
Random Sublot Sample	Full Test	1 Set of Cylinders
*Hourly QC	Air Content, Slump & Temp.	N.A.
Opening Specimens	Air Content, Slump & Temp.	As needed for progress, per section W and defined at the pre-production meeting

Note 1: Full QC test will consist of air content, density, slump and temperature of the fresh concrete.

* Minimum of 1 QC per hour can be satisfied by Random Sublot Sample.

Random sublot samples will be taken based on predetermined random number sheet. The random number will be reported on the daily QC report.

Loads of concrete (other than the first load of the day) that are subject to QC tests will be visually examined before placement. If the mix is in the desired slump range the load will begin placement and the QC sample will be taken from the middle third of the load. If the load appears dry, the supplier will make adjustments prior to testing. If the load appears wet on the border of exceeding suspension/specification limits the load will be tested to verify mix parameters; placement will be halted until mix parameters are verified.

V. Handling and protection of test specimens

Initial Curing of QC/QA Cylinders: The contractor will provided insulated, ventilated and/or water cooled curing facilities that are capable of being locked and maintaining an environment to prevent extreme exposure during initial cure time. Initial cure time for 28 day QC cylinders will be no less than 8 hours after initial set and no more than 48 hours. CCT will be responsible for transport of the QC cylinders.

Early strength specimens will be field cured until the test date, in a manner that best represents the condition of the concrete items the specimens represent.

Specimens shall be moved to the initial cure location immediately after molding the specimens.

Beams will be cured on-site in a manner to best represent the curing conditions of the concrete they represent.

W. Opening to construction loading and/or traffic and form removal

3500/4500 mixes: opening of pavement or structure loading will be based on field cured cylinders: a minimum of 70% of F_c will be required to proceed or field cured beams with a minimum requirement of 550 psi flexural strength.

PNC mix: opening of pavement will be based on field cured beams. A minimum of 300 psi flexural strength will be required to open.

Construction traffic/operations on recently placed concrete shall conform to the requirements of MDOT SSC 104. Concrete strength shall be verified in accordance with MDOT SSC 601.

X. Finish & Curing

Concrete items to receive trowel/float finish with broom/burlap/tine texture as applicable.

Spray cure will be applied where applicable. Structure concrete shall comply with MDOT SSC 706, with the curing compound conforming with MDOT SSC 903.

Y. Ride Quality

When applicable, pavement smoothness will comply with section 602 of the 2020 Standard Specifications for Construction

Z. QC Records

CCT will issue QC reports with 24 hours of placement and concrete cylinder breaks. Standard QC reports will include:

- Daily Field QC Report: all pertinent test data, quantities and mix data/adjustments.
- Concrete Break Report: all pertinent test and strength data.

Daily Field Reports will be entered into ProjectWise within 48 hours.

END OF PLAN –APPENDIX ATTACHED.

TECHNICIAN CERTIFICATIONS

**Michigan Concrete Association
Certification Board of Examiners**

hereby certifies that on 3/16/2023

Mitch Forst

did, by written and performance examinations, complete the requirements for

***Level I Concrete Field Testing Technician and
Level II Advanced Concrete Technician***

This certification expires on 4/15/2026

MCA Certification Board of Examiners
Michigan Department of Transportation
ACI – Greater Michigan Chapter
ACI – West Michigan Chapter
Alpena Community College



MCA Assistant Director of Training & Certification



Executive Director



Examiner – William Foster

AMERICAN CONCRETE INSTITUTE

This is to certify that

MITCH FORST

*has demonstrated knowledge and ability by
successfully completing the ACI Certification
requirements and is hereby recognized as an*

ACI Concrete Field Testing Technician – Grade I

Certified Date: 03/15/2023 Expires: 03/14/2028

Examiner of Record: William L. Foster



ACI Managing Director of Certification

The Authenticity of this certification can be verified at www.ACICertification.org/verify

This is to certify that

Karl Spoores Jr.

has demonstrated knowledge and ability by successfully completing the MCA certification requirements and is hereby recognized as a

Michigan Concrete Technician Level I

2/12/2021

William Foster

Examiner:

Date:

4/15/2024

Expires:

Michigan Concrete Association Certification Board of Examiners

Hereby certifies that on 5/11/2023

Mike Taylor

did, by written and performance examinations, complete the requirements for
Concrete Field Testing Technician Level I

This certification expires on 4/15/2026

MCA Certification Board of Examiners
Michigan Department of Transportation
ACI – Greater Michigan Chapter
ACI – West Michigan Chapter
Alpena Community College



MCA Assistant Director of Training & Certification



Examiner-William Foster



Executive Director-Daniel DeGraaf



This is to certify that

Mike Taylor

has demonstrated knowledge and ability by successfully completing the MCA certification requirements and is hereby recognized as a

Michigan Concrete Technician Level I

Date: 5/11/2023

Examiner: William Foster

Expires: 4/15/2026



This is to certify that

James Richardson

has demonstrated knowledge and ability by
successfully completing the MCTA certification
requirements and is hereby recognized as a

Michigan Concrete Technician Level I

Date: 2/12/2021

Examiner: William Foster

Expires: 4/15/2024

This is to certify that

Ramiro Diaz

has demonstrated knowledge and ability by
successfully completing the ACI examination
and is hereby certified as a

Concrete Field Technician Level 1

William Foster

Michigan Concrete Association Certification Board of Examiners

Hereby certifies that on 5/27/2021

Ramiro Diaz

and by written and performance examinations complete the requirements for

Concrete Field Technician Level 1

This certification expires on 4/15/2024
ASSOCIATION

MCA Certification Board of Examiners

Michigan Department of Transportation

ACI - Greater Michigan Chapter

ACI - West Michigan Chapter

Alpena Community College

[Signature]
MCA Director of Technical Services/Training

[Signature]
Executive Director-Daniel DeGraf

[Signature]
Examiner-William Foster

MIX DESIGN JMF'S



03/19/2024

Santos Cement 1 Inc.
860 Southfield
Lincoln Park, Michigan 48146
ATTN: Ralph and Jenne

Project: MDOT Letting 81000210417 Item #28

We submit the following mixes for the project listed above.

Mix	Use	Slump	Air	W/CM	Specified Strength
P1-SM-1A MDOT P1 3500 PSI AE W/MR	Sidewalks	5" +/-1"	5.5%-8.5%	0.45	3500 psi @ 28 Days
P1-SW-1A MDOT P1 3500 PSI AE 35% GGBFS W/WR	Curb and Gutter	3" +/-1"	5.5%-8.5%	0.44	3500 psi @ 28 Days
P1-6S25M-1A P1 6 SACK 25% GGBFS W/MR	8" Sidewalks/Ramps/Approaches	5" +/-1"	5.5%-8.5%	0.44	4000 psi @ 28 Days
P-NC0M-1A P-NC 3500 PSI AE W/MR W/O NCA	Pavement Repair	5" +/-1"	5.5%-8.5%	0.4	3500 psi @ 28 Days

The mix designs listed above have been designed in accordance with MDOT 2020 Standard Specifications for Construction and the project specifications also in reference to ACI 318-08, chapter 5 (Quality Concrete), and ACI standard deviation / over design requirements. Please forward any and all concrete tests for record keeping purposes to gcbreakdata@herculesconcrete.com

Please do not hesitate to reach out to your salesman or any Hercules staff for further assistance should you need anything further.

Respectfully submitted,

Dylan Hanf

Senior QC Technician

Hercules Materials Holdings, LLC.

JOB MIX FORMULA (JMF) CONCRETE FIELD COMMUNICATION

This form applies only to the project listed below and is not transferable to other projects

DISTRIBUTION: ORIGINAL - Project Engineer COPIES - Contractor, Lansing CFS, Region, Inspector

CONTROL SECTION 81000	JOB NUMBER 210417	PROJECT LOCATION South State Street & Granger Road	PROJECT ENGINEER Theresa Bridges - City of Ann Arbor
CONCRETE SUPPLIER Hercules Materials Holdings, LLC		PLANT LOCATION 2791 W Jefferson, Detroit/1285 Watson St, Ypsilanti	PLANT NUMBER HMH-01-DET-05-YPS
GRADE OF CONCRETE 3500	PSI REQUIREMENT 3500	MIX DESIGN NUMBER P1-SM-1A	INTENDED USE (S) Pavement/Sidewalks
PRIME / SUBCONTRACTOR(S) Santos Cement/ Fonson Company/ All Sub Contractors			CONTRACTOR QC PLAN Y <input type="checkbox"/> SUBMITTED? (MDOT use only) N <input type="checkbox"/>
STANDARD SPEC DATE 01/01/20	QC/QA SPECIAL PROVISION DATE	JMF EFFECTIVE DATE 03/19/24	AGG. CORRECTION .2

MATERIAL DESIGN SOURCES AND PROPERTIES

COARSE AGGREGATE	INTERMEDIATE AGGREGATE	FINE AGGREGATE
Aggregate Type <u>Limestone</u>	Aggregate Type _____	Source Name <u>Stoneco-Burmeister</u>
Source Name <u>Ottawa Lake</u>	Source Name _____	MDOT Source No <u>81-093</u>
MDOT Source No <u>58-003</u>	MDOT Source No _____	MDOT Series Class <u>2NS</u>
MDOT Series Class <u>6AA</u>	MDOT Series Class _____	Specific Gravity (Bulk Dry)* <u>2.61</u>
Specific Gravity (Bulk Dry)* <u>2.674</u>	Specific Gravity (Bulk Dry)* _____	Specific Gravity (Bulk SSD) optional <u>2.64</u>
Specific Gravity (Bulk SSD) optional <u>2.72</u>	Specific Gravity (Bulk SSD) optional _____	Absorption <u>1.1</u>
Absorption <u>1.75</u>	Absorption _____	Fineness Modulus (FM) <u>2.75</u>
Unit Weight (Dry Rodded) DR or <u>98.9</u>	Unit Weight (Dry Rodded) DR or _____	
Unit Weight (Dry Loose) DL <u>88</u>	Unit Weight (Dry Loose) DL _____	
Percent Crushed <u>100%</u>	Percent Crushed _____	
MDOT Freeze-Thaw (F-T) Dilation <u>0.010</u>	MDOT Freeze-Thaw (F-T) Dilation _____	
Specific Gravity (Bulk Dry) of F-T <u>2.65</u>	Specific Gravity (Bulk Dry) of F-T _____	
Sample* <u>12/07/21</u>	Sample* _____	
Date of MDOT Freeze-Thaw Report <u>12/07/21</u>	Date of MDOT Freeze-Thaw Report _____	

* If the bulk dry specific gravity is more than 0.04 less than the bulk dry specific gravity of the most recently tested freeze-thaw sample, the aggregate will be considered to have changed characteristics and be required to have a new freeze-thaw test conducted prior to the use on Department projects.

CEMENTITIOUS

Cement Source / Plant	<u>Sultan Cement Goltas Detroit</u>
Cement Type	<u>Type I-II</u>
Cement Specific Gravity	<u>3.15</u>
Fly Ash Source (distributor & plant)	_____
Fly Ash Class	_____
Fly Ash Specific Gravity	_____
Slag Cement Source	<u>Ash Grove (Detroit)</u>
Slag Cement Grade	<u>100</u>
Slag Cement Specific Gravity	<u>2.90</u>
Other	_____

ADMIXTURES

Air Entrainment	<u>0AE-PCA Premiere ConAir-X</u>
Water Reducer	<u>OMR50-PCA Premiere OptiFlo 50</u>
Water Reducer	_____
Water Reducer	_____
Accelerator	_____
Other	_____
(Indicate Source & Product name with ticket code)	
TYPE OF MIX WINTER/SUMMER	<u>Winter & Summer</u>

MIX PROPORTIONS

Volume of Coarse Aggregate (DR)	<u>65%</u>
Coarse Aggregate Weight (Dry)	<u>1740 (SSD 1770)</u>
Intermediate Aggregate Weight (Dry)	_____
Fine Aggregate Weight (Dry)	<u>1350 (SSD 1365)</u>
Portland Cement Weight	<u>342</u>
Fly Ash Weight	_____
Fly Ash Percent of Cementitious	_____
Slag Cement Weight	<u>184</u>
Slag Cement Percent of Cementitious	<u>35%</u>
Total Water Weight	<u>280</u>
Net Water Weight	<u>235</u>
WC (as designed)	<u>.45</u>
Air Entrainment (dosage)	<u>1 oz/cwt</u>
Water Reducer (dosage)	<u>5 - 6 oz/cwt</u>
Other (dosage)	_____

Design Slump	<u>5"</u>
Specified Slump	<u>4" - 6"</u>
Design Air %	<u>6.5%</u>
Specified Air %	<u>5.5% - 8.5%</u>
PSI minimum required	<u>3500</u>
Total Cementitious	<u>526</u>
Yield cu/ft	<u>27 +/- .02</u>

I certify that all applicable standard test methods have been followed verifying the mix design and JMF

Signature Walter Will
MCA Level II Expiration Date: 04/15/25
Date: 03/19/24



Concrete Mix Evaluation Report

Mix verification Method 1
 Mix ID P1-SM-1A
 Mix Name MDOT P1 3500 PSI AE
 W/MR
 Design Strength (f'c) 3500 psi @ 28 Days
 Required Strength (fcr) 4700 psi @ 28 Days

ACI 318 Required Average Strength

Number Of Tests 4
 Average Strength 6802 psi
 St Dev 706 psi
 St Dev (Modified) 706 psi

Test Date	Mix	Lab	Temp (Concrete) (°F)	Slump (in)	Air Content (%)	Unit Weight (lb/ft ³)	Comp Strength (3-Day) (psi)	Comp Strength (7-Day) (psi)	Acceptance Strength (28-Day) (psi)	Moving Average (psi)
03/31/2023	P1-SM-1A		66	5	5.6	145.4	2780	4400	7300	
03/31/2023	P1-SM-1A		67	5.75	6.1	144.5			7270	
03/31/2023	P1-SM-1A		66	5.5	5.7	144.8			6850	7140
06/14/2023	P1-SM-1A		61	6.25	7.8	142.2		3580	5790	6637

Each 28 Day Break is an average of 3 test cylinders

JOB MIX FORMULA (JMF) CONCRETE FIELD COMMUNICATION

This form applies only to the project listed below and is not transferable to other projects
DISTRIBUTION: ORIGINAL – Project Engineer COPIES – Contractor, Lansing CFS, Region, Inspector

CONTROL SECTION 81000	JOB NUMBER 210417	PROJECT LOCATION South State Street & Granger Road	PROJECT ENGINEER Theresa Bridges - City of Ann Arbor
CONCRETE SUPPLIER Hercules Materials Holdings, LLC		PLANT LOCATION 2791 W Jefferson, Detroit/1285 Watson St, Ypsilanti	PLANT NUMBER HMH-01-DET/-05-YPS
GRADE OF CONCRETE 3500	PSI REQUIREMENT 3500	MIX DESIGN NUMBER P1-SW-1A	INTENDED USE (S) Curb/Pavement
PRIME / SUBCONTRACTOR(S) Santos Cement/ Fonson Comapny/ All Sub Contractors			CONTRACTOR QC PLAN Y <input type="checkbox"/> SUBMITTED? (MDOT use only) N <input type="checkbox"/>
STANDARD SPEC DATE 01/01/20		QC/QA SPECIAL PROVISION DATE	JMF EFFECTIVE DATE 03/19/24
			AGG. CORRECTION .2

MATERIAL DESIGN SOURCES AND PROPERTIES

COARSE AGGREGATE	INTERMEDIATE AGGREGATE	FINE AGGREGATE
Aggregate Type <u>Limestone</u>	Aggregate Type _____	Source Name <u>Stoneco-Burmeister</u>
Source Name <u>Ottawa Lake</u>	Source Name _____	MDOT Source No. <u>81-093</u>
MDOT Source No. <u>58-003</u>	MDOT Source No. _____	MDOT Series Class <u>2NS</u>
MDOT Series Class <u>6AA</u>	MDOT Series Class _____	Specific Gravity (Bulk Dry)* <u>2.61</u>
Specific Gravity (Bulk Dry)* <u>2.674</u>	Specific Gravity (Bulk Dry)* _____	Specific Gravity (Bulk SSD) optional <u>2.64</u>
Specific Gravity (Bulk SSD) optional <u>2.72</u>	Specific Gravity (Bulk SSD) optional _____	Absorption <u>1.1</u>
Absorption <u>1.75</u>	Absorption _____	Fineness Modulus (FM) <u>2.75</u>
Unit Weight (Dry Rodded) DR or <u>98.9</u>	Unit Weight (Dry Rodded) DR or _____	
Unit Weight (Dry Loose) DL <u>88</u>	Unit Weight (Dry Loose) DL _____	
Percent Crushed <u>100%</u>	Percent Crushed _____	
MDOT Freeze-Thaw (F-T) Dilation <u>0.010</u>	MDOT Freeze-Thaw (F-T) Dilation _____	
Specific Gravity (Bulk Dry) of F-T Sample* <u>2.65</u>	Specific Gravity (Bulk Dry) of F-T Sample* _____	
Date of MDOT Freeze-Thaw Report <u>12/07/21</u>	Date of MDOT Freeze-Thaw Report _____	

* If the bulk dry specific gravity is more than 0.04 less than the bulk dry specific gravity of the most recently tested freeze-thaw sample, the aggregate will be considered to have changed characteristics and be required to have a new freeze-thaw test conducted prior to the use on Department projects.

CEMENTITIOUS

Cement Source / Plant	<u>Sultan Cement Goltas Detroit</u>
Cement Type	<u>Type I-II</u>
Cement Specific Gravity	<u>3.15</u>
Fly Ash Source (distributor & plant)	_____
Fly Ash Class	_____
Fly Ash Specific Gravity	_____
Slag Cement Source	<u>Ash Grove (Detroit)</u>
Slag Cement Grade	<u>100</u>
Slag Cement Specific Gravity	<u>2.90</u>
Other	_____

ADMIXTURES

Air Entrainment	<u>0AE-PCA Premiere ConAir-X</u>
Water Reducer	<u>0WR50-PCA Premiere OptiFlo 50</u>
Water Reducer	_____
Water Reducer	_____
Accelerator	_____
Other	_____
(Indicate Source & Product name with tickal code)	
TYPE OF MIX WINTER/SUMMER	<u>Winter & Summer</u>

MIX PROPORTIONS

Volume of Coarse Aggregate (DR)	<u>65%</u>	Design Slump	<u>3"</u>
Coarse Aggregate Weight (Dry)	<u>1740 (SSD 1770)</u>	Specified Slump	<u>0-3"</u>
Intermediate Aggregate Weight (Dry)	_____	Design Air %	<u>6.5%</u>
Fine Aggregate Weight (Dry)	<u>1351 (SSD 1366)</u>	Specified Air %	<u>5.5 - 8.5%</u>
Portland Cement Weight	<u>342</u>	PSI minimum required	<u>3500</u>
Fly Ash Weight	_____	Total Cementitious	<u>526</u>
Fly Ash Percent of Cementitious	_____	Yield cu/ft	<u>27 +/- .02</u>
Slag Cement Weight	<u>184</u>		
Slag Cement Percent of Cementitious	<u>35%</u>		
Total Water Weight	<u>279</u>		
Net Water Weight	<u>234</u>		
WC (as designed)	<u>.45</u>		
Air Entrainer (dosage)	<u>1 oz/cwt</u>		
Water Reducer (dosage)	<u>3 - 5 oz/cwt</u>		
Other (dosage)	_____		

I certify that all applicable standard test methods have been followed verifying the mix design and JMF

Signature Walter Will

MCA Level II Expiration Date: 04/15/25

Date: 03/19/24



Concrete Mix Evaluation Report

Mix Verification Method 1
 Mix ID P1-SW-1A
 Mix Name MDOT P1 3500 PSI AE 35%
 GGBFS WWR
 Design Strength (f_c) 3500 psi @ 28 Days
 Required Strength (f_{cr}) 4700 psi @ 28 Days

ACI 318 Required Average Strength
 Number Of Tests 3
 Average Strength 6300 psi
 St Dev 634 psi
 St Dev (Modified) 634 psi

Test Date	Mix	Lab	Temp (Concrete) (°F)	Slump (in)	Air Content (%)	Unit Weight (lb/ft ³)	Comp Strength (3-Day) (psi)	Comp Strength (7-Day) (psi)	Acceptance Strength (28-Day) (psi)	Moving Average (psi)
03/03/2023	P1-SW-1A		60	2.75	7.5	142.3	4010	5280	6970	
03/23/2023	P1-SW-1A		64	3	5.5	145.2		4220	6220	
03/23/2023	P1-SW-1A		64	3	6.9	141.8		3900	5710	6300

Each 28 Day Break is an average of 3 test cylinders

JOB MIX FORMULA (JMF) CONCRETE FIELD COMMUNICATION

This form applies only to the project listed below and is not transferable to other projects
DISTRIBUTION: ORIGINAL - Project Engineer COPIES - Contractor, Lansing CFS, Region, Inspector

CONTROL SECTION 81000	JOB NUMBER 210417	PROJECT LOCATION South State Street & Granger Road	PROJECT ENGINEER Theresa Bridges - City of Ann Arbor
CONCRETE SUPPLIER Hercules Materials Holdings, LLC		PLANT LOCATION 2791 W Jefferson, Detroit/1285 Watson St, Ypsilanti	PLANT NUMBER HMH-01-DET/05-YPS
GRADE OF CONCRETE 4000	PSI REQUIREMENT 4000	MIX DESIGN NUMBER P1-6S25M-1A	INTENDED USE (S) Pavement/Sidewalks
PRIME / SUBCONTRACTOR(S) Santos Cement/ Fonson Comapny/ All Sub Contractors			CONTRACTOR QC PLAN Y <input type="checkbox"/> SUBMITTED? (MDOT use only) N <input type="checkbox"/>
STANDARD SPEC DATE 01/01/20		QC/QA SPECIAL PROVISION DATE	JMF EFFECTIVE DATE 03/19/24
			AGG. CORRECTION .2

MATERIAL DESIGN SOURCES AND PROPERTIES

COARSE AGGREGATE	INTERMEDIATE AGGREGATE	FINE AGGREGATE
Aggregate Type <u>Limestone</u>	Aggregate Type _____	Source Name <u>Stoneco-Burmeister</u>
Source Name <u>Ottawa Lake</u>	Source Name _____	MDOT Source No. <u>81-093</u>
MDOT Source No <u>58-003</u>	MDOT Source No _____	MDOT Series Class <u>2NS</u>
MDOT Series Class <u>6AA</u>	MDOT Series Class _____	Specific Gravity (Bulk Dry)* <u>2.61</u>
Specific Gravity (Bulk Dry)* <u>2.674</u>	Specific Gravity (Bulk Dry)* _____	Specific Gravity (Bulk SSD) optional <u>2.64</u>
Specific Gravity (Bulk SSD) optional <u>2.72</u>	Specific Gravity (Bulk SSD) optional _____	Absorption <u>1.1</u>
Absorption <u>1.75</u>	Absorption _____	Fineness Modulus (FM) <u>2.75</u>
Unit Weight (Dry Rodded) DR or Unit Weight (Dry Loose) DL <u>98.9</u>	Unit Weight (Dry Rodded) DR or Unit Weight (Dry Loose) DL <u>88</u>	
Percent Crushed <u>100%</u>	Percent Crushed _____	
MDOT Freeze-Thaw (F-T) Dilatation <u>0.010</u>	MDOT Freeze-Thaw (F-T) Dilatation _____	
Specific Gravity (Bulk Dry) of F-T 2.65	Specific Gravity (Bulk Dry) of F-T _____	
Sample* Date of MDOT Freeze-Thaw Report <u>12/07/21</u>	Sample* Date of MDOT Freeze-Thaw Report _____	

* If the bulk dry specific gravity is more than 0.04 less than the bulk dry specific gravity of the most recently tested freeze-thaw sample, the aggregate will be considered to have changed characteristics and be required to have a new freeze-thaw test conducted prior to the use on Department projects.

CEMENTITIOUS

Cement Source / Plant	<u>Sultan Cement Goltas Detroit</u>
Cement Type	<u>Type I-II</u>
Cement Specific Gravity	<u>3.15</u>
Fly Ash Source (distributor & plant)	_____
Fly Ash Class	_____
Fly Ash Specific Gravity	_____
Slag Cement Source	<u>Ash Grove (Detroit)</u>
Slag Cement Grade	<u>100</u>
Slag Cement Specific Gravity	<u>2.90</u>
Other	_____

ADMIXTURES

Air Entrainment	<u>0AE-PCA Premiere ConAir-X</u>
Water Reducer	<u>0MR50-PCA Premiere OptiFlo 50</u>
Water Reducer	_____
Water Reducer	_____
Accelerator	_____
Other	_____
(Indicate Source & Product name with ticket code)	
TYPE OF MIX WINTER/SUMMER	<u>Winter & Summer</u>

MIX PROPORTIONS

Volume of Coarse Aggregate (DR)	<u>65%</u>	Design Slump	<u>5"</u>
Coarse Aggregate Weight (Dry)	<u>1730 (SSD 1760)</u>	Specified Slump	<u>4" - 6"</u>
Intermediate Aggregate Weight (Dry)	_____	Design Air %	<u>6.5%</u>
Fine Aggregate Weight (Dry)	<u>1291 (SSD 1305)</u>	Specified Air %	<u>5.5%- 8.5%</u>
Portland Cement Weight	<u>423</u>	PSI minimum required	<u>4000</u>
Fly Ash Weight	_____	Total Cementitious	<u>564</u>
Fly Ash Percent of Cementitious	_____	Yield cu/ft	<u>27 +/- .02</u>
Slag Cement Weight	<u>141</u>		
Slag Cement Percent of Cementitious	<u>25%</u>		
Total Water Weight	<u>294</u>		
Net Water Weight	<u>250</u>		
WC (as designed)	<u>44</u>		
Air Entrainer (dosage)	<u>1 oz/cwt</u>		
Water Reducer (dosage)	<u>5 - 6 oz/cwt</u>		
Other (dosage)	_____		

I certify that all applicable standard test methods have been followed verifying the mix design and JMF

Signature Walter Will

MCA Level II Expiration Date: 04/15/25

Date: 03/19/24



Concrete Mix Evaluation Report

Mix Verification Method 1

Mix ID P1-6S25M-1A

Mix Name P1 6 SACK 25% GGBFS
W/MR

Design Strength (f_c) 4000 psi @ 28 Days

Required Strength (f_{cr}) 5200 psi @ 28 Days

ACI 318 Required Average Strength

Number Of Tests 3

Average Strength 5507 psi

St Dev 143 psi

St Dev (Modified) 143 psi

Test Date	Temp (Concrete) (°F)	Slump (in)	Air Content (%)	Acceptance Strength (28-Day) (psi)	Moving Average (psi)
08/08/2023	80	5	6.8	5350	
09/06/2023	72	5	7.5	5630	
09/09/2023	73	4.5	7.4	5540	5507

Each 28 Day Break is an average of 3 test cylinders

JOB MIX FORMULA (JMF) CONCRETE FIELD COMMUNICATION

This form applies only to the project listed below and is not transferable to other projects
DISTRIBUTION: ORIGINAL – Project Engineer COPIES – Contractor, Lansing CFS, Region, Inspector

CONTROL SECTION 81000	JOB NUMBER 210417	PROJECT LOCATION South State Street & Granger Road	PROJECT ENGINEER Theresa Bridges - City of Ann Arbor
CONCRETE SUPPLIER Hercules Materials Holdings, LLC		PLANT LOCATION 1285 Watson St, Ypsilanti / 2791 W Jefferson, Detroit	PLANT NUMBER HMH-05-YP\$/01-DET
GRADE OF CONCRETE 3500	PSI REQUIREMENT 3500	MIX DESIGN NUMBER P-NC0M-1A	INTENDED USE (S) Pavement Repair
PRIME / SUBCONTRACTOR(S) Santos Cement/ Fonson Comapny/ All Sub Contractors			CONTRACTOR QC PLAN Y <input type="checkbox"/> SUBMITTED? (MDOT use only) N <input type="checkbox"/>
STANDARD SPEC DATE 01/01/20	QC/QA SPECIAL PROVISION DATE 04/30/20	JMF EFFECTIVE DATE 03/19/24	AGG. CORRECTION 0.2

MATERIAL DESIGN SOURCES AND PROPERTIES

COARSE AGGREGATE	INTERMEDIATE AGGREGATE	FINE AGGREGATE
Aggregate Type <u>Limestone</u>	Aggregate Type _____	Source Name <u>StoneCo-Burmeister</u>
Source Name <u>Ottawa Lake</u>	Source Name _____	MDOT Source No. <u>81-093</u>
MDOT Source No. <u>58-003</u>	MDOT Source No. _____	MDOT Series Class <u>2NS</u>
MDOT Series Class <u>6AA</u>	MDOT Series Class _____	Specific Gravity (Bulk Dry)* <u>2.61</u>
Specific Gravity (Bulk Dry)* <u>2.674</u>	Specific Gravity (Bulk Dry)* _____	Specific Gravity (Bulk SSD) optional <u>2.64</u>
Specific Gravity (Bulk SSD) optional <u>2.72</u>	Specific Gravity (Bulk SSD) optional _____	Absorption <u>1.1</u>
Absorption <u>1.75</u>	Absorption _____	Fineness Modulus (FM) <u>2.75</u>
Unit Weight (Dry Rodded) DR or <u>98.9</u>	Unit Weight (Dry Rodded) DR or _____	
Unit Weight (Dry Loose) DL <u>88</u>	Unit Weight (Dry Loose) DL _____	
Percent Crushed <u>100%</u>	Percent Crushed _____	
MDOT Freeze-Thaw (F-T) Dilatation <u>0.010</u>	MDOT Freeze-Thaw (F-T) Dilatation _____	
Specific Gravity (Bulk Dry) of F-T <u>2.65</u>	Specific Gravity (Bulk Dry) of F-T _____	
Sample* Date of MDOT Freeze-Thaw Report <u>12/07/21</u>	Sample* Date of MDOT Freeze-Thaw Report _____	

* If the bulk dry specific gravity is more than 0.04 less than the bulk dry specific gravity of the most recently tested freeze-thaw sample, the aggregate will be considered to have changed characteristics and be required to have a new freeze-thaw test conducted prior to the use on Department projects.

CEMENTITIOUS

Cement Source / Plant	<u>Sultan Cement Gollas Detroit</u>
Cement Type	<u>Type I-II</u>
Cement Specific Gravity	<u>3.15</u>
Fly Ash Source (distributor & plant)	_____
Fly Ash Class	_____
Fly Ash Specific Gravity	_____
Slag Cement Source	_____
Slag Cement Grade	_____
Slag Cement Specific Gravity	_____
Other	_____

ADMIXTURES

Air Entrainment	<u>0AE-PCA Premiere ConAir-X</u>
Water Reducer	<u>0MR50-PCA Premiere OtiFlo 50</u>
Water Reducer	_____
Water Reducer	_____
Accelerator	_____
Other	_____
(Indicate Source & Product name with ticket code)	
TYPE OF MIX WINTER/SUMMER	<u>Winter & Summer</u>

MIX PROPORTIONS

Volume of Coarse Aggregate (DR)	<u>65%</u>	Design Slump	<u>5"</u>
Coarse Aggregate Weight (Dry)	<u>1740 SSD (1770)</u>	Specified Slump	<u>4" - 6"</u>
Intermediate Aggregate Weight (Dry)	_____	Design Air %	<u>6.5%</u>
Fine Aggregate Weight (Dry)	<u>1167 SSD (1180)</u>	Specified Air %	<u>5.5% - 8.5%</u>
Portland Cement Weight	<u>658</u>	PSI minimum required	<u>3500</u>
Fly Ash Weight	_____	Total Cementitious	<u>658</u>
Fly Ash Percent of Cementitious	_____	Yield cu/ft	<u>27 +/- .02</u>
Slag Cement Weight	_____		
Slag Cement Percent of Cementitious	_____		
Total Water Weight	<u>308</u>		
Net Water Weight	<u>265</u>		
WC (as designed)	<u>0.4</u>		
Air Entrainment (dosage)	<u>1oz/cwt</u>		
Water Reducer (dosage)	<u>5 - 6 oz/cwt</u>		
Other (dosage)	_____		

I certify that all applicable standard test methods have been followed verifying the mix design and JMF

Signature Walter Will

MCA Level II Expiration Date 04/15/25

Date 03/19/24



Concrete Mix Evaluation Report

Mix Verification Method 1
 Mix ID P-NCOM-1A
 Mix Name P-NC 3500 PSI AE W/MR
 W/O NCA
 Design Strength (f_c) 3500 psi @ 28 Days
 Required Strength (f_{cr}) 4700 psi @ 28 Days

ACI 318 Required Average Strength

Number Of Tests 3
 Average Strength 6430 psi
 St Dev 815 psi
 St Dev (Modified) 815 psi

Test Date	Mix	Lab	Temp (Concrete) ("F)	Slump (in)	Air Content (%)	Unit Weight (lb/ft ³)	Comp Strength (7-Day) (psi)	Acceptance Strength (28-Day) (psi)	Moving Average (psi)
03/23/2023	P-NCOM-1A		68	5.75	8	138.4	4860	5920	
03/23/2023	P-NCOM-1A		66	5.5	7.8	139.6	4940	6000	
03/23/2023	P-NCOM-1A		66	5.5	6	142.4	5970	7370	6430

Each 28 Day Break is an average of 3 test cylinders

Sultan Cement, LLC
MATERIAL CERTIFICATE OF ANALYSIS : SULTAN CEMENT - GOLTAS
ASTM C 150 - PORTLAND CEMENT TYPE I/II LOW ALKALI

Date November 17-2022

	Physical Analysis	Results	Units	Limits	Test Method
Physical Analysis	Specific Gravity	3.15			ASTM C 188 - Density of Hydraulic Cement
	Autoclave Expansion (%)	-0.03	%	≤ 0.80	ASTM C 151 - Autoclave Expansion
	Sulphate Expansion (%)		%	≤ 0.020	ASTM C 1208 - Sulphate Expansion
	Initial time of Set - Vicat (min)	137	min	≤	ASTM C 191 - Vicat Needle of Hydraulic Cement
	Final time of Set - Vicat (min)	230	min	≤	ASTM C 191 - Vicat Needle of Hydraulic Cement
	Blaine (m ² /kg)	376	m ² /kg	≤ 260	ASTM C 204 - Blaine of Hydraulic Cement
	Air Content (%)	7	m ² /kg	≤ 12	ASTM C 185 - Air Content of Hydraulic Cement
	Normal Consistency (%)	25.6	%	25 - 35 %	
	Mortar Bar Expansion (%) (C1038)				ASTM C 1038 - Expansion of Hydraulic Cement
	Compressive 1 Day (Mpa / PSI)	2310	PSI		ASTM C 109 - Compressive Strength
	Compressive 3 Day (Mpa / PSI)	3620	PSI	≤ 1740 PSI	ASTM C 109 - Compressive Strength
	Compressive 7 Day (Mpa / PSI)	4410	PSI	≤ 2760 PSI	ASTM C 109 - Compressive Strength
	Compressive 28 Day (Mpa / PSI)	5730	PSI		ASTM C 109 - Compressive Strength
	Chemical Analysis	Chemical Analysis			
Loss on Ignition (LOI) (%)		1.3	%	3.0 % Max	ASTM C 114 - Chemical Analysis
Insoluble Residue (%)		0.6	%	1.5 % Max	ASTM C 114 - Chemical Analysis
Sulphur Trioxide (SO ₃) (%)		2.2	%	3.0 % Max	ASTM C 114 - Chemical Analysis
Magnesium Oxide (MgO) (%)		1.8	%	6.0 % Max	ASTM C 114 - Chemical Analysis
Silica Oxide (SiO ₂) (%)		20.7	%		ASTM C 114 - Chemical Analysis
Alumina Oxide (Al ₂ O ₃) (%)		4.6	%	6.0 % Max	ASTM C 114 - Chemical Analysis
Iron Oxide (Fe ₂ O ₃) (%)		3.4	%		ASTM C 114 - Chemical Analysis
Calcium Oxide (CaO) (%)		64.0	%		ASTM C 114 - Chemical Analysis
Sodium Oxide (Na ₂ O) (%)		0.2	%		ASTM C 114 - Chemical Analysis
Potassium Oxide (K ₂ O) (%)		0.6	%	6.0 % Max	ASTM C 114 - Chemical Analysis
Total Alkali (Na ₂ O + 0.658*K ₂ O) (%)		0.600		0.60 % Max	ASTM C 114 - Chemical Analysis
False Set (%)		100			
Tricalcium Silicate (C ₃ S) (%)		61	%		Bogue Compounds
Tricalcium Aluminate (C ₃ A) (%)	7	%	8.0 % Max	Bogue Compounds	
Dicalcium Silicate (C ₂ S) (%)	13	%		Bogue Compounds	
Tetracalcium Aluminoferrite (C ₄ AF)	10	%		Bogue Compounds	

The cement covered by this report complies with the current specifications for:
ASTM C 150 - PORTLAND CEMENT TYPE I/II and meets the optional requirement for **Low Alkali Cement**



STATE OF MICHIGAN
DEPARTMENT OF TRANSPORTATION
LANSING

GRETCHEN WHITMER
GOVERNOR

BRADLEY C. WIEFERICH, P.E.
ACTING DIRECTOR

April 20, 2023

Jeremy Chesterfield
Goltas Cement Company, Representative
Sultan Cement, LLC
12225 Stephens Road
Warren, MI 48089

Dear: Jeremy Chesterfield

Subject: Plant Location Goltas Cement Company – Isparta, Turkey

This letter is in response to your request to supply Type I Portland Cement to the Michigan Department of Transportation (MDOT). After careful evaluation of your submittal, your request has been approved. Your company will be placed on MDOT's Approved Manufacturers list for Portland Cement, Section 901. This letter serves as verification of approval to supply to MDOT projects.

Please submit Mill Test Reports biennially to:

MDOT-ConcreteTesting@Michigan.gov

Goltas Cement Company has designated Jeremy Chesterfield as the company representative for communications with MDOT. For this reason, any communications resulting from additional companies wishing to distribute or utilize cement from Goltas Cement Company on federally funded projects in Michigan will be directed to Jeremy. If there is any change to Jeremy Chesterfield's status as your designated representative, Goltas Cement Company must notify MDOT.

If you have any questions or concerns, please feel free to contact me at 517-812-8381 or ParsonsC2@Michigan.gov.

Sincerely,

Chris Parsons
Concrete Laboratory Supervisor

BUREAU OF FIELD SERVICES • CONSTRUCTION FIELD SERVICES • P.O. BOX 30049 • LANSING, MICHIGAN 48909
www.Michigan.gov/MDOT • 517-636-4914

Jeremy Chesterfield
Page 2
April 20, 2023

bcc: Kevin Kennedy
Tim Stallard
MDOT-MaterialsControl



STATE OF MICHIGAN
DEPARTMENT OF TRANSPORTATION
LANSING

BRADLEY C. WIEFERICH, P.E.
ACTING DIRECTOR

GRETCHEN WHITMER
GOVERNOR

April 20, 2023

Jeremy Chesterfield
Sultan Cement, LLC
12225 Stephens Road
Warren, MI 48089

Dear Jeremy Chesterfield:

Subject: Plant Location – Sultan Cement, LLC – Detroit Plant

This letter is in response to your request to supply Type I Portland Cement from Goltas Cement Company to the Michigan Department of Transportation (MDOT). After careful evaluation of your submittal, your request has been approved. Your company will be placed on MDOT's Approved Distribution Facility List for Portland Cement, Section 901. This letter serves as verification of approval to supply to MDOT projects.

Please submit:

- Mill Test Reports biennially
- Braun Intertec's Quality Control reports

All reports must be sent to MDOT-ConcreteTesting@Michigan.gov. If you have any questions or concerns, please feel free to contact me at 517-812-8381 or ParsonsC2@Michigan.gov.

Sincerely,

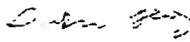
Chris Parsons
Concrete Laboratory Supervisor

Jeremy Chesterfield
Page 2
April 20, 2023

bcc: Kevin Kennedy
Tim Stallard
MDOT-MaterialsControl

**CERTIFICATE OF ANALYSIS: Ash Grove Detroit Slag Cement
ASTM: SLAG CEMENT (GRADE 100)**



		ANALYSIS OF			Dec 2022
PHYSICAL	ASTM C989-18 & AASHTO M302-18 REQUIREMENTS	LIMITS	AVG. of LAST 3 RESULTS	CURRENT MONTH	TEST METHOD
		Fineness 45 µm Sieve (%) Retained	≤ 20	---	2
	Specific Gravity		---	2.88	ASTM C604
	Blaine (m ² /kg)		---	560	ASTM C204
	Air Content (%)	≤ 12	---	3	ASTM C185
	Slag Test Cube Compressive Strength at 7-days (MPa / PSI)		18.1 / 2618	19.9 / 2890	ASTM C109 / C109M
	Control Cement Compressive Strength at 7-days (MPa / PSI)		26.7 / 3896	25.9 / 3750	ASTM C109 / C109M
	Slag Activity Index at 7-day (%)		67	68	
	Slag Test Cube Compressive Strength at 28-days (MPa / PSI)		37.3 / 5414	37.4 / 5420	ASTM C109 / C109M
	Control Cement Compressive Strength at 28-days (MPa / PSI)		34.8 / 5016	33.4 / 4850	ASTM C109 / C109M
	Slag Activity Index at 28-day (%)	95	108	103	
CHEMICAL	Sulphide Sulphur (%)	≤ 2.5	---	1.0	ASTM C114
COMMENTS					
Parameters with no limit listed are included for information purposes only, and are not requirements of the standards. The reference portland cement used for slag activity testing meets the requirements stated in ASTM C989 / 989M-14 clause 10.1.2 and Table 3.					
This certifies compliance with ASTM C989 / 989M-18, and AASHTO M302-18 Slag Cement Grade 100.					
REPORT PREPARED BY				PRINT DATE	
Xuping Feng - Tech Center Lab Manager Tests performed by Ash Grove Cement - Technical Center				 February 8, 2023	



04/12/2023

Ottawa Lake
 ASI # 58-003
 7555 Whiteford Rd
 Ottawa Lake, MI 49267

All sampling and testing are performed in accordance with ASTM Section 4 Construction Volume 04.02 and MDOT Standard Specification for Construction 2020 Table 902-2 Section 703.

2006-MDOT 6AA Limestone

Procedure	Sieve/Test	Average	Unit	MDOT 6AA
ASTMC136 &117 MTM 109&108	1 1/2"	100.0	%	100-100
	1"	99.7	%	95-100
	3/4"	84.6	%	
	1/2"	42.8	%	30-60
	3/8"	20.5	%	
	#4	3.4	%	0-8
	#8	1.7	%	
	#16	1.6	%	
	#30	1.5	%	
	#50	1.4	%	
	#100	1.3	%	
	#200	1.2	%	
MTM 110	Shale	0.5	%	0.0-2.0
MTM 110	Total Deleterious	0.6	%	
ASTM C131& MTM 102	LA Abrasion (B,500)	27.1	%	0.0-50.0
ASTM D 4791	Elongated (3:1)	2.0	%	
ASTM D4791	Elongated (5:1)	0.0	%	
ASTM D 4791	Flat (3:1)	0.0	%	
ASTM D4791	Flat (5:1)	0.0	%	
ASTM D 4791	Flat/Elongated (3:1)	1.0	%	
ASTM D4791	Flat/Elongated (5:1)	2.0	%	
ASTMD5821 & MTM 117	Fractured Faces (Total)	100.0	%	
ASTMD5821& MTM117	Questionable Faces (Total)	0.0	%	
ASTMD5821 & MTM 117	Unfractured Faces (Total)	0.0	%	
ASTMC117 MTM108	Wash Loss (#200/75um)	1.0	%	
MTM 110	Chert	0.0	%	0.0-4.0
ASTM C128	Absorption	2.1	%	
ASTM C128	SPGR (Dry,Gsb)	2.633		
ASTM C128	SPGR (SSD)	2.687		
ASTM C128	SPGR (Apparent,Gsa)	2.784		
ASTM C-29	Unit Wt (Loose)	82.2	lb/ft3	
ASTM C29	Unit Wt (Rodded)	93.3	lb/ft3	
ASTM C-29	Unit Wt SSD (Loose)	84	lb/ft3	
ASTM C29	Unit Wt SSD (Rodded)	95.2	lb/ft3	
ASTM C-29	Voids (Loose)	49.9	%	
ASTM C29	Voids (Rodded)	43.1	%	

All sampling and testing are performed in accordance with ASTM Section 4 Construction Volume 04.02 and MDOT



Ottawa Lake
ASI # 58-003
7555 Whiteford Rd
Ottawa Lake, MI 49267

04/12/2023

Standard Specification for Construction 2020 Table 902-2 Section 703.

Name/Title

Cynthia Brock / QC Tech



07/14/2023

Burmeister
 ASI # B1-93
 6068 Steinbach Rd.
 Ann Arbor, MI 48103

All sampling and testing are performed in accordance with ASTM Section 4 Construction volume 04.02 and MDOT Standard Specification for Construction 2020 Table 902.2 Section 703.

2272-2NS Sand

Procedure	Sieve/Test	Average	Unit	MDOT 2 NS Natural
ASTMC136&117 MTM109&108	3/8"	100.0	%	100-100
	#4	98.3	%	95-100
	#8	86.6	%	65-95
	#16	73.2	%	35-75
	#30	53.4	%	20-55
	#50	22.3	%	10-30
	#100	3.4	%	0-10
	#200	1.52	%	0-3
	Wash Loss (#200/75um)	1.4	%	0.0-3.0

All sampling and testing are performed in accordance with ASTM Section 4 Construction volume 04.02 and MDOT Standard Specification for Construction 2020 Table 902.2 Section 703.

Name/Title Cynthia Brock-MCAT-100602-0625 / QC
 Supervisor

BOWSER-MORNER, INC.

Delivery Address: 4518 Taylorsville Rd • Dayton, Ohio 45424 Mailing Address: P.O. Box 51 • Dayton, Ohio 45401

AASHTO/ISO 17025 Accredited • USACE Validated



LABORATORY REPORT

Report To: Stoneco
Attn.: Cyndy Brock
15203 S Telegraph Rd.
Monroe, MI 48161

Report Date: 08/05/22
Job No.: 201456
Report No.: 121028A
No. of Pages: 3

Report On: Laboratory Determination of Alkali-Silica Reactivity (ASR)

Procedure: Length Change of Concrete Due to Alkali-Silica Reaction (ASTM C 1293)

Material and Source Information

Sample Identification: MDOT 2NS
Fine Aggregate Source: Burmeister
Coarse Aggregate Source: Martin Marietta; Phillipsburg, OH
Cement Source: Fairborn Cement Company
Date Received: 07/02/21
Date Cast: 08/05/21

Results are summarized below and detailed on the attached data sheets.

	Average Length Change, %	ASTM C 1293 Specification, %
56 Days:	0.012	---
90 Days:	0.017	---
180 Days:	0.025	---
270 Days:	0.028	---
365 Days:	0.029	0.040 Max.

Bowser-Morner certifies that this test was performed in accordance with ASTM C1293 procedures.
Should you have any questions, or if we may be of further service, please contact me at (937) 236-8805, ext. 329.

Respectfully submitted,
BOWSER-MORNER, INC.

Scott D. Ruhkamp, Supervisor
Special Projects Section
Construction Materials Laboratory

SDR/sdr
121028A
1-File
1-cbrock@mipmc.com

Report To: Stoneco
 Sample ID: MDOT 2NS
 Source: Burmeister

Job No.: 201456
 Report No.: 121028A
 Date Received: 07/02/21

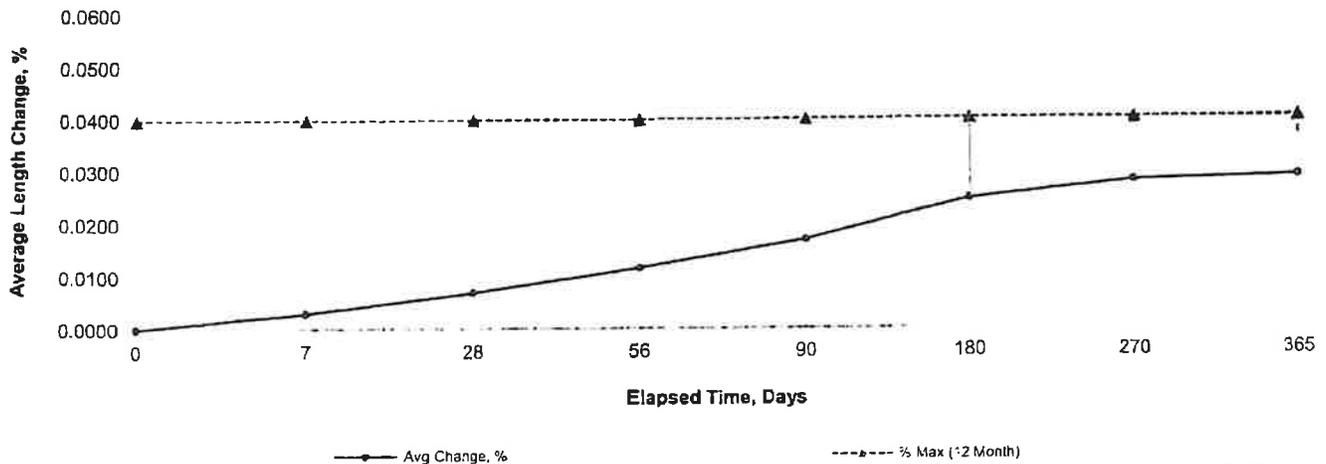
Concrete Mixture Summary				
Aggregates Used	Type	Source	Grading	
Coarse (Lab Standard)	#57 crLS	MMA-Phillipsburg, OH	Table 1, coarse	
Fine (Subject)	MDOT 2NS	Burmeister	Table 1, fine	
Cement Used	Source	Type	Na ₂ O Equiv., %	
Fairborn Cement Co.	Fairborn, OH	Portland Type I	0.81	
Pozzolan Used	Source	Type	Na ₂ O Equiv., %	
n/a	n/a	n/a	n/a	
Admixtures Used	Source	Type	Dosage Rate	
n/a	n/a	n/a	n/a	
Concrete Proportions, SSD, lbs/cubic yard				
Component	Source	Specific Gravity	Mass, lbs	Volume, cubic yard
Portland Cement	Fairborn Cement Co.*	3.15	708	3.60195
Water	BMI Standard	1.00	294	4.71154
#57 crLS	MMA-Phillipsburg, OH*	2.648	1847	11.17801
MDOT 2NS	Burmeister	2.660	1209	7.28383
Entrained Air, %:	n/a	n/a	2.3	0.62100
Total	n/a	n/a	4058	27.4
*The cement and coarse aggregate used in this test are BMI's laboratory standards and meet sections 7.1 and 7.2				
Sodium Hydroxide Added, %	W/Cm	Slump, inches	Air, %	
0.39	0.415	2 3/4	2.3	
Fresh Unit Weight, cubic yard	Mass Yield, %			
150.2	100.1			
Storage Containers				
6-gallon (23-liter) plastic pail with gamma seal lid conforming to ASTM C1293, sections 5.2.1 and 5.3.1				

Report To: Stoneco
 Sample ID: MDOT 2NS
 Source: Burmeister
 Date Cast: 08/05/21

Job No.: 201456
 Report No.: 121028A
 Date Received: 07/02/21
 Ref. Rod Length: 11.632314

Procedure: Length Change of Concrete Due to Alkali-Silica Reaction (ASTM C 1293)

Age, Days	ID	Reference Rod, inch	Specimen Readings, inch	Expansion, inch	Length Change, %	Avg. %
Initial 08/06/21	A	0.0000	-0.0095	11.6228	n/a	0.0000
	B	0.0000	-0.0038	11.6285	n/a	
	C	0.0000	-0.0120	11.6203	n/a	
7 08/13/21	A	0.0000	-0.0091	11.6232	0.0040	0.0030
	B	0.0000	-0.0035	11.6288	0.0030	
	C	0.0000	-0.0118	11.6205	0.0020	
28 09/03/21	A	0.0000	-0.0089	11.6234	0.0060	0.0070
	B	0.0000	-0.0031	11.6292	0.0070	
	C	0.0000	-0.0112	11.6211	0.0080	
56 10/01/21	A	0.0000	-0.0085	11.6238	0.0100	0.0117
	B	0.0000	-0.0027	11.6296	0.0110	
	C	0.0000	-0.0106	11.6217	0.0140	
90 11/05/21	A	0.0000	-0.0079	11.6244	0.0160	0.0170
	B	0.0000	-0.0020	11.6303	0.0180	
	C	0.0000	-0.0103	11.6220	0.0170	
180 02/04/22	A	0.0000	-0.0070	11.6253	0.0250	0.0247
	B	0.0000	-0.0012	11.6311	0.0260	
	C	0.0000	-0.0097	11.6226	0.0230	
270 05/06/22	A	0.0000	-0.0067	11.6256	0.0280	0.0280
	B	0.0000	-0.0008	11.6315	0.0300	
	C	0.0000	-0.0094	11.6229	0.0260	
365 08/05/22	A	0.0000	-0.0065	11.6258	0.0300	0.0287
	B	0.0000	-0.0009	11.6314	0.0290	
	C	0.0000	-0.0093	11.6230	0.0270	



OptiFlo® 50

Water-Reducing Admixture for Concrete

DESCRIPTION:

OptiFlo® 50 is a ready to use liquid chemical admixture formulated from a blend of high quality lignosulfonate and other proprietary ingredients designed to enhance the performance of plastic and hardened concrete.

OptiFlo® 50 is manufactured under rigid quality control measures to provide uniform, reliable results.

OptiFlo® 50 is designed to facilitate the placing and finishing of concrete, and is recommended for mixes where reduced water content and improved cement performance is desirable.

ADVANTAGES:

- Improves the quality of concrete by decreasing water-cement ratio
- Increases early and ultimate compressive and flexural strength
- Increases density and relative durability
- Resists damage caused by freezing and thawing
- Reduces water content needed for a given workability
- Reduces cracking and shrinkage
- Reduces surface bleeding
- Reduces mix segregation
- Provides variable control of setting time based on dosage rate
- Improves pumpability of concrete

COMPATIBILITY:

OptiFlo® 50 is compatible with all types of Portland cement, class C and F fly ash, slag, micro-silica, calcium chloride, fibers and approved air entraining and accelerating admixtures. Field evaluations to determine proper air entrainment dosage rates are suggested when using **OptiFlo® 50**. As the dosage rate of **OptiFlo® 50** is increased, the addition rate of air entraining admixture may be reduced by 25% to 50% to achieve the desired air content of the concrete mix.

For best results, each admixture should be dispensed separately into the concrete mix.



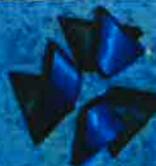
DOSAGE RATE:

Important: These recommended dosages are for when there are no additional water reducers in the mix design. When using water reducing admixtures in combination to meet ASTM standards, the dosages will vary. Consult your local technical sales reps for those combination dosages.

OptiFlo® 50 is recommended for use at a dosage rate of 3 to 8 fluid ounces per 100 pounds (196 to 521 mL per 100 kg) of cementitious materials. Dosage rates will vary depending on local materials and concrete performance objectives. **OptiFlo® 50** meets ASTM C494 Type A at 3-5 oz/cwt and ASTM Type D at 5-8 oz/ cwt.

Your technical sales representative will be happy to assist you in determining the optimum dosage rate to achieve your specific performance objectives.

Because local job conditions vary, please contact your local technical sales representative for further assistance if using outside recommended dosage ranges.



Premiere™
Concrete Admixtures

OptiFlo® 50

Water-Reducing Admixture for Concrete

SPECIFICATIONS:

Conforms to ASTM C 494 Types A and D, AASHTO M 194 Types A and D CRD C 87 Types A and D

TECHNICAL NOTE:

OptiFlo® 50 does not contain any purposely-added calcium chloride or other chloride based components. It will not promote or contribute to corrosion of reinforcing steel in concrete

STORAGE

OptiFlo® 50 may freeze at temperatures below 35° F (2° C). Although freezing does not harm **OptiFlo® 50**, precautions should be taken to protect it from freezing. If **OptiFlo® 50** should happen to freeze, thaw and reconstitute with mechanical agitation.

PACKAGING:

55-gallon drums, 275-gallon totes, and bulk tank truck

Premiere Concrete Admixtures warrants its products to be free from defects in material and manufacture. There are no other warranties by Premiere Concrete Admixtures of any nature whatsoever, expressed or implied. This information is based on data and knowledge believed to be true and accurate at time of publication and is offered as a resource for the users of our products. Premiere Concrete Admixtures assumes no liability in the use of this information and does not warrant the results obtained for any application. Premiere Concrete Admixtures shall not be liable for damages of any sort, the use or results of this product and shall not be responsible for conditions outside its control, including but not limited to, other materials, design, inspection, workmanship and field conditions. No statement, recommendation, or other information is intended to infringe on any patent or copyright held by others.



ConAir® X

Air Entraining Admixture for Concrete

DESCRIPTION:

ConAir® X is an aqueous solution specially formulated for use as an air entraining admixture for concrete.

ConAir® X is manufactured under strict quality control standards to insure uniform performance at the job site

ConAir® X may be used wherever air entrainment is required by concrete specifications. It is particularly useful in:

- Commercial and residential concrete
- Mass concrete
- Mixes with high fly ash contents
- All concrete to be exposed to freezing and thawing conditions
- Concrete exposed to de-icing salts
- Concrete to be mixed for an extended period of time

ADVANTAGES:

ConAir® X introduces millions of uniformly sized and spaced air voids throughout the concrete mixture. Concrete containing these tiny air bubbles has been proven far more resistant to freezing and thawing than plain concrete. **ConAir® X** in hardened concrete reduces permeability and enhances the resistance to surface deterioration caused by de-icing chemicals.

Concrete containing **ConAir® X** requires less water to achieve a given slump. **ConAir® X** can aid in concrete placing and finishing as the entrained air bubbles act as tiny "ball-bearings" to greatly improve the plasticity and workability of the concrete, making it easier to flow into forms or be pumped into place. Concrete mixes designed using **ConAir® X** can result in a reduction of segregation and honeycombing with smoother and more even finished surfaces. Reduced bleeding rate can be expected in air entrained mixes.



DOSAGE RATE:

There is no standard addition rate for **ConAir® X**. The amount to be used will vary with local materials and intended concrete performance requirements. Typical **ConAir® X** addition rates range from 0.2 to 3.0 ounces per 100 pounds (13 to 195 ml per 100 kg) of cement.

SPECIFICATIONS:

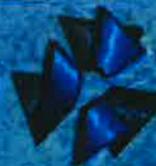
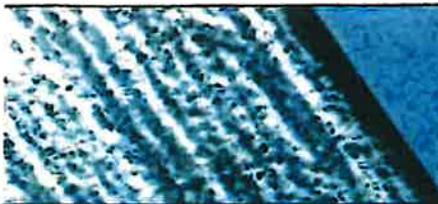
Conforms to ASTM C260 AASHTO M 154; CRD C 13 All other Federal and State specifications

TECHNICAL NOTE:

ConAir® X does not contain calcium chloride or any chloride based components. It will not promote or contribute to corrosion of reinforcing steel in concrete. A reduced bleeding rate can be expected in air entrained concrete mixes.

COMPATIBILITY:

ConAir® X is fully effective and compatible in concrete containing all types of portland cement, class C and F fly ash, microsilica, calcium chloride, fibers and approved water-reducing, accelerating and retarding admixtures. **ConAir® X** can be used in all white, colored, and architectural concrete. For best results, the air entrainment should be dispensed separately into the mix with the initial batch water or on damp, fine aggregate.



Premiere™
Concrete Admixtures

ConAir® X

Air Entraining Admixture for Concrete

STORAGE

ConAir® X should be stored at temperatures above 35°F (2°C) degrees. Although freezing does not harm the performance of **ConAir® X**, precautions should be taken to protect it from freezing. If it should happen to freeze, thaw and reconstitute with mechanical agitation. **Do Not Use Pressurized Air for Agitation.**

PACKAGING:

55-gallon drums, 275-gallon totes, and bulk tank truck

Premiere Concrete Admixtures warrants its products to be free from defects in material and manufacture. There are no other warranties by Premiere Concrete Admixtures of any nature whatsoever, expressed or implied. This information is based on data and knowledge believed to be true and accurate at time of publication and is offered as a resource for the users of our products. Premiere Concrete Admixtures assumes no liability in the use of this information and does not warranty the results obtained for any application. Premiere Concrete Admixtures shall not be liable for damages of any sort, the use or results of this product and shall not be responsible for conditions outside its control, including but not limited to, other materials, design, inspection, workmanship and field conditions. No statement, recommendation, or other information is intended to infringe on any patent or copyright held by others.



National Ready Mixed Concrete Association



Certificate of Conformance For Concrete Production Facilities

THIS IS TO CERTIFY THAT

Pegasus Plant, Ypsilanti, MI

Hercules Materials Holdings, LLC

HMH-05-YPS

has been inspected by the undersigned licensed professional engineer for conformance with the requirements of the *Check List for Ready Mixed Concrete Production Facilities*. As of the inspection date, the facilities met the requirements for production by

*Truck Mixing with Automatic Batching and Recordings of
Cementitious Materials, Aggregate, Water, and Chemical Admixtures*



Signature of Licensed Professional Engineer

April 26, 2023

Inspection Date

April 26, 2025

Certification Expiration Date

This company will maintain these facilities in compliance with the *Check List* requirements and will correct promptly any deficiencies which develop.

Signature of Company Official

V.P. Materials & C.C.
Title of Company Official

NOTICE: The Check List indicates only that plant facilities are satisfactory for the production of concrete when properly operated. Conformance of the concrete itself with specification requirements must be verified by usual inspection methods in accordance with sales agreements.

This certificate is issued by the National Ready Mixed Concrete Association on verification that the production facility conforms to the requirements of the NRMCA Certification of Ready Mixed Concrete Production Facilities, QC3. Unauthorized reproduction or misuse of this certificate may result in legal action.

Plant ID #: 860042

Certification ID #: 30751

© 1965, 1992, 2001, 2002, 2006, 2007, 2012

National Ready Mixed Concrete Association 66 Canal Center Plaza, Suite 250 • Alexandria • Virginia 22314

Metro
Scale
Company Inc.

A Michigan Corporation

17670 Allen Road Melvindale, MI 48122

Sales • Service • Calibrations • ISO/IEC 17025:2017

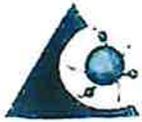
PH: 313-382-6190 Fax: 313-382-6194

Industrial Weighing Equipment
www.metroscaleco.com

Work Order No. 017386

DATE: 3-18-24

P.O. #		TECH <i>Mike Loh</i>	
CUSTOMER <i>Worsham Concrete Inc. Rogers Concrete</i>		<i>Mike Loh</i>	
ADDRESS <i>1285 Watson Ave</i>			
CITY <i>Ypsilanti</i>	STATE <i>MI</i>	ZIP <i>48198</i>	PHONE
EQUIPMENT		SERIAL NUMBER	
REMOVED FOR REPAIR <input type="checkbox"/>		RETURNED FROM REPAIR <input type="checkbox"/>	
WORK PERFORMED <i>Scale Inspection.</i>			
<i>Test & Calibrate The Batch Plant Scales. Made Adjustments Where Needed.</i>			
<i>The Scales Are OK For Use.</i>			
PARTS		COST	
		PRICE BREAKDOWN	COST
		PARTS TOTAL	
		SHOP LABOR	
		LABOR: HR. REG @ \$	
		LABOR: HR. O/T @ \$	
		ISO 17025 DOC.	
		TRUCK EXP.	
		TOTAL	
CUSTOMER SIGNATURE: <i>Justin Miller</i>			



PJLA
Calibration
Accreditation # 59303

METRO SCALE COMPANY, INC.
17670 ALLEN ROAD, MELVINDALE, MI 48122
PHONE: (313) 382-6190 FAX: (313) 382-6194

SCALE CALIBRATION REPORT

095390

TECHNICIAN: <i>Mr. Lull, Mr. Lull</i>	DATE: <i>3-18-21</i>	Next Due:
SCALE MFG: Mettler-Toledo	CUSTOMER: HERCULES CONCRETE INC(YPSIL)	
MODEL NO: IND 360	ADDRESS: PEGASUS CONCRETE	
SERIAL NO: C309746581	1285 WATSON AVE.	
LOCATION: Agg Scale Plant 5	YPSILANTI, MI 48198	
CAPACITY/RESOLUTION: 50,000 X 20 LB.		
CONDITION PRIOR TO CALIBRATION: <input checked="" type="checkbox"/> ACCEPTABLE <input type="checkbox"/> NEEDS REPAIR - UNABLE TO CAL.		
UNITS OF MEASURE: <input checked="" type="checkbox"/> POUNDS <input type="checkbox"/> KG <input type="checkbox"/> GRAMS <input type="checkbox"/> OTHER:		
CALIBRATED TO HANDBOOK 44 TOLERANCE: <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LEGAL FOR TRADE		

APPLIED WEIGHT	TEST READING		SERIAL NUMBERS OF WEIGHTS USED:				
	BEFORE	AFTER					
0 LB	0	0	<i>0N76, 0N77, 0N78 @ 1000 lb</i>				
3000 LB	<i>3000</i>	<i>3000</i>					
<i>6020 lb</i>	<i>6020</i>	<i>6020</i>	Shift Test: Before <u>L/C Cable/Indicator</u> After Position 1: <i>NA</i> <table border="1"><tr><td>1</td><td>2</td></tr></table> Position 2: <table border="1"><tr><td>3</td><td>4</td></tr></table> Position 3: Position 4:	1	2	3	4
1	2						
3	4						
<i>9020 lb</i>	<i>9020</i>	<i>9020</i>					
<i>12,040 lb</i>	<i>12,040</i>	<i>12,040</i>					
<i>15,240 lb</i>	<i>15,240</i>	<i>15,240</i>					
<i>18,220 lb</i>	<i>18,220</i>	<i>18,220</i>					
<i>21,300 lb</i>	<i>21,300</i>	<i>21,300</i>					
<i>27,200 lb</i>	<i>27,200</i>	<i>27,200</i>					
<i>36,080 lb</i>	<i>36,080</i>	<i>36,080</i>					

COMMENTS:

SCALE OK FOR USE YES NO

- NOTES:
- SCALE TOLERANCE AS APPLIED TO NIST HANDBOOK 44 REQUIREMENTS.
 - DEVICES LISTED ON THIS SHEET WERE CHECKED AND CALIBRATED WITH WEIGHTS TRACEABLE TO SI THROUGH N.I.S.T. CERTIFICATIONS FOR TEST WEIGHTS ARE AVAILABLE UPON REQUEST.
 - CALIBRATION COMPLIES WITH MSC INSTRUCTION QW 4.11.02, ISO IEC 17025:2017 AND WITH REFERENCE TO NIST HANDBOOK 44 WHERE APPLICABLE.
 - RESULTS OF THIS CALIBRATION RELATE ONLY TO THE ITEMS SPECIFIED ABOVE.
 - THIS REPORT IS NOT TO BE REPRODUCED EXCEPT IN FULL, WITHOUT WRITTEN PERMISSION OF MSC.
 - ALL CALIBRATIONS PERFORMED UNDER NORMAL WORKING ENVIRONMENTAL CONDITIONS UNLESS NOTED UNDER COMMENTS.
 - THE UNCERTAINTY CALCULATIONS ARE AVAILABLE UPON WRITTEN REQUEST FROM THE CUSTOMER.
 - END OF REPORT.



METRO SCALE COMPANY, INC.
 17670 ALLEN ROAD, MELVINDALE, MI 48122
 PHONE: (313) 382-6190 FAX: (313) 382-6194

No. 11456

SCALE CALIBRATION REPORT

TECHNICIAN: *Alan Latta, Mike Latta* DATE: *3-18-21*
 SCALE MFG: *Mettler Toledo* CUSTOMER: *Hercules Concrete Inc.*
 MODEL NO: *IND 360* ADDRESS: *Pegasus Concrete*
 SERIAL NO: *6909746576* *1385 Walsae Ave*
 LOCATION: *Conest Scale #2 Plant 5* *Xpsilanti MI 48199*
 CAPACITY/RESOLUTION: *10,000 X 5LB*
 CONDITION PRIOR TO CALIBRATION: ACCEPTABLE NEEDS REPAIR - UNABLE TO CAL.
 UNITS OF MEASURE: POUNDS KG GRAMS OTHER:
 CALIBRATED TO HANDBOOK 44 TOLERANCE: YES NO LEGAL FOR TRADE

APPLIED WEIGHT	TEST READING		SERIAL NUMBERS OF WEIGHTS USED:				
	BEFORE	AFTER					
<i>0 lb</i>	<i>0</i>	<i>0</i>	<i>ON76, ON77, ON78 @ 1000 lb</i>				
<i>1000 lb</i>	<i>1000</i>	<i>1000</i>					
<i>2000 lb</i>	<i>2000</i>	<i>2000</i>					
<i>3000 lb</i>	<i>3000</i>	<i>3000</i>	Shift Test: Before <i>LC Cable/Indicator</i> After				
<i>4050 lb</i>	<i>4050</i>	<i>4050</i>	Position 1:	<i>NA</i>	1	2	<i>NA</i>
<i>5050 lb</i>	<i>5050</i>	<i>5050</i>	Position 2:				
<i>6050 lb</i>	<i>6050</i>	<i>6050</i>	Position 3:				
			Position 4:		3	4	

COMMENTS:

SCALE OK FOR USE YES NO

NOTES:

- SCALE TOLERANCE AS APPLIED TO NIST HANDBOOK 44 REQUIREMENTS.
- DEVICES LISTED ON THIS SHEET WERE CHECKED AND CALIBRATED WITH WEIGHTS TRACEABLE TO SI THROUGH N.I.S.T. CERTIFICATIONS FOR TEST WEIGHTS ARE AVAILIABLE UPON REQUEST.
- CALIBRATION COMPLIES WITH MSC INSTRUCTION QW 4.11.02, ISO IEC 17025:2017 AND WITH REFERENCE TO NIST HANDBOOK 44 WHERE APPLICABLE.
- RESULTS OF THIS CALIBRATION RELATE ONLY TO THE ITEMS SPECIFIED ABOVE.
- THIS REPORT IS NOT TO BE REPRODUCED EXCEPT IN FULL, WITHOUT WRITTEN PERMISSION OF MSC.
- ALL CALIBRATIONS PERFORMED UNDER NORMAL WORKING ENVIORNMENTAL CONDITIONS UNLESS NOTED UNDER COMMENTS.
- THE UNCERTAINTY CALCULATIONS ARE AVAILABLE UPON WRITTEN REQUEST FROM THE CUSTOMER.
- END OF REPORT.



METRO SCALE COMPANY, INC.
 17670 ALLEN ROAD, MELVINDALE, MI 48122
 PHONE: (313) 382-6190 FAX: (313) 382-6194

No. 11458

SCALE CALIBRATION REPORT

TECHNICIAN: *Alex Lelle, Mike Lelle* DATE: *3-18-21*
 SCALE MFG: *Mettler Toledo* CUSTOMER: *Hercules Casarte Inc.*
 MODEL NO: *IND 360* ADDRESS: *Pegasus Casarte*
 SERIAL NO: *6309746247* *1285 Walter Ave*
 LOCATION: *Conest Scale #1 Plant 5* *Ypsilanti, MI 48198*
 CAPACITY/RESOLUTION: *10,000 x 5Lb*
 CONDITION PRIOR TO CALIBRATION: ACCEPTABLE NEEDS REPAIR - UNABLE TO CAL.
 UNITS OF MEASURE: POUNDS KG GRAMS OTHER:
 CALIBRATED TO HANDBOOK 44 TOLERANCE: YES NO LEGAL FOR TRADE

APPLIED WEIGHT	TEST READING		SERIAL NUMBERS OF WEIGHTS USED:			
	BEFORE	AFTER				
<i>0 lb</i>	<i>0</i>	<i>0</i>	<i>0.1g, 0.1g, 0.1g @ 1000lb</i>			
<i>1000 lb</i>	<i>1000</i>	<i>1000</i>				
<i>2000 lb</i>	<i>2000</i>	<i>2000</i>	Shift Test:	Before	L/C Cable/Indicator	After
<i>3000 lb</i>	<i>3000</i>	<i>3000</i>	Position 1:	<i>NA</i>	1	2
<i>4005 lb</i>	<i>4005</i>	<i>4005</i>	Position 2:			
<i>5005 lb</i>	<i>5005</i>	<i>5005</i>	Position 3:			
<i>6005 lb</i>	<i>6000</i>	<i>6000</i>	Position 4:		3	4

COMMENTS:

SCALE OK FOR USE YES NO

- NOTES:
- SCALE TOLERANCE AS APPLIED TO NIST HANDBOOK 44 REQUIREMENTS.
 - DEVICES LISTED ON THIS SHEET WERE CHECKED AND CALIBRATED WITH WEIGHTS TRACEABLE TO SI THROUGH N.I.S.T. CERTIFICATIONS FOR TEST WEIGHTS ARE AVAILIABLE UPON REQUEST.
 - CALIBRATION COMPLIES WITH MSC INSTRUCTION QW 4.11.02, ISO IEC17025:2017 AND WITH REFERENCE TO NIST HANDBOOK 44 WHERE APPLICABLE.
 - RESULTS OF THIS CALIBRATION RELATE ONLY TO THE ITEMS SPECIFIED ABOVE.
 - THIS REPORT IS NOT TO BE REPRODUCED EXCEPT IN FULL, WITHOUT WRITTEN PERMISSION OF MSC.
 - ALL CALIBRATIONS PERFORMED UNDER NORMAL WORKING ENVIRONMENTAL CONDITIONS UNLESS NOTED UNDER COMMENTS.
 - THE UNCERTAINTY CALCULATIONS ARE AVAILABLE UPON WRITTEN REQUEST FROM THE CUSTOMER.
 - END OF REPORT.

DISPENSER CALIBRATION

Premiere Concrete Admixtures
PO Box 277
Pioneer, Ohio 43154
(303) 503-3418



Pegasus
Hercules Material Holdings LLC
1285 Watson St
Ypsilanti, MI 48198
United States

Date Of Certification

Certified By

3/11/2021

Dispenser Serial	Dispenser Product	Mastered	Measured	Tol %
D-0821	ConAir X	80	80	0%
D-0821	ConAir 260	60	60	0%
D-0821	ProLong L	120	120	0%
D-0821	OptiFlo 50	120	120	0%
D-0821	OptiFlo MR	200	200	0%
D-0821	UltraFlo 2000	200	200	0%
D-0821	NitroCast K	260	260	0%
D-0821	Impede CNI	256	256	0%
D-1947	D-Air	10	10	0%
D-1947	FLO - L	10	10	0%

Certificate Signature

A handwritten signature in black ink, consisting of a series of connected loops and lines, positioned below the "Certificate Signature" label.



Water Meter Accuracy Verification
55 Gallon Drum Calibration Sheet

Date of Calibration 03/18/2024

Next Calibration Date 06/18/2024

Plant Information

Plant Name	Pegasus Concrete	MDOT Plant No.	HMH-05-YPS
Plant Number	1		
Water Temp	60		
Ambient Temp	40		
Meter Type	Flow		
Meter Brand	Badger Meter		
Source	Ypsilanti Water Department		

TEST # 1

Metered Quantity	<u>250</u>	Meter Setting	0.0023
Measured Quantity	<u>250</u>	Adjusted Setting	NA

Test # 2

Metered Quantity	<u>250</u>	Meter Setting	0.0023
Measured Quantity	<u>250</u>	Adjusted Setting	NA

Test # 3

Metered Quantity	<u>250</u>	Meter Setting	0.0023
Measured Quantity	<u>250</u>	Adjusted Setting	NA

The above calibration has been done in accordance with ASTM C94 and MDOT

I certify that the above information and test results are true and accurate.

Dylan Hanf 03/18/2024

Jon Medere 03/18/2024

National Ready Mixed Concrete Association



Certificate of Conformance For Concrete Production Facilities

THIS IS TO CERTIFY THAT

Detroit Plant 1, Detroit, MI
Hercules Concrete, LLC

HMH-01-DET

has been inspected by the undersigned licensed professional engineer for conformance with the requirements of the *Check List for Ready Mixed Concrete Production Facilities*. As of the inspection date, the facilities met the requirements for production by

***Central Mixing with Automatic Batching and Recordings of
Cementitious Materials, Aggregate, Water, and Chemical Admixtures***



Signature of Licensed Professional Engineer

June 01, 2022

Inspection Date

June 03, 2024

Certification Expiration Date

This company will maintain these facilities in compliance with the *Check List* requirements and will correct promptly any deficiencies which develop.

Signature of Company Official

Title of Company Official

NOTICE: The Check List indicates only that plant facilities are satisfactory for the production of concrete when properly operated. Conformance of the concrete itself with specification requirements must be verified by usual inspection methods in accordance with sales agreements.

This certificate is issued by the National Ready Mixed Concrete Association on verification that the production facility conforms to the requirements of the NRMCA Certification of Ready Mixed Concrete Production Facilities, QC3. Unauthorized reproduction or misuse of this certificate may result in legal action.

Plant ID #: 854246

Certification ID #: 29206

© 1965, 1992, 2001, 2002, 2006, 2007, 2012

National Ready Mixed Concrete Association 66 Canal Center Plaza, Suite 250 • Alexandria • Virginia 22314



APPROVED FOR USE BY: [Signature] DATE: 11/13/14

ADDRESS 2791 W. JEFFERSON

MODEL NO: 201

SERIAL NO: E36119-0156

LOCATION: Cement Scale

DETROIT, MI 48216

CAPACITY/RESOLUTION: 10,000 X 2 LB

CONDITION PRIOR TO CALIBRATION: ACCEPTABLE NEEDS REPAIR UNABLE TO CAL

UNITS OF MEASURE: POUNDS KG GRAMS OTHER

CALIBRATED TO HANDBOOK 44 TOLERANCE: YES NO LEGAL FOR TRADE

APPLIED WEIGHT	TEST READING		SERIAL NUMBERS OF WEIGHTS USED	Shift Test:			
	BEFORE	AFTER		Before	Cable Indicator		After
0 LB	0	0	2012, 103 @ 1000 LB				
1000 LB	1000	1000					
2000 LB 2016	2016	2016					
3008 LB	3008	3008		Position 1	1	2	NA
4000 LB	4000	4000		Position 2:			
5048 LB	5050	5050		Position 3:			
6054 LB	6054	6054		Position 4:		4	

COMMENTS

SCALE OK FOR USE YES NO

- 1. SCALE TOLERANCE AS APPLIED TO NIST HANDBOOK 44 REQUIREMENTS
- 2. DEVICES LISTED ON THIS SHEET WERE CHECKED AND CALIBRATED WITH WEIGHTS TRACEABLE TO S
- 3. THROUGH NIST. CERTIFICATIONS FOR TEST WEIGHTS ARE AVAILABLE UPON REQUEST
- 4. CALIBRATION COMPLIES WITH MSC INSTRUCTION QW 41102, ISO IEC 17025:2011 AND WITH REFERENCE TO
- 5. NIST HANDBOOK 44 WHERE APPLICABLE
- 6. RESULTS OF THIS CALIBRATION RELATE ONLY TO THE ITEMS SPECIFIED ABOVE
- 7. THIS REPORT IS NOT TO BE REPRODUCED EXCEPT IN FULL WITHOUT WRITTEN PERMISSION OF MSC
- 8. ALL CALIBRATIONS PERFORMED UNDER NORMAL WORKING ENVIRONMENTAL CONDITIONS UNLESS NOTED
- 9. UNDER COMMENTS
- 10. THE UNCERTAINTY CALCULATIONS ARE AVAILABLE UPON WRITTEN REQUEST FROM THE CUSTOMER
- 11. END OF REPORT



METRO SCALE COMPANY, INC.

17670 ALLEN ROAD MELVINDALE, MI 48122

PHONE (313) 382-6190 FAX (313) 382-6194

SCALE CALIBRATION REPORT

SCALE MFR: Cardinal
 MODEL NO: 201
 SERIAL NO: E36419-0104
 LOCATION: Agg Scale
 DATE: 10/22/02
 CUSTOMER: HERCOLE'S CONCRETE INC.
 ADDRESS: 2781 W. JEFFERSON
 DETROIT, MI 48216

CAPACITY/RESOLUTION: 45,000 x 10 LB
 CONDITION PRIOR TO CALIBRATION: ACCEPTABLE NEEDS REPAIR - UNABLE TO CAL
 UNITS OF MEASURE: POUNDS KG GRAMS OTHER
 CALIBRATED TO HANDBOOK 44 TOLERANCE: YES NO LEGAL FOR TRADE

APPLIED WEIGHT	TEST READING		SERIAL NUMBERS OF WEIGHTS USED			
	BEFORE	AFTER				
0 LB	0	0	0076, 0077, 0078 & 1000lb			
2000 LB	2000	2000				
4000 LB 4080	4080	4080				
6000 LB 6090	6090	6090				
9100 LB	9100	9100				
12,100 LB	12,100	12,100				
15,400 LB	15,400	15,400				
18,410 LB	18,410	18,410				
21,060 LB	21,060	21,060				
36,110 LB	36,110	36,110				

Shift Test:	Before	Calibrated	After
Position 1:	NA	1	NA
Position 2:		2	
Position 3:			
Position 4:		3	4

COMMENTS:

SCALE OK FOR USE YES

SCALE PERFORMANCE AS APPLIED TO NIST HANDBOOK 44 REQUIREMENTS
 WEIGHTS TESTED ON THIS SHEET WERE CHECKED AND CALIBRATED WITH WEIGHTS TRACEABLE TO SI
 THROUGH NIST. CERTIFICATIONS FOR TEST WEIGHTS ARE AVAILABLE UPON REQUEST.
 CALIBRATION COMPLIES WITH MSC INSTRUCTION QW 3110 (ISO 9001:2000) AND WITH REFERENCE TO
 NIST HANDBOOK 44 WHERE APPLICABLE.
 RESULTS OF THIS CALIBRATION RELATE ONLY TO THE TESTS SPECIFIED ABOVE.
 THIS REPORT IS NOT TO BE REPRODUCED EXCEPT IN FULL WITHOUT WRITTEN PERMISSION OF MSC.
 ALL CALIBRATIONS PERFORMED UNDER NORMAL WORKING ENVIRONMENTAL CONDITIONS UNLESS NOTED
 UNDER COMMENTS.
 THE UNDERPARTS AND OPERATIONS ARE AVAILABLE UPON WRITTEN REQUEST FROM THE CUSTOMER
 LINE OF REPORT.

DISPENSER CALIBRATION

Premiere Concrete Admixtures
PO Box 277
Pioneer, Ohio 43554
(800) 503-3418



Hercules Concrete LLC
Hercules Material Holdings LLC
115 Rosa Parks Blvd
Detroit, MI 48216
United States

Date Of Certification September 21, 2023

Certified By Chris Burrer

Dispenser Serial	Dispenser Product	Metered	Measured	Tot %
D-1920	ProLong L	120	120	0%
D-1939	ConAir X	80	80	0%
D-1939	ConAir 260	60	60	0%
D-1939	OptiFlo 50	120	120	0%
D-1939	OptiFlo MR	160	160	0%
D-1939	UltraFlo 2000	200	200	0%
D-1939	** SPARE BOTTLE **	0	0	0%
D-1940	NitroCast K	256	256	0%
D-1941	Impede CNI	256	256	0%
D-1951	D-AIR Drum	0	0	0%
D-1951	FLO - L	0	0	0%

Certificate Signature

CB



Water Meter Accuracy Verification
55 Gallon Drum Calibration Sheet

Date of Calibration 1/27/2024

Next Calibration Date 7/27/2024

Plant Information

Plant Name	Hercules Concrete	MDOT Plant No.	HMH-01-DET
Plant Number	1		
Water Temp	50		
Aimambient Temp	35		
Meter Type	Flow		
Meter Brand	Badger Meter		
Source	City of Detroit Water		

TEST # 1

Metered Quantity	<u>55</u>	Meter Setting	0.0385
Measured Quantity	<u>55</u>	Adjusted Setting	NA

Test # 2

Metered Quantity	<u>55</u>	Meter Setting	0.0385
Measured Quantity	<u>55</u>	Adjusted Setting	NA

Test # 3

Metered Quantity	<u>55</u>	Meter Setting	0.0385
Measured Quantity	<u>55</u>	Adjusted Setting	NA

The above calibration has been done in accordance with ASTM C94 and MDOT

I certify that the above information and test results are true and accurate.

Joseph Kowtko 1/27/2024

Brady Peterson 1/27/2024



12225 Stephens Rd.
Warren, MI 48089

***CONTRACTOR / PRODUCTION PLANT
AGGREGATE STOCKPILE MANAGEMENT PLAN***

Submitted By: Shane Ziegler

Hercules Materials Holdings, LLC

12225 Stephens Road,
Warren, MI 48089

MDOT – Stockpile Management Plan

The plan covers the procedures that Hercules Materials Holdings, LLC intends to implement to ensure compliance with current industry standards and to MDOT 2020 Standard Specifications for Construction, except as provided by contract proposal as stated on title page of this plan. This plan covers the procedures for determining optimized aggregate gradations for Portland Cement Concrete (PCC), Grade 3500HP, 4500HP or other blended optimized grade.

All Hercules Material Holding plants are MDOT qualified and NRMCA certified per ASTM C-94 Standards. All plants supplying concrete in Metro Detroit are also inspected bi-annually by Wayne County.

Aggregates utilized for MDOT projects are from approved manufactures for

Coarse, Intermediate and 2NS aggregates. All aggregates will be delivered to the plants via gravel bulk haulers. Once our distribution hub has been qualified we will distribute boat stone from the dock to our own producing plants.

Materials,

Aggregate Sources; Aggregates delivered to our production facilities are from MDOT's Approved Manufactures. Boat stone is delivered to our dock from pre-approved distributors. Aggregates purchased from this list are produced with strict compliance with MDOT standards and testing according to the suppliers Quality Control Plan as submitted by them to MDOT for review and approval.

Supplier production and load out sample gradation analysis are provided weekly by supplier, and often times at greater frequency as they monitor daily production to ensure compliance with their quality control plan.

Project specifications will be followed to ensure the correct aggregate is being utilized per the project requirements. Specifically absorption limits and Freeze thaw requirements will be strictly followed.

Stock Pile Management

Shipping / Delivery; Aggregates are delivered to Hercules Material Holdings, LLC locations by qualified, insured bulk delivery professionals. They will be used for daily hauling of all aggregates used in production of concrete. The bulker drivers are familiar with our supplier's facilities and also understand our plant process and material locations to ensure no cross contamination between aggregates sources. In fact our material codes will be shared with our suppliers to ensure the bulk drivers are requesting the correct material. Delivery professionals will not unload at our production plants until authorized to do so by the plant manager / stock pile manager. Load in tickets will be delivered to the plant operator, stamped, entered into our stock managing system and delivered to the main office for payment.

Storage; Aggregates are stockpiled by loader or loaded directly into plant bins dependent on plant configuration.

Stockpiles will be maintained to eliminate contamination from yard traffic. No Calcium Chloride will be permitted for use as dust control in the aggregate stockpile area.

Stockpiles shall be maintained in separate piles and/or bins. Bins will be properly marked and identified to inform delivery professionals unload in the correct location.

In addition to performing aggregate gradations required for production gradations Hercules will monitor Aggregate Supplier load outs for deviation in gradations and also run gradations internally. All technicians utilized in sampling and grading analysis are certified to perform test by Michigan Certified Aggregate Technicians. Individual Certification will be submitted with this QC Plan.

Preconditioning; All attempts will be employed to maintain aggregate moisture contents to SSD, provided it does not compromise mix uniformity due to excess moisture contents. Aggregate moisture checks will be performed as needed to ensure compliance.

Handling and moving aggregates will be kept to a minimum to decrease the amount of material degradation occurring that contributes to the aggregates Loss by Wash (LBW).

Verification of Physical Requirements; included with the concrete mix submittal package a copy of written verification from the aggregate suppliers that the materials meet the specified physical requirements including supporting documentation and most current MDOT Freeze thaw test.

Aggregate Sampling Procedure / Process Control

Michigan Certified Aggregate Technicians will be utilized to sample, perform mechanical analysis and report all gradation analysis.

Job Mix formula has been developed by utilizing quality control pit gradations as well as mini stockpile gradations.

All sampling and gradation reporting has been completed by Michigan Certified Aggregate Technician (MCAT). If a failed result occurs a re-sample should be performed immediately on a new mini stockpile method. If the material fails a second time the supplier shall be notified and requested to sample a load in from the source. If that sample fails than the material shall be replaced at the suppliers cost.

Determination of Optimum Aggregate Proportions; Hercules Materials Holdings, LLC utilizes a Quality Control computer program produced by Stonemont. The program is a used for our internal quality management of aggregates, concrete samples and mix design submittals. Our gradations are entered into Stonemont program and then the resultant gradations are used to determine the optimized aggregate proportions for both the theoretical design and also the weekly production gradations as required for MDOT compliance. The intent is to sample Thursday am, allowing a submittal to occur Friday for the following week. We will submit the gradations on MDOT's official gradation worksheet for acceptance.

Individual samples will be obtained for coarse, intermediate and fine aggregate, as discussed in MDOT 2020 Standard Specifications for Construction.

The Theoretical Combined Aggregate gradations; the theoretical gradations meeting sections 4.4.1.1.1, 4.4.1.1.2, 4.4.1.1.3 and 4.4.1.1.4 are included in the Concrete Mix design submittal package for this project and will be attached to the Job Mix Formula (MDOT Form 1976).

Coarseness Factor; the coarseness factor (CF) has been calculated based on the formula in 2020 specifications and is calculated to the nearest tenth. The CF is included in the concrete mix submittal package.

Workability Factor; the workability factor (WF) has been calculated based on the formula in 2020 specifications and is calculated to the nearest tenth. The WF is included in the concrete mix submittal package.

The CF vs WF Chart is included with the concrete submittal package.

Process Control During Concrete Production;

Action & Suspension Limits:

<u>Quality Characteristic</u>	<u>Action Limits</u>	<u>Suspension Limits</u>
Coarseness Factor	< 50 or > 73	< 45 or > 75
Workability Factor	< 30 or > 38	< 28 or > 44

Corrective Action Limits

Action Limits will be monitored throughout the production process.

Action limits are set at the operation boundary limits as established on Table 902-1 Grading Requirements chart as provided by MDOT.

The Contractor/Engineer will be notified whenever the process approaches an action limits.

Suspension of Work Limits

When and if the production gradations resulted a value that is outside the operational limits as set by the chart provided by MDOT, production will cease and the following will be implemented to correct the gradation back within the action limits / operational boundaries lines.

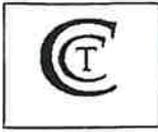
Material causing values to exceed limits will be removed from production operations and stockpiled separately as to not be incorporated into production.

Stockpile to be investigated for segregation possibilities

Suppliers Load out reports to be reviewed for discrepancies

Supplier to be contacted and revise producing operations if gradations need to be altered and brought back within MDOT requirements.

SAMPLE TEST REPORTS



CONSTRUCTION CONSULTING & TESTING, INC.

TOLEDO OFFICE - 700 S. River Road Waterville, Ohio 43566 Ph.: (419) 878-7304
DETROIT OFFICE - 35410 Mound Rd. Sterling Hts., Michigan 48310 Ph.: (586) 795-2877

Client:

Project:

Date:

CCT No.:

REPORT OF CONCRETE COMPRESSIVE STRENGTH

DATE OF POUR:

LOCATION OF POUR:

SUPPLIER:

TICKET NO.:
MIX I.D.:

FIELD DATA:

BATCH WEIGHTS, (lbs):

DATE:
BATCH TIME:
TEST TIME:
AIR CONTENT (%):
SLUMP (in.):
CONC. TEMP. (F):
AIR TEMP. (F):
UNIT WT. (pcf):
MOLDED BY:

CEMENT:
WATER:
COARSE AGG.:
COARSE AGG.:
FINE AGG.:
ADMIXTURES:

***Testing conforms to ASTM C 172, C 231, C 143, C 1064, C 138, C 31, & C 39/C 39M

LAB NO.	BREAK DATE	AGE (days)	DIA. (in)	AREA (sq. in.)	LOAD (lbs)	COMPRESSIVE STRENGTH (psi)	TYPE OF FRACTURE

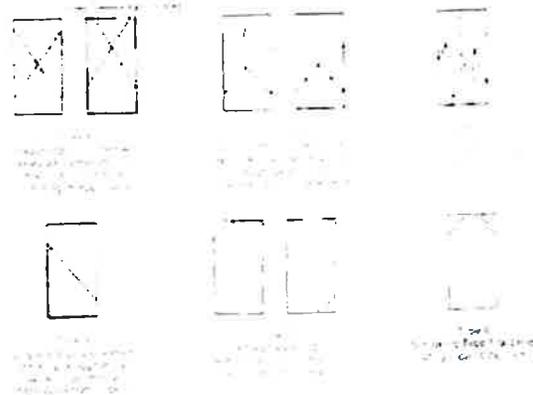
Nominal Cylinder Size: 6" x 12"

28 DAY AVERAGE
28 DAY SPEC.

Comments:

Reviewed By: _____

Distribution:



Typical Fracture Patterns

EQUIPMENT CALIBRATION LIST

CCT Concrete Equipment Inventory/Calibration List

CCT #	Laboratory Equipment	Manufacturer	Model #	Serial Number	Freq. Of Cal.	In Service	Last Cal.	Next Cal.	Service Status
100	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	6/2/2009	2/1/24	5/1/24	In
101	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	7/6/2023	2/1/24	5/1/24	In
102	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	8/9/2012	2/1/24	5/1/24	In
103	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	6/4/2015	2/1/24	5/1/24	In
104	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	5/15/2022	2/1/24	5/1/24	In
105	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	4/8/2012	2/1/24	5/1/24	In
106	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	6/4/2021	2/1/24	5/1/24	In
107	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	9/1/2004	2/1/24	5/1/24	In
108	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	9/1/2004	2/1/24	5/1/24	In
109	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	3/5/2006	2/1/24	5/1/24	In
110	Pressure Meter	Test Mark Industries	CA-0500	---	every 3 mo.	3/5/2006	2/1/24	5/1/24	In
Note	Air meters #100-110 have an initial pressure of 3.								
112									
113									
114									
115	Press. Meter Calibration Vessel	Test Mark Industries	NA	CCT 115	Annually	1/4/2015	1/27/24	1/27/25	In
116									
117									
118									
119									
120	Volumetric (Roll-O) Meter	Gilson	NA	CCT 120	Annually	5/8/2008	1/26/24	1/26/25	In
121									
122									
123	Unit Weight Bucket (0.5 cft)	---	NA	CCT 123	Annually	5/4/1999	1/6/24	1/6/25	In
124									
125									
126	Plastic Slump Cone Kit	Deslauriers			Annually	6/8/2013	1/24/24	1/24/25	In
127	Steel Slump Cone w/ Base	Test Mark Industries	CA-0360-S		Annually	8/7/2012	1/24/24	1/24/25	In
128	Steel Slump Cone w/ Base	Test Mark Industries	CA-0360-S		Annually	5/4/2010	1/24/24	1/24/25	In
129	Steel Slump Cone w/ Base	Test Mark Industries	CA-0360-S		Annually	6/1/2008	1/24/24	1/24/25	In
130	Steel Slump Cone w/ Base	Test Mark Industries	CA-0360-S		Annually	6/1/2008	1/24/24	1/24/25	In

CCT Concrete Equipment Inventory/Calibration List

CCT #	Laboratory Equipment	Manufacturer	Model #	Serial Number	Freq. Of Cal.	In Service	Last Cal.	Next Cal.	Service Status
161									
162									
163									
164									
165									
166									
167									
168									
169									
170									
171									
172									
173									
174									
175	Calibration Load Cell	Karol Warner	6545	819262	Annually	6/14/2013	2/6/24	2/6/25	In
176	*Compression Machine (OH)	Forney Co.	325EX	10140	Annually	5/9/2005	2/6/24	2/6/25	In
177	*Compression Machine (MI)	Forney Co.	F-25EX	7021	Annually	10/4/2010	5/31/23	5/31/24	In
178	Concrete Beam Breaker	Humboldt	H-3030	CCT 178	Annually	3/19/2003	2/9/24	2/9/25	In
179	Concrete Beam Breaker	Humboldt	H-3030	CCT 179	Annually	5/4/2010	2/9/24	2/9/25	In
180	Concrete Field Scale	Centech	General	CCT 180	Annually	5/12/2016	1/22/24	1/24/25	In
181	Concrete Field Scale	Centech	General	CCT 181	Annually	6/7/2016	1/22/24	1/24/25	In
182	Concrete Field Scale	Centech	General	CCT 182	Annually	7/9/2016	1/22/24	1/24/25	In
183	Concrete Field Scale	ATP	Refrig	CCT 183	Annually	4/5/2014	1/22/24	1/24/25	In
184	Concrete Field Scale	ATP	Refrig	CCT 184	Annually	3/2/2013	1/22/24	1/24/25	In
185	Concrete Field Scale	ATP	Refrig	CCT 185	Annually	3/2/2013	1/22/24	1/24/25	In
186	Concrete Field Scale	ATP	Refrig	CCT 186	Annually	7/8/2012	1/22/24	1/24/25	In
187	Concrete Field Scale	AND FG-60K	FG-60K	CCT 187	Annually	3/4/2003	1/22/24	1/24/25	In
188	Concrete Field Scale	ATP	Refrig	CCT 188	Annually	8/7/2013	1/22/24	1/24/25	In
189	Concrete Field Scale	AND FG-60K	FG-60K	CCT 189	Annually	6/4/2001	1/22/24	1/24/25	In
190									

* Includes verification of upper and lower platen.

CCT Concrete Field Thermometer Standardization/Inventory List

Standardization Procedure: Per ASTM 1064: field thermometer readable and accurate to +/- 1 degree F. Reference thermometer accurate with 0.1 degrees F (NIST Traceable)

Reference Thermometer: CCT #210 as identified on Concrete Inventory List.

Equip ID Number	Thermometer Type	Temperature Verification						Freq. Of Cal.	Cal. Date	Next Cal.	Service Status	Technician	Ref Therm.
		Act.	Therm.	Act.	Therm.	Act.	Therm.						
MF1D	Digital	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
MF2D	Digital	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
JR1A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
JR2A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
SP1A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
SP2A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
SP3A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
JB 1A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
JM1D	Digital	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	
BS1A	Dial	55	72	72	85	85	Annual/As Need	1/6/24	1/6/25	In	MF	#210	

Calibration Services, Inc.

300 Buttertowntown Road
Emlenton, PA 16373

P: (724) 867-6664
F: (724) 867-1346
www.calibrationinc.com
info@calibrationinc.com

Certificate of Calibration

Client:	Construction Consultants & Testing	Prev. Calibration Date:	5/31/2022
Address:	430 Bishop Road, Suite A	Calibration Date:	5/31/2023
City/St/Zip:	Bowling Green, OH 43402	Suggested Recal Date:	5/31/2024
Calibration Location:	35410 Mound Road	Technician:	Kyle Sheakley
City/St/Zip:	Sterling Heights, MI 48310	Temperature:	24 Degrees C
PO Number:	Melissa DeSmith	Humidity:	44.0%
Cert Number:	232503 KW	Barometric Pressure:	29.48 in Hg
Procedure No:	CAL 1.02A	Device Type:	Digital Compression Machine
Condition of Device:	Good	Manufacturer:	Forney
		Model Number:	F-25EX-F-DR500
		Serial Number:	07021
		Range:	2,500 Lbs to 250,000 Lbs

CALIBRATION SYSTEM USED

All calibration standards used in this calibration are traceable to the International System of Units (SI) through NIST or equivalent National Measurement Institute signatories to the CIPM MRA.

Code	Instrument	Capacity	Serial Number	Class A
N/A	Barometer-Control Company	N/A	181562809	N/A
Reference Number: CAL271474 Process Instruments, Inc. Date of Test: February 9, 2023 Date Due: February 9, 2024				
B	Tovey Load Cell	10K	104708A	200.00T/200.00C
Report No: 104708AK1721 Morehouse Instrument Calibrated: November 17, 2021 Recalibration due: November 17, 2023				
C	Revere Load Cell	100K	763137	3712.00C
Report No: 763137K1721 Morehouse Instrument Calibrated: November 17, 2021 Recalibration due: November 17, 2023				
D	Labow Load Cell	400K	139	26553.00C
Report No: 139K1721 Morehouse Instrument Calibrated: November 17, 2021 Recalibration due: November 17, 2023				

Statement of Compliance

This is to certify that the above described testing device has been calibrated in accordance with CSI's QMS Program based on ISO/IEC 17025 in accordance with ANSI/NCSL Z540-3, the procedure listed above, and ASTM E4-21 (excluding sections 6.2, 13 all, 16 all, A1 all). The device has been verified within +/- 1% of applied load. Uncertainties were calculated using square root sum of squares (rss) with a confidence factor of 95% and a coverage of k=2. The expanded uncertainty is 0.16% of applied load. Decision Rule 1 applies: uncertainties are not taken into consideration for in/out of tolerance determination.

Signed 

Calibration Technician

Signed 

Quality Director

This Certificate is issued as a statement of the fact that on this date the above instrument(s) had an accuracy, as indicated in the data section of this certificate. It should not be construed or regarded as a Guarantee or Warranty of any kind (in favor of the client, the client's customers, or the public at large) that the instrument(s) will continue to retain the same percentage (%) of accuracy or efficiency as determined on the date when the calibration adjustments if required was performed and reported by Calibration Services, Inc. since the calibration has absolutely no control over the future operation, damage, maintenance, repairs, and overall condition of the instrument(s) and hereby expressly disclaims any and all liability for damage or loss sustained by all parties arising or resulting from deterioration, obsolescence, malfunction, or substandard performance of said instrument(s) which shall be deemed to be and which shall remain the sole responsibility of the machine's regular customer, owner, and/or manufacturer. This document shall not be reproduced, except in full, without the written approval of Calibration Services, Inc.

Calibration Services, Inc.
 300 Buttertown Road
 Emlenton, PA 16373

P: (724) 867-6664
 F: (724) 867-1346
 www.calibrationinc.com
 info@calibrationinc.com

Certificate of Calibration

Client: Construction Consultants & Testing
Address: 430 Bishop Road, Suite A
City/ST/Zip: Bowling Green, OH 43402

Prev. Calibration Date: 5/31/2022
Calibration Date: 5/31/2023
Suggested Recal Date: 5/31/2024
Technician: Kyle Sheakley
Temperature: 24 Degrees C
Humidity: 44.0%
Barometric Pressure: 29.48 in. Hg
Device Type: Digital Compression Machine
Manufacturer: Fomey
Model Number: F-25EX-F-DR500
Serial Number: 07021
Range: 2,500 Lbs to 250,000 Lbs

Calibration
Location: 35410 Mound Road
City/ST/Zip: Sterling Heights, MI 48310
PO Number: Melissa DeSmith
Cert Number: 232503 KW
Procedure No: CAL 1 02A
Condition of Device: Good

Range Number 1	Range:	2,500 Lbs to 250,000 Lbs	Graduation:	10 lbs
-----------------------	---------------	--------------------------	--------------------	--------

Mode: Compression

As Found: Out of Tolerance

As Left: In Tolerance

<u>Grade Code</u>	<u>Applied Load</u> lbs	<u>As Found</u> lbs	<u>As Left</u>		<u>Final #1 Error</u>		<u>Final #2 Error</u>		<u>Algebraic Difference</u>		<u>EMU</u> lbs
			<u>#1 As Left</u> lbs	<u>#2 As Left</u> lbs	<u>Final #1</u> lbs	<u>Final #2</u> lbs	<u>Final #1 Percent</u>	<u>Final #2 Percent</u>	<u>Percent</u>	<u>Percent</u>	
10 B	2500	2330	2500	2500	0.000	0.000	0.000	0.000	0.000	0.000	4.00
10 C	5000	4730	4990	5000	-10.000	0.000	-0.200	0.000	-0.200	-0.200	8.00
10 C	10000	9690	10010	10020	10.000	20.000	0.100	0.200	-0.100	-0.100	16.00
10 C	15000	14580	15030	15030	30.000	30.000	0.200	0.200	0.000	0.000	24.00
10 C	20000	19520	20020	20010	20.000	10.000	0.100	0.050	0.050	0.050	32.00
10 C	25000	24290	25030	25030	30.000	30.000	0.120	0.120	0.000	0.000	40.00
10 C	50000	48630	50060	50040	60.000	40.000	0.120	0.080	0.040	0.040	80.00
10 C	100000	97310	100090	100100	90.000	100.000	0.090	0.100	-0.010	-0.010	160.00
10 D	150000	145880	150120	150130	120.000	130.000	0.080	0.087	-0.007	-0.007	240.00
10 D	200000	195510	200080	200070	80.000	70.000	0.040	0.035	0.005	0.005	320.00
10 D	250000	245370	250040	250030	40.000	30.000	0.016	0.012	0.004	0.004	400.00
Zero Return		0	0	0							



SAMPLE CONTROL CHARTS

Summary of Work-Related Injuries and Illnesses

Note: You can type input into this form and save it. Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the free Adobe PDF Reader.

Year 20 21

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

Form approved OMB no. 1218-0176

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

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

Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR Part 1904.35, 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 cases other recordable cases
0	2	2	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
56	10
(K)	(L)

Injury and Illness Types

Total number of (M)	(1) Injuries	(2) Skin disorders	(3) Respiratory conditions	(4) Poisonings	(5) Hearing loss	(6) All other illnesses
4	0	0	0	0	0	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 38 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about this estimate or any other aspect of this data collection, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment information

Your establishment name GM & Sons, Inc.

Street 46900 West Rd.

City Novi State MI Zip 48377

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

Concrete Construction

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

2 3 7 3 1 0

Employment Information (If you don't have these figures, see the Worksheet on the next page to estimate.)

Annual average number of employees 106

Total hours worked by all employees last year 178,263.30

Sign here Mary Adkins

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.

Company executive Marcy Adkins Human Resources Manager

Title _____

Phone 248-956-7939 Date 1/26/22

Reset

OSHA's Form 300A (Rev. 04/2004)

Summary of Work-Related Injuries and Illnesses

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

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

Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR Part 1904.35, 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	4	0	1
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
231	0
(K)	(L)

Injury and Illness Types

Total number of (M)	(4) Poisonings	(5) Hearing loss	(6) All other illnesses
5	0	0	0
(1) Injuries			
(2) Skin disorders			
(3) Respiratory conditions			

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

Public reporting burden for this collection of information is estimated to average 58 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any other aspect of this data collection, contact US Department of Labor, OSHA, Office of Statistical Analysis, Room N-5114, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Note: You can type input into this form and save it. Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the free Adobe PDF Reader.



Year 20

Form approved OMB no. 1218-0176

Establishment information

Your establishment name: GM & SONS, INC.

Street: 46900 West Rd

City: Novi State: Mi Zip: 48377

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

North American Industrial Classification (NAICS), if known (e.g., 336212): 237310

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

Annual average number of employees: 110

Total hours worked by all employees last year: 137,774.75

Sign here

Knowing 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.

Company executive: Mary Odline Title: Human Resources

Phone: 248-956-7939 Date: 03/23/21

Reset

Summary of Work-Related Injuries and Illnesses

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary. Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0."
 Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR Part 1904.35, 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 away from work	Total number of cases with job transfer or restriction	Total number of cases with other recordable cases
0	2	1	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
156	21
(K)	(L)

Injury and Illness Types

Total number of ...	(1) Injuries	(2) Skin disorders	(3) Respiratory conditions	(4) Poisonings	(5) Hearing loss	(6) All other illnesses
	3	0	0	0	0	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 58 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any other aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Note: You can type input into this form and save it.
 Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the **Go Adobe PDF Reader**.

Establishment information
 Your establishment name GM & Sons, Inc.
 Street 6784 Whitmore Lake Rd.
 City Whitmore Lake State MI Zip 48189

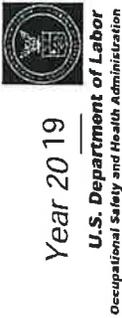
Industry description (e.g., *Manufacture of motor truck trailers*)
Concrete Construction
 North American Industrial Classification (NAICS), if known (e.g., 336212)
2 3 7 3 1 0

Employment information (If you don't have these figures, see the Worksheet on the next page to estimate.)
 Annual average number of employees 110
 Total hours worked by all employees last year 160000

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.
Manfred Adkins H.R. Mgr.
 Company executive Title
 Phone: 734-929-1259 Date 03/01/20

Save Input





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

1/31/2022

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

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

PRODUCER Hylant Group Inc - Ann Arbor 24 Frank Lloyd Wright Dr J4100 Ann Arbor MI 48105	CONTACT NAME: PHONE (A/C, No, Ext): 734-741-0044 FAX (A/C, No): 734-741-1850	
	E-MAIL ADDRESS:	
INSURED GM & Sons, Inc. 46900 West Road Novi MI 48377	INSURER(S) AFFORDING COVERAGE NAIC #	
	INSURER A: Phoenix Insurance Company 25623	
	INSURER B: The Travelers Indemnity Company 25658	
	INSURER C: Travelers Prop Cas Co of Amer 25674	
	INSURER D: Travelers Indemnity Co of Amer 25666	
	INSURER E: INSURER F:	

COVERAGES

CERTIFICATE NUMBER: 1139108102

REVISION NUMBER:

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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> XCU <input checked="" type="checkbox"/> Contractual GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:			CO6P627677	5/1/2021	5/1/2022	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 15,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
B	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			8106P627966	5/1/2021	5/1/2022	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
C	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			CUP6P62851A	5/1/2021	5/1/2022	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
D	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			UB6P627849	5/1/2021	5/1/2022	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

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

CERTIFICATE HOLDER**CANCELLATION**

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

GM & Sons, Inc.
 46900 West Road
 Novi MI 48377

AUTHORIZED REPRESENTATIVE

© 1988-2015 ACORD CORPORATION. All rights reserved.

GM & SONS, INC.
Select Project Experience

Owner	Prime Contractor	Project	Completed	Original Contract Amount	Final Contract Amount
City of Farmington	V.L.L. Construction, Inc.	W. Oakland Street	November, 2021	\$ 90,500.00	\$ 93,000.00
City of Novi	Pro-Line Asphalt Paving Corp.	2020-2021 Neighborhood Roads Program	November, 2021	\$ 466,000.00	\$ 718,000.00
City of Rochester Hills	Warren Contractors & Devel	2021 DPW Vactor Pad & Station Washout Bays	November, 2021	\$ 111,000.00	\$ 115,000.00
Warren Tank Arsenal	Ile Construction, Inc.	Warren Tank Arsenal	November, 2021	\$ 223,000.00	\$ 225,000.00
City of Troy	Pro-Line Asphalt Paving Corp.	Section 18 Pavement Rehabilitation	September, 2021	\$ 397,000.00	\$ 25,000.00
Dexter Community Schools	GM & Sons, Inc.	2021 Concrete Replacement	September, 2021	\$ 379,420.00	\$ 415,500.00
City of Oak Park	Pamar Enterprises, Inc.	2021 Water Main Replacement	September, 2021	\$ 105,000.00	\$ 12,000.00
City of Monroe	E.R. Zeller Company	2021 Concrete Paving Program	September, 2021	\$ 806,530.00	\$ 1,160,000.00
Walled Lake Schools	Nagle Paving Company	2019 Bond Improvements	August, 2021	\$ 258,000.00	\$ 255,000.00
City of Livonia	D & D Water & Sewer, Inc.	2020 Water Main Replacement #1 & 3	June, 2021	\$ 235,270.00	\$ 184,900.00
Charter Twp of Commerce	GM & Sons, Inc.	Airline Trail Connector	June, 2021	\$ 60,500.00	\$ 64,000.00
City of Grosse Pointe Woods	Pro-Line Asphalt Paving Corp.	Oxford Road Reconstruction	June, 2021	\$ 103,000.00	\$ 103,500.00
City of Southfield	Verdeleire Contracting	2020 Infrastructure Program - Section 25	December, 2020	\$ 264,700.00	\$ 274,000.00
City of South Lyon	GM & Sons, Inc.	Liberty Street Reconstruction	November, 2020	\$ 25,700.00	\$ 53,700.00
City of Monroe	Salenbien Construction Co.	2020 Concrete Paving Program	November, 2020	\$ 836,994.00	\$ 806,530.00
City of Plymouth	Shaw Construction, Inc.	PARC Parking Lot Project	October, 2020	\$ 95,600.00	\$ 95,600.00
City of Ann Arbor	Fonson Company	First Street & Ashley Street Reconstruction	Sept/October, 2020	\$ 1,010,320.00	\$ 1,150,000.00
City of Northville	Nagle Paving	2020 Local Roads and 2020 Water & Sewer	September, 2020	\$ 510,000.00	\$ 431,000.00
West Bloomfield Parks & Recreation Commission	Nagle Paving	Drake Road Sports Park Reconstruction	September, 2020	\$ 161,000.00	\$ 110,000.00
City of Farmington	V.L.L. Construction, Inc.	Mayfield Street Reconstruction	August, 2020	\$ 70,800.00	\$ 73,950.00
City of Clarkston	GM & Sons, Inc.	DPW Lot Expansion	August, 2020	\$ 52,000.00	\$ 52,000.00
MDOT	Erie Construction, LLC	Schuman Street, Westland	August, 2020	\$ 72,385.00	\$ 67,990.00
City of Wixom	Florence Cement	2020 Major Road Maintenance	July, 2020	\$ 54,200.00	\$ 59,600.00
City of Southfield	V.L.L. Construction, Inc.	2019 Section 24 Infrastructure	July, 2020	\$ 421,142.00	\$ 430,000.00
City of Southfield	DiPonio Contracting	2019 Section 13 Infrastructure	July, 2020	\$ 385,800.00	\$ 350,000.00
City of Royal Oak	Anglin Civil	Normandy Oaks Redevelopment	July, 2020	\$ 302,100.00	\$ 302,100.00
City of Farmington Hills	Anglin Civil	Canterbury West Rehabilitation	May, 2020	\$ 70,000.00	\$ 55,600.00
City of Ann Arbor	Fonson Company	Huron Street Streetscape	May, 2020	\$ 673,222.00	\$ 713,000.00
City of Novi	Toebe Construction	Crescent Boulevard & Industrial Spur	May, 2020	\$ 611,590.00	\$ 645,000.00
City of Detroit	Z Contracting	West Parkway Culvert	October, 2019	\$ 127,550.00	\$ 138,512.00
City of Royal Oak	FDM Contracting	2019 Road Reconstruction CAP 1935	October, 2019	\$ 825,000.00	\$ 763,268.00
City of Wixom	Best Asphalt	2019 Fire Station & Wainstock Parking Lots	September, 2019	\$ 287,000.00	\$ 299,128.00
City of Ferndale	Hutch Paving	2019 Pavement Improvements	August, 2019	\$ 387,000.00	\$ 330,000.00
MDOT	Zito Construction	Walkins, Highland & Spring Mills Safe Schools	September, 2018	\$ 205,705.00	\$ 180,691.00
City of Troy	Hutch Paving	Seton #13 & #14 Pavement Rehabilitation	October, 2018	\$ 164,125.00	\$ 312,659.00
Dexter Schools	Granger Construction	Dexter K-2 Elementary School	December, 2018	\$ 698,950.00	\$ 779,159.00
City of Ann Arbor	Fonson Company	North Fifth Avenue Reconstruction	December, 2018	\$ 551,821.00	\$ 707,729.00
Plymouth-Canton Schools	Nagle Paving	Plymouth High, Canton High & Salem High Schools	July, 2018	\$ 329,455.00	\$ 334,209.00
MDOT	Florence Cement	Stark Road, Livonia	August, 2018	\$ 42,800.00	\$ 47,684.00
City of Dearborn	DiPonio Contracting	2018 Watermain Replacement & Asphalt Resurface	June, 2018	\$ 208,579.00	\$ 181,336.00
City of Roseville	Mark Anthony Contracting	Slurgeon Street Reconstruction	July, 2018	\$ 134,494.00	\$ 133,393.00
Charter Twp of Lyon	Charter Twp of Lyon	Parking Lot Reconstruction at Fire Station #2	July, 2018	\$ 369,650.00	\$ 384,078.00
City of Auburn Hills	Pamar Enterprises	2018 Downtown Rehabilitation	November, 2018	\$ 495,865.00	\$ 472,708.00
MDOT	Dan's Excavating	Nine Mile & Halstead Intersection Reconstruction	October, 2018	\$ 494,184.00	\$ 496,537.00
City of Rochester Hills	Dan's Excavating	Hamlin Road Rehabilitation	October, 2018	\$ 137,231.00	\$ 168,736.00
Detroit Diesel	Best Asphalt	2018 Outer Drive Parking Lot Replacement	November, 2018	\$ 59,475.00	\$ 68,787.00
MDOT	C.A. Hull Co.	I-75 Approach Work Wayne County	December, 2018	\$ 2,843,019.00	\$ 2,794,107.00
City of Southfield	Cadillac Asphalt	Section 17, Northwleslem Hwy Service Drive	October, 2017	\$ 179,545.00	\$ 207,500.00
City of Westland	Sole'	Parkwood & Bennington Water Main	August, 2017	\$ 310,800.00	\$ 353,000.00
City of Southfield	V.L.L. Construction, Inc.	Kingsley Estate, Section 15	April, 2017	\$ 232,895.00	\$ 1,268,405.00
		2021 Infrastructure Improvements	July, 2021	\$ 124,568.00	\$ 97,935.00
City of Plymouth	Pro-Line Asphalt Paving Corp.	2020 Infrastructure Improvements	September, 2020	\$ 254,500.00	\$ 282,565.00
		2019 Infrastructure Improvements	July, 2019	\$ 307,500.00	\$ 327,000.00
		2018 Infrastructure Improvements	November, 2018	\$ 76,840.00	\$ 88,638.00

**PLEASE INSERT RESUMES OF ALL KEY EMPLOYEES AFTER THIS PAGE
(First time applicants or renewals adding new, key employees)**

EXPERIENCE

How many years has your organization been in business as a contractor under your present business name? 30 Years

How many years experience in construction work has your organization had:

As a Prime Contractor? 30 Years

As a Sub-contractor? 30 Years

KEY EMPLOYEES

Below name persons within your organization who are key employees (Attach current resumes if necessary.) Electrical contractors please indicate your master electrician(s). Submit copies of the company's current electrical license and the master's license.

ENGINEERS – FOREMEN – SUPERINTENDENTS

INDIVIDUAL'S NAME	TITLE	YEARS & TYPE OF CONSTRUCTION EXPERIENCE	EDUCATION
Ricky Gallegos	Superintendent	29 Years concrete work	High School
Michael Campbell	Superintendent	22 Years concrete work	Associated Degree
Jose Luis Alcantar	Foreman	29 Years concrete work	High School
Jaime Esquivel	Foreman	28 Years concrete work	High School
Juan Esquivel	Foreman	28 Years concrete work	High School
Jose Carlos Quintana	Foreman	29 Years concrete work	High School
Fernando Barragan	Foreman	21 Years concrete work	High School
Eric Walbert	Foreman	23 Years concrete work	High School
Jose Esquivel	Foreman	21 Years concrete work	High School

OTHERS (OPERATORS, LABORERS, ETC.)

INDIVIDUAL'S NAME	TITLE	YEARS & TYPE OF CONSTRUCTION EXPERIENCE	EDUCATION
Karl Schweitzer	General Manager	33 Years concrete work	BS Degree
Hugo Gallegos	Vice President	24 Years concrete work	JD Degree
Mark Campbell	Project Manager	33 Years concrete/accounting	MBA Degree
Kurk Schweitzer	Project Manager	24 Years concrete work	High School
Sean Morrissey	Project Manager	34 Years concrete work	BS Degree
Lori Adkins	Office Manager	37 Years concrete/accounting	High School
Marcy Adkins	Human Resource Manager	7 Years concrete work	High School

Do any of the persons listed above work for any other prequalified contractor? YES NO
If yes, please indicate the company and name of individuals: (attach additional page if necessary).

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

WORKPLACE SAFETY

Fonson Company makes workplace safety its highest priority and drives that expectation throughout the entire company by metrics, training, and accountability.

- Annual safety 'Kick Off' day is held prior to each construction season.
- All employees receive a comprehensive company safety policy and plan.
- First Aid and CPR training is provided.
- Tool-Box Talks are held weekly.
- Fonson is enrolled in a random drug and alcohol testing program.

We believe that our crew leaders have the biggest impact on safety performance, and to that end we have implemented the following initiatives:

- All supervisors hold a 30 Hour OSHA Certification.
- All field employees hold 10 Hour OSHA Certifications.
- 30 % of supervisor annual bonus is tied to safety criteria.

Incident Rate and Lost Workdays are measured on a 3-year rolling basis and monitored monthly for compliance with industry norms. We are immensely proud of an 0.86 EMR, which we believe to be substantially lower than most of our competitors.

**Designated Safety Representative:
RON MAGEE**





February 13, 2025

RE: Fonson Company Inc
7644 Whitmore Lake Rd
Brighton, MI 48116

To Whom it May Concern:

Dear Sirs:

This is to certify that our company insures the above referenced highway contractor and its Experience Modification Rate (EMR) for the current year and the past three (3) years is as follows:

Year	EMR
03/01/2025-03/01/2026	.86
03/01/2024-03/01/2025	.81
03/01/2023-03/01/2024	.69
03/01/2022-03/01/2023	.60

This EMR is Intrastate and Interstate.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kathy Satterlee'.

Kathy Satterlee
Sr. Account Executive (517)
319-5129
kisatterlee@acrisure.com



June 17, 2024

Sommerset Paving Companies LLC
Louise Pernicano
11734 Whitmore Lake Road
Whitmore Lake, MI 48189

Michigan Work Comp – Policy 6X53198

Dear Louise:

Please be advised the Michigan EMR for the current term and prior two years is as follows:

.76 2024-2025 Term
.74 2023-2024 Term
.74 2022-2023 Term

Sincerely,

Jane Crispen

Jane Crispen, CIC, CISR
Senior Account Manager
crispen@knightinsurance.com
(419) 254-2482



201 Depot Street
Ann Arbor, MI 48104

P (734) 741-0044
F (734) 741-1850



April 24, 2024

Ms. Lori Adkins
GM & Sons, Inc.
46900 West Road
Novi, MI 48377

Re: Experience Modification Factors for the state of MI

Dear Lori:

Your MI Experience Modification factors for the past three years are:

12/1/2023 - 8/31/2024	1.09
12/01/2022 - 12/1/2023	1.12
12/01/2021 - 12/01/2022	1.03

Please let me know if you need any further information.

Sincerely,

Sarah Olney, AINS
Client Service Specialist
P: (260) 969-3963
E: Sarah.Olney@Hylant.com

HYLANT

hylant.com

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

DEFIBRILLATORS

All foreman's trucks are equipped with a defibrillator. Fonson employees have all been trained in the use of the AED at the annual safety meeting.

These defibrillators are used for victims of sudden cardiac arrest (SCA) who are unconscious and not breathing. In the case of an emergency, the use of a defibrillator can increase the chances of survival by 86% if administered within 5-7 minutes.

Fonson having these readily available and in close proximity, if needed, the AED will be used until medical personnel arrive.



FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

OVERHEAD WIRES



Fonson Company takes extra pre-caution when dealing with all public utilities, especially overhead wires. On all Fonson projects, each crew has several warning signs to alert the crew of any danger from overhead wires. These signs allow operators and crew to be reminded to be cautious in these areas to avoid any conflicts, downed wires or "jumping".

+

SAFETY DAY THURSDAY, MARCH 6TH, 2025 AGENDA

**CENTRAL PARK ESTATES BANQUET CENTER
47395 Central Park Blvd
Novi, MI 48374**

- 8:00am – 9:00am: Foreman’s Meeting - Coffee and Dunkin Munchkins
- 9:00am – 9:30 am: Welcome - Pete Scodeller Introduction/Referral Bonuses
Kirk Cooley - Trivia
- 9:30am – 10:30am: MITA Safety Presentation & First Aid Refresher
– Ron Wey 517-231-3049
CONFIRMED
- 10:30am – 10:45am Break
- 10:45am – 11:15am Sentinel – Sarah Stevens (248) 221-2978
401k Presentation
CONFIRMED
- 11:15am – 12:00pm Adam Egeler – DTE
CONFIRMED
- 12:00pm-12:30pm: LUNCH
- 12:30pm –1:30pm Salus Group Benefits Presentation - Rodney Welsh
(Someone will stay later, to assist with benefit enrollment)
- 1:30pm – Finish Raffle

**THE RAFFLE WILL TAKE PLACE AT THE END OF
THE MEETING, EMPLOYEE MUST BE PRESENT TO
WIN.**

Safety Program

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

TABLE OF CONTENTS

Introduction	2
Safety Standards	2
Accident Prevention Program/ General Safety Rules	3
Confined Space Program	9
Reduction of Airborne Silica Policy.....	11
Emergency Response Program	12
Environmental Protection Plan	13
Demolition Safety	14
Hazard Communication Program/ “Right-To-Know Program”	15
Communication Plan	17
Equipment Grounding Conductor Program	19
Equipment Safety.....	20
Protection of the Public	21
Personal Protective Equipment Policy.....	22
Safety Enforcement Policy	23
Safety Enforcement Infraction Notification.....	24
Responsibilities of Foreman/ Qualified Employee.....	25
Attachments.....	26

INTRODUCTION

It is the intent of this company to provide a safe workplace for its employees. To this end, the company, in concert with employees, will seek to comply with all applicable standards promulgated pursuant to the Michigan Occupational Safety and Health Act.

Since the most important component of any safety policy or program is implementation, it is our intent to communicate the contents of this program to our employees. In turn all employees are expected to comply with this document and will be disciplined if found to be in non-compliance.

Any questions regarding this document should be addressed to the safety officer.

SAFETY STANDARDS

It is the intent of this company to keep its employees informed of all safety rules contained in the Construction Safety Standards and the Occupational Health Standards.

Any employee may obtain a copy of any of the above referenced standards by contacting the safety officer.

ACCIDENT PREVENTION PROGRAM GENERAL SAFETY RULES

1. It is the intent of this company to furnish each employee employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to such employee.
2. Crew foremen serve as the project safety representatives of Fonson Company, Inc. on all projects. Every safety representative has fulfilled the following requirements:
 - A. Must have completed an authorized 30-hour OSHA Construction Safety Course.
 - B. Must have certified CPR and 1st Aid training.
 - C. Must be very familiar with the company's safety rules and policies and the enforcement of this safety plan.
 - D. Must be able to properly identify and respond to hazards on the jobsite.
 - E. Must be able to orient and adapt the safety rules to any particular project.
 - F. Must document accident reports and any necessary safety inspections. These must be made available upon request.
 - G. Must be able to coordinate the crew in a safe manner according to this safety plan.

Note: Every subcontractor to work on the jobsite must designate a project safety representative to their crews. This representative must fulfill the requirements listed above as well as adhere to the safety policies of Fonson Company, Inc.
3. When practical, employees of this company will participate in seminars sponsored by MITA and/or other organizations.
4. The company shall designate a qualified employee on each crew or project who will have the following responsibilities: (most generally foreman)
 - A. Instruct each employee regarding operating procedures, hazards and safeguards of tools and equipment when necessary to perform the job.
 - B. Inspect the construction site, tools and equipment to assure unsafe conditions that may create a hazard are eliminated.
 - C. Instruct each employee in the recognition and avoidance of hazards.

- D. Instruct each employee, where known harmful plants reptiles, animals or insects are present, as to the potential hazards, how to avoid injury and applicable first aid procedures to be used in the event of an injury.
 - E. Instruct each employee required to handle or use known poisons, toxic materials, caustics and other harmful substances regarding the potential hazards, safe handling, use, personal hygiene, protective measures required and applicable first aid procedures to be used in the event of injury.
 - F. Instruct each employee required to enter a confined space regarding the hazards involved, the necessary precautions to be taken, the use of personal protective equipment, and the procedures to be followed if an emergency occurs.
 - G. Instruct all employees in the steps to be taken in case of an injury or accident.
5. Fonson shall not knowingly permit an employee to work while under the influence of intoxicating beverages or substances which would impair the employee's ability to perform a task in a safe manner. Additionally, no employee shall possess/use intoxicating beverages or controlled substances at any Fonson Inc. site or facility. Fonson reserves the right to require applicants to undergo drug testing. Fonson also requires employees to undergo testing for substance abuse for reasonable cause. Any employee violating this policy is subject to immediate dismissal. The following regulations regarding substance abuse are effect:
- A. All drug and alcohol screenings for employees on the work site are tested by an independent agency.
 - B. The drug screenings are 5-panel and have pass/fail criteria.
 - C. The medial reviewer of the drug screening results must be designated.
 - D. Breathalyzer or BAC tests shall be given under reasonable suspicion.
 - E. Screenings are given in the pre-employment, for cause, and post-accident stages.
 - F. All workers who undergo drug screenings shall fully comply with the testing company's program and procedures.
 - G. Drug screen results must be verified and documented.
6. To keep the jobsite and working conditions safe, inspections shall be conducted in the following manner:
- A. The job foreman will inspect all machines, tools and equipment on a regular basis to make certain that no defects are present that will affect the safety of employees.
 - B. The working areas of the site shall be visually inspected to ensure safe conditions for the workers.

- C. Inspections shall be conducted daily by the foreman in a verbal manner before the work begins.
 - D. Weekly toolbox talks, with forms provided by MITA (Michigan Infrastructure & Transportation Association), shall be conducted amongst all the workers and the foreman. These will be documented and made available by the foreman.
 - E. All inspections conducted daily include the subcontractors, their work and working conditions.
 - F. Anything onsite that is identified as dangerous or hazardous through any inspections, shall be documented by the foreman. These working conditions, equipment, etc. shall be made safe before work can start.
 - G. Safety inspections by a MITA safety representative may take place periodically on a project of significant length, identifying and communicating safety concerns that must be addressed.
- 7. All employee complaints or concerns regarding safety shall be immediately brought to the attention of their supervisor.
 - 8. Periodic meetings will be held to inform all employees of the company safety program and any changes/additions made to it.
 - 9. This safety program shall be made available to all employees.
 - 10. A copy of the MITA Trench Safety Handbook shall be made available to all employees.
 - 11. Employees will adhere to the following safety rules:
 - A. Miscellaneous Rules
 - a. Tools or equipment are to not be used by any employee who has not been trained or authorized to do so. This rule also applies to power-actuated tools.
 - b. Gasoline must be stored and transported in approved cans only. Engines must be shut off when refueling and no smoking anywhere near flammable liquids.
 - c. Immediately report all injuries, whether to yourself or a co-worker, to your foreman.
 - d. All employees must obey all state and city laws and regulations regarding smoking. They must also honor the regulations set by the owner or local authorities. Smoking is permitted on the jobsite if approved by the owner's safety representative.
 - e. The use of cell phones while working around operating equipment is strictly prohibited. Cell phone and two-way communication can take place

on the jobsite only if it is absolutely necessary as part of the work task. General cell phone usage is permitted only in areas designated as safe by the project safety representative. Employees and personnel on the work site shall not use their cell phones while walking. The job safety board for any project contains this cell phone policy.

- f. The use of any type of musical device is not permitted on the jobsite. This includes, but is not limited to personal phones, MP3s, audio players and iPods. Due to safety concerns, the use of earbuds and headphones are also not permitted on the jobsite. Any violation of this policy will result in discipline, up to and including discharge.

B. Trenching Rules

- a. Spoils must be at least 2-feet back from the lip of the trench.
- b. All employees working in excavations or trenches must always stay within the protective system (trench shield, shoring, sloping).
- c. Never climb on shoring, trench shields or sloped walls or ride on any lift, hook, chain, cable, sling or other equipment parts.
- d. Ladders in a trench must extend at least 3-feet above the top of the trench. All employees working in a trench must be within 25-feet of a ladder or ramp.
- e. For further excavation information, refer to the MITA Trench Safety Handbook.
- f. All trenches over 5-feet deep must be cut to the proper angle of repose, sheeted or shored.

C. Confined Space Rules

- a. Workers must not enter an area classified as a confined space unless they are properly trained and authorized by the company's qualified person. If an employee does not understand the definition of a confined space, he/she must ask the foreman.
- b. Atmospheric tests shall be made before any employee enters a confined space or goes underground and the results recorded. If a dangerous atmosphere is encountered, the space shall be ventilated, and air quality must be acceptable before entry is allowed. Any positive reading of toxic or explosive gas and any excessive or low levels of oxygen shall be reported to your foreman. No employee shall enter the confined space under these conditions until such time that the readings are at an acceptable level.

D. Personal Protective Equipment Rules

- a. All employees must wear hard hats on the work site.

- b. All employees must wear safety goggles or glasses when needed, to ensure proper eye protection.
- c. Hearing protection shall be used where loud noise is present.
- d. Safety vests must be worn at all times.
- e. Proper clothing must be worn, including hard toe work boots, shirts with sleeves and long pants. Shorts and tennis shoes are strictly prohibited.
- f. All necessary personal protective equipment shall be made available to all the employees and the subcontractor's employees.
- g. Any visiting personnel must wear suitable personal protective equipment when on the work site.

E. Heavy Equipment Rules

- a. Every employee, not just the equipment operator, must be fully aware of all safety aspects of heavy construction equipment.
- b. Be constantly alert when working around heavy equipment. The operator cannot always see other personnel around his or her equipment. Stay out from under suspended loads, away from moving equipment and counterweights.
- c. Only designated individuals shall be permitted to operate or service heavy equipment.
- d. Perform frequent and periodic inspection as required.
- e. Equipment operators must always wear seat belts.
- f. No employee is permitted to ride on any part of the equipment.
- g. It is the responsibility of all employees to make certain that back-up alarms on obstructed rear view heavy equipment be in operable condition. Use a flagger to move equipment when backup alarms are inoperable. Report malfunction immediately to shop personnel.
- h. Maintain a 10' minimum clearance from energized lines; use a spotter in difficult areas.

F. Fall Protection

- a. All manholes which present a fall hazard should be covered and identified as a hole.
- b. Guardrails around open shafts and bore pits deeper than 6' should be 42" plus or minus 3" high.

- c. The intermediate rail should be positioned halfway between the floor and top rail.
- d. The threshold for fall protection use is 6'. Fall protection may be accomplished by guarding, personal fall arrest systems or safety nets. The safety officer or representative must be consulted.

G. Traffic

- a. While flagging or directing vehicular traffic, a reflectorized, fluorescent orange warning vest shall be worn at all times.
- b. A hand-held two-sided paddle with a 6' staff, "stop" on one side and "slow" on the other shall be used to control traffic.
- c. Barricades may be used to direct vehicular traffic whenever work is being done on a public right-of-way.
- d. Consult Part 6 of the Michigan Manual of Uniform Traffic Control Devices when implementing traffic control.
- e. When working in or adjacent to vehicular traffic always face the flow of traffic or use a spotter.

CONFINED SPACE PROGRAM

1. Confined Space Definition
 - A. Confined space or enclosed space means any space having a limited means of entry and exit, which may be subject to the accumulation of toxic or flammable contaminants or may have an oxygen-deficient atmosphere. Confined or enclosed spaces include, but are not limited to, storage tanks, process vessels, bins, boilers, ventilation or exhaust ducts, sewers, underground utility vaults, tunnels, pipelines, manholes, gate wells, catch basins and open top spaces more than 4-feet in depth such as pits, tubs, vaults and vessels.
2. Training employees
 - A. All employees required to enter into confined or enclosed spaces shall be instructed as to the nature of the hazards involved, the necessary precautions to be taken and in the use of protective and emergency equipment required. The company shall comply with any specific regulations that apply to work in confined spaces.
3. Testing Air Quality
 - A. The atmosphere of the confined or enclosed space to be entered will be tested for oxygen deficiency and gaseous conditions which are possible in the confined or enclosed space. The results of the testing will be recorded and meet the guidelines set up by the Michigan Department of Public Health, Division of Occupational Health. In testing the air quality in a confined space, the minimally acceptable respirable atmosphere will be as follows: oxygen, 19.5%; combustible gas, 5% of the lower explosive limit (L.E.L.) for each gas; chemicals, the airborne concentration of each chemical present must be compared with the Michigan Occupational health limits- Maximum Allowable Concentration.
 - B. The testing of a confined space will be done by a positive type reading instrument to give the levels at the time before entry, and this will be recorded before entry into the space. The testing will be done by a qualified person who has been trained how to operate and calibrate instrument as well as know the testing procedures and acceptable air quality limits.
4. Ventilation
 - A. When necessary to assure air quality, proper ventilation will be put into the confined space or enclosure to allow for safe entry. If natural ventilation is not adequate, ventilation equipment will be used to maintain respirable atmosphere in the confined space during the time employees are inside.
5. Safety and Emergency Equipment
 - A. Air monitoring devices, shall be in excellent working condition, will be on site and will be calibrated by trained personnel. These devices will be able to monitor oxygen-deficient atmosphere and toxic or combustible gases.

- B. In the event of an emergency, 911 shall be called. When the scene is secured, the safety officer should be notified immediately.
- C. In the event that local emergency units are not readily available, safety and emergency equipment will be on site and ready to use at the confined space or enclosure which is occupied by personnel and will be ready and easily accessible to personnel for rescue. Examples of rescue equipment are rescue rope or lifelines, safety harnesses, first aid kits and any other equipment that would be needed to provide for safe rescue.

6. General Safety Concerns

- A. If ventilating a confined or enclosed space opening interferes with vehicular traffic, appropriate warning signs and protective barriers shall be promptly set up before the covers of manholes, hand holes, or vaults are removed. The wording of a warning sign would depend upon the nature and the location of the hazards involved. Before an employee enters a street opening such as a manhole, it shall be protected with a barrier, temporary cover or other suitable guard.
- B. If circumstances dictate that the company employees perform rescue procedures, means shall be provided for quick removal of employees in case of emergency. When a safety harness and lifeline are used, they should be properly attached to the employee so his or her body cannot be jammed in the exit opening.
- C. A standby employee with a pre-plan rescue procedure shall be stationed outside the entrance to the confined or enclosed space to observe or communicate with the employee(s) at all times. The standby employee shall be trained and equipped to initiate rescue operation. It should be realized that a single person can seldom raise an unconscious body without a mechanical device. This rule is interpreted to mean that without such a device, additional personnel must be within easy summoning distance. It is also interpreted to require approved self-contained breathing apparatus or escape type air-line respirators for the additional personnel who may have to enter the confined or enclosed space to perform a rescue.
- D. The above written procedures are the guidelines to be used by this company and its employees in a confined or enclosed space, and all other rules that are not covered in this above procedure shall be governed by the Michigan Department of Public Health, Division of Occupational Health confined or enclosed space entry procedures.

REDUCTION OF AIRBORNE SILICA (OH Silica Part 690)

Airborne silica is produced in many ways, saw cutting, sand blasting, jack hammer, concrete crushing, etc. It is FONSON's policy to comply with the OH silica part 690 to reduce to the lowest amount possible the amount of silica introduced to an employee and require controls to help accomplish this task. In addition, employee training is paramount to allow the employee the understand the dangers associated with airborne silica.

Exposure Control Plan

To meet the guidelines of Silica part 690 the following is required by FONSON:

Equipment/Task	Work Method	Required Protection <4 Hours	Required Protection >4 Hours
Handheld power saw Outside	Use saw with water distributed to blade	None	APF 10
Handheld power saw Inside or enclosed area(manhole)	Use saw with water distributed to blade	APF 10	APF 10
Handheld power saw Outside	No water available	APF 10, keep all other personal out of work area	n/a – must use water
Heavy equipment and utility vehicles for tasks such as grading and excavating but not including: Demolishing, abrading, or fracturing silica-containing materials	Apply water and/or dust suppressants as necessary to minimize dust emissions OR When the equipment operator is the only employee engaged in the task, operate equipment from within an enclosed cab	None	None

The above define the tasks involved in our workplace. If the task performed is not in the above table contact the safety director for required protection.

Work Area Restrictions

During the task of the above-mentioned items no other persons are allowed in the general vicinity of the operation unless needed for the task. Additional employees needed for the task shall also comply with the required protection. The foreman or operator shall define the restricted area and keep all un-needed personnel out of the area while performing the task.

Required Protection

APF 10 – Half mask/dust mask (needs to be fit tested) – FONSON will supply APF 10 to the employee when performing the tasks.

EMERGENCY RESPONSE PROGRAM

1. As part of its safety program, it is the policy of this company to make certain that all employees have been instructed as to proper procedures in case of an injury or accident.
2. This company designates the 911 system as its first response in the event of a medical emergency and/or rescue operation.
3. A list of emergency phone numbers will be posted at the job site, when practical. If no suitable or convenient location exists, the list will be kept and made available by the project foreman.
4. All injuries and/or accidents shall be reported to the job foreman immediately.
5. All accidents and/or injuries shall be reported to the safety officer as soon as is practical.
6. This company will provide a person at each job site who is trained in CPR and first aid procedures as required by any applicable Safety & Health Standards.

ENVIRONMENTAL PROTECTION PLAN

An environmental protection plan must be implemented and enforced by the project safety representative in accordance with regulations set by MIOSHA. The following regulations are in effect:

1. A soil erosion and sedimentation control plan shall be implemented on every project in accordance with that project's plan sheets and contract documents. The plan is implemented to avoid soil erosion and sedimentation through storm drains, in state waterways, and properties around the jobsite. Soil erosion and sediment control measures shall comply with specifications and procedures outlined by the organization or department, in affiliation with the owner, in charge of occupational safety and protection of the environment.
2. All chemicals or hazardous materials must be identified, handled, and disposed of properly by the trained foreman on site. If any suspicious material is discovered onsite by any employee, then the work activities must stop immediately. The foreman or safety officer must then contact the owner and its safety and environmental health agency immediately to have them come and test the material. Based on the test results, further action will be conducted to handle and dispose of the material properly.
3. All spills, accidents, and releases into the environmental must be avoided throughout the duration of the work. If any harmful chemical products, wastes or contaminants are accidentally spilled or released into the environment, then the owner's safety representative will be contacted immediately. After a proper hazard assessment by the representative, the spill must be properly cleaned up and chemicals disposed of correctly.
4. A spill kit shall be provided on sites where hazardous chemicals may be handled or encountered. If chemical spillage occurs, the kit will be made available on site in the foreman's truck. The foreman or trained employee shall clean up the spill according to the procedure outlined by the kit and the owner's safety representative. Further testing of the ground or air conditions by the representative may be necessary in order to ensure proper clean up.
5. All solid, liquid and gaseous wastes that are generated through work activities must be disposed of properly according to the owner's safety representative and/or the standards of the Michigan Department of Environmental Quality. Testing by these organizations may be necessary to access the hazard the wastes.

DEMOLITION SAFETY

Demolition work involves many of the same hazards that arise during other construction activities. However, demolition also involves additional hazards due to a variety of other factors. Some of these include: lead-based paint, sharp or protruding objects and asbestos-containing material.

1. Brace or shore up the walls and floors of structures which have been damaged and which employees must enter.
2. Inspect personal protective equipment (PPE) before use.
3. Select, wear and use appropriate PPE for the task.
4. Inspect all stairs, passageways, and ladders; illuminate all stairways
5. Shut off or cap all electric, gas, water, steam, sewer, and other service lines; notify appropriate utility companies.
6. Guard wall openings to a height of 42 inches; cover and secure floor openings with material able to withstand the loads likely to be imposed.
7. Floor openings used for material disposal must not be more than 25% of the total floor area and must be carefully located to avoid damage to the structural integrity of the remaining floor.
8. Used enclosed chutes with gates on the discharge end to drop demolition material to the ground or into debris containers.
9. Demolition of exterior walls and floors must begin at the top of the structure and proceed downward.
10. Structural or load-supporting members on any floor must not be cut or removed until all stories above that floor have been removed.
11. All roof cornices or other ornamental stonework must be removed prior to pulling walls down.
12. Employees must not be permitted to work where structural collapse hazards exist until they are corrected by shoring, bracing, or other effective means.

HAZARD COMMUNICATION PROGRAM "RIGHT-TO-KNOW PROGRAM"

The following hazard communication program has been established for this company. This program will be available for review by all employees.

1. Hazard Determination
 - A. The company will rely on material safety data sheets from suppliers to meet determination requirements.

2. Labeling
 - A. The foreman will be responsible for seeing that all containers coming in are properly labeled.
 - B. All labels shall be checked for:
 - a. Identity
 - b. Hazard
 - c. Name and address of responsible party.
 - C. Each foreman shall be responsible for seeing that all portable containers used in their work are labeled with identity and hazard warnings.

3. Material Safety Data Sheets (MSDS)
 - A. The office will be responsible for compiling the master MSDS file. It will be kept in the office.
 - B. Copies of MSDS for all hazardous chemicals to which employees may be exposed will be made available to all employees upon request.
 - C. Each foreman will be provided with the required MIOSHA Right-To-Know posters and postings notifying employees of new or revised MSDS within five days of receipt of new or revised MSDS.

4. Employee Information and Training
 - A. The office shall coordinate and maintain records of training conducted for this company.
 - B. Before starting work, or as soon as possible thereafter, each new employee will attend a safety briefing. In that class, each employee will be given information on:
 - a. Chemicals and their hazards in the workplace
 - b. How to lessen or prevent exposure to these chemicals
 - c. What the company has done to lessen or prevent workers exposure to these chemicals

- d. Procedures to follow if they are exposed
- e. How to read and interpret labels and MSDS
- f. Where to locate MSDS and from whom they may obtain copies

C. The employee will be informed that:

- a. The employer is prohibited from discharging, or discriminating against, any employee who exercises the rights regarding information about hazardous chemicals in the workplace.

D. Attendance will be taken at training sessions. The records will be kept by the safety officer.

E. Before any new hazardous chemical is introduced into the workplace, each employee will be given information in the same manner as during the safety briefing.

5. Hazardous Non-Routine Tasks

A. On occasion, employees may be asked to do work in potentially hazardous areas (e.g., confined spaces). Prior to starting work in such areas, each employee will be given information about the hazards involved in these areas. This information will include:

- a. Specific chemical hazards
- b. Protection/safety measures the employee can take to lessen risks
- c. Measures the company has taken to lessen the hazards including ventilation, respirators, the presence of another employee and emergency procedures.

B. It is the intent of this company that no employee will begin work in a confined space, or any non-routine task, without first receiving a safety briefing.

6. Informing Contractors

A. It is the responsibility of the superintendent to provide any subcontractors with employees on the job site exposed to our chemicals with the following information.

- a. Hazardous chemicals with which they may come in contact.
- b. Measures the employees may take to lessen the risks.
- c. Where to get Safety Data Sheets (SDS) for all hazardous chemicals.

B. It is the responsibility of the superintendents and project managers to obtain chemical information from contractors when they will expose our employees to hazardous chemicals which they may bring into our workplace.

7. List of Hazardous Chemicals

A. The list of the chemicals used by this company can be obtained by reviewing SDS.

COMMUNICATION PROGRAM

Communication is a critical factor in the successful and safe completion of any construction project. Communication of safety policies and concerns shall take place among the crews and all personnel on the jobsite. The following safety communication policies must be followed:

1. Safety Representative
 - A. All communication of safety policies shall be coordinated and directed by the project safety representative(s). Workers must be informed of safety policies that are specific to the project that they are working on.
2. Safety Meetings
 - A. A preconstruction safety meeting shall take place for every project before work can commence. This meeting shall be led by the project safety representative and will include the project manager, owner's safety representative/personnel, and the supervisory/safety representative of the subcontractor. This meeting is necessary for the project conditions requirements of the project safety plan to be understood by all parties. Safety can also be discussed at the general preconstruction meeting.
 - B. Daily safety huddles shall take place with the project safety representative verbally leading the discussion. Any specific hazards or safety concerns for the work on that day must be addressed. These huddles must take place before work begins for that day.
 - C. Safety meetings shall take place weekly via the toolbox talks. These are intended to keep the workers informed of any new safety issues, as well as checking that measures are regularly taken to ensure safety on the work site. New topics may be introduced to educate and update the workers.
 - D. Progress meetings shall take place periodically throughout the duration of the project. Job safety should be addressed and discussed at every meeting.
 - E. The preconstruction and weekly safety meetings along with progress meetings must be documented by the project safety representative. This documentation must be made available whenever requested.
3. Worker Orientation
 - A. The project manager and safety representative(s) must orient all workers, including subcontractors, to the safety plan that is specific to the project. Once the workers have oriented themselves and reviewed the safety plan elements, they can begin their work on the site. This orientation must take place in a preconstruction meeting including the crew, foremen, project manager(s), and project safety representative(s). The project manager or project safety representative(s) must verify that every employee who is to perform work on the jobsite has oriented to the safety policies. This verification shall be documented, if necessary.

4. Job Safety Board

B. At the owner's request, a job safety board shall be provided and made available at an appropriate location on the jobsite. The board must be accessible for any personnel on site. Depending on the layout of the site, the job safety board may be a gang box available in the foreman's truck. The safety board is used to physically represent basic project information as well as providing important safety information related to the job. This information includes emergency contacts/numbers and locations of safety documentation (ie: material safety data sheets).

5. Visitor Policy

A. The general public must be denied access to the project site at all times to protect them from onsite hazards. A visitor may come and enter the site only with preapproval and he/she must be wearing adequate personal protection equipment. Visitors may come to the site, when there is little or no work activities occurring, but they must still abide by the project specific safety plan.

6. Subcontractors

A. Subcontractors, who are to perform work on the jobsite, must follow the policies and communication procedures outlined in this section. The subcontractors' safety representatives must communicate to their workers important safety policies that are associated with the work activities of the subcontractor.

EQUIPMENT GROUNDING CONDUCTOR PROGRAM

This program is designed to inform employees of the inspection and testing of all electrical cords, plugs and tools to prevent injuries from occurring. The foreman, in conjunction with the shop, is responsible for implementing this program. The following regulations apply:

1. All extension cords, plugs, electrical tools and equipment shall not be modified and be visually inspected before each day's use for external defects or damage and for possible internal damage. Damaged or defective cords, plugs, electrical tools or equipment shall not be used and sent to the shop for repair.
2. For the generators equipped with ground fault interrupters, please adhere to the following:
 - A. Check all ground fault interrupters every time the generator is started.
 - B. If the reset button pops out, the ground fault interrupter is good.
 - C. If the reset button does not pop out, the ground fault interrupter is bad.
 - D. A bad ground fault interrupter will cause shocking to occur.
 - E. Call the shop to repair or replace a bad ground fault interrupter.
 - F. Do not wire the throttle. It will cause the ground fault interrupter to go bad.
 - G. The frame of all welders must be grounded.
3. The following tests shall be performed:
 - A. All equipment ground conductors shall be tested for electrical continuity.
 - B. Each receptacle or plug shall be tested for correct attachment of the equipment grounding conductor. The equipment grounding conductor shall be connected to its proper terminal.
 - a. Before first use
 - b. Before equipment is returned to service following any repairs
 - c. Before equipment is used after any incident which can be reasonably suspected to have caused damage
 - d. And at intervals not exceeding three months, except extension cords and receptacles which are fixed and not exposed to damage shall be tested at intervals not exceeding six months

Tests performed as required by MIOSHA shall be recorded. The records shall identify each extension cord or electrical equipment that passed the test and shall indicate the last date it was tested or the interval it was tested. This record shall be maintained until replaced by a more current record. The record shall be made available at the job site for inspection by the MIOSHA director or representative and any effected employee.

EQUIPMENT SAFETY

All equipment must be run properly and safely by the workers. Measures must be taken to ensure that the equipment is free of hazards that could endanger the personnel on the jobsite. The following rules must be followed:

1. Every employee who operates a piece of construction equipment must be qualified to do so. That employee must have equipment operator training. Documentation which validates the certification of the employee to operate the equipment will be made available to the owner upon request.
2. If necessary, a list of operators and equipment to be used on the jobsite will be provided to the owner. This list shall include operators who have been certified to operate certain pieces of equipment.
3. Equipment will be inspected daily, before use, by the operator and foreman to identify any flaws or hazards. Equipment not approved for use due to any flaws identified during inspection shall be tagged and made apparent to the employees on site. The equipment must then be repaired before use on the site. Periodic inspections of company equipment shall be documented by the foreman or a mechanic.

PROTECTION OF THE PUBLIC

Protective measures must be taken to ensure the safety of pedestrians and the general public. In accordance, the following regulations are in effect:

1. Unauthorized personnel are strictly prohibited from entering the jobsite without permission. Visitors must have supervision and have proper protective equipment when traversing the site.
2. Proper signage must be installed at various locations on the worksite to warn the public of hazards that could potentially be harmful. These signs must be apparent and placed correctly to ensure recognition by pedestrians.
3. Barriers and/or safety fencing shall be used, when necessary, to prevent vehicles and pedestrians from entering areas on the job site where construction activities take place. Public walkway areas shall be maintained and adjusted to direct the flow of pedestrian traffic around the jobsite.
4. Warning lights and reflectors shall be used, when necessary, on traffic barrels and warning signs.
5. The project safety representatives must provide overhead protection, if necessary, to pedestrians as well as workers to prevent injury from falling objects. The protection devices and layout must be in place before work can begin.
6. Watering and dust control must be implemented, when necessary, to ensure proper air quality and visibility to persons on and around the work site.
7. Personal vehicles must not be parked within work zone. Fonson Company will not be responsible for, nor make compensation, for any damage or personal property left within the project limits.

PERSONAL PROTECTIVE EQUIPMENT POLICY

It is the policy of this company that all employees comply with the Michigan Occupational Safety and Health Act standards in regard to the use of personal protective equipment. Violation of this policy will be subject to discipline as outlined in this section.

1. This company shall provide all personal protective equipment as required in Part 6 of the MIOSHA standards.
2. All employees must wear hard hats on the work site.
3. All employees must wear required hand protection, gloves, etc., when an employee is exposed to hazards such as radiation, alkalies, acids, adhesives and temperature extremes other than those caused by weather conditions. Appropriate hand protection other than ordinary work gloves will be supplied by the company.
4. Employees are to wear vests at all times.
5. All employees must wear proper foot protection. This requires steel-toed, strong work boots. Tennis shoes or similar footwear is strictly forbidden.
6. All employees must wear approved safety goggles or glasses when a job activity requires it.
7. Any personal protective equipment that is found to be defective shall be immediately reported to the foreman, superintendent or qualified person and replaced.
8. Acknowledgement of receipt of personal protective equipment will be kept on file at the company office.
9. A company disciplinary policy is in effect regarding personal protective equipment and is available to all employees upon request.
10. Proper clothing will be worn, including hard toe work boots, shirts with sleeves and long pants.
11. Anyone caught altering the back-up alarm of any machinery will be terminated immediately.
12. Anyone caught littering will be charged with a safety infraction on the grounds of poor house keeping. Litter and debris are not conducive to a safe worksite.
13. Any visitor to the work site must be wearing appropriate personal protective equipment.

SAFETY ENFORCEMENT POLICY

Safety and the practice of, is the responsibility of every Fonson Company, Inc. employee no matter what position they may hold. These safety rules are in place to protect you and your fellow employees. The enforcement of company safety policies will be the responsibility of site foreman, superintendents and those charged to do so. Any employee found to be in conflict with said policies will be disciplined using the progressive scale outlined below:

- 1st infraction Written warning.
- 2nd infraction Docked 1 hour of pay.
- 3rd infraction Docked 8 hours of pay.
- Subsequent infractions Subject to suspension without pay or termination. Length of suspension to be determined at the time of infraction.

Job sites and the adherence to the safety policies will be continuously monitored. The progressive scale will be applied to all violations in aggregate. For example, an employee warned in May about not wearing a safety vest would be docked 1 hour of pay if observed not wearing a hard hat in July. Fonson Company, Inc. will reserve the right to terminate any employee if the severity of the infraction calls for it. All infractions will be recorded in the employee's personnel file. The employee's infraction count will reset after 12 continuous months without incident.

Disputed infractions can be appealed to the general manager in writing no later than one week after the event.

It should also be noted that an employee's adherence to the safety policies will be considered heavily during performance evaluations / salary adjustments. Continued violation of Fonson Company, Inc. safety policies will be grounds for dismissal.

FONSON COMPANY, INC.

Revised 2/13/24

Safety Policy Infraction Notification

Date: _____

Employee: _____

Supervisor: _____

Nature of Policy Infraction: _____

Corrective Action Taken: _____

Incident/Infraction: 01 02 03 Other

I received notice of my infraction and understand said penalty. (Please sign below)

Employee: _____

Supervisor: _____

RESPONSIBILITIES OF FOREMAN/QUALIFIED EMPLOYEE

1. Assure that the safety program is implemented.
2. Inspect the job site to assure that no unsafe conditions exist.
3. Make sure that necessary protective equipment is on hand and used when required.
4. Instruct all employees in safety procedures and job safety requirements. Follow up and insist on compliance.
5. Discuss safety with employees on every operation. Conduct periodic safety meetings.
6. See that all injuries are cared for properly and reported promptly.
7. Investigate all accidents. File a complete accident report with the safety officer and correct the causes immediately. USE MIOSHA FORM 200.
8. Be familiar with the rules pertaining to safety.
9. Report any hazardous conditions to the superintendent even if the condition has been corrected.

Attachments

- I. Foreman/Qualified Employee Safety Checklist
- II. Daily Inspection of Excavators Report
- III. Monthly Inspection of Excavators Report
- IV. MITA Toolbox Talks Equipment Inspections Report
- V. MITA Excavator/Backhoe Annual Inspections Report
- VI. Example MITA Toolbox Talks Foremen Log Sheet
- VII. Example MITA Toolbox Talks Safety Meeting Form

FOREMAN/QUALIFIED EMPLOYEE
SAFETY CHECKLIST

Superintendent:

Job Location:

Date:

Inspected By:

	Yes	No
1. Emergency phone numbers posted.	<input type="checkbox"/>	<input type="checkbox"/>
2. First Aid/CPR certified employee on each job site.	<input type="checkbox"/>	<input type="checkbox"/>
A. First-aid kits available.	<input type="checkbox"/>	<input type="checkbox"/>
B. CPR mask .	<input type="checkbox"/>	<input type="checkbox"/>
C. Rubber gloves.	<input type="checkbox"/>	<input type="checkbox"/>
D. Haz Mat disposal bag.	<input type="checkbox"/>	<input type="checkbox"/>
3. Safety program on site.	<input type="checkbox"/>	<input type="checkbox"/>
4. State/Federal job site posters posted.	<input type="checkbox"/>	<input type="checkbox"/>
5. Drinking water with cups available.	<input type="checkbox"/>	<input type="checkbox"/>
6. Toilet facilities provided or available.	<input type="checkbox"/>	<input type="checkbox"/>
7. Personal safety equipment in use.		
A. Hard hats.	<input type="checkbox"/>	<input type="checkbox"/>
B. Eye/Face protection.	<input type="checkbox"/>	<input type="checkbox"/>
C. Ear protection.	<input type="checkbox"/>	<input type="checkbox"/>
D. Hand protection.	<input type="checkbox"/>	<input type="checkbox"/>
E. Foot Protection.	<input type="checkbox"/>	<input type="checkbox"/>
F. Clothing protection (Reflective vest).	<input type="checkbox"/>	<input type="checkbox"/>
8. Fuel Storage.		
A. Not stored under energized lines.	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
B. Fuel storage area marked "NO SMOKING" and appropriate extinguisher available in area.	<input type="checkbox"/>	<input type="checkbox"/>
C. All fuel cans safety type-transport only.	<input type="checkbox"/>	<input type="checkbox"/>
D. Fire extinguisher within 75 feet.	<input type="checkbox"/>	<input type="checkbox"/>
9. Traffic and pedestrian control devices properly used.	<input type="checkbox"/>	<input type="checkbox"/>
A. Construction signs placed in accordance with plan or specs.	<input type="checkbox"/>	<input type="checkbox"/>
B. Proper barricades.	<input type="checkbox"/>	<input type="checkbox"/>
C. Traffic cones.	<input type="checkbox"/>	<input type="checkbox"/>
D. Flag persons (regulators) with six foot staff with red flags and orange vest.	<input type="checkbox"/>	<input type="checkbox"/>
E. Flag persons properly instructed.	<input type="checkbox"/>	<input type="checkbox"/>
F. Flag persons used to assist trucks and vehicles in and out of traffic.	<input type="checkbox"/>	<input type="checkbox"/>
G. Stop/slow paddle on 6' staff, hardhat, reflective vest, safety glasses	<input type="checkbox"/>	<input type="checkbox"/>
10. Tools.		
A. Air tool connections secured with safety chains.	<input type="checkbox"/>	<input type="checkbox"/>
B. Portable electric tools provided with approved systems of double insulation and GFCI.	<input type="checkbox"/>	<input type="checkbox"/>
C. Extension cords are three wire type and in good condition.	<input type="checkbox"/>	<input type="checkbox"/>
D. Portable lights equipped with bulb guards.	<input type="checkbox"/>	<input type="checkbox"/>
E. Protective guards on portable saws in good order.	<input type="checkbox"/>	<input type="checkbox"/>
F. Ladder in good condition.	<input type="checkbox"/>	<input type="checkbox"/>
G. All hand tools in good condition no cracked or splintered handles.	<input type="checkbox"/>	<input type="checkbox"/>

Yes No

11. Trucks and equipment.

- A. Cranes, excavators and rubber tire backhoes have annual inspection in the machine Yes No
- B. Parking brakes set when not in use. Yes No
- C. Clean and visible warning signs posted on truck cranes and excavating equipment. Maintain minimum 10-foot clearance when working near electrical lines. Yes No
- D. Type ABC fire extinguishers available in trucks and all cabbed equipment. Yes No
- E. All horns and lights in good working order. Yes No
- F. Seats firmly secured on vehicles used to transport employees. Yes No
- G. A copy of the most recent equipment inspection checklist on site. Yes No
- H. Roll over protection and seat belts in good order. Yes No
- I. Equipment safety chains in good order and in use. Yes No
- J. Registration cards in all trucks. Yes No
- K. Equipment and vehicle properly lubricated and maintained. Yes No
- L. All drivers with valid licenses. Yes No
- M. Back-up alarms in good working order. Yes No
- N. Windshield clean and void of cracks; wipers and defoggers in operable condition. Yes No

12. Excavation, Trenching, Shoring, Pipe Laying (Underground Work).

- A. Qualified person makes periodic inspections of soil conditions and shoring systems with documentation. Yes No
- B. Effort made to locate underground installations

	Yes	No
by inspection and notification to MISS DIG 1-800-482-7171.	<input type="checkbox"/>	<input type="checkbox"/>
C. Design for shoring system available on site.	<input type="checkbox"/>	<input type="checkbox"/>
D. Spoils, equipment and material stored 2 feet from edge of excavation.	<input type="checkbox"/>	<input type="checkbox"/>
E. Materials used for shoring in good working condition - trench box inspected for broken welds.	<input type="checkbox"/>	<input type="checkbox"/>
F. Walls on manhole and ditch excavations more than 5 feet deep are shored or sloped or otherwise protected.	<input type="checkbox"/>	<input type="checkbox"/>
G. Means of ingress/egress (ladder or ramp) provided every 25 feet in trenches over 4 feet deep. Ladders extend 3 feet above top of excavation.	<input type="checkbox"/>	<input type="checkbox"/>
H. Clean & visible warning signs posted on truck cranes and excavating equipment. Maintain minimum 10-foot clearance when working near electrical lines.	<input type="checkbox"/>	<input type="checkbox"/>
I. Cofferdam has engineered design on site.	<input type="checkbox"/>	<input type="checkbox"/>
J. Cofferdam has two means of ingress/egress.	<input type="checkbox"/>	<input type="checkbox"/>
K. Emergency evacuation plan posted.	<input type="checkbox"/>	<input type="checkbox"/>

13. Fall Protection

A. Fall protection in place for work performed over 6' threshold.	<input type="checkbox"/>	<input type="checkbox"/>
B. Holes covered, marked, and identified.	<input type="checkbox"/>	<input type="checkbox"/>
C. Guardrails in place and inspected. (top rail 42" +/- 3" with mid-rail and toe board)	<input type="checkbox"/>	<input type="checkbox"/>
D. Perimeter cables in place and inspected.	<input type="checkbox"/>	<input type="checkbox"/>
E. Leading edges guarded	<input type="checkbox"/>	<input type="checkbox"/>
F. Harness or body belt worn while in aerial work platform.	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
G. Harness, lanyard and anchors inspected prior to use.	<input type="checkbox"/>	<input type="checkbox"/>
14. Working in confined spaces.		
A. Confined space tested and results recorded before entry.	<input type="checkbox"/>	<input type="checkbox"/>
B. Confined space ventilated with blowers before entry. Ventilation equipment available, if necessary.	<input type="checkbox"/>	<input type="checkbox"/>
C. Smoking or open flame not permitted within 25 feet of confined space.	<input type="checkbox"/>	<input type="checkbox"/>
D. Upstream utilities tagged and locked out.	<input type="checkbox"/>	<input type="checkbox"/>
E. Rescue plan in place.	<input type="checkbox"/>	<input type="checkbox"/>
F. Testing equipment calibrated to manufacturer's specs	<input type="checkbox"/>	<input type="checkbox"/>
15. Handling and storage of materials		
A. Rigging equipment inspected at beginning of each shift.	<input type="checkbox"/>	<input type="checkbox"/>
• Safety latches in place on all hooks.	<input type="checkbox"/>	<input type="checkbox"/>
B. Chains are alloy steel with permanent tag showing size, grade, rated capacity and manufacturer's name.	<input type="checkbox"/>	<input type="checkbox"/>
C. Material staked, raked, blocked, interlocked or otherwise secured to prevent sliding, falling or collapse during storage or transit.	<input type="checkbox"/>	<input type="checkbox"/>
D. Inspect hooks for stretching or twisting.	<input type="checkbox"/>	<input type="checkbox"/>
E. Slings in good condition and built properly. Slings should also be tagged for length and capacity.	<input type="checkbox"/>	<input type="checkbox"/>
16. Respiratory		
A. Lead, asbestos, silica or cadmium present.	<input type="checkbox"/>	<input type="checkbox"/>
B. Proper respiratory protection in place.	<input type="checkbox"/>	<input type="checkbox"/>
C. Workers trained in proper use of respirator(s).	<input type="checkbox"/>	<input type="checkbox"/>

- | | Yes | No |
|--|--------------------------|--------------------------|
| 17. MIOSHA safety poster displayed. | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. Accident report filled out promptly and completed after each accident. Phoned in to office for typing and mailing. | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. Safety manual on jobsite. | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. New employees given brief orientation as to company policies. | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. Conduct one 10-minute safety meeting (Tool Box Talk) with crew each week. Records of topic and attendance must be turned into home office. | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. MSDS booklet and poster. | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. Other Hazards | | |
| A. _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| B. _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| C. _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| D. _____ | <input type="checkbox"/> | <input type="checkbox"/> |
| E. _____ | <input type="checkbox"/> | <input type="checkbox"/> |

REMARKS

DAILY INSPECTION OF EXCAVATORS

	YES	NO
1. Control Mechanisms.		
A. Excessive wear.	<input type="checkbox"/>	<input type="checkbox"/>
B. Free of lubricants, etc.	<input type="checkbox"/>	<input type="checkbox"/>
2. Safety Devices Functioning.	<input type="checkbox"/>	<input type="checkbox"/>
3. Hydraulic System.		
A. Deterioration.	<input type="checkbox"/>	<input type="checkbox"/>
B. Leakage.	<input type="checkbox"/>	<input type="checkbox"/>
4. Hooks.		
A. Throat opening expanded to 15% original size.	<input type="checkbox"/>	<input type="checkbox"/>
B. Twisted more than 10 degrees from vertical.	<input type="checkbox"/>	<input type="checkbox"/>
C. Any visible cracks.	<input type="checkbox"/>	<input type="checkbox"/>
5. Operable back-up alarms.	<input type="checkbox"/>	<input type="checkbox"/>
6. Warning signs are clean and visible		

MONTHLY (PERIODIC) INSPECTION OF EXCAVATORS

	YES	NO
1. Boom and Stick.		
A. Corrosion.	<input type="checkbox"/>	<input type="checkbox"/>
B. Cracks.	<input type="checkbox"/>	<input type="checkbox"/>
2. Loose Bolts or Rivets.	<input type="checkbox"/>	<input type="checkbox"/>
3. Work, Cracked or Distorted.		
A. Pins.	<input type="checkbox"/>	<input type="checkbox"/>
B. Bearings.	<input type="checkbox"/>	<input type="checkbox"/>
C. Bushings.	<input type="checkbox"/>	<input type="checkbox"/>
D. Gears.	<input type="checkbox"/>	<input type="checkbox"/>
E. Locking Devices.	<input type="checkbox"/>	<input type="checkbox"/>
4. Excessive Wear on Brake or Clutch Systems.	<input type="checkbox"/>	<input type="checkbox"/>
5. Malfunction in Steering, Braking or Locking Devices.	<input type="checkbox"/>	<input type="checkbox"/>
6. Hydraulic System.		
A. Flexible hose connection leaking.	<input type="checkbox"/>	<input type="checkbox"/>
B. Deformation/blistering of hose coating or covering.	<input type="checkbox"/>	<input type="checkbox"/>
C. Leaking at threaded or clamped joints.	<input type="checkbox"/>	<input type="checkbox"/>
D. Excessive abrasion on hoses.	<input type="checkbox"/>	<input type="checkbox"/>
7. Hydraulic Pumps.		
A. Loose bolts/fasteners.	<input type="checkbox"/>	<input type="checkbox"/>
B. Leaks at joints between sections.	<input type="checkbox"/>	<input type="checkbox"/>
C. Shaft gear leaks.	<input type="checkbox"/>	<input type="checkbox"/>
D. Unusual noises or vibration.	<input type="checkbox"/>	<input type="checkbox"/>

		YES	NO
	E. Loss of operating speed.	<input type="checkbox"/>	<input type="checkbox"/>
	F. Loss of pressure.	<input type="checkbox"/>	<input type="checkbox"/>
	G. Excessive fluid heat.	<input type="checkbox"/>	<input type="checkbox"/>
8.	Hydraulic Valves.		
	A. Cracks in housing.	<input type="checkbox"/>	<input type="checkbox"/>
	B. Leaks at joints.	<input type="checkbox"/>	<input type="checkbox"/>
9.	Hydraulic Cylinders.		
	A. Fluid leaking past piston causing drifting.	<input type="checkbox"/>	<input type="checkbox"/>
	B. Leaking rod seals.	<input type="checkbox"/>	<input type="checkbox"/>
	C. Welded joints leaking.	<input type="checkbox"/>	<input type="checkbox"/>
	D. Dented case(s).	<input type="checkbox"/>	<input type="checkbox"/>
	E. Loose/deformed rod end or connect joints.	<input type="checkbox"/>	<input type="checkbox"/>
10.	Evidence of Rubber Particles or Metal Chips in filter.	<input type="checkbox"/>	<input type="checkbox"/>
11.	Control Mechanisms.		
	A. Excessive wear.	<input type="checkbox"/>	<input type="checkbox"/>
	B. Free of lubricants, etc.	<input type="checkbox"/>	<input type="checkbox"/>
12.	Safety Devices Functioning.	<input type="checkbox"/>	<input type="checkbox"/>
13.	Hydraulic System.		
	A. Deterioration.	<input type="checkbox"/>	<input type="checkbox"/>
	B. Leakage.	<input type="checkbox"/>	<input type="checkbox"/>
14.	Hooks.		
	A. Throat opening expanded to 15% of original size.	<input type="checkbox"/>	<input type="checkbox"/>
	B. Twisted more than 10 degrees from vertical.	<input type="checkbox"/>	<input type="checkbox"/>
	C. Any visible cracks.	<input type="checkbox"/>	<input type="checkbox"/>
15.	Operable Back-up Alarms.		



TOOL BOX TALKS

Equipment Inspections

Before you get started:

There are five basic safety tips that apply to the entire heavy construction industry. If you practice these five tips, you could make a difference.

- KNOW YOUR JOB.
- BE ALERT.
- EXPECT THE UNEXPECTED.
- USE GOOD JUDGEMENT.
- ALWAYS THINK SAFETY.

These Tool Box Talks have been designed to include all of the information your company should be able to include in a five minute session. MITA suggests that you document this activity with the sign-in sheet that has been provided and keep it on file for future reference.

Equipment life expectancy increases and the possibility of potential injury to fellow workers decreases when construction equipment is properly maintained.

Part 10 of the MIOSHA Construction Safety Standards requires daily, periodic and annual inspections of excavators, backhoes and cranes.

A copy of the annual inspection must be kept at the jobsite.

The attached checklist is a good reference for fulfilling all of these requirements.

(Please see next page)

Your employer is an equal opportunity employer and as such welcomes applications from qualified female and minority applicants.

Excavator-Backhoe Annual Inspection Report

Date: Unit or serial #:

Hour Meter Reading:

Company:

Check every box if applicable, write "N/A" if not applicable

OK	Need Attn		OK	Need Attn	
		General:			Boom and stick:
		Fire extinguisher 10BC			Visual check
		Glass- No visual Distortion			Bent
		Backup alarm			Wear
		Horn			Cracks
		Access- Skid resistant			Pins tight
		Mirrors			Bushings
		Wipers			Paint
		Lights			Bucket hook:
		Defrost			Closed hook
		Brakes			Screw pin shackle
		Steering			Less than 15% spread
		Engine			Less than 10 degrees twist
		Shifting- Transmission			Any cracks?
		Mainframe Damage			Teeth, sidecutters
		Final drive planetary leaks			Tires and Wheels:
		Swing Mechanism			Wheel Lugs
		Gauges:			Tire Pressure
		Temperature			Tire Wear/Damage
		Oil Pressure			Bearings
		Amp meter			Undercarriage:
		Hydraulic Oil Temp			Track pads
		Other			Rollers (wear & leaks)
		Hydraulic:			Idlers
		Pump			Sprockets
		Cylinder			Track Adjusters
		Hoses			Documentation:
		Leaks			Load charts in place
		Controls:			Manual in machine
		Operation			Hazard warning signs
		Adjustment			Swing radius danger signs
		Check for wear			Hand Signal Chart

Comments:

Inspector:

Title:

Signature:

Michigan Department of Labor and Economic Opportunity
Michigan Occupational Safety and Health Administration
Consultation Education and Training Division

Fonson Company Inc.

Silica Exposure Control Plan

2/3/2023

Note: This document is intended as a compliance guide for MIOSHA Occupational Health Part 590 Silica In General Industry and Part 690 Silica In Construction. This guide does not substitute for a full reading of the standard. This document is provided as an informational service under the authority of Public Act 154 of 1974. Its purpose is to aid in the development of written programs related to silica exposures. This program is designed to be adapted to each individual employer's need; forms should be shortened, expanded, or duplicated as needed.



Fonson Company written Crystalline Silica Exposure Control Plan is designed to prevent health effects from respirable crystalline silica exposures. This plan follows the requirements of both the OSHA General Industry Rule (29 CFR 1910.1053) and the OSHA Construction Rule (29 CFR 1926.1153) as Fonson Company employees may be involved in activities that are covered under either rule relative to potential crystalline silica exposures.

The requirements in this plan apply to all Fonson Company employees who are exposed to respirable crystalline silica at or above the action level or permissible exposure limit or perform construction-related tasks which are identified in Table 1 of the standard.

This written exposure control plan will be readily available for examination and copying, upon request, to each employee covered by this section, their designated representatives, the Assistant Secretary and the Director. This plan will be reviewed and evaluated for effectiveness at least annually and updated as needed.

Introduction

Silica is the compound formed from the elements silicon (Si) and oxygen (O) and has a molecular form of SiO₂. Silica is the second most common mineral on earth, found in the common form as “sand” and “rock.” The three main forms or ‘polymorphs’ of silica are alpha quartz, cristobalite, and tridymite. The polymer most abundant and most hazardous to human health is alpha quartz, and is commonly referred to as crystalline silica. Crystalline silica is a common mineral that is found in materials that we see every day in roads, buildings, and sidewalks. It is a common component of sand, stone, rock, concrete, brick, block and mortar.

Health Hazards Associated with Silica Exposure

The health hazards of silica come from breathing in the dust. If crystalline silica becomes airborne through industrial activities, exposures to fine crystalline silica dust (specifically exposure to the size fraction that is considered to be respirable) can lead to disabling, sometimes fatal disease called silicosis and other non-malignant respiratory diseases, such as chronic bronchitis, Lung Cancer, kidney disease including nephritis & end-stage renal disease (kidneys), and may be associated with auto-immune disorders & cardiovascular disease.

Responsibilities

Due to the risk posed by respirable silica, personnel involved in activities that could potentially create silica dust take specific actions to ensure that, as much as practicable, a hazard is not created. In recognition of this, the following Silica related responsibilities have been established.

Competent Person -Your onsite foreman will serve as the silica competent person and be responsible for the implementation of this written control plan.

Fonson Company management (EH&S Manager or Manager(s)) is responsible for:

- Providing program oversight and consultation to Fonson Company employees regarding potential risks, exposure prevention, and training relating to potential crystalline silica dust exposures.
- Implementing a suitable respirable crystalline silica exposure monitoring program, or otherwise ensuring representative exposure monitoring results are available.
- Designating a “competent person” and defining/assigning appropriate responsibilities.

- Ensuring project and/or task specific Exposure Control Plans (ECPs) are developed, communicated, and effectively implemented as appropriate.
- Ensuring that all affected employees and their managers or supervisors receive the necessary training related to this plan, as well as task specific ECPs.
- Maintaining applicable records, i.e. exposure sampling, respirator fit tests, training, etc. in accordance OSHA regulations.
- Notifying the Employee Health Office of any employee/job category that meets any of the criteria for inclusion in this plan.
- Conducting a review of this plan annually and updating it as necessary.
- Conducting medical surveillance in accordance with 1910.1053 and 1926.1153.
- Maintaining records of the physical examinations, x-rays and tests.
- Providing the Employee and Employer with the PHLCP's Written Medical Opinion, as required under the standard.
- Inspecting job sites, materials and equipment on a regular and frequent basis;
- Identifying existing and foreseeable respirable crystalline silica hazards and taking prompt corrective action to minimize or eliminate these hazards;
- Being familiar with the Silica Exposure Control Plan;
- Notifying employees when problems arise, there is a change in engineering controls and work practices, or in situations of uncontrolled releases of visible dust in occupied buildings.
- Providing affected new employees with informal on-the-job training about this plan.
- Making information and training materials available to potentially affected employees.
- Supplying appropriate equipment and personal protective equipment (PPE) to affected employees free-of-charge.
- Requiring affected employees to wear personal protective equipment as outlined in the plan.
- Ensuring that affected employees receive medical surveillance and attend required training.

Fonson Company Employees are responsible for:

- Observing the procedures and requirements outlined in this plan.
- Knowing the hazards of silica dust exposure.
- Reporting immediately to their supervisor, any hazards (i.e. unsafe conditions, unsafe acts, improperly operating equipment, PPE issues/needs etc.).
- Attending training sessions.
- Complying with medical surveillance requirements.
- Wearing respiratory protection, and other PPE, as required.
- Notifying supervisors of changes in the workplace that could cause an increase in exposures to respirable crystalline silica.

Specified Exposure Control Methods

Potential silica-containing substrates and materials encountered at this facility include brick, cement, concrete, concrete block, drywall, grout, mortar, paints containing silica, plasters, roof tile, and various types of tile. Activities impacting these materials also vary, including cutting/sawing, demolishing/disturbing, drilling/coring, grinding, jackhammering, milling, mixing/pouring, sanding, scraping, and even clean-up activities such as sweeping and vacuuming.

The tasks that Fonson Company staff may perform on silica-containing materials that are not represented in the Table 1 list include [Examples if any: scraping of painted drywall and plasters, light demolition activities involving handheld tools and reciprocating saws, mixing and pouring, and cleanup methods.] Engineering and work practice controls will be used, employee exposure monitoring will be conducted, and respiratory protection will be employed, as necessary. In addition to Fonson Company staff, there may be Other companies staff who have the potential to be exposed to respirable crystalline silica above the action limit while performing various tasks. If these tasks fall outside the scope of Table 1, Fonson Company will perform an exposure assessment using either the "Performance Option" or the "Scheduled Monitoring Option", both of which are described below. If these operations exceed the AL or PEL, they will be identified in the plan along with the controls used to ensure employees are protected.

Risk Control

Control Methods: When determining measures to reduce or eliminate worker exposure to silica dust, Fonson Company will generally select a combination of controls, listed in order of preference:

- Elimination and Substitution
- Engineering
- Administrative
- Personnel Protection Equipment (PPE)

Substitution and Elimination: Whenever possible, Fonson Company will substitute products containing silica with products that do not contain (or contain a lower percentage of) crystalline silica. When substitution is not feasible, during the planning process, Fonson Company will make efforts to reduce the need and/or duration of activities that produce exposures to respirable silica.

Engineering Controls: Engineering controls are those controls which aim to control or otherwise minimize the release of crystalline silica. Two "common" engineering control options available are Local Exhaust Ventilation (LEV) and Wet Dust Suppression (WDS) systems.

Administrative Controls: Administrative controls are those that aim to control or otherwise minimize the release of silica using work procedure and work methods, rather than by affecting the actual physical work. Common examples of administrative controls include, but are not limited to:

- Rescheduling of work as to avoid the activities of others.

- Relocating unprotected workers away from dusty areas.
- Avoid using compressed air to clean and dry sweeping of silica containing material. Wet sweep whenever feasible.
- When administrative controls are used, Fonson Company will employ the following systems and safe work practices:
- As able, work activities will be scheduled to minimize the silica related affect on, and from, others.
- Suitable housekeeping, restricted work area, hygiene practices, training and supervision procedures/standards will be determined and implemented.

Personal Protective Equipment Controls: When engineering and administrative controls are not effective in reducing exposures below the PEL, use of respiratory protective equipment will be required.

Exposure Limits

Exposure Limits/Considerations: The OSHA silica regulation (1926.1153 Respirable Crystalline Silica) lists a Permissible Exposure Limit (PEL) for respirable crystalline silica (including quartz) of 50 micrograms per cubic meter of air ($\mu\text{g}/\text{m}^3$) and an Action Level of 25 $\mu\text{g}/\text{m}^3$. This is a concentration to which nearly all workers could be exposed for eight hours a day, five days a week, without adverse health effects.

Exposure Assessment

Fonson Company will assess the exposure of each employee who is or may reasonably be expected to be exposed to respirable crystalline silica at or above the action level in accordance with either the performance option or the scheduled monitoring option.

Performance Option

Fonson Company will assess the 8-hour TWA exposure for each employee on the basis of any combination of air monitoring data or objective data sufficient to accurately characterize employee exposures to respirable crystalline silica.

Scheduled Monitoring Option

Fonson Company will perform initial monitoring to assess the 8-hour TWA exposure for each employee on the basis of one or more personal breathing zone air samples that reflect the exposures of employees on each shift, for each job classification, in each work area. Where several employees perform the same tasks on the same shift and in the same work area, the employer may sample a representative fraction of these employees in order to meet this requirement. In representative sampling, the employer shall sample the employee(s) who are expected to have the highest exposure to respirable crystalline silica.

- If initial monitoring indicates that employee exposures are below the action level, the employer may discontinue monitoring for those employees whose exposures are represented by such monitoring.
- Where the most recent exposure monitoring indicates that employee exposures are at or above the action level but at or below the PEL, the employer shall repeat such monitoring within six months of the most recent monitoring.

- Where the most recent exposure monitoring indicates that employee exposures are above the PEL, the employer shall repeat such monitoring within three months of the most recent monitoring.
- Where the most recent (non-initial) exposure monitoring indicates that employee exposures are below the action level, the employer shall repeat such monitoring within six months of the most recent monitoring until two consecutive measurements, taken 7 or more days apart, are below the action level, at which time the employer may discontinue monitoring for those employees whose exposures are represented by such monitoring.

Housekeeping

- Dry sweeping or dry brushing of dust containing respirable crystalline silica is prohibited. Use of a HEPA filtered vacuum cleaner, followed by wet mopping or wet sweeping as necessary. Wet sweeping compounds can be an acceptable dust suppression housekeeping method provided that the compounds are non-grit, oil, or wax based. If HEPA vacuuming or wet mopping/sweeping is not feasible because doing so may cause damage to equipment or create a greater hazard, then management or competent person must be contacted to discuss alternative cleaning methods.
- Do not use compressed air to clean an employee's clothes that have become soiled with dust containing respirable crystalline silica or use compressed air to clean skin and clothing at any time. A HEPA filtered vacuum should be used to remove dust followed by laundering. Coveralls can be used to minimize the transfer of dust to other areas such as an office, break room, vehicle or home environment. Vacuum the coveralls with a HEPA filtered vacuum before removing to launder or, if disposable, place in the normal trash. Vacuum filters can also be placed in the normal trash.

Regulated and Restricted Areas

A regulated area will be established where work exposures at a fixed location are known to be at or above the PEL. A regulated area must be separated from other areas in a way that will minimize the number of employees exposed. The following sign will be posted at each entrance to the regulated area:

***DANGER, RESPIRABLE CRYSTALLINE SILICA, MAY CAUSE CANCER, CAUSES
DAMAGE TO LUNGS, WEAR RESPIRATORY PROTECTION IN THIS AREA
AUTHORIZED PERSONNEL ONLY***

Only employees who have work to perform are allowed to enter a regulated area. All employees entering the regulated area must wear a respirator, regardless of the amount of time spent in the area.

Respiratory Protection

Respiratory protection is required during certain activities identified in Table 1 of this plan. It

may also be required if other tasks are identified where employee exposures exceed the PEL and work practice or engineering controls are not feasible or effective enough to reduce exposures. All respirator use will comply with MIOSHA Part 451. Respiratory Protection standard and Fonson Company Respiratory Protection Program.

The following table provides recommended respiratory protection levels based on the measured or anticipated exposure levels:

Respirator	Protection Factor	Typical Silica Activity
N95	Less than 50 $\mu\text{g}/\text{m}^3$	- Used on voluntary basis to control low exposures
Half-face with HEPA filters	50 – 500 $\mu\text{g}/\text{m}^3$	- Housekeeping (wet method) - Saw cutting (wet method) - Drilling (wet method) - Power tools with dust collection
Full-face with HEPA filters	500 – 5,000 $\mu\text{g}/\text{m}^3$	- Mixing grout in bulk - Vacuum abrasive blasting
SCBA / CABA	Above 5,000 $\mu\text{g}/\text{m}^3$	- Abrasive Blasting

Medical Surveillance

Medical surveillance will be required for any employee who meets any of the following criteria:

- Exposure to respirable crystalline silica above the permissible exposure limit.
- Exposure to respirable crystalline silica at/above the action level for 30 or more days per year.
- Required to wear a respirator for 30 or more days a year (per Table 1).
- Work with crystalline silica and develop signs/symptoms of excessive exposure to respirable crystalline silica.

Training

Training is required upon initial assignment to a job where silica-containing materials will be impacted and may result in exposures above the AL or where tasks in Table 1 are performed. This training will cover the following topics:

- Health hazards associated with respirable crystalline silica,
- Specific tasks in the workplace that could result in exposure to respirable crystalline silica,
- Specific measures the employer has implemented to protect employees from exposure, including engineering and work practice controls as well as respiratory protection,
- The contents and availability of the Construction and General Industry OSHA Silica Standards, as applicable,
- The identity of the competent person (for the construction related activities),
- The purpose and description of the medical surveillance program.

Record Keeping

Fonson Company will maintain employee exposure information for at least 30 years. Medical

Surveillance records will be kept by the management for the duration of the employee's employment, plus 30 years.

Education and Training

Prior to performing activities or working on project sites where personnel could be exposed to silica dust, Fonson Company will ensure that personnel receive suitable education and training. While not necessarily an exhaustive list, education and training may include:

- The health hazards and risks associated with exposure to silica dust.
- The specific tasks that could result in silica exposure
- General and specific silica exposure reduction methods/strategies (i.e. as detailed in the general/specific exposure control plans).
- The use of specific pieces of equipment and control systems (i.e. LEV and WDS systems).
- The use and care of respiratory (and other) personal protective equipment.
- The general provisions of the OSHA silica standard.
- The employee identified as the competent person for the Silica Exposure Control Plan.

The education and training detailed will be delivered to Fonson Company employee's through a variety of forums, including but not necessarily limited to:

- New Employee Orientations.
- Project/Site Orientations.
- Equipment/task specific training.
- Start of shift "Pre Task Planning".
- Tool Box Talks
- Notifications and Bulletins (those developed in house and those acquired from other reputable sources).

COMPANY-SPECIFIC AND TASK-SPECIFIC EXPOSURES AND CONTROLS

Location	Task	Control Methods	Personal Protective Equipment	Work Practices/Comments

Tool Box Talks 2024

Date Returned

Topic	Date Due	Adrian	Andy	Dan	Gus	Jim	Randy	Office	Shop	Drivers
Flu Safety Talk	1/6							1/4	1/6	1/6
Alcohol Use Safety Talk	1/13							1/11	1/13	1/13
Cold Weather Safety	1/20							No Meetings	1/20	1/20
Workplace Suicide Safety	1/27				1/26			1/25	1/27	1/27
Two Types of Stress at W	2/3				2/1			2/1	2/3	2/3
Attitude and Safety	2/10				2/6			2/8	2/10	2/10
Be Alert of Moving Equip	2/17				2/16			No Meetings	2/17	2/17
Front End Loader Safety	2/24				2/23			2/22	2/24	2/24
Driver Killed When Run-o	3/2				3/1			2/29	3/2	3/2
Trench Safety	3/9	3/9	3/5	3/4	3/4	3/4	3/8	No Meetings	3/9	3/9
Buried Utilities	3/16	3/16	3/15	3/11	3/11	3/11	3/10	3/14	3/16	3/16
Heavy Equipment (Two S	3/23	3/23	3/20	3/18	3/18	3/18	3/18	3/21	3/23	3/23
Near Miss	3/30	3/30	3/28	3/25	3/28	3/25	3/25	3/28	3/30	3/30
Safety on A New Job Site	4/6	4/6	4/4	4/1	4/4	4/1	4/1	4/4	4/6	4/6
Preventing Equipment Da	4/13	4/13	4/12	4/8	4/8	4/8	4/10	4/11	4/13	4/13
Leave Yourself an Out	4/20	4/20	4/19	4/15	4/17	4/15	4/16	4/18	4/20	4/20
Spotter Safety Talk	4/27	4/27	4/26	4/22	4/26	4/22	4/23	4/24	4/27	4/27
Suicide Prevention in Cor	5/4	5/4	5/3	4/29	5/2	4/29	5/4	5/2	5/4	5/4
The Importance of Sleep	5/11	5/11	5/10	5/6	5/10	5/6	5/11	5/9	5/11	5/11
Stress	5/18	5/18	5/17	5/13	5/13	5/13	5/17	5/16	5/18	5/18
Paving Pitfalls	5/25	5/25	5/21	5/20	5/22	5/20	5/23	5/23	5/25	5/25
Avoid Distracted Driving	6/1	6/1	5/31	5/28	5/28	5/28	5/30	5/30	6/1	6/1
Heat Stress	6/8	6/8	6/4	6/3	6/7	6/3	6/8	6/6	6/8	6/8
Trench Safety: Before You	6/15	6/15	6/10	6/10	6/10	6/14	6/14	6/13	6/15	6/15
Noise? What Noise?	6/22	6/22	6/18	6/17	6/19	6/17	6/20	6/20	6/22	6/22
Heavy Equipment (Four C	6/29	6/29	6/25	6/24	6/27	6/24	6/24	6/27	6/29	6/29

Inspection / Survey Form

C & M Wire Rope & Supply Company
3347 East Bristol Road
Burton, MI 48529
(810) 742-2090 | Fax: (810) 742-5810

LOCATION	SERIAL #	SIZE	TYPE	REACH	OK	STATUS										TAG Number, Control or Repair	COMMENTS and/or DESCRIPTION	
						Repairable	Scrap & Replace	Unable to Inspect	Illegal Assembly	Stretched	Bent	Gouged	Broken	Weld Burn / Pitted	Worn below Min.			Missing Tag
1	Wire Rope w/ Shackle	3/8		12	in.	✓												
2		3/8		12	in.	✓												
3		1/2		12	in.	✓												
4		1/2		12	in.	✓												
5	42423	1/2	TOS	8	ft.	✓											4185	manhole chain
6	124194	3/8	SS	7	ft.	✓											4143	Type A
7	3222	3/8	DOS	6	ft.	✓											4196	
8	21921	3/8	TOP	8	ft.	✓											4179	
9	32018	3/4	SOS	6	ft.	✓											4167	
10		3/4	SS		ft.	✓												8 Ton Hoist Hook
11		3/4	SS		ft.	✓												8 Ton Hoist Hook
12	MLE-35				ft.	✓												manhole pin
13	MLE-35				ft.	✓												manhole pin
14	MLE-35				ft.	✓												manhole pin
15	MLE-35				ft.	✓												manhole pin
16					ft.													
17					ft.													
18					ft.													
19					ft.													
20					ft.													

Customer: Fonsen (DAN) C & M Representative
 Address: Brighton City MI State MI Zip Customer
 Representative: Scott Moteak Customer Representative

Clamp Defects: BP = Bent Pin; BS = Broken Spring; CW = Cam Worn; DH = Damaged Housing; IR = Improper Repair; PW = Pad Worn; OJ = Open Jaw; SS = Shackle Bent; SS = Shackle Spread; WP = Worn Pin; WR = Worn Rivet; WS = Weak Spring; OT = Other.

Date: 2/21/25
Page: 1

Inspection / Survey Form

C & M Wire Rope & Supply Company
3347 East Bristol Road
Burton, MI 48529
(810) 742-2090 | Fax: (810) 742-5810

LOCATION	SERIAL #	SIZE	TYPE	REACH	OK	STATUS										TAG Number, Control or Repair	COMMENTS and/or DESCRIPTION	
						Repairable	Scrap & Replace	Unable to Inspect	Illegal Assembly	Stretched	Bent	Gouged	Broken	Weld Burn / Pitted	Worn below Min.			Missing Tag
1	72324	3/8	566	15 ft.	In.	✓												
2	71270	3/8	005	6 ft.	In.	✓												4136 Type A
3	3322	1/2	005	14 ft.	In.	✓												5219 Type B
4					In.													
5					In.													
6					In.													
7					In.													
8					In.													
9					In.													
10					In.													
11					In.													
12					In.													
13					In.													
14					In.													
15					In.													
16					In.													
17					In.													
18					In.													
19					In.													
20					In.													

Clamp Defects: BP = Bent Pin; BS = Broken Spring; CW = Cam Worn; DH = Damaged Housing; IR = Improper Repair; PW = Pad Worn; OJ = Open Jaw; SB = Shackle Bent; SS = Shackle Spread; WP = Worn Pin; WR = Worn Rivet; WS = Weak Spring; OT = Other.

Code: ML=Master Link CH=Chain Link HK=Hook CL=Connector Link

Customer: Fonson (Shop) State MI Zip

Address: Brighton

City: Brighton

C & M Representative: Scott Watson

Customer Representative:

Inspection / Survey Form

C & M Wire Rope & Supply Company
 3347 East Bristol Road
 Burton, MI 48529
 (810) 742-2090 | Fax: (810) 742-5810

Date: 2/21/25
 Page: 1

LOCATION	SERIAL #	SIZE	TYPE	REACH	OK	STATUS										TAG Number, Control or Repair	COMMENTS and/or DESCRIPTION			
						Repairable	Scrap & Replace	Unable to Inspect	Illegal Assembly	Stretched	Bent	Gouged	Broken	Weld Burn / Pitted	Worn below Min.			Missing Tag		
1	wire Rope n/ Shd	3/8		10	in.	✓														
2		1/2		12	in.	✓														
3	224231	3/8	TOP	6	in.	✓														4154
4		5/8	SS	18	in.	✓														4132
5		5/8	SS	21	in.	✓														4110
6	470n Light's Clutch				in.	✓														4160
7	470n Light's Clutch				in.	✓														4149
8	270n Light's Clutch				in.	✓														4161
9	270n Light's Clutch				in.	✓														4181
10	ML2-35				in.	✓														
11	ML2-35				in.	✓														
12	ML2-35				in.	✓														
13	ML2-35				in.	✓														
14					in.															
15					in.															
16					in.															
17					in.															
18					in.															
19					in.															
20					in.															

Clamp Defects: BP = Bent Pin; BS = Broken Spring; CW = Cam Worn; DH = Damaged Housing; IR = Improper Repair; RW = Pad Worn; OJ = Open Jaw; SB = Shackle Bent; SS = Shackle Spread; WP = Worn Pin; WR = Worm Rivet; WS = Weak Spring; OT = Other.

Code: ML=Master Link CH=Chain Link HK=Hook CL=Connector Link

Customer: Fenson (Adrian) State MI Zip

Customer Representative: Scott Minton

C & M Representative:



21-006124230

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

EMMANUEL GONZALEZ

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124229

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

RYAN COTTON

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124228

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

DEVYN FOWLER

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124227

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

MIGUEL GONZALEZ

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124226

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

PAIGE PARSONS

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124225

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

TIMOTHY DIXON

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124224

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

SHAWN LUNDGREN

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124223

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

TIMOTHY JUDSON

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124222

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

JOSE HERNANDEZ-MARQUEZ

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124221

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:

KYLE HAHN

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124220

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
RANDALL KUCH II

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124219

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
BUCKNER CHARLES

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124218

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
CESAR CONTRERAS

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124217

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
SCOTT RAGER

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124216

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
ALBERTO ANGULO

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124215

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
ZACHARY ARCHIBALD

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124214

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
JUAN DIAZ-RAMIREZ

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124213

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
TRAVIS BURY

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124210

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
JACOB MCMURRY

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124209

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
GUSTAVO GARCIA

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124208

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
SCOTT DINSER

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124207

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
PATRICK MORRISON

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124206

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
LONNIE HOLMES

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124205

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
MICHAEL DAVIS

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124204

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
CHARLES BERRY

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124203

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
CHASE VAUGHN

Gregory Brooks 05/05/2023
Trainer Name Date of Issue



21-006124200

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
JAMES THEECK II

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124199

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
RICHARD BOWMAN

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124198

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
BRADLEY BRANNAN

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124197

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
BRANDON STONE

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124196

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
JAMES THOMPSON

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124195

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
TIMOTHY SPICER

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-006124194

This card acknowledges that the recipient has successfully completed:

10-hour Construction Safety and Health

This card issued to:
DANIEL SAULS

Gregory Brooks
Trainer Name

05/05/2023
Date of Issue



21-602059606

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:

JUAN GUTIERREZ

Gregory Brooks
Trainer Name

01/12/2023
Date of Issue



21-602059607

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:

JERRY FOWLER

Gregory Brooks
Trainer Name

01/12/2023
Date of Issue



21-602059619

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:

BRENDAN CLARKE

Gregory Brooks
Trainer Name

01/12/2023
Date of Issue



21-602061510

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
ANDY CALL

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061509

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
GARRETT PACITTO

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061508

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
ROYCE LAW

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061507

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
JAMES WILL

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061506

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
MARK ENOS

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061505

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
RON MAGEE

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061512

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
RANDY KUCH

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061511

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:
GUSTAVO DELA TORRE

Gregory Brooks 02/02/2023
Trainer Name Date of Issue



21-602061496

This card acknowledges that the recipient has successfully completed:

30-hour Construction Safety and Health

This card issued to:

CHRISTIAN CONTRERAS

Gregory Brooks

02/02/2023

Trainer Name

Date of Issue



21-602061503

This card acknowledges that the recipient has successfully completed:



21-602093807

30-hour Construction Safety and Health

This card acknowledges that the recipient has successfully completed:

This card issued to:
ALEC HANNAN

Gregory Brooks
Trainer Name

02/24/2025
Date of Issue



21-602093810

30-hour Construction Safety and Health

This card acknowledges that the recipient has successfully completed:

This card issued to:
RANDALL KUICH II

Gregory Brooks
Trainer Name

02/24/2025
Date of Issue



21-602093809

30-hour Construction Safety and Health

This card acknowledges that the recipient has successfully completed:

This card issued to:
PAIGE PARSONS

Gregory Brooks
Trainer Name

02/24/2025
Date of Issue



21-602093808

30-hour Construction Safety and Health

This card acknowledges that the recipient has successfully completed:

This card issued to:
DANIEL SAULS

Gregory Brooks
Trainer Name

02/24/2025
Date of Issue



This recognizes that **Alberto Angulo** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Kevin Baumgardner** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Charles Berry** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Richard Bowman** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Brad Brannan** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Alberto Angulo** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion



This recognizes that **Kevin Baumgardner** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Charles Berry** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Richard Bowman** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Brad Brannan** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Kelvin Canady** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Kelvin Canady** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Kevin Caverly** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Kevin Caverly** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Kirk Cooley** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Kirk Cooley** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Cesar Contreras** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Cesar Contreras** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Christian Contreras** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Christian Contreras** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Desean Davis has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Michael Davis has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Gustavo DeLaTorre has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Scott Dinsler has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Desean Davis has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Michael Davis has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Gustavo DeLaTorre has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Scott Dinsler has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date

Back Side

Verso



This recognizes that Royce Law has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (5) Years from Completion Date



This recognizes that Royce Law has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion



This recognizes that Brandon Leach has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that Brandon Leach has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Kevin Liles has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (5) Years from Completion



This recognizes that Kevin Liles has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Thomas Lindemeyer has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (5) Years from Completion



This recognizes that Thomas Lindemeyer has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Kevin Lukins has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that Kevin Lukins has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Ronald Magee** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Ronald Magee** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Juan Marquez-Contreras** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Juan Marquez-Contreras** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Jacob McMurry** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Jacob McMurry** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Patrick Morrison** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Patrick Morrison** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **James Norris** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **James Norris** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date

Verzo

Back Side



This recognizes that
Nick Onifer
has completed the requirements for
FIRST AID
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that
Nick Onifer
has completed the requirements for
ADULT CPR/AED
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion



This recognizes that
Garrett Pacitto
has completed the requirements for
FIRST AID
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that
Garrett Pacitto
has completed the requirements for
ADULT CPR/AED
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that
Paige Parsons
has completed the requirements for
FIRST AID
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that
Paige Parsons
has completed the requirements for
ADULT CPR/AED
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that
Caleb Pease
has completed the requirements for
FIRST AID
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that
Caleb Pease
has completed the requirements for
ADULT CPR/AED
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that
Skyvyn Peika
has completed the requirements for
FIRST AID
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that
Skyvyn Peika
has completed the requirements for
ADULT CPR/AED
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Jennah Rawahneh has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Jennah Rawahneh has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion



This recognizes that Scott Reger has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that Scott Reger has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Devin Rinaldi has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that Devin Rinaldi has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Daniel Sauls has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that Daniel Sauls has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date

Verzo

Back Side



This recognizes that **Jesse Sharp** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Jesse Sharp** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Charles Simmons** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Charles Simmons** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Matthew Smith** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Matthew Smith** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Jim Sonnenberg** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Jim Sonnenberg** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Jim Spiccar** has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **Jim Spiccar** has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Braden Stone** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that **James Theeck** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Marcie Tomburini** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Chase Vaughn** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Sherri Watts** has completed the requirements for **FIRST AID**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion



This recognizes that **Braden Stone** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion



This recognizes that **James Theeck** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Marcie Tomburini** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Chase Vaughn** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that **Sherri Watts** has completed the requirements for **ADULT CPR/AED**
Conducted by:
Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date

Verso

Back Side



This recognizes that Thad Widmayer has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Thad Widmayer has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Jim Will has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Jim Will has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that John Yarcho has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that John Yarcho has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date



This recognizes that Jason Kosmyna has completed the requirements for **FIRST AID**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (3) Years from Completion Date



This recognizes that Jason Kosmyna has completed the requirements for **ADULT CPR/AED**
Conducted by: Greg Brooks
Certified Red Cross Instructor
Date Completed: March 7, 2024
Card Valid for (2) Years from Completion Date

Certificate of Participation

Fonson Company Inc

Is enrolled in a random drug and alcohol testing program operated by Alere eScreen® that is maintained in accordance with alcohol drug free workplace policies. All random selections for random drug and alcohol testing are set forth by Alere eScreen.

February 19, 2020

Effective Date

February 28, 2026

Expiration Date



Alere eScreen reserves the right to terminate program participation at any time due to non-compliance.

A handwritten signature in black ink, appearing to read "Cali Gee", written over a horizontal line.

Cali Gee, Sr. Director of Compliance
Alere eScreen



The .gov means it's official.

Federal government websites often end in .gov or .mil. Before sharing sensitive information, make sure you're on a federal government site.



The site is secure.

The https:// ensures that you are connecting to the official website and that any information you provide is encrypted and transmitted securely.



U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

[CONTACT US](#) [FAQ](#) [A TO Z INDEX](#) [LANGUAGES](#)

Establishment Search Results

Establishment	Inspection Date Range	OSHA Office	Site Zip Code	State
Fonson Company Inc.	03/31/2022 to 03/31/2025	all	all	all

Note: Inspections which are known to be incomplete will have the identifying Activity Nr shown in *italic*. Information for these open cases is especially dynamic, e.g., violations may be added or deleted.

Results By Date

Results 1 - 2 of 2

Sort by: [Date](#) | [Name](#) | [Office](#) | [State](#)

[Reset](#)

[Return to Search](#)

#	Activity	Date Opened	RID	ST	Type	Scope	SIC	NAICS	Violations	Establishment Name
1	1736348.015	03/21/2024	0552651	MI	Planned	Complete		237310		Fonson Company, Inc.
2	1731582.015	03/01/2024	0552651	MI	Planned	Complete		237110		Fonson Company, Inc.

[OSHA](#) [Standards](#) [Enforcement](#) [Topics](#) [Media Center](#) [Contact Us](#)



Occupational Safety and Health Administration
200 Constitution Ave NW
Washington, DC 20210
1-800-321-OSHA
1-800-321-6742
www.osha.gov

FEDERAL GOVERNMENT

[White House](#)

[Benefits.gov](#)

[Coronavirus Resources](#)

[Disaster Recovery Assistance](#)

[DisasterAssistance.gov](#)

[USA.gov](#)

[Notification of EEO Violations](#)

[No Fear Act Data](#)

[U.S. Office of Special Counsel](#)

OCCUPATIONAL SAFETY & HEALTH

[Frequently Asked Questions](#)

[A - Z Index](#)

[Freedom of Information Act - OSHA](#)

[Read the OSHA Newsletter](#)

[Subscribe to the OSHA Newsletter](#)

[OSHA Publications](#)

[Office of Inspector General](#)

ABOUT THE SITE

[Freedom of Information Act](#)

[Disclaimers](#)

[Plug-Ins Used on DOL.gov](#)

[Accessibility Statement](#)

Connect With DOL





SUMMARY OF WORK-RELATED INJURIES AND ILLNESSES

Year 20 24

Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration (MIOSHA)

Form Approved OMB No. 1218-0176

All establishments covered by Public Law of 1970 (P.O. 91-599) and Michigan Occupational Safety and Health Act 154, P.A. 1974, Part 11, Michigan Administrative Rule for Recording and Reporting of Injuries and Illnesses, 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 and accurate before completing this summary. You may be fined for failure to comply. 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 MIOSHA Form 300 in its entirety. They also have limited access to the MIOSHA Form 301 or its equivalent. See Part 11, R408.22135 Rule 1135, in MIOSHA'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	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
50	0
(K)	(L)

Injury and Illness Types

Total number of... (M)	(1) Injury	(4) Poisonings	(5) Hearing Loss	(6) All Other Illnesses
4	0	0	0	0
(2) Skin Disorder	(3) Respiratory Conditions			

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: Michigan Department of Labor and Economic Opportunity, MIOSHA, TSD, 530 West Michigan Street, P.O. Box 30543, Lansing MI 48909-8143, (517) 281-7788. Do not send the completed forms to this office.
MIOSHA-300A (Rev. 03/20) Effective 01/01/2004

Establishment information

Your establishment name Fonson Company, Inc
Street 7644 Whitmore Lake Road
City Brighton State Michigan Zip 48116
Industry description (e.g., Manufacture of motor truck trailers)
Poured Concrete Foundation and Structure Contractors

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 60
Total hours worked by all employees last year 139,212.59

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.

Company Executive

(810)231-5199

Phone

V.P. Title

1/9/2025
Date

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

WORKFORCE DEVELOPMENT

Fonson Company is a proud participant, in conjunction with MDOT, in an On The Job Training Program, in accordance with the Federal Aid Highway Act of 1970, 23 Code of Federal Regulations. This Program is specifically designed to be used by Contractors to increase the participation of minorities, women, and disadvantaged persons in the construction skilled trades. The training program is attached.



Fonson Company takes pride in our employee benefit programs. Attached are documents showing our health insurance, bonus structure, retirement benefits and training courses.

Fonson Company does NOT employ any employees on a 1099 basis.



Fonson Co. Benefits At A Glance



2024 - 2025

Your Benefits At A Glance

2024-2025

FONSON COMPANY, INC

Site Development / Road Builders / Sewer and Water

Who qualifies for these benefits?

Eligibility	All regular employees working at least 30 hours per week are eligible to participate in the benefit plans as of the 1st of the month following 30 days of employment.
Your Eligible Dependents	Your eligible dependents include: <ul style="list-style-type: none"> Your legal spouse Your children (up to age 26) including natural children, stepchildren, legally adopted children, children placed for adoption, children for whom you serve as legal guardian Disabled dependent child(ren) of any age

Medical Plans: Key Features of Your Medical Plan Offerings

Fonson Co. offer four medical plans through BCBS and BCN

	Preventive Care	Preventive Care is covered at 100% when you use an in-network provider.
	Specialist Visits	No referrals are required to see a specialist if enrolled in the PPO or POS plan. A referral is needed if enrolled in the HMO plan.
	Network	The PPO and POS plans offer coverage at both in and out-of-network providers . The HMO plan offers coverage in-network only .

Medical/Rx In-Network Benefits	BCBSM PPO 3000	BCN POS HSA 3200	BCN POS 3000	BCN HMO 3000
Deductible (Single/2P or more)	\$3,000 / \$6,000	\$3,200 / \$6,400	\$3,000 / \$6,000	\$3,000 / \$6,000
Coinsurance (Single/2P or more)	20% up to \$2,500/\$5,000	20% up to Out-of-Pocket Maximum	20% up to Out-of-Pocket Maximum	20% up to \$2,500/\$5,000
Office Visit / Specialist Copay	\$30 / \$30	20% after deductible	\$30 / \$50	\$30 / \$50
Urgent Care / ER Copays	\$30 / \$150	20% after deductible	\$50 / \$250	\$60 / \$250
Diagnostic Tests (Lab, X-rays)	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Hospitalization	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Generic Rx Copay	\$20	\$25 after deductible	\$30	\$10 / \$30 preferred
Preferred Brand Rx Copay	\$60	\$50 after deductible	\$60	\$60
Non-Preferred Brand Rx Copay	50% (\$80 - \$100)	\$80 after deductible	\$80	\$80
Preferred Specialty Rx Copay	20% (\$200 Max)	20% (\$200 Max) after deductible	20% (\$200 Max)	20% (\$200 Max)
Non-Preferred Specialty Rx Copay	25% (\$300 Max)	20% (\$300 Max) after deductible	20% (\$300 Max)	20% (\$300 Max)
Out of Pocket Maximum				

Dental and Vision



POS Plan		
Network	Dentemax Plus	
Deductible	In-Network	Out-of-Network
Individual Family	\$0	\$25 \$150
Covered Services		
Preventive Services	Covered at 100%	Covered at 100%
Basic Services	Covered at 90%	Covered at 80% after Ded.
Major Services	Covered at 60%	Covered at 50% after Ded.
Orthodontia	Covered at 50%	Covered at 50% after Ded.
Orthodontia Lifetime Maximum	\$1,000 per child up to age 19	\$1,000 per child up to age 19
Maximum Benefit	\$1,000 per covered individual	
Maximum Rollover		
Rollover Threshold		\$250
Rollover Amount		\$500
Rollover Account Limit		\$1,000



Plan Features	In-Network	Out-of-Network
Vision Exam	\$10 copay	Up to \$35 reimbursement
Materials	\$25 copay	See Below
Covered Services – Lenses / Frames		
Single Lenses	\$20 copay	Up to \$25 reimbursement
Bifocals	\$20 copay	Up to \$40 reimbursement
Trifocals	\$20 copay	Up to \$50 reimbursement
Frames	\$130 allowance	Up to \$50 reimbursement
Covered Services		
Contact Lenses Fitting (In lieu of glasses)	\$25 Copay	Elective: up to \$100 reimbursement Visually Required: up to \$210 reimbursement
	\$130 retail allowance	
Benefit Frequency		
Exams	Once every 12 Months	Once every 12 Months
Lenses	Once every 12 Months	Once every 12 Months
Frames	Once every 24 Months	Once every 24 Months
Contacts	Once every 12 Months (contacts in lieu of frames/lenses)	Once every 12 Months

More Benefits At A Glance

Life and AD&D Insurance



Each benefit eligible employee is automatically enrolled in Basic Life and Accidental Death & Dismemberment (AD&D) Insurance. The plan pays a flat \$10,000 benefit. The benefit reduces to 65% of original amount at age 70 and 50% at age 75. Portability and coverage rights are included. **This coverage is provided to you at no cost by Fonson Co.**

Basic Life/AD&D Insurance

Voluntary Term Life/AD&D Insurance

If you need additional protection beyond the {Company} paid Basic Life/AD&D Insurance, you may purchase Voluntary Term Life and AD&D Insurance for yourself and your eligible dependents. Voluntary Term Life Insurance is available for yourself and your eligible dependents. Employee: \$10,000 increments, not to exceed \$500k or 5x your annual earnings Guarantee Issue \$200k. Spouse: \$5,000 increments, not to exceed 100% of your amount or \$500k Guarantee Issue \$50k. Child(ren): \$10,000 (live birth to 6 months, limited to \$1,000)"**This is an employee paid benefit.**

****Annual Election Option:** Currently enrolled employees can increase their current benefit up to the guaranteed issue benefit without a medical statement during open enrollment only.**

Supplemental Insurance



Accident Insurance

Accident insurance is an extra layer of protection that pays you cash when you suffer a qualifying accident on or off the job. It provides you money to cover any extra expenses associated with your injury. The money you receive from your accident insurance can be used however you want as you recover from your injuries, covering anything from medical costs to non-medical costs like your monthly rent. This plan covers accidents like broken bones, severe burns, and emergency room visits. **This is an employee paid benefit.**

Critical Illness Insurance

Critical illness insurance helps you cover medical expenses that your primary health insurance won't. It's a cash payout you receive if you ever experience a serious illness like cancer or a stroke. Critical illnesses include stroke, heart attack, Parkinson's, cancer, and more. Employees can choose \$10,000, \$20,000, or \$30,000 in coverage and up to 50% of your own benefit for your spouse and/or children. **This is an employee paid benefit.**

Additional Benefits



Employee Assistance Program (EAP)

All employees and their families have access to use the EAP services. Representative who can assist you through work-life balance, stress management, grief, counseling, and much more. They will also help you find resources within your community. Includes up to 3 face-to-face visits, 24/7 phone support, referrals for personal and community resources, etc.

Important Contact Information

Plan	Provider	Policy #	Contact Information
Medical	 BlueCross. BlueShield	007040927 – PPO 00278352 - HMO	(877) 790-2583 – PPO (800) 662-6667 www.bcbsm.com
Vision	 unum®	441215	(888) 400-9304 www.unumvisioncare.com
Dental	 unum®	441215	(800) 275-8686 www.unumdentalcare.com
Life and AD&D Accident Critical Illness	 unum®	441214	(800) 275-8686 www.unum.com
Employee Assistance Program (EAP)	 unum®		(800) 854-1446 www.unum.com/lifebalance



Need more details?

Scan or click the QR code to view our Virtual Benefit Guide.





[NFP.com](https://www.nfp.com)

Prepare for your future **TODAY**

This guide is designed to help you learn about your retirement plan and help you develop your own savings strategy.

Start saving for your future.

Take control of your retirement account online.

1. Go to sentinelgroup.com and select "Login."
2. From the login box dropdown menu select "Retirement Accounts."
3. If you are logging in for the first time, click "New User."
4. Enter Plan Access Code: **XhfTHj5D**
5. Enroll by selecting your contribution amount and your investments.

It all starts with your homepage.

The screenshot shows the Sentinel Group retirement account homepage. The top navigation bar includes links for Home, My Dashboard, My Portfolio, Recent Activity, and Learn More. The main content area is divided into three sections: My Dashboard, My Portfolio, and Recent Activity. The My Dashboard section features a projected retirement income gauge showing 81% of goal, an account balance of \$36,040.58, and a contribution rate of 5%. The My Portfolio section displays a table of investments with columns for Investment Name, Fund ID, Price, Performance, and Balance. The Recent Activity section shows a list of transactions with columns for Date, Type, Amount, and Status. A 'Learn More' section on the right provides links for Financial Education and Mobile App.

Investment Name	Fund ID	Price	Performance	From My Portfolio	Balance
Alameda LifeCare FUND M	ALM20	\$17.25	1.22%	2%	\$1,902.21
Fidelity Small Cap Value	FSCVX	\$21.11	2.11%	2%	\$412.77
Fidelity 500 Index	F500X	\$76.64	18.54%	22%	\$4,000
Columbia Large Cap Growth	CLGTX	\$14.65	15.45%	14%	\$4,000
American Beacon Large Cap Value	ABCVX	\$12.92	11.92%	10%	\$1,944.11
Fidelity US Bond Index	FBIIX	\$11.72	11.72%	2%	\$224.13
Fidelity International	FILIX	\$14.34	22.14%	2%	\$378.46
Fidelity Balanced Market	FBLMX	\$22.97	2.97%	2%	\$4,204.13

Date	Type	Amount	Status
04/14/21	Electronic Statement Option	NA	OK
04/14/21	Electronic Statement Option	NA	OK
04/14/21	Contribution Rate Change	12%	OK
04/14/21	Personal Information Change	NA	OK
04/14/21	Default Contribution Allocation	NA	OK
04/14/21	Investment Election Change	10%	OK
04/14/21	Personal Information Change	NA	OK
04/14/21	Contribution Rate Change	12%	OK

Menu

Simple navigation at your fingertips

My Plan Dashboard

Designed to summarize your entire retirement plan account and display commonly requested information in a clear and concise manner

My Portfolio

Provides a comprehensive look at your investments through different view options (including portfolio by fund, asset class, performance and source), and also allows you to select the performance model to use

Recent Activity

Displays your 10 most recent transactions

Learn More

Explore additional educational and account management resources available to you

Questions?
Call (888) 762-6088

Importance of Saving for Retirement

If you're like most people, you spend so much time working it's hard to give much thought to the time when you won't have to. But it's definitely worth your time now—especially when you consider you'll need about 80% of your income to maintain your current standard of living in retirement.¹

Think about the retirement you want

The first step is figuring out the kind of retirement you want to have and how much money you will need to save. Begin by asking yourself the following questions:

- ✓ **At what age do I plan to retire?** The younger you retire, the longer your retirement will be, and the more money you'll need to carry you through it.
- ✓ **What kind of lifestyle do I hope to maintain during my retirement years?** Will I travel or take up a new hobby?
- ✓ **What rate of growth can I expect from my investments now and during retirement?** Be conservative when projecting rates of return.
- ✓ **Do I expect to dip into my principal?** If so, you may deplete your retirement savings faster than if you just live off investment earnings.

When you figure out your projected needs, don't forget about inflation. The average annual rate of inflation over the past 10 years has been approximately 2.87%.² Depending on how far away you are from retirement, this could be a significant number!



The example assumes an annual income of \$40,000 (without increases), 6% contribution, 8-10% rate of return, and monthly compounding. This chart is hypothetical and for illustrative purposes only. It is not intended to represent the performance of any specific investment. Actual returns will vary and principal value will fluctuate. Taxes are due when money is withdrawn.

Getting Started

Beginning to save for retirement as soon as you can and saving as much as you can afford on a regular basis are two of the best ways to make sure you're able to live the way you want to in your golden years. You may not notice the money being set aside each week from your paycheck, but even a small amount has the potential to grow over time.

Compensation	3% DEFERRAL RATE		5% DEFERRAL RATE	
	Pre-Tax Contribution	Weekly Paycheck Reduction	Pre-Tax Contribution	Weekly Paycheck Reduction
35,000.00	\$20.00	\$16.00	\$34.00	\$27.00
45,000.00	\$26.00	\$18.00	\$43.00	\$30.00
55,000.00	\$32.00	\$22.00	\$53.00	\$36.00
65,000.00	\$38.00	\$26.00	\$63.00	\$43.00
75,000.00	\$43.00	\$30.00	\$72.00	\$50.00

This chart assumes (1) 15% federal tax rate for the \$35,000 compensation band and 25% of \$45,000-\$75,000 (2) 6% state tax rate and (3) weekly payroll deductions

CHECK OUT OUR
UPCOMING WEBINARS
AND EVENTS!



You ultimately want to look at your long-term goal and give your retirement account the potential to grow at a rate faster than inflation. Need some help determining how much money you may need in retirement? Our [Retirement Planning Calculator](https://sentinelgroup.balancepro.org/resources/calculators/401k-calculator) can help.

(<https://sentinelgroup.balancepro.org/resources/calculators/401k-calculator>)*

¹ Will Your Retirement Income Be Enough? By Jean Folger, Updated February 14, 2024, Investopedia.

² Current US Inflation Rates: 2000-2024, © 2008-2024 COINNEWS MEDIA GROUP LLC

Creating your savings strategy

Creating a savings and investment strategy that will help you meet your retirement objectives is extremely important. And there's no better place to start than with your company-sponsored retirement plan.

Participating in your company's retirement plan has many advantages, but most importantly, you can benefit from tax savings either when you contribute to the plan or when you withdraw your money at retirement, and earnings on your contributions will be either tax-deferred or tax-free (see below for more information about taxes related to pre-tax and Roth deferrals). Consider the following:

- ✓ For regular (pre-tax) deferrals, you'll be taxed on a smaller gross income, which means a smaller income tax bill
- ✓ Typically the costs to invest through your employer's plan are much lower than investing on your own
- ✓ You'll enjoy the convenience of automatic deductions that are regularly deposited into your retirement account by your employer
- ✓ You can take your retirement savings with you when you change jobs
- ✓ If your company offers a match and you're not taking advantage of it, you're losing out on free money!

Save at least 15%
of your income for future needs and goals.

What is the difference between a regular deferral (pre-tax) and a Roth deferral?

With either a regular (pre-tax) deferral or a Roth deferral, you make a deferral contribution by electing to set aside part, either a percentage or dollar amount (if applicable) of your pay each pay period. For a **pre-tax deferral**, the taxable wages on your W-2 are reduced by the deferral contribution; therefore, you pay less current income tax. The tax on the pre-tax deferrals and earnings is postponed, or deferred, meaning you will pay tax on them when the plan distributes them to you.

A **Roth deferral** is an after-tax contribution, which means you pay current income tax on the deferral. Since you have already paid tax on the deferral, you won't pay tax on it again when you receive a distribution. In addition, if you satisfy certain distribution conditions, you won't have to pay tax on the earnings either. This means that the distribution of the Roth earnings can be tax-free, not just tax-deferred.

*Not all plans permit employee contributions and some do not allow for Roth deferrals. Also, not all plans offer an employer match. See your plan's Summary Plan Description or Plan Highlight for more information.



Creating your investment strategy

Evaluate your risk tolerance.

Getting the most from your retirement plan requires you to understand how much risk you are able to tolerate as an investor. Keep in mind, aggressive growth opportunities come with more risk. In general, the closer you are to retirement, the less risk you should take with your investment choices. This is why it is always better to start sooner rather than later:

Risk is defined as the amount that the investment's value fluctuates over time. "Risky" investments go up and down more steeply than "safer" investments. Risk and return have a direct relationship. Usually as an investment's potential return increases, its level of risk increases too. Conversely, "safer" investments tend to have lower return potential

Diversification

"Don't put all your eggs in one basket" is as sound advice as you can get. Diversifying among several investments or asset classes is another way to reduce potential risk. It's important to build an appropriate mix of investments so that your overall mix – or portfolio – of investments can achieve maximum potential returns without exposure to more risk than you're comfortable taking. Why is diversification important?

- ✓ It helps reduce the volatility of your investment portfolio by spreading the risk across multiple investments or asset classes.
- ✓ It increases potential returns or decreases potential losses since a down period in one investment or asset class can be offset by gains in another.

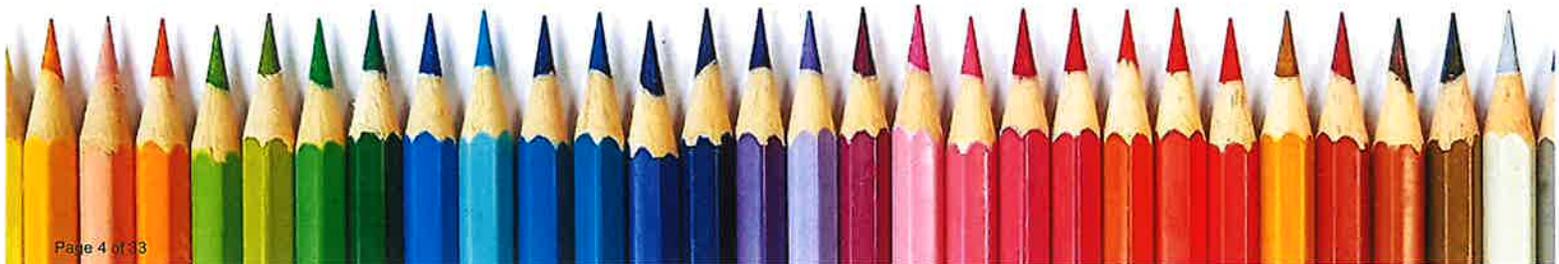
Select your investments

Now that you've identified your retirement savings goals and are comfortable with your risk tolerance, you are ready to select your investments. In this guide you will find information about the investments that are available to you within the retirement plan. The investments offered have been chosen by your company's investment committee. The goal for their selection is to offer a variety of investments to provide opportunity for diversification. How your retirement plan performs will depend on how much money is contributed to your account and how well you invest your account. Before you invest, take the time to review the fund information carefully. It describes each investment manager, investment type, return characteristics, and risk and performance history. For more complete information on mutual funds associated with your retirement program, including charges and expenses, you may obtain a prospectus from our website. Please read all the materials carefully before you invest.

Check out our [Savings Calculator](#)

(<https://sentinelgroup.balancepro.org/resources/calculators/savings-goals-calculator>) that was designed to help you create a savings plan. Your current savings, expected rate of return and target years to save are used to calculate when you may achieve your savings goal.

Consider the investment objectives, risks, and charges and expenses of the investment carefully before investing. The prospectus and, if available, the summary prospectus contain this and other information about the investment company. A prospectus can be obtained by contacting your investment professional. The prospectus should be read carefully before investing. Diversification neither assures a profit nor guarantees against a loss in a declining market. There are no assurances that any strategy will meet its objective. 3692982. Last updated: 7/11/2024



Plan Highlight

SURF 401K Plan

Plan Year 1/1/2024 to 12/31/2024

Important information about my Plan Highlight

This Plan Highlight is provided as a quick reference to certain key provisions of your retirement plan. Since the plan is based on a complex legal document, the Plan Highlight does not attempt to describe every aspect of the plan or to detail all of its terms. For more complete descriptions of plan provisions, refer to the Summary Plan Description (SPD). If there is a conflict between this Plan Highlight and the SPD, the SPD will prevail.

Can I participate?

Unless you are part of an excluded class of employees, you are eligible for the plan when you have attained age 21. You must also complete three month(s) of service.

Please review your Summary Plan Description (SPD) to determine if you are a member of an excluded class of employees.

When can I start contributing?

Once you are eligible for this program, you may begin participating on the Plan's "Entry Date." The entry date(s) will be **quarterly**. Your Entry Date will be the first day of the quarter on or following the date the eligibility requirements are satisfied.

How much can I contribute?

You may defer as much as **100%** of your eligible wages up to the indexed IRS dollar limitation which is \$23,000 in 2024. If you are age 50 or older by the end of plan year, you are also eligible to make additional 'catch-up' contributions up to the IRS limitations of \$7,500 this year. All contributions are made on a pre-tax basis for federal income tax purposes and may be made on a pre-tax basis for state income tax purposes, if applicable in your state. Contributions are not made before Federal payroll tax (FICA).

You can also designate your salary deferrals as Roth after-tax contributions. Roth contributions will be included as taxable income. Earnings on the Roth contributions will accumulate tax free and retirement withdrawals may be exempt from federal income tax.

Can I rollover existing retirement accounts into my account?

Yes, if you have an existing pre-tax individual retirement account (IRA), Roth account or qualified retirement plan with a prior employer, you may rollover that account into the Plan.

How does Scodeller Construction, Inc. contribute to my account?

Your Employer may make a safe harbor matching contribution proportionate to your 401(k) Contributions. Refer to your Summary Plan Description (SPD) for more information. Your Employer is also required to provide an annual notice regarding their safe harbor contribution which will outline the contribution requirements. You will be eligible for the safe harbor contribution when you meet the initial entry requirements for the plan.

Your Employer may make a Match contribution. The amount of this contribution, if any, will be determined by your Employer. You will be eligible for your company's Match contribution when you meet the initial entry requirements for the plan.



Plan Highlight

SURF 401K Plan

Plan Year 1/1/2024 to 12/31/2024

How do I become vested?

Vesting is your ownership in your retirement account balance. You are always 100% vested in your Employee Deferrals, Rollover Contributions and in the associated investment gains. However, money contributed by the Employer may be subject to a vesting schedule.

Unless exclusions apply, service for vesting purposes starts from your original date of hire. For each year that you complete 1,000 hours of service, you will be credited with one Year of Service for vesting purposes. Should you leave the company prior to the required service to be fully vested in your entire account balance, you will be entitled to receive an applicable percentage of the employer's contribution as shown below, plus the entire balance of your deferral contributions, Rollover Account(s) and any Employer Contributions made to a fully vested account (examples include Safe Harbor contributions).

Please review your Summary Plan Description (SPD) to determine if there are vesting exclusions.

Source	Vesting Schedule
Safe Harbor Match	100% vested immediately
Match	20% each year after 2 years of service

When can money be withdrawn from my account?

You may receive a distribution from the Plan upon separation of service.

Your plan also allows in-service distributions. You may be permitted to take a distribution of all or a portion of your vested account while still an active employee. Please review your SPD to determine if you are eligible for this type of distribution.

May I withdraw funds in the case of a financial hardship?

You may take a distribution from your account if a heavy financial burden can be demonstrated to the Plan Administrator. You must demonstrate that you are unable to obtain funds from any other source. The IRS has provided guidance to assist Plan Administrators in identifying a qualified hardship. A hardship distribution may be distributed only from eligible accounts for the following reasons.

- buying a principal residence,
- paying for your or a dependent's college education,
- paying certain medical expenses,
- preventing eviction from or foreclosure on your principal residence,
- paying for funeral expenses, or
- paying for qualifying repairs to your principal residence, within tax law limits.

Disclaimer: This Plan Highlight is not your Summary Plan Description. This material is intended to provide you with general information about the Plan. Should information in this Plan Highlight conflict with your Plan Document or Summary Plan Description, the Plan Document is the legally controlling document. This Plan Highlight was created on 9/25/2024.

Safe Harbor Notification to Eligible Employees

SURF 401(k) Plan

This is an annual notice and only applies to the Plan Year beginning on **1/1/2024**. This notice covers the following points:

- ▶ How much you can contribute to the Plan;
- ▶ The Safe Harbor Contribution made to the Plan by the Employer;
- ▶ Other types of contributions that may be made under the Plan; and
- ▶ When your Plan account will be vested and when you can receive a distribution of your Plan account.

You can find out more information about the plan in the Plan's Summary Plan Description (SPD). You can obtain a copy of the SPD from the Plan Administrator.

Employee Deferral Contributions

You are allowed to defer a portion of your compensation to the Plan. These amounts are referred to as deferrals and are held in an account on your behalf. When you are permitted to take a distribution from the Plan, you will be entitled to all of your deferrals, as adjusted for any gains or losses. The type of compensation that may be deferred under the Plan is explained in the section of the Summary Plan Description entitled "What compensation is used to determine my Plan benefits?" (this is in the Article entitled "COMPENSATION AND ACCOUNT BALANCE").

Your total deferrals in any taxable year may not exceed a dollar limit which is set by law. The elective deferral limit for 2024 is \$23,000. After 2024, the elective deferral limit may increase for cost-of-living adjustments. The Administrator will notify you of the maximum percentage you may defer.

If you are at least age 50 or will attain age 50 during a calendar year, then you may elect to defer additional amounts (called "catch-up contributions") to the Plan. These are additional amounts that you may defer, up to an annual limit imposed by law, regardless of any other limits imposed by the Plan. The maximum catch-up deferral that you can make in 2024 is \$7,500. After 2024, the maximum age 50 catch-up deferral limit may increase for cost-of-living adjustments.

You may also rollover monies into the plan from qualified accounts. See the article of the SPD entitled "EMPLOYEE CONTRIBUTIONS" for additional details.

You may make either Regular 401(k) deferrals (pre tax) or Roth 401(k) deferrals (after tax). Your election regarding the amount and type of deferrals is irrevocable with respect to any deferrals already withheld from your compensation. If you make Regular 401(k) deferrals, your deferrals are not subject to income tax until distributed from the Plan. If you make Roth 401(k) deferrals, your deferrals are subject to income tax at the time of deferral. The Roth 401(k) deferrals, however, are not taxed when you receive a distribution from the Plan. In addition, if the distribution of Roth 401(k) deferrals is considered "qualified," then the earnings on the deferrals will not be subject to income tax when distributed from the Plan. Distributions from your Roth accounts will be considered "qualified" only if the distribution is on account of attainment of age 59 1/2, death or disability, and the distribution must not occur prior to the end of the 5 year participation period that begins with the first taxable year for which you made a Roth 401(k) deferral to the Plan, or if earlier, the first taxable year for which you made a Roth 401(k) deferral to another Roth 401(k) plan or Roth 403(b) plan that you rolled over to this Plan. Both types of deferrals are subject to Social Security taxes at the time of deferral. Your Employer will deduct the Social Security taxes, and in the case of Roth 401(k) deferrals will deduct income taxes, from your remaining compensation.

Employer Safe Harbor Contribution Election

To help you make an informed decision on the level of your own elective deferral contributions, if any, your Employer must inform you about the contributions it will make to the Plan. Your Employer has elected to make the following employer safe harbor contribution:

Safe Harbor Enhanced Matching Contribution. In order to maintain 'safe harbor' status, your Employer will make a safe harbor matching contribution equal to 100% of your elective deferrals that do not exceed 4% of your compensation. This safe harbor matching contribution is 100% vested.

For purposes of calculating the safe harbor matching contribution, your compensation and deferrals will be computed for each payroll period.

Eligible Participants. In general, participants who are eligible to make deferrals to the Plan are entitled to the safe harbor contributions. *For information on your retirement plan's eligibility requirements, please review your Summary Plan Description.*

Safe Harbor Notification to Eligible Employees

SURF 401(k) Plan

Suspension or Reduction of Safe Harbor Matching Contribution. The Employer retains the right to reduce or suspend the safe harbor matching contribution under the Plan. If the Employer chooses to do so, you will receive a supplemental notice explaining the reduction or suspension of the safe harbor contribution at least 30 days before the change is effective. The employer will contribute any safe harbor contributions you have earned up to that point. At this time, the Employer has no such intention to suspend or reduce the safe harbor contribution.

Other Employer Contributions

In addition to the above, other contributions may be made to the Plan. You should review the Article of the SPD entitled "EMPLOYER CONTRIBUTIONS" for details regarding these other contributions.

Vesting

The following is a general explanation of the vesting provisions of the Plan. More details can be found in the Article of the SPD entitled "VESTING."

100% vested contributions. You are always 100% vested (which means that you are entitled to all of the amounts) in your accounts attributable to the following contributions:

- ▶ elective deferrals including Roth 401(k) deferrals and catch-up contributions
- ▶ safe harbor matching contributions
- ▶ rollover contributions

Vesting schedules. Your "vested percentage" for certain Employer contributions is based on vesting Years of Service. This means at the time you stop working, your account balance attributable to contributions subject to a vesting schedule is multiplied by your vested percentage. The result, when added to the amounts that are always 100% vested as shown above, is your vested interest in the Plan, which is what you will actually receive from the Plan.

Distribution Provisions

The Plan and law impose restrictions on when you may receive a distribution from the Plan. Below is general information on when distributions may be made under the Plan. See the SPD for more details, including details on how benefits are paid. Also, at the time you are entitled to receive a distribution, the Plan Administrator will provide you with a notice explaining the rules regarding the taxation of the distribution.

You generally may not withdraw your deferral contributions except when one of the following events occurs: severance from employment with the Employer, death, or for certain in-service provisions as set in your Summary Plan Description. You are always 100% vested in your deferral contributions. You may withdraw any additional contributions provided for in "Other Employer Contributions" upon your death or termination of employment.

If your vested account balance exceeds \$7,000, you may elect to have your vested account balance distributed to you as soon as administratively feasible following the date on which you terminate employment. If your vested account balance does not exceed \$7,000, a distribution of your vested account balance may be made to you as soon as administratively feasible following the date on which you terminate employment.

You may also withdraw money from the Plan from certain accounts if you have reached age 59.5 or if you have an immediate and heavy financial need. However, there are various rules and requirements that you must meet before any withdrawal is permitted. See the Article in the SPD entitled "DISTRIBUTIONS PRIOR TO TERMINATION OF EMPLOYMENT" for more details.

You may withdraw money at any time from your rollover account.

Administrative Procedures for Deferral Elections

The amount you elect to defer will be deducted from your pay in accordance with a procedure established by the Administrator. The procedure will require that you enter into a salary reduction agreement after you satisfy the Plan's eligibility requirements. Your election will become effective as soon as administratively feasible. Your election will remain in effect until you modify or terminate it. You may revoke your salary deferral election at any time. You may make any modifications each payroll period or in accordance with the procedures that the Plan Administrator provides.

In addition to any other election periods provided above, you may make or modify a deferral election during the 30 day period immediately preceding the Plan Year for which this notice is being provided. For the Plan Year you become eligible to make deferrals, you may enter a salary deferral agreement

Safe Harbor Notification to Eligible Employees

SURF 401(k) Plan

during a 30 day period that includes the date you become eligible.

If you decide to start or change your elective deferral, you must complete the salary reduction procedures outlined by the Plan Administrator.

Investments

Right to direct investment/default investment. You have the right to direct the investment of your deferrals and also other accounts under the Plan (your "directed accounts") in any of the investment choices explained in the investment information materials provided to you. We encourage you to make an investment election to ensure that amounts in the Plan are invested in accordance with your long-term investment and retirement plans. However, if you do not make an investment election, then the amounts that you could have elected to invest will be invested in a default investment that the Plan officials have selected.

Employer's Right to Terminate Plan

Pursuant to the terms of the Plan, your Employer has the right, at any time, to terminate the Plan. Termination of the Plan will result in the discontinuance of all contributions to the Plan (including the safe harbor 401(k) contribution) with respect to any compensation you receive after the effective date of the termination. Termination of the Plan will not affect your right to receive any contributions you have accrued as of the effective date of the termination.

Additional Information

This notice is not a substitute for the Summary Plan Description. The provisions of the Plan are very complex, and you should always look at the Summary Plan Description (SPD) if you have any questions about the Plan. If, after reading the SPD, you still have questions, contact the Plan Administrator.

The Plan Administrator is the Employer. You may contact the Employer at:

Contact: Scodeller Construction, Inc.
Address: 51722 Grand River
City/State/Zip: Wixom, MI 48393
Telephone: (248) 374-1102

Important Note: This Notice is intended to be a summary. Should there be a discrepancy between this Notice and the official Plan document, the official Plan document will prevail.

Plan Information & Expenses

SURF 401(k) Plan

Why am I receiving this document?

You are receiving this document because you are a participant or beneficiary in the SURF 401(k) Plan or you are eligible for participation. This disclosure provides important information about the general operations of the Plan, administrative charges or expenses of the Plan, individual expenses you may be charged, and if applicable, a chart of Plan investment options with associated expenses and comparative index information.

What information may I obtain about the Plan?

As a Plan participant or beneficiary, you may request from your Plan Administrator the following information about the Plan: (1) annual operating expenses of the Plan investments; (2) copies of prospectuses, financial statements, reports, or other materials relating to Plan investments; (3) a list of assets contained in each Plan investment portfolio; (4) the value of those assets and fund units or shares; and (5) the past and current performance of each Plan investment.

To request additional information, please contact:

Scodeller Construction, Inc.

51722 Grand River

Wixom, MI 48393

(248) 374-1102

How do I receive my account statements?

You will be emailed each quarter when your account statement is available online at www.sentinelgroup.com. The statement shows your account balance, rate of return, contributions and investment allocations. If you are currently receiving your Plan statements electronically and wish to receive them by mail, you may make this change by logging into your account online at www.sentinelgroup.com or by calling the Sentinel Service Center at (888) 762-6088. You have 24 hour access to your account through www.sentinelgroup.com which is designed to give you current information about your account. You can get up-to-date information about your account balance, contributions, investment choices, and other Plan data.

How may I direct my investments?

The Plan is intended to be an ERISA Section 404(c) Plan. This simply means that you may exercise control over some or all of the investments in your Plan account. The fiduciaries of the Plan are generally relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions. The investment choices available in the Plan are determined by Scodeller Construction, Inc.. You may provide investment directions for some or all of your account balance as determined by the Plan. Unless otherwise noted, you may make changes to your investments on a daily basis.

Investment performance & expenses - The Fund Report includes important information to help you compare the investment options under your retirement Plan. If you want additional information about your investment options, you can go to the specific internet website shown on the Fund Report or you can contact your Plan Administrator. A free paper copy of the information available on the website[s] can be obtained by contacting your Plan Administrator.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Website for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>. Please visit https://www.ici.org/pdf/pub_401k_glossary.pdf for a glossary of investment terms relevant to the investment options under the Plan. This glossary is intended to help you better understand your options.

What are the expenses associated with participating in the Plan?

Administration expenses - These are charges for services such as legal, accounting, recordkeeping, and, if applicable to the Plan, investment advisory expenses. The Plan pays certain outside service providers for these administrative expenses. The cost for these expenses may vary from year to year. In any given year, the Plan Sponsor may elect at its own discretion how to pay for some or all of these expenses. Revenue sharing may offset some of the administrative expenses of the Plan. In the absence of revenue sharing, a participant's share of these expenses might be higher.

Individual expenses - These are expenses for transactional services you may incur if you take advantage of certain Plan features.

ADMINISTRATION FEES

Your Employer has hired **Sentinel Group** (Sentinel) to provide administration and recordkeeping services for your retirement Plan.

This document was last updated on September 25, 2024

Plan Information & Expenses

SURF 401(k) Plan

A portion of the administrative expenses are paid by the Plan. These expenses may be deducted from individual accounts from the Plan, either equally from all accounts or proportionally based on account balance.

Based on information and direction Sentinel had on file at the time this document was prepared, the following Plan administration fee may be deducted from Plan accounts. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in certain circumstances. Your quarterly account statement will reflect any administrative fees charged to your account.

Description	Annual Fee Amount per \$10k
Administration & Recordkeeping Fee	\$18.99

ADDITIONAL ADMINISTRATION SERVICES

The following service fees may apply based on additional activities within the plan. These fees are applied proportionally based on account balance. Your share of the fee will vary.

Name	Amount	What you pay Per \$10k
Charged Per Occurrence For Each Quarterly Billing Cycle		
Plan Document Subscription	\$125 Per Occurrence	\$0.25*

*Assumes a plan asset balance of \$5,000,000

INDIVIDUAL EXPENSES

The following service fees may apply based on additional activities within the Plan. The cost of the services is charged at the time the service takes place. The amount will be deducted from your account balance.

Name	Unit of Measure	Amount
Check Reissuance	Per Occurrence	\$50.00
Overnight Mailing	Per Occurrence	\$25.00
Retirement Plan Distribution Installment Payment	Per Occurrence	\$10.00
Retirement Plan Distribution Installment Setup	Per Occurrence	\$50.00
Wire Transfer Fee	Per Occurrence	\$100.00
Loan Initiation	Per Occurrence	\$125.00
Qualified Domestic Relations Order (QDRO)	Per Occurrence	\$600.00
Retirement Plan Distribution	Per Occurrence	\$75.00

ANNUAL INVESTMENT ADVISORY FEES

Your Employer has hired **Sentinel Pension Advisors** to provide advisory services for the retirement Plan. The below section reflects the fees paid to the advisor for these services.

Based on information and direction Sentinel had on file at the time this document was prepared, the following Investment Advisory Services fee may be deducted from Plan accounts. As you review this information, please keep in mind that fees are subject to change and that certain fees may not be deducted from accounts in certain circumstances. Your quarterly account statement will reflect any advisory fees charged to your account.

Description	Annual Fee Amount per \$10k
Investment Advisory Services	\$24.64

Plan Information & Expenses

SURF 401(k) Plan



Fund	Ticker	Average Annual Total Returns							Expenses		
		YTD	3 Month	1 Year	3 Year	5 Year	10 Year	Since Incept	Incept Date	Net Exp.	Net Exp. per \$1,000
Money Market Deposit Account:											
Schwab Bank Savings	RBS1CSBS										
https://www.sentinelgroup.com/investmentfactsheets Index: BBgBarc US Treasury Bill 6-9 Mon TR USD Morningstar Category Average: No longer calculated by Morningstar											
Short-Term Bond: (572 Funds)											
Vanguard Short-Term Bond Index Adm	VBIRX	3.51	3.19	6.62	0.48	1.26	1.59	2.59	11/12/01	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921937702 Index: Bloomberg US Govt/Credit 1-5 Yr TR USD Morningstar Category Average											
		3.55	3.25	6.67	0.54	1.32	1.66			0.65	
		4.24	2.88	7.42	1.33	1.87	1.86				
Intermediate Government: (242 Funds)											
Vanguard Inter-Term Treasury Adm	VFIUX	3.44	4.77	6.80	-1.67	0.22	1.52	3.74	2/12/01	0.10	\$1.00
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=922031828 Index: Bloomberg US Govt Intern TR USD Morningstar Category Average											
		3.17	3.80	6.26	-0.63	0.55	1.37			0.71	
		3.03	4.72	6.54	-1.97	-0.36	0.92				
Inflation-Protected Bond: (157 Funds)											
Vanguard Inflation-Protected Secs Adm	VAIPX	3.45	3.43	6.25	-1.35	1.99	2.04	3.30	6/10/05	0.10	\$1.00
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=922031737 Index: Bloomberg US Treasury US TIPS TR USD Morningstar Category Average											
		3.30	3.39	6.17	-1.30	2.04	2.13			0.69	
		3.39	3.35	6.05	-1.25	1.56	1.68				
Intermediate Core Bond: (465 Funds)											
Vanguard Inter-Term Bond Index Adm	VBILX	3.58	5.17	7.92	-2.12	0.27	2.05	4.11	11/12/01	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921937801 Index: Bloomberg US Agg Bond TR USD Morningstar Category Average											
		3.07	4.79	7.30	-2.11	-0.04	1.64			0.57	
		3.43	4.75	7.45	-2.07	0.06	1.55				
High Yield Bond: (678 Funds)											
Vanguard High-Yield Corporate Adm	VWEAX	5.36	4.24	11.47	2.46	3.83	4.42	6.07	11/12/01	0.12	\$1.20
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=922031760 Index: Bloomberg US Corporate High Yield TR USD Morningstar Category Average											
		6.29	4.59	12.55	2.55	4.46	4.65			0.90	
		5.97	3.89	11.43	2.42	3.99	3.82				
Global Bond-USD Hedged: (110 Funds)											
Vanguard Total Intl Bd Idx Admiral™	VTABX	2.12	3.30	6.98	-1.50	-0.57	2.00	2.31	5/31/13	0.11	\$1.10
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92203J308 Index: Bloomberg Global Aggregate TR Hdg USD Morningstar Category Average											
		3.19	3.94	7.48	-0.92	0.24	2.18			0.70	
		3.26	3.57	8.01	-1.33	0.09	1.73				
Large Value: (1,204 Funds)											
Vanguard Value Index Adm	VVIAX	17.14	7.97	23.57	9.57	12.65	10.46	7.68	11/13/00	0.05	\$0.50
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=922908678 Index: Russell 1000 Value TR USD Morningstar Category Average											
		15.08	6.92	21.15	7.25	11.16	8.85			0.90	
		14.54	6.38	21.17	7.83	11.74	8.96				
Large Blend: (1,478 Funds)											
Fidelity 500 Index	FXAIX	19.51	7.39	27.12	9.37	15.90	12.97	13.51	5/4/11	0.02	\$0.20
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=315911750 Index: S&P 500 TR USD Morningstar Category Average											
		19.53	7.39	27.14	9.38	15.92	12.98			0.78	
		17.18	6.60	24.59	7.74	14.28	11.43				
Large Growth: (1,179 Funds)											
Vanguard Growth Index Admiral	VIGAX	21.13	7.15	30.59	7.62	18.49	15.05	8.84	11/13/00	0.05	\$0.50
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=922908660 Index: Russell 1000 Growth TR USD Morningstar Category Average											
		21.12	7.11	30.75	8.87	19.08	16.03			0.94	
		19.04	6.43	28.28	4.57	15.37	13.24				

Fund	Ticker	Average Annual Total Returns							Expenses		
		YTD	3 Month	1 Year	3 Year	5 Year	10 Year	Since Incept	Incept Date	Net Exp.	Net Exp. per \$1,000
Mid-Cap Value: (400 Funds)											
Vanguard Mid-Cap Value Index Admiral	VMVAX	14.61	7.51	21.92	6.49	11.17	8.90	12.38	9/27/11	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921937694											
Index: Russell Mid Cap Value TR USD		12.95	6.31	20.19	5.40	10.80	8.31				
Morningstar Category Average		11.64	5.48	18.88	6.92	11.64	8.06			0.97	
Mid-Cap Blend: (442 Funds)											
Fidelity Mid Cap Index	FSDMX	12.16	6.14	20.15	3.53	11.24	9.58	12.38	9/8/11	0.03	\$0.30
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=316146265											
Index: S&P Midcap 400 TR		12.24	4.05	18.75	5.62	12.20	9.68				
Morningstar Category Average		12.36	5.36	19.35	4.69	11.31	8.80			0.90	
Mid-Cap Growth: (534 Funds)											
Vanguard Mid-Cap Growth Index Admiral	VMGMX	8.64	4.14	16.51	-0.71	10.59	9.98	12.34	9/27/11	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921937728											
Index: Russell Mid Cap Growth TR USD		9.27	4.83	19.07	-0.46	10.50	10.61				
Morningstar Category Average		10.04	4.65	16.75	-2.30	9.64	9.73			1.08	
Small Value: (489 Funds)											
Vanguard Small Cap Value Index Admiral	VSIAX	11.48	6.21	20.47	6.71	12.11	8.78	12.33	9/27/11	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921937686											
Index: Russell 2000 Value TR USD		9.15	8.23	19.25	3.05	10.38	7.46				
Morningstar Category Average		8.51	5.22	17.08	5.76	12.01	7.47			1.12	
Small Blend: (613 Funds)											
Fidelity Small Cap Index	FSSNX	10.45	7.53	18.55	0.72	9.78	8.18	11.00	9/8/11	0.03	\$0.30
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=316146182											
Index: Russell 2000 TR USD		10.39	7.51	18.47	0.60	9.68	8.03				
Morningstar Category Average		10.19	6.02	17.61	3.25	10.62	7.99			0.98	
Small Growth: (575 Funds)											
Vanguard Small Cap Growth Index Admiral	VSGAX	8.48	4.53	14.65	-3.00	7.75	8.36	11.44	9/27/11	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921937710											
Index: Russell 2000 Growth TR USD		11.74	6.81	17.67	-2.07	8.35	8.21				
Morningstar Category Average		11.21	5.80	16.21	-3.00	9.35	9.30			1.17	
Foreign Large Blend: (738 Funds)											
Vanguard Total Intl Stock Index Admiral	VTIAX	10.72	4.41	17.72	1.94	7.77	4.62	5.40	11/29/10	0.12	\$1.20
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=921909818											
Index: MSCI ACWI Ex USA NR USD		11.22	5.13	18.21	2.11	7.56	4.42				
Morningstar Category Average		11.65	4.24	18.29	2.63	7.98	4.91			0.91	
Diversified Emerging Mkts: (812 Funds)											
Vanguard Emerging Mkts Stock Idx Adm	VEMAX	9.56	4.38	14.33	-1.80	5.22	2.70	4.96	6/23/06	0.14	\$1.40
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=922042841											
Index: MSCI EM NR USD		9.55	5.94	15.07	-3.06	4.79	2.56				
Morningstar Category Average		8.47	4.16	14.32	-2.97	5.12	2.57			1.13	
Real Estate: (240 Funds)											
Fidelity Real Estate Index	FSRNX	9.96	15.67	20.37	-0.44	2.84	5.27	7.29	9/8/11	0.07	\$0.70
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=316146232											
Index: DJ US Real Estate TR USD		10.15	15.69	20.50	0.01	4.57	6.76				
Morningstar Category Average		10.47	14.81	19.28	-0.22	4.38	6.01			1.15	
Global Real Estate: (187 Funds)											
DFA Global Real Estate Securities Port	DFGEX	9.25	13.56	19.30	-1.35	2.86	5.00	5.23	6/4/08	0.22	\$2.20
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=23320G554											
Index: S&P Global REIT TR USD		10.31	14.15	19.51	-0.01	3.50	5.03				
Morningstar Category Average		7.94	11.35	16.89	-2.85	1.90	3.36			1.13	

Natural Resources: (129 Funds)											
Vanguard Materials Index Admiral	VMIAX	9.53	2.77	15.09	5.28	13.04	8.29	9.05	2/11/04	0.10	\$1.00
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92204A785											
Index: Bloomberg Commodity TR USD		0.95	-5.47	-4.39	3.70	7.02	-1.08				
Morningstar Category Average		1.69	-4.33	4.22	5.21	12.54	4.51	0.96			
Target-Date Retirement: (153 Funds)											
Vanguard Target Retirement Income Fund	VTINX	6.58	4.48	11.63	1.07	4.19	4.20	5.03	10/27/03	0.08	\$0.80
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92202E102											
Index: S&P Target Date Retirement Income TR USD		7.16	4.70	12.05	1.80	4.46	4.22				
Morningstar Category Average		6.99	4.60	11.77	1.04	4.04	3.84	0.65			
Target-Date 2025: (211 Funds)											
Vanguard Target Retirement 2025 Fund	VTTVX	9.30	5.18	15.25	2.12	6.95	6.31	6.77	10/27/03	0.08	\$0.80
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92202E409											
Index: S&P Target Date 2025 TR USD		8.84	5.07	14.30	2.69	6.91	6.14				
Morningstar Category Average		8.85	5.06	14.38	1.59	6.27	5.67	0.66			
Target-Date 2035: (208 Funds)											
Vanguard Target Retirement 2035 Fund	VTTHX	11.44	5.66	17.98	3.26	8.84	7.44	7.63	10/27/03	0.08	\$0.80
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92202E508											
Index: S&P Target Date 2035 TR USD		11.50	5.64	17.85	4.07	9.22	7.55				
Morningstar Category Average		11.41	5.53	17.79	2.95	8.67	7.15	0.68			
Target-Date 2045: (203 Funds)											
Vanguard Target Retirement 2045 Fund	VTIVX	13.20	5.86	20.24	4.33	10.68	8.44	8.35	10/27/03	0.08	\$0.80
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92202E607											
Index: S&P Target Date 2045 TR USD		13.46	5.97	20.39	5.20	10.75	8.44				
Morningstar Category Average		13.63	5.79	20.61	4.16	10.40	8.10	0.70			
Target-Date 2055: (202 Funds)											
Vanguard Target Retirement 2055 Fund	VFFVX	13.89	5.97	21.14	4.73	10.97	8.57	10.30	8/18/10	0.08	\$0.80
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92202E847											
Index: S&P Target Date 2055 TR USD		13.98	6.13	21.05	5.47	11.14	8.71				
Morningstar Category Average		14.31	5.88	21.48	4.48	10.79	8.29	0.71			
Target-Date 2065+: (239 Funds)											
Vanguard Target Retirement 2065 Fund	VLXVX	13.92	5.96	21.16	4.76	10.97		9.60	7/12/17	0.08	\$0.80
https://documents.securewebdelivery.com/Fundsolutions/LandingPage.aspx?token=57D1E5A3-3E3C-4105-9D85-304D6FB4703E&cusip=92202E680											
Index: S&P Target Date 2065+ TR USD		14.28	6.22	21.41	5.64	11.28	0.00				
Morningstar Category Average		14.45	5.86	21.63	4.64	11.07	0.00	0.70			

Disclaimer:

Investing involves the risk of loss that investors must be prepared to bear. Past performance does not guarantee future results. The investment return and principal value of an investment will fluctuate and an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data quoted. Performance data current to the most recent month end is available by calling 1-888-880-1330 or by visiting www.sentinelgroup.com and logging into your account. Performance data is supplied by Morningstar, but in certain instances where Morningstar was unable to provide the data, Sentinel gathered information directly from the investment manager. Consider the investment objectives, risks, and charges and expenses of the investment company carefully before investing. The prospectus and, if available, the summary prospectus contain this and other information about the investment company. A prospectus can be obtained by contacting your investment professional. The prospectus should be read carefully before investing.

Investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the money market fund seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the fund. Index returns are unmanaged, do not reflect the deduction of any fees or expenses, and reflect all items of income, gain and loss, and the reinvestment of dividends and other income. Investors cannot invest directly in an index.

The Morningstar blended benchmark represents a custom index comprised of six broad based indexes: Fixed-income benchmarks utilized in the custom benchmark are the Barclay's 1-3 Yr Gov't / Credit TR index and the Barclay's Aggregate Bond TR index. Equity benchmarks utilized in the custom benchmark are the Russell 1000 TR index, the Russell 2500 TR index, the MSCI ACWI ex USA NR index and the Morningstar Multistrategy category average.

Barclay's 1-3 Yr Gov't / Credit TR: The index measures the performance of non-securitized component of the U.S. Aggregate Index with maturities of 1-3 years, including Treasuries, government-related issues and corporates. It is a subset of the U.S. Aggregate Index. Barclay's Aggregate Bond TR: The index measures the performance of investment grade, U.S. dollar-denominated, fixed-rate taxable bond market, including Treasuries, government-related and corporate securities, MBS (agency fixed-rate and hybrid ARM pass throughs), ABS, and CMBS. Russell 1000 TR: The index measures the performance of the large-cap segment of the US equity securities. It is a subset of the Russell 3000 index and includes approximately 1000 of the largest securities based on a combination of their market cap and current index membership. Russell 2500 TR: The index measures the performance of the small to mid-cap segment of the US equity universe. It is a subset of the Russell 3000 index and includes approximately 2500 of the smallest securities based on the combination of their market cap and current index membership. MSCI ACWI Ex USA NR: The index measures the performance of the large and mid-cap segments of the particular regions, excluding USA equity securities, including developed and emerging market. It is free float-adjusted market-capitalization weighted. Morningstar Multistrategy: A simple average of the returns of all funds that are characterized as Multistrategy by Morningstar.

Sentinel Pension Advisors, Inc., a SEC-registered Investment Advisor, may act as the Investment Manager, Adviser or Investment Consultant to a Plan (Client). As the Investment Adviser, SPA will provide investment advisory services to the Client. As the Investment Consultant, SPA does not provide investment advice to the participants but does provide consulting services in accordance with the Investment Consulting Services Agreement entered into by the Client and SPA.

Date of first use: 6/15/2024

Schwab Bank Savings Disclosure for Participants of Scodeller Construction, Inc.

Introduction

The Schwab Bank Savings feature ("SBS") provides Scodeller Construction, Inc. ("Plan") participants ("you") with the ability to deposit all or a portion of the funds in your Plan account into a money market deposit account ("MMDA"), a type of savings deposit, at Charles Schwab Bank, a federal savings bank ("Schwab Bank"). The MMDA is established in the name of the Plan ("Plan MMDA") at Schwab Bank by Schwab Bank's Business Trust Division in its capacity as directed trustee or custodian for the Plan ("Business Trust Division"). Your beneficial interest in the Plan MMDA will be tracked and maintained by the Plan's recordkeeper.

Funds from your Plan account that are deposited in the Plan MMDA at Schwab Bank are eligible for Federal Deposit Insurance Corporation ("FDIC") insurance up to \$250,000, subject to FDIC rules concerning aggregation of other deposit accounts you may have with Schwab Bank. For purposes of the FDIC's \$250,000 coverage limit, your funds, if any, in deposit accounts (including certificates of deposit) at Schwab Bank held through certain other self-directed retirement plan accounts and individual retirement accounts ("IRAs") will be aggregated with funds from your Plan account deposited in the Plan MMDA at Schwab Bank. You should read with care the section headed "FDIC Insurance." You are responsible for monitoring your deposits with Schwab Bank in order to determine the extent of FDIC coverage available to you.

SBS is a capital preservation feature. Funds in SBS will not lose value unless (i) Schwab Bank fails and (ii) the funds you maintain in the Plan MMDA at Schwab Bank and other deposits you maintain at Schwab Bank in the same capacity, when aggregated, exceed the FDIC coverage limit.

While other investment options we make available for your Plan account may not offer capital preservation, they may provide you with the opportunity to earn a greater return than the return earned on the Plan MMDA at Schwab Bank. You should consider all investment options available for your Plan account.

The Plan MMDA is a direct obligation of Schwab Bank and is not an obligation of your Plan or Plan sponsor ("Plan Sponsor," "we" or "us"). Publicly available financial information about Schwab Bank is available to you upon request. We do not guarantee in any way the financial condition of Schwab Bank or the accuracy of any publicly available financial information concerning Schwab Bank.

A "Business Day" means any day on which both Schwab Bank and the New York Stock Exchange are open for business.

How the Schwab Bank Savings Feature Works

On any Business Day, you may request a deposit of funds from your Plan account into the Plan MMDA at Schwab Bank or a withdrawal of funds from the Plan MMDA by providing us with deposit or withdrawal instructions, as applicable, in accordance with the terms of your Plan and prior to the Plan's established cut off times. For information about the Plan's cut off time for processing participant deposit or withdrawal instructions, please call (888-762-6088). A duly authorized investment advisor or manager acting on your behalf or on behalf of the Plan under the Plan's investment provisions may also provide us with deposit or withdrawal instructions.

If deposit instructions are communicated to the Plan's Recordkeeper in accordance with its established cut off time and the Recordkeeper provides your deposit instructions to Schwab Bank in a timely manner, your deposit will be made on the next Business Day. If the Recordkeeper does not provide your deposit instructions timely to Schwab Bank, your deposit will be made on the second Business Day following receipt of the instructions. If you have any questions concerning the Recordkeeper's cut off times for deposit instructions, please call (888-762-6088). Deposits will be made by the Business Trust Division, who will act as your agent with respect to SBS.

Similarly, you may request a withdrawal from the Plan MMDA on any Business Day by providing us with withdrawal instructions in accordance with the terms of your Plan and prior to the Plan's established cut off time. If the Recordkeeper provides your withdrawal instructions to Schwab Bank in a timely manner, your withdrawal will be made on the next Business Day. If the Recordkeeper does not provide your withdrawal instructions timely to Schwab Bank, your withdrawal will be made on the second Business Day following receipt of the instructions. Withdrawals will be made by the Business Trust Division, who will act as your agent with respect to SBS.

Federal banking regulations require Schwab Bank to reserve the right to require seven business days' prior written notice before funding a withdrawal. Although Schwab Bank has indicated that it has no current intention of exercising that right, it may choose to do so in the future.

Interest

Schwab Bank will establish the interest rate for the Plan MMDA prior to the last Business Day of each calendar month. The interest rate will be effective from the day following the last Business Day of the month until the last Business Day of the following calendar month. Current interest rates are posted on your retirement account website. On the last Business Day of the month, the interest rate for the following period will be posted on your retirement account website or as soon as administratively practicable following the determination of the new rate.thx

Upon prior notice to us, Schwab Bank may change any or all of the following: (i) the day on which it establishes the current interest rate, (ii) the time at which it makes the rate available, and (iii) the time period during which the interest rate is fixed. We assume the responsibility to inform you of any of the foregoing changes that are communicated to us by Schwab Bank.

Interest on funds deposited in the Plan MMDA will accrue from the day funds are deposited in the MMDA, up to, but not including, the day funds are withdrawn. Interest will compound daily and be credited to your balance in SBS monthly, on the last business day of each month. If you instruct the withdrawal in full of your balance in the Plan MMDA at any point in the month before accrued interest has been credited and your Plan account is still open, the payment of all accrued interest up to, but not including, the day of withdrawal, will be deposited in your Plan account on or before the interest payment date. If you no longer have a Plan account, accrued interest may either be paid to you pursuant to instructions that you provide to us, reallocated and credited to the SBS balances of other Plan participants, or otherwise utilized by the Plan in accordance with its policies regarding the payment of interest after the closure of a Plan account. We will provide you with a copy of these policies upon request.

The interest rate on the Plan MMDA may be higher or lower than the interest rates or yields available to on other investments available to you through the Plan.

Statements

Your Plan account statement will reflect your balance in the Plan MMDA at Schwab Bank.

Schwab Bank is not responsible for the accuracy of your Plan account statements.

At any time, you may obtain information about your Plan account balance, including your MMDA balance and current interest rate, by logging on to your retirement account website or by phone at www.sentinelgroup.com.

Relationship with Schwab Bank

Schwab Bank is the depository institution at which the Plan MMDA is established. The Business Trust Division, as directed trustee or custodian for your Plan, acts as your agent in establishing the Plan MMDA at Schwab Bank, and depositing funds into, and withdrawing funds from, the Plan MMDA.

Your ownership of the funds deposited in the Plan MMDA will be evidenced by a book entry on records we maintain for you and other participants in

Relationship with Schwab Bank

Schwab Bank is the depository institution at which the Plan MMDA is established. The Business Trust Division, as directed trustee or custodian for your Plan, acts as your agent in establishing the Plan MMDA at Schwab Bank, and depositing funds into, and withdrawing funds from, the Plan MMDA.

Your ownership of the funds deposited in the Plan MMDA will be evidenced by a book entry on records we maintain for you and other participants in your Plan. No evidence of ownership, such as a passbook or certificate, will be issued. Your Plan account statements will evidence your SBS balance, and you should retain the Plan account statements for your records. Your deposits in the Plan MMDA will be eligible for FDIC insurance based upon the dollar amount of your beneficial interest in the Plan MMDA as reflected in our records.

All transactions in the Plan MMDA will be directed by us, pursuant to instructions provided by you or other authorized parties. All information concerning your SBS balance can only be obtained from us. Schwab Bank has no obligation to accept instructions directly from you with respect to SBS or the Plan MMDA, or to provide you with information concerning the Plan MMDA.

Schwab Bank may, in its sole discretion, change the conditions of, or terminate, SBS at any time upon notice to us. We will provide you with notice of such changes or termination. If SBS is terminated, your balance in the Plan MMDA will be withdrawn and re-invested as directed under the Plan's investment or default provisions.

Schwab Bank and its affiliates will receive certain benefits in connection with SBS as further described below.

Potential Benefits to Schwab Bank and Conflicts of Interest

Schwab Bank intends to use the cash balances in the MMDA to fund current and new lending activities and investments. The profitability on such loans and investments is generally measured by the difference, or "spread," between the interest rate paid on the MMDA and other costs of maintaining the MMDA, and the interest rate and other income earned by Schwab Bank on the loans and investments made with the funds in the MMDA. The income that Schwab Bank will have the opportunity to earn through its lending and investing activities is expected to be greater than the fees earned by Schwab Bank and its affiliates from managing and distributing money market funds, collective trust funds, or other stable value investment options.

Schwab Bank, Charles Schwab & Co., Inc., a broker-dealer affiliate of Schwab Bank, and other affiliates of these entities may receive direct and indirect remuneration in connection with services provided to your Plan.

FDIC Insurance

General Information. Your SBS deposits in the Plan MMDA at Schwab Bank (including principal and accrued interest) are insured by the FDIC, an independent agency of the U.S. Government, up to \$250,000 when aggregated with all other deposits you hold in the same insurable capacity at Schwab Bank. Your funds become eligible for deposit insurance immediately upon placement into the Plan MMDA at Schwab Bank. Generally, any accounts or deposits that you may maintain directly with Schwab Bank, or through any other intermediary, in the same insurable capacity as your Plan MMDA deposits would be aggregated with your Plan MMDA deposits for purposes of applying the \$250,000 federal deposit insurance limit. Under FDIC regulations, an individual's interest in the deposits held at a bank through the following types of retirement plans and accounts will be aggregated for purposes of applying the \$250,000 deposit insurance limit:

- All types of IRAs;
- All Section 457 deferred compensation plan accounts (such as eligible deferred compensation plans provided by state and local governments regardless of whether they are self-directed);
- Self-directed defined contribution plan accounts (such as self-directed 401(k) plans, self-directed SIMPLE plans held in the form of 401(k) plans, self-directed defined contribution money purchase plans and self-directed defined contribution profit-sharing plans); and
- Self-directed Keogh plan accounts designed for self-employed individuals.

You are responsible for monitoring the total amount of deposits that you hold with Schwab Bank in order to determine the extent of deposit insurance coverage available to you on your deposits, including your SBS deposits. Neither we nor Schwab Bank are responsible for monitoring your SBS deposits or any other deposits held at Schwab Bank.

In the event Schwab Bank fails, your deposits in the Plan MMDA at Schwab Bank are insured, up to \$250,000 for principal and interest accrued to the day Schwab Bank is closed, based upon records maintained by us, subject to the aggregation rules described above.

In the event that federal deposit insurance payments become necessary, payments of principal plus unpaid and accrued interest will be made to the Plan and such payments will be reflected in your Plan account maintained by us. There is no specific time period during which the FDIC must make insurance payments available, and the Plan is under no obligation to credit your Plan account with funds in advance of payments received from the FDIC. Furthermore, you may be required to provide certain documentation to the FDIC before insurance payments are made.

Questions About FDIC Deposit Insurance Coverage. If you have questions about basic FDIC insurance coverage, you may wish to seek advice from your own attorney concerning the FDIC insurance coverage of your deposits. You may also obtain information by contacting the FDIC, Deposit Insurance Outreach, Division of Supervision and Consumer Affairs, by letter (550 17th Street, N.W., Washington, D.C. 20429), by phone (877-275-3342 or 800-925-4618 (TDD)), by visiting the FDIC website at www.fdic.gov/deposit/index.html, or by e-mail using the FDIC's On-line Customer Assistance Form available on its website.

Plan Default Investments

We encourage you to make an investment election to ensure that amounts in the Plan are invested in accordance with your long term investment and retirement plans. However, if you do not make an investment election, then the amounts that you could have elected to invest will be invested in a default investment that the Plan officials have selected.

Description of default investment: The default investment is based on your birthday.

Investment ID	Investment Name	Birth Date Range
VTINX	Vanguard Target Retirement Income Fund	6/30/1955 and earlier
VTVX	Vanguard Target Retirement 2025 Fund	07/01/1955 to 6/30/1965
VTHX	Vanguard Target Retirement 2035 Fund	07/01/1965 to 6/30/1975
VTIVX	Vanguard Target Retirement 2045 Fund	07/01/1975 to 6/30/1985
VFFVX	Vanguard Target Retirement 2055 Fund	07/01/1985 to 6/30/1995
VLXVX	Vanguard Target Retirement 2065 Fund	07/01/1995 and later

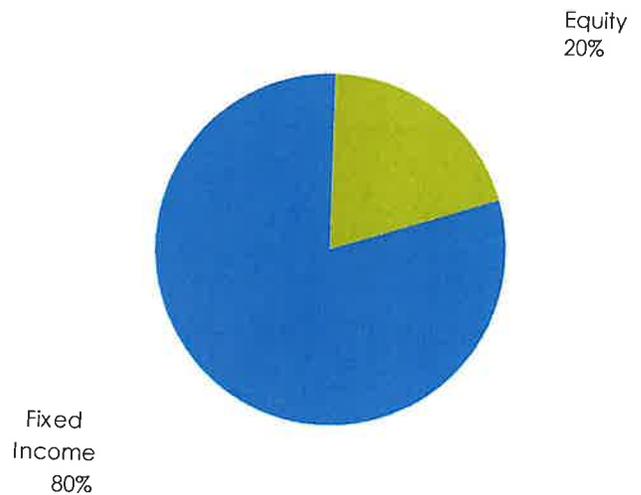
Asset Allocation Strategies Composition

Below is the detailed information about the Asset Allocation Strategies your Plan offers. These risk-based strategies are a service brought to you by the Plan's Investment Advisor, and there are no extra fees charged for their use. You may discontinue using this service at any time, and develop your own investment asset allocation strategy among the Plan's Designated Investment Alternatives. If choosing your investment option, simply select the "Strategy". There is no need to select individual funds.

Conservative Lifestyle Portfolio	Allocation	Ticker
Fidelity 500 Index	10.00 %	FXAIX
Schwab Bank Savings	20.00 %	RBS1CSBS
Vanguard Inflation-Protected Secs Adm	10.00 %	VAIPX
Vanguard Interm-Term Bond Index Adm	20.00 %	VBILX
Vanguard Short-Term Bond Index Adm	20.00 %	VBIRX
Vanguard Total Intl Bd Idx Admiral™	5.00 %	VTABX
Vanguard Total Intl Stock Index Admiral	5.00 %	VTIAX
Vanguard Value Index Adm	5.00 %	VVIAX
Vanguard High-Yield Corporate Adm	5.00 %	VWEAX

Conservative Lifestyle Portfolio

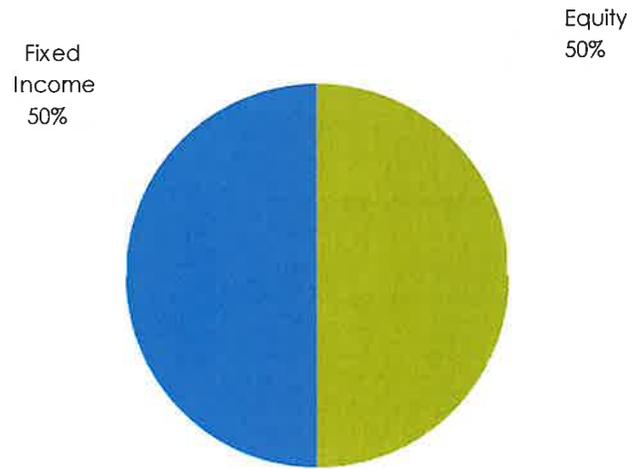
This strategy is made up of 20% Equity, 80% Fixed Income.



Asset Allocation Strategies Composition (continued)

Moderate Lifestyle Portfolio	Allocation	Ticker
Fidelity Mid Cap Index	4.00 %	FSMDX
Fidelity Small Cap Index	4.00 %	FSSNX
Fidelity 500 Index	15.00 %	FXAIX
Schwab Bank Savings	10.00 %	RBS1CSBS
Vanguard Inflation-Protected Secs Adm	5.00 %	VAIPX
Vanguard Interm-Term Bond Index Adm	15.00 %	VBILX
Vanguard Short-Term Bond Index Adm	10.00 %	VBIRX
Vanguard Growth Index Admiral	10.00 %	VIGAX
Vanguard Total Intl Bd Idx Admiral™	5.00 %	VTABX
Vanguard Total Intl Stock Index Admiral	7.00 %	VTIAX
Vanguard Value Index Adm	10.00 %	VVIAX
Vanguard High-Yield Corporate Adm	5.00 %	VWEAX

Moderate Lifestyle Portfolio
 This strategy is made up of 50%
 Equity, 50% Fixed Income.

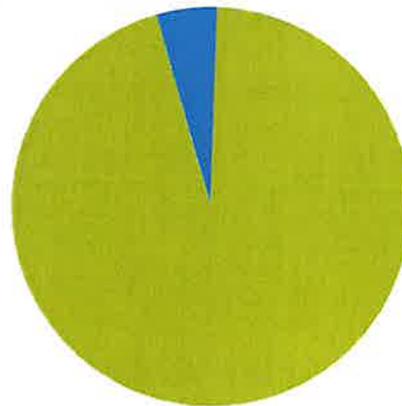


Asset Allocation Strategies Composition (continued)

Aggressive Lifestyle Portfolio	Allocation	Ticker
DFA Global Real Estate Securities Port	4.00 %	DFGEX
Fidelity Mid Cap Index	4.00 %	FSMDX
Fidelity Real Estate Index	4.00 %	FSRNX
Fidelity 500 Index	17.00 %	FXAIX
Vanguard Emerging Mkts Stock Idx Adm	8.00 %	VEMAX
Vanguard Growth Index Admiral	12.00 %	VIGAX
Vanguard Mid-Cap Growth Index Admiral	4.00 %	VMGMX
Vanguard Materials Index Admiral	3.00 %	VMIAX
Vanguard Small Cap Growth Index Admiral	6.00 %	VSGAX
Vanguard Small Cap Value Index Admiral	6.00 %	VSIAX
Vanguard Total Intl Stock Index Admiral	14.00 %	VTIAX
Vanguard Value Index Adm	13.00 %	VVIAX
Vanguard High-Yield Corporate Adm	5.00 %	VWEAX

Aggressive Lifestyle Portfolio
 This strategy is made up of 95%
 Equity, 5% Fixed Income.

Fixed
Income
5%



Equity
95%

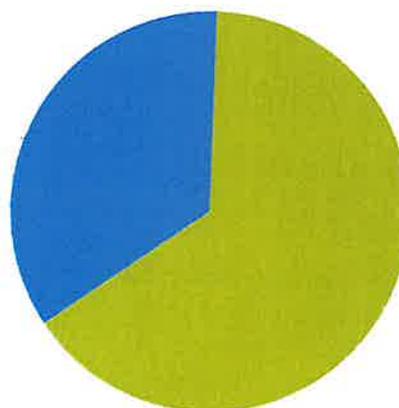
Asset Allocation Strategies Composition (continued)

Moderately Aggressive Lifestyle Portfolio	Allocation	Ticker
DFA Global Real Estate Securities Port	2.00 %	DFGEX
Fidelity Real Estate Index	3.00 %	FSRNX
Fidelity 500 Index	13.00 %	FXAIX
Vanguard Inflation-Protected Secs Adm	5.00 %	VAIPX
Vanguard Interm-Term Bond Index Adm	15.00 %	VBILX
Vanguard Short-Term Bond Index Adm	5.00 %	VBIRX
Vanguard Emerging Mkts Stock Idx Adm	5.00 %	VEMAX
Vanguard Growth Index Admiral	10.00 %	VIGAX
Vanguard Mid-Cap Growth Index Admiral	3.00 %	VMGMX
Vanguard Materials Index Admiral	2.00 %	VMIAX
Vanguard Mid-Cap Value Index Admiral	3.00 %	VMVAX
Vanguard Small Cap Growth Index Admiral	3.00 %	VSGAX
Vanguard Small Cap Value Index Admiral	4.00 %	VSIAX
Vanguard Total Intl Bd Idx Admiral™	5.00 %	VTABX
Vanguard Total Intl Stock Index Admiral	7.00 %	VTIAX
Vanguard Value Index Adm	10.00 %	VVIAX
Vanguard High-Yield Corporate Adm	5.00 %	VWEAX

Moderately Aggressive Lifestyle Portfolio

This strategy is made up of 65% Equity, 35% Fixed Income.

Fixed
Income
35%



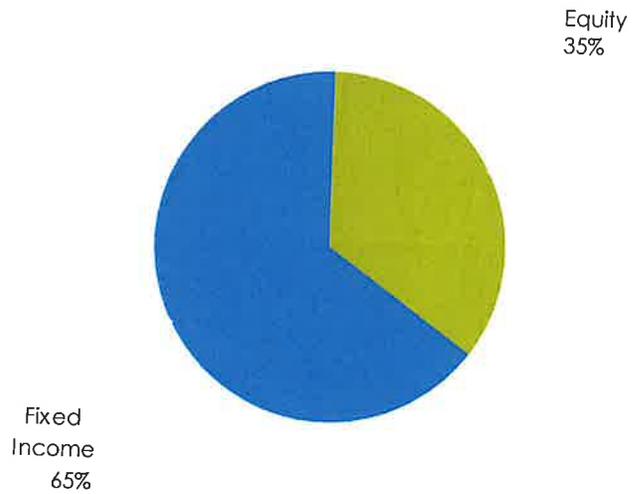
Equity
65%

Asset Allocation Strategies Composition (continued)

Moderately Conservative Lifestyle Portfolio	Allocation	Ticker
Fidelity Mid Cap Index	4.00 %	FSMDX
Fidelity Small Cap Index	4.00 %	FSSNX
Fidelity 500 Index	13.00 %	FXAIX
Schwab Bank Savings	15.00 %	RBS1CSBS
Vanguard Inflation-Protected Secs Adm	5.00 %	VAIPX
Vanguard Interm-Term Bond Index Adm	20.00 %	VBILX
Vanguard Short-Term Bond Index Adm	15.00 %	VBIRX
Vanguard Total Intl Bd Idx Admiral™	5.00 %	VTABX
Vanguard Total Intl Stock Index Admiral	7.00 %	VTIAX
Vanguard Value Index Adm	7.00 %	VVIAX
Vanguard High-Yield Corporate Adm	5.00 %	VWEAX

Moderately Conservative Lifestyle Portfolio

This strategy is made up of 35% Equity, 65% Fixed Income.





TRUST BANK



Apr 2024

Designed for low-risk capital preservation

Schwab Bank Savings is a money market deposit account—a type of savings deposit—established by your Plan at Charles Schwab Trust Bank. It intends to provide a variable yield in the form of interest from the bank. The current APY is 2.00%.

Trading Identifier: RBS1CSBS

Effective from:	Effective to:	Interest Rate	APY
4/1/2023	4/30/2024	1.98%	2.00%*

Low-risk interest at a reasonable rate

Capital preservation is not about chasing yield. Schwab Bank Savings bears interest at a reasonable rate without the associated risk of investment vehicles that chase high yields. The annual percentage yield (APY) reflects the total amount of interest paid based on the interest rate, and the daily compounding frequency for a 365-day period. For current rates, consult your retirement account website.

Annualized Yields as of April 30, 2024

1 month	2.00%
3 months	2.00%
12 months	2.00%
3 years	1.09%
5 years	0.93%
10 years	0.70%

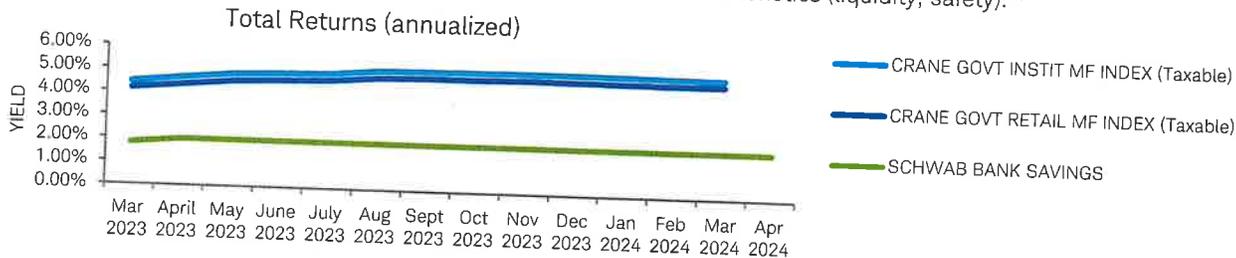
Inception date February 10, 2012.

No additional expenses to participants or plan (OER)

Unlike standard money market or stable value funds, the plan or participants do not pay additional operating or administrative expenses on their funds allocated to Schwab Bank Savings (there's no operating expense ratio, or OER). Instead, Charles Schwab Trust Bank's compensation comes from the "spread" between what it earns from investing and lending activities and the interest rate it pays participants (plus any other expenses absorbed on these accounts)

How does it compare to alternative capital preservation options?

While Schwab Bank Savings is different than many cash preservation options, it can be helpful to view the average annual percentage yield as compared with a money market fund index with similar characteristics (liquidity, safety).**



Past performance cannot guarantee future results Source: Crane Data 30 day rate as of March 26, 2024. **These benchmarks were selected for comparison with Schwab Bank Savings because they track products with similar characteristics of liquidity and safety, however, Trust Bank's portfolio is not invested exclusively in government or treasury securities.

More key benefits

- **FDIC insurance**—Funds deposited in Schwab Bank Savings at Charles Schwab Trust Bank are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 when aggregated with all other deposits held by a participant in an individual retirement account or self-directed employee benefit account in the same capacity at Charles Schwab Trust Bank. FDIC deposit insurance coverage will vary depending on the type of plan or account. Please visit [fdic.gov](https://www.fdic.gov) for more information.
- **No fees and/or gates**—Bank products are not subject to money market fund liquidity fees and redemption gates.
- **Bank soundness**—Charles Schwab Trust Bank has strong liquidity, internal financial controls, and business standards, with a focus on keeping client assets safe.
- **Liquidity**—Funds deposited in Schwab Bank Savings can be withdrawn at any time without redemption restrictions or fees.

(continued on the next page)

How is the rate determined?

Schwab Bank Savings pays a Bank-administered rate of interest that may be adjusted by the Bank based on market conditions. It is intended to be consistent with ERISA reasonable rate standards based on comparator deposit rates available to employee benefit plans while considering available investment options, market segments, competitive positioning, and other factors.

Schwab Bank Savings historical information

Data as of April 30 2024

Calendar Year Average Annual Yields	
2024 YTD	2.00%
2023	1.93%
2022	0.60%
2021	0.09%
2020	0.40%
2019	1.40%
2018	0.84%
2017	0.57%
2016	0.35%
Since Inception	0.59%

Inception date February 10, 2012.

Annual Percentage Yields			
Effective from:	Effective to:	Interest Rate	APY
4/1/2023	4/30/2024	1.98%	2.00%
12/31/2022	3/31/2023	1.80%	1.82%
12/1/2022	12/30/2022	1.60%	1.61%
10/1/2022	11/30/2022	1.30%	1.31%
9/1/2022	9/30/2022	1.00%	1.01%
7/1/2022	3/31/2022	0.70%	0.70%
6/1/2022	6/30/2022	0.30%	0.30%
4/30/2022	5/31/2022	0.10%	0.10%
10/30/2021	4/29/2022	0.05%	0.05%
1/30/2021	10/29/2021	0.10%	0.10%
9/1/2020	1/29/2021	0.12%	0.12%
7/1/2020	8/31/2020	0.15%	0.15%
5/30/2020	6/30/2020	0.20%	0.20%
4/1/2020	5/29/2020	0.35%	0.35%
11/30/2019	3/31/2020	1.05%	1.06%

FDIC Coverage and Other Disclosures

SCHWAB BANK SAVINGS AND FDIC COVERAGE

Schwab Bank Savings ("SBS") is a money market deposit account ("MMDA") established for your Plan at Charles Schwab Trust Bank ("Trust Bank").

The portion of your Plan account that you allocate to SBS is eligible for Federal Deposit Insurance Corporation ("FDIC") insurance up to \$250,000 subject to the FDIC rules concerning aggregation of deposit accounts you hold in the same capacity with Trust Bank. You are responsible for monitoring the total amount of deposits you maintain directly with Trust Bank in an individual retirement account or self-directed employee benefit plan account. Because the deposit insurance rules are complex, you may want to contact the FDIC or use the FDIC's online tool, Electronic Deposit Insurance Estimator (<https://fdic.gov/edie>) to estimate your total coverage.

SCHWAB BANK SAVINGS INTEREST

Interest compounds daily and is credited monthly to your Schwab Bank Savings ("SBS") balance on the last Business Day of each month. A "Business Day" is any Monday through Friday that is not a Federal Reserve Bank or New York Stock Exchange holiday.

The interest rate is in effect for the entire interest period, which ends the last Business Day of each month. Trust Bank may adjust the interest rate prospectively on the day following the last Business Day of the month, which starts the next interest period.

(continued on the next page)

Current interest rate and yield information is posted on your retirement plan website and any changes are posted as soon as administratively practicable. Please refer to the "as of" or "effective through" date of rates and yields displayed. The rate displayed on this statement may not have been in effect for the entire statement period. Interest credited during this statement period and reflected in your SBS balance may include interest accrued in a prior statement period.

FDIC Insured Money Market Deposit Account – Schwab Bank Savings ("SBS") is a capital preservation option that is not subject to market risk and bears a stated interest rate set on a monthly basis, which remains in effect until at least the last Business Day of the month. Trust Bank may adjust the rate prospectively on the day following the last Business Day of the month. A "Business Day" is any Monday through Friday that is not a Federal Reserve Bank or New York Stock Exchange holiday.

Interest compounds daily and is credited monthly on the last Business Day of each month. The annual percentage yield ("APY") is the percentage that reflects the total amount of interest paid on an account, based on the annual percentage rate ("APR") and compounding frequency for a 365-day period. Current rate and yield information may be obtained at your retirement plan website.

There are no operating expenses, shareholder-type fees, or restrictions applied to your holdings in Schwab Bank Savings. Trust Bank earns compensation from the "spread" between what the bank earns from investing activities and the interest rate it pays participants.

Learn more today

For more information on the Federal Deposit Insurance Corporation (FDIC), visit [fdic.gov](https://www.fdic.gov). For the latest financial information and to learn more about The Charles Schwab Corporation, visit aboutschwab.com/investor-relations. Effective January 1, 2020, Charles Schwab Bank, SSB transferred the money market deposit account ("MMDA") for Schwab Bank Savings to Charles Schwab Trust Bank ("CSTB"). The terms and conditions governing the MMDA remain unchanged as a result of the transfer. All historical rate information provided for the CSTB MMDA will include rates paid by Charles Schwab Bank, SSB prior to January 1, 2020.

*The Annual Percentage Yield (APY) quoted is 2.00%, with a minimum balance of \$0.01 as-of 4/1/2023. This rate may change without notice. The interest rate and APY is determined by Charles Schwab Trust Bank before the final business day of each month. It is effective from the day following the last business day of the prior month through the last business day of the month. (Interest rates may change after that point.)

[†]Funds withdrawn from a qualified plan prior to age 59 ½ may be subject to a 10% Federal tax penalty.

Interest compounds daily and is credited monthly to your Schwab Bank Savings balance on the last Business Day of each month. A "Business Day" is any Monday through Friday that is not a Federal Reserve Bank or New York Stock Exchange holiday. The interest rate is in effect for the entire Interest Period, which ends the last Business Day of each month. Charles Schwab Trust Bank may adjust the interest rate prospectively on the day following the last Business Day of the month, which starts the next Interest Period. Current interest rate and yield information is posted on your retirement account website and any changes are posted as soon as administratively practicable. Please refer to the "as of" or "effective" date of rates and yields displayed.

The portion of Participant accounts allocated to SBS is eligible for Federal Deposit Insurance Corporation ("FDIC") insurance up to \$250,000, subject to FDIC rules concerning aggregation of deposit accounts Participants hold in the same capacity with Schwab Trust Bank. Participants are responsible for monitoring the total amount of deposits that they hold with Schwab Trust Bank in self-directed retirement accounts, either directly or through an intermediary such as Charles Schwab & Co., Inc., in order to determine the extent of deposit insurance coverage available to them.

The Charles Schwab Corporation (Charles Schwab) provides services to retirement and other benefit plans and participants through its separate but affiliated companies and subsidiaries: Charles Schwab & Co., Inc.; Charles Schwab Trust Bank; Charles Schwab Bank, SSB; Schwab Retirement Technologies, Inc. (Schwab RT); and Schwab Retirement Plan Services, Inc. Brokerage products and services are offered by Charles Schwab & Co., Inc. (Member SIPC). Trust, custody, and deposit services and products are provided by a Charles Schwab Trust Bank and Charles Schwab Bank, SSB Members of FDIC. Schwab RT is engaged in developing and licensing proprietary plan recordkeeping systems to third party administrators. Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans.

© 2024 Charles Schwab Trust Bank. Member FDIC. AHA (0323-3ZGR) PLC66676-05 (03/23)

Qualified Default Investment Alternative Notice

SURF 401(k) Plan

Why am I receiving this notice?

As a participant or Beneficiary of SURF 401(k) Plan, you have the right to direct the investment of some or all of the assets in your Plan account. You may invest your account(s) in any of the investment choices offered in the Plan. The purpose of this Notice is to describe how your Plan account will be invested if you fail to provide instructions regarding its investment. If you do not make an election from the different investment alternatives, your Plan account will automatically be invested in the Plan's default investment fund.

What is the Plan's default investment?

If you do not make an election as to how the Plan should invest any of your future contributions (e.g., rollover, employee or employer contribution) by making elections online or returning the election form to the Plan Administrator, the Plan Trustee will invest those contributions in the "default" investment that the Plan officials have selected. The default investment is the **Vanguard Target Retirement (VFFVX, VLXVX, VTINX, VTIVX, VTTHX, VTTVX)**. Your date of birth will be used to determine the appropriate default investment from this list. This investment option is designed to provide varying degrees of long-term appreciation and capital preservation through a mix of equity and fixed income exposures based on the participant's age and target retirement date. Such products and portfolios change their asset allocations and associated risk levels over time with the objective of becoming more conservative (i.e., decreasing risk of losses) with increasing age.

This default investment is intended to meet the requirements of a Qualified Default Investment Alternative ("QDIA") under Department of Labor regulations.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so you may lose money. You should carefully consider the objectives, risks, charges, and expenses of any investments in your plan. This and other important information are contained in the funds' prospectuses, which are available through your account access on the Sentinel website, www.sentinelgroup.com.

What are my rights to alternative investments?

Even if the Plan Trustee invests some or all of your contributions in the default investment, you have the continuing right to direct the investment of your account in one or more of the other investment choices available to you under the Plan. You may change your investments at any time by logging into your account at www.sentinelgroup.com. You are entitled to invest in any of the alternative investment choices without incurring a financial penalty.

Where can I find additional investment information?

You can obtain further investment information about the Plan's investment alternatives other than the default investment by logging into your account on the Sentinel website, www.sentinelgroup.com or by contacting your human resources department.

Update Your Beneficiary Online

Enter your beneficiary information online in 3 easy steps!

Did you know that you have the ability to elect, view and change your retirement account beneficiary right from your online account at sentinelgroup.com? If you would like to update your beneficiary information and/or be able to view who you have designated as your beneficiary online, log on to your account and follow these 3 simple steps:

✓ Step 1: Confirm Your Marital Status

Click 'Manage My Personal Information' from your My Plan Dashboard screen and confirm or update your marital status.

✓ Step 2: Confirm Your Email Address

On the same page, review the 'Email Preferences' section and be sure that your email address is listed and that you have selected the radio button to indicate your preferred email address for email notifications. This is important because if you are married and designate a primary beneficiary other than your spouse, a confirmation will be emailed to you the following morning to provide information about the signatures required to complete your election.

✓ Step 3: Update Your Beneficiaries

Select 'View/Update Beneficiaries' from the Manage My Account menu. Click the 'Add Beneficiary' button to add a beneficiary to your account. The beneficiary type, name and percentage are required fields, but we recommend that you provide as much of the other information as possible, too. If additional primary or contingent beneficiaries need to be added, click 'Add Beneficiary' again until all designations have been made. Click the 'Save' button to save your changes.

At the end of the day, you will receive an email confirmation of your beneficiary changes. If you are married and designate a primary beneficiary other than your spouse, the confirmation will provide information about the signatures required to complete your election. Otherwise, the confirmation will be for your records and your elections will be complete.



Rollover Contributions

A Guide to Consolidating your Retirement Accounts with Sentinel Group

At Sentinel Group, our goal is to make planning for retirement as simple as possible. Get started by consolidating your other retirement assets into your Sentinel account.

Follow the 3 steps below, or log in to your account at sentinelgroup.com and visit "Forms" to complete the online rollover process.

Step 1

Request a check from your current provider.

Inform your current provider that you would like a direct rollover of your retirement account balance into your qualified retirement account with Sentinel Group. Request a check made payable to Charles Schwab FBO SURF 401(k) Plan for the benefit of you (see example) to be mailed to your attention.

Example: Charles Schwab FBO SURF 401(k) Plan FBO John Smith



Step 2

Send your rollover form to us.

Once you receive your rollover check, complete the Sentinel Benefits Rollover Form (see your Human Resources or Benefits Department for the Plan Sponsor signature) and return it to us together with a Letter of Authorization from the financial institution providing your rollover check or a copy of your most recent statement.

Email:
operations@sentinelgroup.com

Fax:
(781) 213-7303



Step 3

Mail your rollover check to your plan's custodian.

Mail your rollover check to your plan's custodian:

Regular Mail:
Charles Schwab Trust Bank
PO Box 81686
Austin, TX 78708

Overnight Mail:
Charles Schwab Trust Bank
Attn: Trust Services
11800 Schwab Way
Austin, TX 78758

Need help? Contact our Service Center at 888-762-6088.

Participant Information:

Participant Name

Social Security Number

Email Address

Phone Number

Type of Rollover:

I am rolling from (select only one):

 401(a) (Including 401(k))

 403(b)

 Governmental 457(b)

 IRA Rollover (Not available for Roth IRA)

 SIMPLE IRA

 Spousal Rollover

Rollover Amount:

\$	+	\$	+	\$	=	\$

Pre-tax Rollover

The total of any pre-tax contributions, including all employer contributions, with earnings on those contributions

Roth Basis

The total of your Roth (after-tax) contributions, excluding earnings on those contributions

Roth Earnings

The total of any earnings on Roth (after-tax) contributions

Total Rollover Amount
Tax year for initial Roth contribution:
 (Required for Roth rollover)

Check Information:

 Payable to: **Charles Schwab FBO SURF 401(k) Plan FBO Your Name**
 Memo line: **Account #: 211870**
Send Rollover Form to Sentinel Benefits:

 Email: operations@sentinelgroup.com
 Fax: **781-213-7303**
Mail Rollover Check to:
Regular Mail

 Charles Schwab Trust Bank
 PO Box 81686
 Austin, TX 78708

Overnight Mail

 Charles Schwab Trust Bank
 Attn: Trust Services
 11800 Schwab Way
 Austin, TX 78758

Acceptance:

(See your Human Resources or Benefits Department for Plan Sponsor Signature)

By signing below, I confirm that I have consulted the Scodeller Construction, Inc. benefits department and certify that to the best of my knowledge, this is a valid rollover. I understand that if I later determine the rollover was invalid, I am responsible for informing Sentinel Benefits and Scodeller Construction, Inc. I understand that my rollover will be invested in the plan's default fund if I have not made any investment elections.

Participant Signature

Date

Plan Sponsor Signature

Print Name

Date

Important Considerations for Distributions & Rollover IRAs

Important Considerations for Distributions and Rollover IRAs

There are important factors that plan participants should consider before deciding whether to take a distribution from their 401(k) plan (or other qualified retirement plan) and whether and how to rollover their benefits into another retirement plan or to an individual retirement account (IRA).

This brochure discusses some, but not all, of the important considerations that participants should assess before making those decisions.

What Are Your Options?

When you retire or leave a job where you have a retirement plan, in most cases you have four options:

- ✓ Take a lump sum taxable distribution;
- ✓ Keep your money in the plan, if the plan permits;
- ✓ Move it to another qualified retirement plan; or
- ✓ Transfer it directly to an IRA (which is called a direct rollover).

Fees and Expenses

When considering whether to take a distribution, you should always consider the fees and expenses. Are the fees and costs low, or at least reasonable ... in your old plan, in a new employer's plan, in a rollover IRA?

Some questions to ask are: Does the plan or an IRA offer greater opportunity to invest in low-cost investments, like index mutual funds? Does the IRA impose an administrative charge? If so, is it higher than the charges in the plan?

You should also consider administration fees, trading fees, share classes of available funds, and advisory and investment management fees.

However, fees and expenses are not the only consideration. For example, a retirement plan may offer services to help you with your investing and planning. You should compare the services available through an employer's plan to an IRA, as well as any costs, before making a decision to take your money out of your current plan.

If so ask: Is a professional investment advisory or management service available in the plan? In the IRA? Is the cost of those services in the IRA higher than in the plan? Which plan or IRA has the services and flexibility that you need? Where is the value for you?

Compare the costs to the investments and services that work the best for you and make sure that your expenses are reasonable.

Investment Flexibility

IRAs often offer more investments than retirement plans, such as 401(k) or 403(b) plans. (However, some retirement plans allow participants to invest through individual brokerage accounts, which would be similar to a typical IRA and may have similar costs.) In many IRAs you can invest in stocks, bonds, ETFs, and a broad range of mutual funds.

However, some participants want the benefit of the plan fiduciaries prudently selecting and monitoring a more limited investment line-up. If that applies to you, you might want to leave your money in the plan. If you have company stock in your savings plan, you should talk to your tax adviser before taking a distribution.

Conclusion

This is your retirement money, and you need to make sure it is invested prudently at a reasonable cost. In some cases, your current retirement plan will be the best blend of value and cost for you. In other cases, it may be better to transfer the money (a "direct" rollover) to a new employer's plan or to an IRA. If you decide on an IRA, there is an almost unlimited number of IRA providers and advisers with a wide range of costs, services and investments. Consider your needs and make the choice that is right for you.



We're here to help.

If you have questions
about your plan, call
(888) 762-6088,
Monday – Friday,
8 a.m. – 7 p.m. ET
or visit us online at
sentinelgroup.com.



**SURF 401K PLAN
SUMMARY PLAN DESCRIPTION**

TABLE OF CONTENTS

INTRODUCTION TO YOUR PLAN

What kind of Plan is this? 1
What information does this Summary provide? 1

**ARTICLE I
PARTICIPATION IN THE PLAN**

How do I participate in the Plan? 1
What service is counted for purposes of Plan eligibility? 2
What happens if I'm a Participant, terminate employment and then I'm rehired? 2

**ARTICLE II
EMPLOYEE CONTRIBUTIONS**

What are salary deferrals and how do I contribute them to the Plan? 2
What are "rollover" contributions? 3
What are In-Plan Roth Conversions? 3
What are In-Plan Roth Rollover? 4
What are In-Plan Roth Rollover Transfers? 4

**ARTICLE III
EMPLOYER CONTRIBUTIONS**

What is the safe harbor contribution? 4

**ARTICLE IV
COMPENSATION AND ACCOUNT BALANCE**

What compensation is used to determine my Plan benefits? 5
Is there a limit on the amount of compensation which can be considered? 5
Is there a limit on how much can be contributed to my account each year? 5
How is the money in the Plan invested? 5
Will Plan expenses be deducted from my account balance? 6

**ARTICLE V
VESTING**

What is my vested interest in my account? 6

**ARTICLE VI
DISTRIBUTIONS PRIOR TO TERMINATION AND HARDSHIP DISTRIBUTIONS**

Can I withdraw money from my account while working? 6
Can I withdraw money from my account in the event of financial hardship? 7

**ARTICLE VII
BENEFITS AND DISTRIBUTIONS UPON TERMINATION OF EMPLOYMENT**

When can I get money out of the Plan? 7
What happens if I terminate employment before death, disability or retirement? 8
What happens if I terminate employment at Normal Retirement Date? 8
What happens if I terminate employment due to disability? 8

How will my benefits be paid to me? 8

**ARTICLE VIII
BENEFITS AND DISTRIBUTIONS UPON DEATH**

What happens if I die while working for the Employer? 9
Who is the beneficiary of my death benefit? 9
How will the death benefit be paid to my beneficiary?..... 9
When must the last payment be made to my beneficiary? 10
What happens if I'm a Participant, terminate employment and die before receiving all my benefits? 10

**ARTICLE IX
TAX TREATMENT OF DISTRIBUTIONS**

What are my tax consequences when I receive a distribution from the Plan?..... 10
Can I elect a rollover to reduce or defer tax on my distribution? 10

**ARTICLE X
PROTECTED BENEFITS AND CLAIMS PROCEDURES**

Are my benefits protected? 11
Are there any exceptions to the general rule? 11
Can the Plan be amended? 11
What happens if the Plan is discontinued or terminated?..... 11
How do I submit a claim for Plan benefits? 11
What if my benefits are denied? 12
What is the Claims Review Procedure? 13
What are my rights as a Plan Participant?..... 14
What can I do if I have questions or my rights are violated? 15

**ARTICLE XI
GENERAL INFORMATION ABOUT THE PLAN**

Plan Name 15
Plan Number 15
Plan Effective Dates 15
Other Plan Information 15
Employer Information 16
Administrator Information 16
Plan Trustee Information and Plan Funding Medium 16

SURF 401K PLAN

SUMMARY PLAN DESCRIPTION

INTRODUCTION TO YOUR PLAN

What kind of Plan is this?

SURF 401K Plan ("Plan") has been adopted to provide you with the opportunity to save for retirement on a tax-advantaged basis. This Plan is a type of qualified retirement plan commonly referred to as a 401(k) Plan.

What information does this Summary provide?

This Summary Plan Description ("SPD") contains information regarding when you may become eligible to participate in the Plan, your Plan benefits, your distribution options, and many other features of the Plan. You should take the time to read this SPD to get a better understanding of your rights and obligations under the Plan.

In this Summary, your Employer has addressed the most common questions you may have regarding the Plan. If this SPD does not answer all of your questions, please contact the Administrator or other Plan representative. The Administrator is responsible for responding to questions and making determinations related to the administration, interpretation, and application of the Plan. The name and address of the Administrator can be found at the end of this SPD in the Article entitled "General Information About the Plan."

This SPD describes the Plan's benefits and obligations as contained in the legal Plan document, which governs the operation of the Plan. The Plan document is written in much more technical and precise language and is designed to comply with applicable legal requirements. If the non-technical language in this SPD and the technical, legal language of the Plan document conflict, the Plan document always governs. If you wish to receive a copy of the legal Plan document, please contact the Administrator.

The Plan and your rights under the Plan are subject to federal laws, such as the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code, as well as some state laws. The provisions of the Plan are subject to revision due to a change in laws or due to pronouncements by the Internal Revenue Service (IRS) or Department of Labor (DOL). Your Employer may also amend or terminate this Plan. Your Employer will notify you if the provisions of the Plan that are described in this SPD change.

Types of contributions. The following types of contributions may be made under this Plan:

- Employee salary deferrals including Roth 401(k) deferrals
- Employer safe harbor contributions
- Employee "rollover" contributions

ARTICLE I PARTICIPATION IN THE PLAN

How do I participate in the Plan?

Provided you are not an Excluded Employee, you may become a "Participant" in the Plan once you have satisfied the eligibility requirements and reached your "Entry Date." The following describes the eligibility requirements and Entry Dates that apply. You should contact the Administrator if you have questions about the timing of your Plan participation.

All Contributions

Excluded Employees. If you are a member of a class of employees identified below, you are an Excluded Employee and you are not entitled to participate in the Plan. The Excluded Employees are:

- union employees whose employment is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining, unless the collective bargaining agreement requires the employee to be included within the Plan
- certain nonresident aliens who have no earned income from sources within the United States
- leased employees

Eligibility conditions. You will be eligible to participate in the Plan when you have satisfied the following eligibility condition(s). However, you will actually become a Participant in the Plan once you reach the Entry Date as described below.

- attainment of age 21.
- 90 days

Waiver of eligibility conditions. The age and service requirements are waived for employees of Fonson Company, Inc. employed on March 1, 2015. Any such Eligible Employees will also enter the Plan on this date (i.e., this will be their Entry Date).

The age and service requirements are waived for employees of American Pavements, Inc. employed on May 12, 2017. Any such Eligible Employees will also enter the Plan on this date (i.e., this will be their Entry Date).

Entry Date. Your Entry Date will be the first day of the Plan Year quarter coinciding with or next following the date you satisfy the eligibility requirements.

Safe Harbor Contributions

Participants who are eligible to make salary deferrals to the Plan are eligible for the safe harbor contribution described in the Article entitled "Employer Contributions" in this SPD.

What service is counted for purposes of Plan eligibility?

Service with the Employer. In determining whether you satisfy the minimum service requirements to participate under the Plan, all service you perform for the Employer will generally be counted. However, there are some exceptions to this general rule.

Service with another Employer. For eligibility purposes, your Years of Service with Fonson Company, Inc. will be counted.

Military service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. If you may be affected by this law, ask the Administrator for further details.

What happens if I'm a Participant, terminate employment and then I'm rehired?

If you are no longer a Participant because you terminated employment, and you are rehired, then you will be able to participate in the Plan on your date of rehire provided you are otherwise eligible to participate in the Plan.

ARTICLE II EMPLOYEE CONTRIBUTIONS

What are salary deferrals and how do I contribute them to the Plan?

Salary deferrals. As a Participant under the Plan, you may elect to reduce your compensation by a specific percentage or dollar amount and have that amount contributed to the Plan as a salary deferral. There are two types of salary deferrals: Pre-Tax 401(k) deferrals and Roth 401(k) deferrals. For purposes of this SPD, "salary deferrals" generally means both Pre-Tax 401(k) deferrals and Roth 401(k) deferrals. Regardless of the type of deferral you make, the amount you defer is counted as compensation for purposes of Social Security taxes.

Pre-Tax 401(k) deferrals. If you elect to make Pre-Tax 401(k) deferrals, then your taxable income is reduced by the deferral contributions so you pay less in federal income taxes. Later, when the Plan distributes the deferrals and earnings, you will pay the taxes on those deferrals and the earnings. Therefore, with a Pre-Tax 401(k) deferral, federal income taxes on the deferral contributions and on the earnings are only postponed. Eventually, you will have to pay taxes on these amounts.

Roth 401(k) deferrals. If you elect to make Roth 401(k) deferrals, the deferrals are subject to federal income taxes in the year of deferral. However, the deferrals and, in most cases, the earnings on the deferrals are not subject to federal income taxes when distributed to you. In order for the earnings to be tax free, you must meet certain conditions. See "What are my tax consequences when I receive a distribution from the Plan?" below.

Deferral procedure. The amount you elect to defer will be deducted from your pay in accordance with a procedure established by the Administrator. The procedure will require that you enter into a salary deferral agreement after you satisfy the Plan's eligibility requirements. You may elect to defer a portion of your salary as of your Entry Date. Such election will become effective as soon as administratively feasible after it is received by the Administrator. Your election will generally remain in effect until you modify or terminate it.

Deferral modifications. You are permitted to revoke your salary deferral election at any time during the Plan Year. You may make any other modification as of each payroll period or in accordance with any other procedure that your Employer provides. Any modification will become effective as soon as administratively feasible after it is received by the Administrator.

Deferral Limit. As a Participant, you may elect to defer an amount from your compensation each year instead of receiving that amount in cash. You may defer a percentage of your compensation. Such election will also apply to irregular pay (e.g., bonuses).

Your total deferrals in any taxable year may not exceed a dollar limit which is set by law. The limit for 2024 is \$23,000. After 2024, the dollar limit may increase for cost-of-living adjustments. See the paragraph below on Annual dollar limit. The Administrator will notify you of the maximum percentage you may defer.

Catch-up contributions. If you are at least age 50 or will attain age 50 before the end of a calendar year, then you may elect to defer additional amounts (called "catch-up contributions") to the Plan as of the January 1st of that year. The additional amounts may be deferred regardless of any other limitations on the amount that you may defer to the Plan. The maximum "catch-up contribution" that you can make in 2024 is \$7,500. After 2024, the maximum may increase for cost-of-living adjustments.

Annual dollar limit. You should also be aware that each separately stated annual dollar limit on the amount you may defer (the annual deferral limit and the "catch-up contribution" limit) is a separate aggregate limit that applies to all such similar salary deferral amounts and "catch-up contributions" you may make under this Plan and any other cash or deferred arrangements (including tax-sheltered 403(b) annuity contracts, simplified employee pensions or other 401(k) plans) in which you may be participating. Generally, if an annual dollar limit is exceeded, then the excess must be returned to you in order to avoid adverse tax consequences. For this reason, it is desirable to request in writing that any such excess salary deferral amounts and "catch-up contributions" be returned to you.

If you are in more than one plan, you must decide which plan or arrangement you would like to return the excess. If you decide that the excess should be distributed from this Plan, you must communicate this in writing to the Administrator not later than the March 1st following the close of the calendar year in which such excess deferrals were made. However, if the entire dollar limit is exceeded in this Plan or any other plan your Employer maintains, then you will be deemed to have notified the Administrator of the excess. The Administrator will then return the excess deferrals and any earnings to you by April 15th.

Allocation of deferrals. The Administrator will allocate the amount you elect to defer to an account maintained on your behalf. You will always be 100% vested in this account (see the Article in this SPD entitled "Vesting"). This means that you will always be entitled to all amounts that you defer. This money will, however, be affected by any investment gains or losses. If there is an investment gain, then the balance in your account will increase. If there is an investment loss, then the balance in your account will decrease.

Distribution of deferrals. The rules regarding distributions of amounts attributable to your salary deferrals are explained later in this SPD.

What are "rollover" contributions?

Rollover contributions. At the discretion of the Administrator, if you are a Participant who is currently employed or an Eligible Employee, you may be permitted to deposit into the Plan distributions you have received from other retirement plans and certain IRAs. Such a deposit is called a "rollover" contribution and may result in tax savings to you. You may ask the Administrator or Trustee of the other plan or IRA to directly transfer (a "direct rollover") to this Plan all or a portion of any amount that you are entitled to receive as a distribution from such plan. Alternatively, you may elect to deposit any amount eligible to be rolled over within 60 days of your receipt of the distribution. You should consult qualified counsel to determine if a rollover is in your best interest.

Rollover account. Your "rollover" contribution will be accounted for in a "rollover account." You will always be 100% vested in your "rollover account" (see the Article in this SPD entitled "Vesting"). This means that you will always be entitled to all amounts in your "rollover account." Rollover contributions will be affected by any investment gains or losses.

Withdrawal of "rollover" contributions. You may withdraw the amounts in your "rollover account" at any time.

What are In-Plan Roth Conversions?

Ordinarily, you do not pay taxes on the contributions or earnings of your accounts attributable to your employer's contributions until you receive an actual distribution from such accounts because such amounts are usually held in what is called "pre-tax" accounts. In other words, the taxes on the contributions and earnings in your pre-tax accounts are deferred until a distribution is made. Roth accounts, however, are the opposite. With a Roth account you pay current taxes on the amounts contributed. When a distribution is made to you from the Roth account, you do not pay taxes on the amounts you had contributed. In addition, if you have a "qualified Roth distribution", you also do not pay taxes on the earnings that are attributable to the contributions. See the Q&A called "What are my tax consequences when I receive a distribution from the Plan?" for the definition of a qualified Roth distribution.

This Plan allows an In-Plan Roth conversion feature. That means that a portion of your funds that are already in one or more of your tax-deferred accounts under the Plan can be converted from a pre-tax basis to a Roth tax basis. For tax purposes, such recharacterized amounts will be treated by the Plan as if such funds had been Roth deferrals to your account, i.e., they will not be taxed at the time of distribution. That is because you will be taxed on the total amount being converted to a Roth tax basis for the year in which such conversion(s) are made.

Once you make an election to convert an amount to a Roth tax basis, your election cannot be changed. It's important that you understand the tax effects of making the election and ensure you have adequate resources outside of the plan to pay the additional taxes. The In-Plan Roth transfer does not affect the timing of when a distribution may be made to you under the Plan; the transfer only changes the tax character of your account. You should consult with your tax advisor prior to making a transfer election.

There are two conversion options available under the plan, In-plan Roth Rollovers and In-plan Roth Transfers. Each type of conversion is described in greater detail in the two Questions that immediately follow, because there are some technical differences between the two types.

What are In-Plan Roth Rollovers?

In-Plan Roth Rollovers. Effective July 15, 2020, if you are eligible for a distribution from an account and you are currently an employee, you may elect to roll over all or a portion of the distribution to a designated Roth contribution account in the Plan (referred to as an In-Plan Roth Rollover). You may only roll over the distribution directly. If you wish to convert all or a portion of a non-distributable account to a Roth tax basis, see the Question "What are In-Plan Roth Rollover Transfers?"

The following limitations apply to the In-Plan Roth Rollovers:

- An In-Plan Roth Contribution can only be made from accounts which are 100% vested.
- A transfer can only be made at a time when you are still employed.
- Loans may not be distributed as part of the distribution.

The law restricts any in-service distributions from certain accounts which are maintained for you under the Plan before you reach age 59 1/2. These accounts are the ones set up to receive your salary deferral contributions and other Employer contributions which are used to satisfy special rules for 401(k) plans (such as safe harbor contributions). Ask the Administrator if you need more details.

Spousal consent not required. Your spouse does not need to consent in order for you to elect an In-Plan Roth Rollover Contribution.

What are In-Plan Roth Rollover Transfers?

In-Plan Roth Rollover Transfers. Effective July 15, 2020, as a Participant under the Plan, you may make an In-Plan Roth Rollover Transfer (provided you are an employee at the time of the transfer). An In-Plan Roth Rollover Transfer allows you to elect to change the tax treatment of all or some of your pre-tax accounts provided the account is 100% vested, as explained below.

Conditions and Limitations. The following limitations apply to the In-Plan Roth Rollover Transfer:

- A transfer can only be made from accounts which are 100% vested.
- Loans may not be distributed as part of the distribution.
- A transfer can only be made at a time when you are still employed.

Additional Information: See the Question entitled "What are In-Plan Roth conversions" for more information on this feature.

ARTICLE III EMPLOYER CONTRIBUTIONS

In addition to any deferrals you elect to make, your Employer will make additional contributions to the Plan. This Article describes Employer contributions that will be made to the Plan and how your share of the contribution is determined.

What is the safe harbor contribution?

Safe harbor 401(k) plan. This Plan is referred to as a safe harbor 401(k) plan. If your Employer elects to satisfy the "safe harbor" rules, then before the beginning of each Plan Year, you will be provided with a comprehensive notice of your rights and obligations under the Plan. However, if you become eligible to participate in the Plan after the beginning of the Plan Year, then the notice will be provided to you on or before the date you are eligible. A safe harbor 401(k) plan is a plan design where your Employer commits to making certain contributions described below. This commitment to make contributions enables your Employer to simplify the administration of the Plan by ensuring that nondiscrimination regulations are met, which is why it is called a "safe harbor" plan.

Safe harbor matching contribution. In order to maintain "safe harbor" status, your Employer will make a safe harbor matching contribution equal to 100% of your salary deferrals that do not exceed 4% of your compensation. This safe harbor matching contribution is 100% vested (see the Article in this SPD entitled "Vesting").

For purposes of calculating the safe harbor matching contribution, your compensation and deferrals will be determined on a payroll period basis.

ARTICLE IV COMPENSATION AND ACCOUNT BALANCE

What compensation is used to determine my Plan benefits?

Definition of compensation. For the purposes of the Plan, compensation has a special meaning. Compensation is generally defined as your total compensation that is subject to income tax and paid to you by your Employer during the Plan Year. In addition, salary reductions to this Plan and to any other plan or arrangement (such as a cafeteria plan) will be included in Compensation. If you are a self-employed individual, your compensation will be equal to your earned income. The following describes the adjustments to compensation that may apply under the Plan.

All Contributions

Adjustments to compensation. The following adjustments to compensation will be made:

- compensation paid while not a Participant in the component of the Plan for which compensation is being used will be excluded.
- compensation paid after you terminate employment is generally excluded for Plan purposes. However, the following amounts will be included in compensation even though they are paid after you terminate employment, provided these amounts would otherwise have been considered compensation as described above and provided they are paid within 2 1/2 months after you terminate employment, or if later, the last day of the Plan Year in which you terminate employment:
 - compensation for services performed during your regular working hours, or for services outside your regular working hours (such as overtime or shift differential) or other similar payments that would have been made to you had you continued employment
 - compensation paid for unused accrued bona fide sick, vacation or other leave, if such amounts would have been included in compensation if paid prior to your termination of employment and you would have been able to use the leave if employment had continued
 - nonqualified unfunded deferred compensation if the payment is includible in gross income and would have been paid to you had you continued employment

Is there a limit on the amount of compensation which can be considered?

The Plan, by law, cannot recognize annual compensation in excess of a certain dollar limit. The limit for the Plan Year beginning in 2024 is \$345,000. After 2024, the dollar limit may increase for cost-of-living adjustments.

Is there a limit on how much can be contributed to my account each year?

Generally, the law imposes a maximum limit on the amount of contributions that may be made to your account and any other amounts allocated to any of your accounts during the Plan Year, excluding earnings. Beginning in 2024, this total cannot exceed the lesser of \$69,000 or 100% of your annual compensation. After 2024, the dollar limit may increase for cost-of-living adjustments.

How is the money in the Plan invested?

The Trustee of the Plan has been designated to hold the assets of the Plan for the benefit of Plan Participants and their beneficiaries in accordance with the terms of this Plan. The Trust Fund established by the Plan's Trustee will be the funding medium used for the accumulation of assets from which Plan benefits will be distributed.

Participant directed investments. You will be able to direct the investment of your entire interest in the Plan. The Administrator will provide you with information on the investment choices available to you, the procedures for making investment elections, the frequency with which you can change your investment choices and other important information. You need to follow the procedures for making investment elections and you should carefully review the information provided to you before you give investment directions. If you do not direct the investment of your applicable Plan accounts, then your accounts will be invested in accordance with the default investment alternatives established under the Plan. These default investments will be made in accordance with specific rules under which the fiduciaries of the Plan, including the Employer, the Trustee and the Administrator, will be relieved of any legal liability for any losses resulting from the default investments. The Administrator has or will provide you with a separate notice which details these default investments and your right to switch out of the default investment if you so desire.

The Plan is intended to comply with Section 404(c) of ERISA (the Employee Retirement Income Security Act). If the Plan complies with Section 404(c), then the fiduciaries of the Plan, including your Employer, the Trustee(s) and the Administrator, will be relieved of any legal liability for any losses which are the direct and necessary result of the investment directions that you give.

Earnings or losses. When you direct investments, your accounts are segregated for purposes of determining the earnings or losses on these investments. Your account does not share in the investment performance of other Participants who have directed their own investments. You should remember that the amount of your benefits under the Plan will depend in part upon your choice of investments. Gains as well

as losses can occur and your Employer, the Administrator, and the Trustee will not provide investment advice or guarantee the performance of any investment you choose.

Periodically, you will receive a benefit statement that provides information on your account balance and your investment returns. It is your responsibility to notify the Administrator of any errors you see on any statements within 30 days after the statement is provided or made available to you.

Will Plan expenses be deducted from my account balance?

Expenses allocated to all accounts. The Plan permits the payment of Plan expenses to be made from the Plan's assets. If expenses are paid using the Plan's assets, then the expenses will generally be allocated among the accounts of all Participants in the Plan. These expenses will be allocated either proportionately based on the value of the account balances or as an equal dollar amount based on the number of Participants in the Plan. The method of allocating the expenses depends on the nature of the expense itself. For example, certain administrative (or recordkeeping) expenses would typically be allocated proportionately to each Participant. If the Plan pays \$1,000 in expenses and there are 100 Participants, your account balance would be charged \$10 (\$1,000/100) of the expense.

Terminated employee. After you terminate employment, your Employer reserves the right to charge your account for your pro rata share of the Plan's administration expenses, regardless of whether your Employer pays some of these expenses on behalf of current employees.

Expenses allocated to individual accounts. There are certain other expenses that may be paid just from your account. These are expenses that are specifically incurred by, or attributable to, you. For example, if you are married and get divorced, the Plan may incur additional expenses if a court mandates that a portion of your account be paid to your ex-spouse. These additional expenses may be paid directly from your account (and not the accounts of other Participants) because they are directly attributable to you under the Plan. The Administrator will inform you when there will be a charge (or charges) directly to your account.

Your Employer may, from time to time, change the manner in which expenses are allocated.

ARTICLE V VESTING

What is my vested interest in my account?

100% vested contributions. You are always 100% vested (which means that you are entitled to all of the amounts) in your accounts attributable to the following contributions:

- salary deferrals including Roth 401(k) deferrals and "catch-up contributions"
- safe harbor contributions
- "rollover" contributions

ARTICLE VI DISTRIBUTIONS PRIOR TO TERMINATION AND HARDSHIP DISTRIBUTIONS

Can I withdraw money from my account while working?

In-service distributions. You may be entitled to receive an in-service distribution. However, this distribution is not in addition to your other benefits and will therefore reduce the value of the benefits you will receive at retirement. This distribution is made at your election and will be made in accordance with the forms of distributions available under the Plan.

Conditions and limitations. Generally you may receive a distribution from the Plan from certain accounts prior to your termination of employment provided you satisfy the condition described below:

- you have attained age 59 1/2

The following limitations apply to in-service distributions from certain accounts:

- In-service distributions can only be made from accounts which are 100% vested.

The law restricts any in-service distributions from certain accounts which are maintained for you under the Plan before you reach age 59 1/2. These accounts are the ones set up to receive your salary deferral contributions and other Employer contributions which are used to satisfy special rules for 401(k) plans (such as safe harbor contributions). Ask the Administrator if you need more details.

Annuity waiver. If you wish to receive an in-service distribution from the Plan in a single payment from your account, you (and your spouse, if you are married) must first waive the annuity form of payment. (See the Article entitled "Benefits and Distributions Upon Termination of Employment" for a further explanation of how benefits are paid from the Plan.)

Can I withdraw money from my account in the event of financial hardship?

Hardship distributions. You may withdraw money for financial hardship if you satisfy certain conditions. This hardship distribution is not in addition to your other benefits and will therefore reduce the value of the benefits you will receive at retirement.

Qualifying expenses. A hardship distribution may be made to satisfy certain immediate and heavy financial needs that you have. A hardship distribution may only be made for payment of the following:

- expenses for medical care (described in Section 213(d) of the Internal Revenue Code) previously incurred by you, your spouse, your dependents or your beneficiaries or necessary for you, your spouse, your dependents or your beneficiaries to obtain medical care.
- costs directly related to the purchase of your principal residence (excluding mortgage payments).
- tuition, related educational fees, and room and board expenses for the next twelve (12) months of post-secondary education for yourself, your spouse, your dependents or your beneficiaries.
- amounts necessary to prevent your eviction from your principal residence or foreclosure on the mortgage of your principal residence.
- payments for burial or funeral expenses for your deceased parent, spouse, children, other dependents or beneficiaries.
- expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under the Internal Revenue Code without regard to the limit on casualty losses that are deductible for income tax purposes under IRC 165(h).
- expenses for disasters arising from federally declared disasters, such as your expenses and losses (including loss of income) attributable to that disaster, provided your principal residence or place of employment was in an area FEMA designates as qualifying for individual assistance.

A beneficiary is someone you designate under the Plan to receive your death benefit who is not otherwise your spouse or dependent.

Conditions. If you have any of the above expenses, a hardship distribution can only be made if you certify and agree that all of the following conditions are satisfied:

- (a) The distribution is not in excess of the amount of your immediate and heavy financial need. The amount of your immediate and heavy financial need may include any amounts necessary to pay any federal, state, or local income taxes or penalties reasonably anticipated to result from the distribution.
- (b) You have obtained all distributions, other than hardship distributions, currently available under all retirement plans that the Employer maintains.
- (c) You certify (via a form for that purpose) that you have insufficient cash or other liquid assets reasonably available to satisfy the need.

Limitations. The following limitations apply to hardship distributions:

- You must be employed with the Employer at the time of the hardship distribution.

Account restrictions. There are restrictions placed on hardship distributions which are made from certain accounts. The Employer contributions which are used to satisfy special rules that apply to 401(k) plans (such as safe harbor contributions), may not be distributed to you on account of a hardship. Ask the Administrator if you need further details.

Annuity waiver. If you wish to receive a hardship distribution from the Plan in a single payment from your account, you (and your spouse, if you are married) must first waive the annuity form of payment. (See the Article entitled "Benefits and Distributions Upon Termination of Employment" for a further explanation of how benefits are paid from the Plan.)

ARTICLE VII BENEFITS AND DISTRIBUTIONS UPON TERMINATION OF EMPLOYMENT

When can I get money out of the Plan?

You may receive a distribution of the vested portion of some or all of your accounts in the Plan for the following reasons:

- termination of employment for reasons other than death, disability or retirement
- normal retirement
- disability

- death

This Plan is designed to provide you with retirement benefits. However, distributions are permitted if you die or become disabled. In addition, certain payments are permitted when you terminate employment for any other reason. The rules under which you can receive a distribution are described in this Article. The rules regarding the payment of death benefits to your beneficiary are described in "Benefits and Distributions Upon Death."

You may also receive distributions while you are still employed with the Employer. (See the Article entitled "Distributions Prior to Termination and Hardship Distributions" for a further explanation.)

Military service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. There may also be benefits for employees who die or become disabled while on active duty. Employees who receive wage continuation payments while in the military may benefit from various changes in the law. If you think you may be affected by these rules, ask the Administrator for further details.

Distributions for deemed severance of employment. If you are on active duty for more than 30 days, then the Plan generally treats you as having severed employment for distribution purposes. This means that you may request a distribution from the Plan. If you request a distribution on account of this deemed severance of employment, then you are not permitted to make any contributions to the Plan for six (6) months after the date of the distribution.

What happens if I terminate employment before death, disability or retirement?

If your employment terminates for reasons other than normal retirement, you will be entitled to receive only the "vested percentage" of your account balance.

You may elect to have your vested account balance distributed to you as soon as administratively feasible following your termination of employment. However, if the value of your vested account balance does not exceed \$5,000, then a distribution will be made to you regardless of whether you consent to receive it. (See the question entitled "How will my benefits be paid to me?" for additional information.)

Treatment of "rollover" contributions for consent to distribution. In determining if the value of your vested account balance exceeds the \$5,000 threshold described above used to determine whether you must consent to a distribution, your "rollover account" will not be considered as part of your benefit.

What happens if I terminate employment at Normal Retirement Date?

Normal Retirement Date. You will attain your Normal Retirement Age when you reach age 65. Your Normal Retirement Date is the date on which you attain your Normal Retirement Age.

Payment of benefits. You will become 100% vested in all of your accounts under the Plan once you attain your Normal Retirement Age. However, the actual payment of benefits generally will not begin until you have terminated employment and reached your Normal Retirement Date. In such event, a distribution will be made, at your election, as soon as administratively feasible. If you remain employed past your Normal Retirement Date, you may generally defer the receipt of benefits until you actually terminate employment. In such event, benefit payments will begin as soon as feasible at your request, but generally not later than age 70 1/2. (See the question entitled "How will my benefits be paid to me?" for an explanation of how these benefits will be paid.)

What happens if I terminate employment due to disability?

Definition of disability. Under the Plan, disability is defined as a physical or mental condition resulting from bodily injury, disease, or mental disorder which renders you incapable of continuing any gainful occupation and which has lasted or can be expected to last for a continuous period of at least twelve (12) months. Your disability must be determined by a licensed physician. However, if your condition constitutes total disability under the federal Social Security Act, then the Administrator may deem that you are disabled for purposes of the Plan.

Payment of benefits. If you become disabled while an employee, you will be entitled to your vested account balance under the Plan. Payment of your disability benefits will be made to you as if you had retired. However, if the value of your vested account balance does not exceed \$5,000, then a distribution of your vested account balance will be made to you, regardless of whether you consent to receive it. (See the question entitled "How will my benefits be paid to me?" for an explanation of how these benefits will be paid.)

How will my benefits be paid to me?

Forms of distribution. If your vested account balance does not exceed \$5,000, then your vested account balance may only be distributed to you in a single lump-sum payment. In determining whether your vested account balance exceeds the \$5,000 threshold, "rollover" contributions (and any earnings allocable to "rollover" contributions) will not be taken into account.

In addition, if your vested account balance exceeds \$5,000, you must consent to any distribution before it may be made. If your vested account balance exceeds \$5,000, you may elect to receive a distribution of your vested account balance in:

- a single lump-sum payment
- partial withdrawals

Special distribution rules. In addition to the above rules, there are special distribution rules that apply to the portion of your interest in the Plan attributable to transferred pension assets. These rules provide for an annuity form of payment and, if you are married, may give your spouse certain rights regarding the form of distribution that may be elected. An annuity generally provides for payments for your life and for the life of your spouse. If you are married, the annuity must be based on your life and the life of your spouse unless you obtain your spouse's consent to elect an annuity over only your life or in some other form. When you are entitled to receive a distribution from the Plan, the Administrator will provide you with a detailed explanation of the special rules that apply to these amounts.

Delaying distributions. You may delay the distribution of your vested account balance unless a distribution is required to be made, as explained earlier, because your vested account balance does not exceed \$5,000. However, if you elect to delay the distribution of your vested account balance, there are rules that require that certain minimum distributions be made from the Plan. If you are a 5% owner, distributions are required to begin not later than the April 1st following the end of the year in which you reach age 70 1/2. If you are not a 5% owner, distributions are required to begin not later than the April 1st following the later of the end of the year in which you reach age 70 1/2 or retire. You should contact the Administrator if you think you may be affected by these rules.

Medium of payment. Benefits under the Plan will generally be paid to you in cash or in property.

ARTICLE VIII BENEFITS AND DISTRIBUTIONS UPON DEATH

What happens if I die while working for the Employer?

If you die while still employed by the Employer, then your vested account balance will be used to provide your beneficiary with a death benefit.

Who is the beneficiary of my death benefit?

Married Participant. If you are married at the time of your death, your spouse will be the beneficiary of the entire death benefit unless an election is made to change the beneficiary. However, with respect to any amounts attributable to the pension plan that were transferred to this Plan, your spouse (if you are married) will be the beneficiary of 50% of the death benefit. **IF YOU WISH TO DESIGNATE A BENEFICIARY OTHER THAN YOUR SPOUSE, YOUR SPOUSE (IF YOU ARE MARRIED) MUST IRREVOCABLY CONSENT TO WAIVE ANY RIGHT TO THE PORTION OF THE DEATH BENEFIT PAYABLE TO YOUR SPOUSE. YOUR SPOUSE'S CONSENT MUST BE IN WRITING, BE WITNESSED BY A NOTARY OR A PLAN REPRESENTATIVE AND ACKNOWLEDGE THE SPECIFIC NONSPOUSE BENEFICIARY.**

If you are married and you change your designation, then your spouse must again consent to the change. Also, since the death benefit payable to your spouse is not your entire vested account balance, you may, at any time, designate the beneficiary for amounts in excess of the portion of the death benefit payable to your spouse without your spouse's consent. In addition, you may elect a beneficiary other than your spouse without your spouse's consent if your spouse cannot be located.

Unmarried Participant. If you are not married, you may designate a beneficiary on a form to be supplied to you by the Administrator.

Divorce. If you have designated your spouse as your beneficiary for all or a part of your death benefit, then upon your divorce, the designation is no longer valid. This means that if you do not select a new beneficiary after your divorce, then you are treated as not having a beneficiary for that portion of the death benefit (unless you have remarried).

No beneficiary designation. At the time of your death, if you have not designated a beneficiary or your beneficiary is also not alive, the death benefit will be paid in the following order of priority to:

- (a) your surviving spouse
- (b) your children, including adopted children in equal shares (and if a child is not living, that child's share will be distributed to that child's heirs)
- (c) your surviving parents, in equal shares
- (d) your estate

How will the death benefit be paid to my beneficiary?

Form of distribution. If the death benefit payable to a beneficiary does not exceed \$5,000, then the benefit may only be paid as a lump-sum. If the death benefit exceeds \$5,000, your beneficiary may elect to have the death benefit paid in:

- a single lump-sum payment
- partial withdrawals

Special distribution rules. In addition to the above rules, there are special distribution rules that apply to the portion of your interest in the Plan attributable to transferred pension assets. These rules provide for an annuity form of payment and, if you are married at the time of your death, may give your spouse certain rights regarding the form of distribution that may be elected. When your beneficiary is entitled to receive a distribution from the Plan, the Administrator will provide a detailed explanation of the special rules that apply to these amounts.

When must the last payment be made to my beneficiary?

The law generally restricts the ability of a retirement plan to be used as a method of retaining money for purposes of your death estate. Thus, there are rules that are designed to ensure that death benefits are distributable to beneficiaries within certain time periods.

Regardless of the method of distribution selected, if your designated beneficiary is a person (rather than your estate or some trusts) then minimum distributions of your death benefit will begin by the end of the year following the year of your death ("1-year rule") and must be paid over a period not extending beyond your beneficiary's life expectancy. If your spouse is the beneficiary, then under the "1-year rule," the start of payments will be delayed until the year in which you would have attained age 70 1/2 unless your spouse elects to begin distributions over his or her life expectancy before then. However, instead of the "1-year rule" your beneficiary may elect to have the entire death benefit paid by the end of the fifth year following the year of your death (the "5-year rule"). Generally, if your beneficiary is not a person, your entire death benefit must be paid under the "5-year rule."

Since your spouse has certain rights to the death benefit, you should immediately report any change in your marital status to the Administrator.

What happens if I'm a Participant, terminate employment and die before receiving all my benefits?

If you terminate employment with the Employer and subsequently die, your beneficiary will be entitled to your remaining interest in the Plan at the time of your death.

ARTICLE IX TAX TREATMENT OF DISTRIBUTIONS

What are my tax consequences when I receive a distribution from the Plan?

Generally, you must include any Plan distribution in your taxable income in the year in which you receive the distribution. The tax treatment may also depend on your age when you receive the distribution. Certain distributions made to you when you are under age 59 1/2 could be subject to an additional 10% tax.

You will not be taxed on distributions of your Roth 401(k) deferrals. In addition, a distribution of the earnings on the Roth 401(k) deferrals will not be subject to tax if the distribution is a "qualified Roth distribution." A "qualified distribution" is one that is made after you have attained age 59 1/2 or is made on account of your death or disability and the distribution cannot be made prior to the expiration of a 5-year participation period. The 5-year participation period is the 5-year period beginning on the calendar year in which you first make a Roth 401(k) deferral to our Plan (or to another 401(k) plan or 403(b) plan if such amount was rolled over into our Plan) and ending on the last day of the calendar year that is 5 years later.

Can I elect a rollover to reduce or defer tax on my distribution?

Rollover or direct transfer. You may reduce, or defer entirely, the tax due on your distribution through use of one of the following methods:

60-day rollover. The rollover of all or a portion of the distribution to an individual retirement account or annuity (IRA) or another employer retirement plan willing to accept the rollover. This will result in no tax being due until you begin withdrawing funds from the IRA or other qualified employer plan. The rollover of the distribution, however, MUST be made within strict time frames (normally, within 60 days after you receive your distribution). Under certain circumstances, all or a portion of a distribution (such as a hardship distribution) may not qualify for this rollover treatment. In addition, most distributions will be subject to mandatory federal income tax withholding at a rate of 20%. This will reduce the amount you actually receive. For this reason, if you wish to roll over all or a portion of your distribution amount, then the direct transfer option described below would be the better choice.

Direct rollover. For most distributions, you may request that a direct transfer (sometimes referred to as a "direct rollover") of all or a portion of a distribution be made to either an individual retirement account or annuity (IRA) or another employer retirement plan willing to accept the transfer (See the question entitled "What are the In-Plan Roth Rollover Contributions?" for special rules on In-Plan Roth Rollovers). A direct transfer will result in no tax being due until you withdraw funds from the IRA or other employer plan. Like the rollover, under certain circumstances all or a portion of the amount to be distributed may not qualify for this direct transfer. If

you elect to actually receive the distribution rather than request a direct transfer, then in most cases 20% of the distribution amount will be withheld for federal income tax purposes. If you decide to directly transfer all or a portion of a distribution, you (and your spouse, if you are married) must first waive the annuity form of payment. (See the question entitled "How will my benefits be paid to me?" for a further explanation of this waiver requirement.)

Automatic IRA rollover. If a mandatory distribution is being made to you because your vested interest in the Plan exceeds \$1 but does not exceed \$5,000, then the Plan will rollover your distribution to an IRA if you do not make an affirmative election to either receive or roll over the distribution. The IRA provider selected by the Plan will invest the rollover funds in a type of investment designed to preserve principal and provide a reasonable rate of return and liquidity (e.g., an interest-bearing account, a certificate of deposit or a money market fund). The IRA provider will charge your account for any expenses associated with the establishment and maintenance of the IRA and with the IRA investments. You may transfer the IRA funds to any other IRA you choose. You will be provided with details regarding the IRA at the time you are entitled to a distribution. However, you may contact the Administrator at the address and telephone number indicated in this SPD for further information regarding the Plan's automatic rollover provisions, the IRA provider, and the fees and expenses associated with the IRA.

Tax Notice. WHENEVER YOU RECEIVE A DISTRIBUTION THAT IS AN ELIGIBLE ROLLOVER DISTRIBUTION, THE ADMINISTRATOR WILL DELIVER TO YOU A MORE DETAILED EXPLANATION OF THESE OPTIONS. HOWEVER, THE RULES WHICH DETERMINE WHETHER YOU QUALIFY FOR FAVORABLE TAX TREATMENT ARE VERY COMPLEX. YOU SHOULD CONSULT WITH QUALIFIED TAX COUNSEL BEFORE MAKING A CHOICE.

ARTICLE X PROTECTED BENEFITS AND CLAIMS PROCEDURES

Are my benefits protected?

As a general rule, your interest in your account, including your "vested interest," may not be alienated. This means that your interest may not be sold, used as collateral for a loan, given away or otherwise transferred. In addition, your creditors (other than the IRS) may not attach, garnish or otherwise interfere with your benefits under the Plan.

Are there any exceptions to the general rule?

There are three exceptions to this general rule. The Administrator must honor a "qualified domestic relations order." A "qualified domestic relations order" is defined as a decree or order issued by a court that obligates you to pay child support or alimony, or otherwise allocates a portion of your assets in the Plan to your spouse, former spouse, children or other dependents. If a "qualified domestic relations order" is received by the Administrator, all or a portion of your benefits may be used to satisfy that obligation. The Administrator will determine the validity of any domestic relations order received. You and your beneficiaries can obtain from the Administrator, without charge, a copy of the procedure used by the Administrator to determine whether a "qualified domestic relations order" is valid.

The second exception applies if you are involved with the Plan's operation. If you are found liable for any action that adversely affects the Plan, the Administrator can offset your benefits by the amount that you are ordered or required by a court to pay the Plan. All or a portion of your benefits may be used to satisfy any such obligation to the Plan.

The last exception applies to federal tax levies and judgments. The federal government is able to use your interest in the Plan to enforce a federal tax levy and to collect a judgment resulting from an unpaid tax assessment.

Can the Plan be amended?

Your Employer has the right to amend the Plan at any time. In no event, however, will any amendment authorize or permit any part of the Plan assets to be used for purposes other than the exclusive benefit of Participants or their beneficiaries. Additionally, no amendment will cause any reduction in the amount credited to your account.

What happens if the Plan is discontinued or terminated?

Although your Employer intends to maintain the Plan indefinitely, your Employer reserves the right to terminate the Plan at any time. Upon termination, no further contributions will be made to the Plan and all amounts credited to your accounts will continue to be 100% vested. Your Employer will direct the distribution of your accounts in a manner permitted by the Plan as soon as practicable. (See the question entitled "How will my benefits be paid to me?" for a further explanation.) You will be notified if the Plan is terminated.

How do I submit a claim for Plan benefits?

You may file a claim for benefits by submitting a written request for benefits to the Plan Administrator. You should contact the Plan Administrator to see if there is an applicable distribution form that must be used. If no specific form is required or available, then your written request for a distribution will be considered a claim for benefits. In the case of a claim for disability benefits, if disability is determined by the Plan Administrator (rather than by a third party such as the Social Security Administration), then you must also include with your claim sufficient evidence to enable the Plan Administrator to make a determination on whether you are disabled.

Decisions on the claim will be made within a reasonable period of time appropriate to the circumstances. "Days" means calendar days. If the Plan Administrator determines the claim is valid, then you will receive a statement describing the amount of benefit, the method or methods of payment, the timing of distributions and other information relevant to the payment of the benefit.

For purposes of the claims procedures described below, "you" refers to you, your authorized representative, or anyone else entitled to benefits under the Plan (such as a beneficiary). A document, record, or other information will be considered relevant to a claim if it:

- was relied upon in making the benefit determination;
- was submitted, considered, or generated in the course of making the benefit determination, without regard to whether it was relied upon in making the benefit determination;
- demonstrated compliance with the administrative processes and safeguards designed to ensure and to verify that benefit determinations are made in accordance with Plan documents and Plan provisions have been applied consistently with respect to all claimants; or
- constituted a statement of policy or guidance with respect to the Plan concerning the denied treatment option or benefit.

The Plan may offer additional voluntary appeal and/or mandatory arbitration procedures other than those described below. If applicable, the Plan will not assert that you failed to exhaust administrative remedies for failure to use the voluntary procedures, any statute of limitations or other defense based on timeliness is tolled during the time a voluntary appeal is pending; and the voluntary process is available only after exhaustion of the appeals process described in this section. If mandatory arbitration is offered by the Plan, the arbitration must be conducted instead of the appeal process described in this section, and you are not precluded from challenging the decision under ERISA §501(a) or other applicable law.

What if my benefits are denied?

Your request for Plan benefits will be considered a claim for Plan benefits, and it will be subject to a full and fair review. If your claim is wholly or partially denied, the Administrator will provide you with a written or electronic notification of the Plan's adverse determination. This written or electronic notification must be provided to you within a reasonable period of time, but not later than 90 days (except as provided below for disability claims) after the receipt of your claim by the Administrator, unless the Administrator determines that special circumstances require an extension of time for processing your claim. If the Administrator determines that an extension of time for processing is required, written notice of the extension will be furnished to you prior to the termination of the initial 90-day period. In no event will such extension exceed a period of 90 days from the end of such initial period. The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the benefit determination.

In the case of a claim for disability benefits, if disability is determined by the Plan Administrator (rather than a third party such as the Social Security Administration), then instead of the above, the initial claim must be resolved within 45 days of receipt by the Plan. A Plan may, however, extend this decision-making period for an additional 30 days for reasons beyond the control of the Plan. The Plan will notify you of the extension prior to the end of the 45-day period. If, after extending the time period for a first period of 30 days, the Plan Administrator determines that it will still be unable, for reasons beyond the control of the Plan, to make a decision within the extension period, the Plan may extend decision making for a second 30-day period. Appropriate notice will be provided to you before the end of the first 45 days and again before the end of each succeeding 30-day period. This notice will explain the circumstances requiring the extension and the date the Plan Administrator expects to render a decision. It will explain the standards on which entitlement to the benefits is based, the unresolved issues that prevent a decision, the additional issues that prevent a decision, and the additional information needed to resolve the issues. You will have 45 days from the date of receipt of the Plan Administrator's notice to provide the information required.

If the Plan Administrator determines that all or part of the claim should be denied (an "adverse benefit determination"), it will provide a notice of its decision in written or electronic form explaining your appeal rights. An "adverse benefit determination" also includes a rescission, which is a retroactive cancellation or termination of entitlement to disability benefits. The notice will be provided in a culturally and linguistically appropriate manner and will state:

- (a) The specific reason or reasons for the adverse determination.
- (b) Reference to the specific Plan provisions on which the determination was based.
- (c) A description of any additional material or information necessary for you to perfect the claim and an explanation of why such material or information is necessary.
- (d) A description of the Plan's review procedures and the time limits applicable to such procedures. This will include a statement of your right to bring a civil action under section 502(a) of ERISA following an adverse benefit determination on review.
- (e) In the case of a claim for disability benefits if disability is determined by the Plan Administrator (rather than a third party such as the Social Security Administration), then the following additional information will be provided:
 - (i) A discussion of the decision, including an explanation of the basis for disagreeing with or not following:

- The views you presented to the Plan of health care professionals treating the claimant and vocational professionals who evaluated you;
 - The views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with an adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination; or
 - A disability determination made by the Social Security Administration and presented by you to the Plan.
- (ii) Either the internal rules, guidelines, protocols, or other similar criteria relied upon to make a determination, or a statement that such rules, guidelines, protocols, or other criteria do not exist.
- (iii) If the adverse benefit determination is based on a medical necessity or experimental treatment and/or investigational treatment or similar exclusion or limit, an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances. If this is not practical, a statement will be included that such explanation will be provided to you free of charge, upon request.
- (iv) A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claim.

If your claim has been denied, and you want to submit your claim for review, you must follow the Claims Review Procedure in the next question.

What is the Claims Review Procedure?

Upon the denial of your claim for benefits, you may file your claim for review, in writing, with the Administrator.

- (a) **YOU MUST FILE THE CLAIM FOR REVIEW NOT LATER THAN 60 DAYS (EXCEPT AS PROVIDED BELOW FOR DISABILITY CLAIMS) AFTER YOU HAVE RECEIVED WRITTEN NOTIFICATION OF THE DENIAL OF YOUR CLAIM FOR BENEFITS.**

IF YOUR CLAIM IS FOR DISABILITY BENEFITS AND DISABILITY IS DETERMINED BY THE PLAN ADMINISTRATOR (RATHER THAN A THIRD PARTY SUCH AS THE SOCIAL SECURITY ADMINISTRATION), THEN INSTEAD OF THE ABOVE, YOU MUST FILE THE CLAIM FOR REVIEW NOT LATER THAN 180 DAYS FOLLOWING RECEIPT OF NOTIFICATION OF AN ADVERSE BENEFIT DETERMINATION. IN THE CASE OF AN ADVERSE BENEFIT DETERMINATION REGARDING A RESCISSION OF COVERAGE, YOU MUST REQUEST A REVIEW WITHIN 90 DAYS OF THE NOTICE.

- (b) You may submit written comments, documents, records, and other information relating to your claim for benefits.
- (c) You will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.
- (d) Your claim for review must be given a full and fair review. This review will take into account all comments, documents, records, and other information submitted by you relating to your claim, without regard to whether such information was submitted or considered in the initial benefit determination.

In addition to the Claims Review Procedure above, if your claim is for disability benefits and disability is determined by the Plan Administrator (rather than a third party such as the Social Security Administration), then:

- (a) Your claim will be reviewed without deference to the initial adverse benefit determination and the review will be conducted by an appropriate named fiduciary of the Plan who is neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual.
- (b) If the initial adverse benefit determination was based on a medical judgment, including determinations with regard to whether a particular treatment, drug, or other item is experimental, investigational, or not medically necessary or appropriate, the fiduciary will consult with a health care professional who was neither involved in or subordinate to the person who made the original benefit determination. This health care professional will have appropriate training and experience in the field of medicine involved in the medical judgment. Additionally, medical or vocational experts whose advice was obtained on behalf of the Plan in connection with the initial determination will be identified.
- (c) Any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination will be identified, without regard to whether the advice was relied upon in making the benefit determination.
- (d) If the Plan considers, relies upon or creates any new or additional evidence during the review of the adverse benefit determination, the Plan will provide such new or additional evidence to you, free of charge, as soon as possible and sufficiently in advance of the time within which a determination on review is required to allow you time to respond.

(e) Before the Plan issues an adverse benefit determination on review that is based on a new or additional rationale, the Plan Administrator must provide you with a copy of the rationale at no cost to you. The rationale must be provided as soon as possible and sufficiently in advance of the time within which a final determination on appeal is required to allow you time to respond.

The Administrator will provide you with written or electronic notification of the Plan's benefit determination on review. The Administrator must provide you with notification of this denial within 60 days (45 days with respect to claims relating to the determination of disability benefits) after the Administrator's receipt of your written claim for review, unless the Administrator determines that special circumstances require an extension of time for processing your claim. In such a case, you will be notified, before the end of the initial review period, of the special circumstances requiring the extension and the date a decision is expected. If an extension is provided, the Plan Administrator must notify you of the determination on review no later than 120 days (or 90 days with respect to claims relating to the determination of disability benefits).

The Plan Administrator will provide written or electronic notification to you in a culturally and linguistically appropriate manner. If the initial adverse benefit determination is upheld on review, the notice will include:

- (a) The specific reason or reasons for the adverse determination.
- (b) Reference to the specific Plan provisions on which the benefit determination was based.
- (c) A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.
- (d) In the case of a claim for disability benefits, if disability is determined by the Plan Administrator (rather than a third party such as the Social Security Administration):
 - (i) Either the specific internal rules, guidelines, protocols, or other similar criteria relied upon to make the determination, or a statement that such rules, guidelines, protocols, or criteria do not exist.
 - (ii) If the adverse benefit determination is based on a medical necessity or experimental treatment and/or investigational treatment or similar exclusion or limit, an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances. If this is not practical, a statement will be included that such explanation will be provided to you free of charge, upon request.
 - (iii) A statement of your right to bring a civil action under section 502(a) of ERISA and, if the Plan imposes a contractual limitations period that applies to your right to bring such an action, a statement to that effect which includes the calendar date on which such limitation expires on the claim.

If the Plan offers voluntary appeal procedures, a description of those procedures and your right to obtain sufficient information about those procedures upon request to enable you to make an informed decision about whether to submit to such voluntary appeal. These procedures will include a description of your right to representation, the process for selecting the decision maker and the circumstances, if any, that may affect the impartiality of the decision maker. No fees or costs will be imposed on you as part of the voluntary appeal. A decision whether to use the voluntary appeal process will have no effect on your rights to any other Plan benefits.

- (iv) A discussion of the decision, including an explanation of the basis for disagreeing with or not following:
 - the views presented by the claimant to the Plan of health care professionals treating you and vocational professionals who evaluated you;
 - the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with an adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination; or
 - a disability determination made by the Social Security Administration and presented by you to the Plan.

If you have a claim for benefits which is denied, then you may file suit in a state or federal court. However, in order to do so, you must file the suit not later than 180 days after the Administrator makes a final determination to deny your claim.

What are my rights as a Plan Participant?

As a Participant in the Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan Participants are entitled to:

- (a) Examine, without charge, at the Administrator's office and at other specified locations, all documents governing the Plan and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

(b) Obtain, upon written request to the Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The Administrator may make a reasonable charge for the copies.

(c) Receive a summary of the Plan's annual financial report. The Administrator is required by law to furnish each Participant with a copy of this summary annual report.

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan Participants and beneficiaries. No one, including your Employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Administrator to provide the materials and pay you up to \$110.00 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court. You and your beneficiaries can obtain, without charge, a copy of the "qualified domestic relations order" (QDRO) procedures from the Administrator.

If it should happen that the Plan's fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. The court may order you to pay these costs and fees if you lose or if, for example, it finds your claim is frivolous.

What can I do if I have questions or my rights are violated?

If you have any questions about the Plan, you should contact the Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in the telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

ARTICLE XI GENERAL INFORMATION ABOUT THE PLAN

There is certain general information which you may need to know about the Plan. This information has been summarized for you in this Article.

Plan Name

The full name of the Plan is SURF 401K Plan.

Plan Number

Your Employer has assigned Plan Number 002 to your Plan.

Plan Effective Dates

Effective Date. This Plan was originally effective on January 1, 2002. The amended and restated provisions of the Plan become effective on October 1, 2021. However, this restatement was made to conform the Plan to new tax laws and some provisions may be retroactively effective.

Other Plan Information

Valuation date. Valuations of the Plan assets are generally made every business day. Certain distributions are based on the Anniversary Date of the Plan. This date is the last day of the Plan Year.

Plan Year. The Plan's records are maintained on a twelve-month period of time. This is known as the Plan Year. The Plan Year begins on January 1st and ends on December 31st.

The Plan will be governed by the laws of Michigan to the extent not governed by federal law.

Benefits provided by the Plan are NOT insured by the Pension Benefit Guaranty Corporation (PBGC) under Title IV of the Employee Retirement Income Security Act of 1974 because the insurance provisions under ERISA are not applicable to this type of Plan.

Service of legal process may be made upon your Employer. Service of legal process may also be made upon the Trustee or Administrator.

Employer Information

Your Employer's name, contact information and identification number are:

Scodeller Construction, Inc.
51722 Grand River
Wixom, Michigan 48393
38-2625522
Telephone: (248) 374-1102

The Plan allows other employers to adopt its provisions. You or your beneficiaries may examine or obtain a complete list of Employers, if any, who have adopted the Plan by making a written request to the Administrator.

Administrator Information

The Administrator is responsible for the day-to-day administration and operation of the Plan. For example, the Administrator maintains the Plan records, including your account information, provides you with the forms you need to complete for Plan participation, and directs the payment of your account at the appropriate time. The Administrator will also allow you to review the formal Plan document and certain other materials related to the Plan. If you have any questions about the Plan or your participation, you should contact the Administrator. The Administrator may designate other parties to perform some duties of the Administrator.

The Administrator has the complete power, in its sole discretion, to determine all questions arising in connection with the administration, interpretation, and application of the Plan (and any related documents and underlying policies). Any such determination by the Administrator is conclusive and binding upon all persons.

Your Administrator's name and contact information are:

Scodeller Construction, Inc.
51722 Grand River
Wixom, Michigan 48393
Telephone: (248) 374-1102

Plan Trustee Information and Plan Funding Medium

All money that is contributed to the Plan is held in a Trust Fund. The Trustee is responsible for the safekeeping of the Trust Fund. The Trust Fund is the funding medium used for the accumulation of assets from which benefits will be distributed. While all the Plan assets are held in a Trust Fund, the Administrator separately accounts for each Participant's interest in the Plan.

The Plan's Trustee is listed below with their contact information:

Peter D. Scodeller, President

51722 Grand River
Wixom, Michigan 48393
Telephone: (248) 374-1102

**APPENDIX
ROLLOVERS FROM OTHER PLANS**

The Plan will accept Participant "rollover" contributions and/or "direct rollovers" of distributions from the types of plans specified below: (check all that apply)

Direct Rollovers. The Plan will accept a "direct rollover" of an eligible rollover distribution from:

- a qualified plan described in Section 401(a) of the Internal Revenue Code (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan), **excluding** after-tax voluntary contributions.
- a qualified plan described in Section 401(a) of the Internal Revenue Code (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan), **including** after-tax voluntary contributions.
- a qualified plan described in Section 403(a) of the Internal Revenue Code (an annuity plan), **excluding** after-tax voluntary contributions.
- a qualified plan described in Section 403(a) of the Internal Revenue Code (an annuity plan), **including** after-tax voluntary contributions.
- an annuity contract described in Section 403(b) of the Internal Revenue Code (a tax-sheltered annuity), **excluding** after-tax voluntary contributions.
- an annuity contract described in Section 403(b) of the Internal Revenue Code (a tax-sheltered annuity), **including** after-tax voluntary contributions.
- a plan described in Section 457(b) of the Internal Revenue Code (eligible deferred compensation plan).
- a Roth 401(k) deferral account under a qualified plan described in Section 401(a) of the Internal Revenue Code (a 401(k) plan).
- a Roth 401(k) deferral account under an annuity contract described in Section 403(b) of the Internal Revenue Code (a tax-sheltered annuity).
- a Participant loan from another plan.

Participant Rollover Contributions from Other Plans. The Plan will accept a Participant "rollover" contribution of an eligible rollover distribution from:

- a qualified plan described in Section 401(a) of the Internal Revenue Code (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan).
- a qualified plan described in Section 403(a) of the Internal Revenue Code (an annuity plan).
- an annuity contract described in Section 403(b) of the Internal Revenue Code (a tax-sheltered annuity).
- a governmental plan described in Section 457(b) of the Internal Revenue Code (eligible deferred compensation plan).

Participant Rollover Contributions from IRAs:

- The Plan will accept a Participant "rollover" contribution of the portion of a distribution from a traditional IRA that is eligible to be rolled over and would otherwise be includible in gross income. Rollovers from Roth IRAs or a Coverdell Education Savings Account (formerly known as an Education IRA) are not permitted because they are not traditional IRAs. A rollover from a SIMPLE IRA is allowed if the amounts are rolled over after the Participant has been in the SIMPLE IRA for at least two years.

Annual Operators Training Course

March 11th - 14th 2025

From 8:00 AM to 4:00 PM

- Equipment Safety
- Operation of Equipment Controls
- Hands on Training

All attendees must be present on first day to participate in the remainder of the course.

Call Ron Magee to schedule, 810-620-3324

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

HOURLY EMPLOYEE TRAINING LOG

Employee Information

Employee Name: _____

Date: _____

Supervisor: _____

Period of Training: _____

2025 Construction Season

Type of training	Hours	Safety Instructions?	Comments
Supervisors Overall Comments			

Employee Signature _____

Date _____

Supervisors Signature _____

Date _____

COMPANY NAME	PHONE	ADDRESS	CITY	STATE	ZIP
Ace Saginaw Paving Co.	810-238-1737	115 S. Averill Ave.	Flint	MI	48506
Action Traffic Maintenance, Inc.	810-695-7516	5182 S. Saginaw St.	Flint	MI	48507
Ajax Paving Industries, Inc.	248-244-3300	1957 Crooks Rd., Suite A	Troy	MI	48007
Angelo lafrate Construction Co.	586-756-1070	26300 Sherwood Ave.	Warren	MI	48091
Anlaan Corp.	616-846-8442	P.O. Box 599	Grand Haven	MI	49417
Bacco Construction Co.	906-774-2616	P.O. Box 458	Iron Mountain	MI	49801
Bella Concrete Construction, LLC	989-202-2740	942 Federal Ave.	Houghton Lake	MI	48692
Black Swamp Steel, Inc.	419-867-8050	1761 Commerce Rd.	Holland	OH	43528
Bolen Asphalt Paving, Inc.	989-362-5011	875 Airport Rd.	East Tawas	MI	48730
Brenner Excavating, Inc.	269-793-7531	3321 28th St.	Hopkins	MI	49328
C & D Hughes, Inc.	517-645-0111	3097 Lansing Rd.	Charlotte	MI	48813
C.A. Hull Co., Inc.	248-363-3813	8177 Goldie Rd.	Walled Lake	MI	48390
Cadillac Asphalt, LLC.	734-397-2050	2575 S. Haggerty Rd.	Canton	MI	48188
Central Asphalt, Inc.	989-772-0720	900 S Bradley St. Suite A.	Mt. Pleasant	MI	48858
Century Cement Co., Inc.	734-284-8770	12600 Sibley Rd.	Riverview	MI	48193
Cipparrone Contracting, Inc.	248-424-3888	30555 Southfield Rd., Suite 250	Southfield	MI	48076
Civil Coatings and Construction Inc.	219-531-5300	1651 W. Lincoln Way	Valparaiso	IN	46385
D.J. McQuestion & Sons, Inc.	231-768-4469	17708 18 Mile Rd.	Leroy	MI	49655
Dale Dukes & Sons, Inc.	231-796-8145	15432 220th Ave.	Big Rapids	MI	49307
Dan's Excavating, Inc.	586-254-2040	12955 23-Mile Rd.	Shelby Twp.	MI	48315
Davis Construction, Inc.	517-322-3800	5236 Dumond Ct., Suite A	Lansing	MI	48917
Diane Dukes, Inc.	231-796-2115	11390 205th Ave.	Big Rapids	MI	49307
Doan Construction Co.	734-971-4678	3670 Carpenter Rd.	Ypsilanti	MI	48197
Elmer's Crane & Dozer, Inc.	231-943-3443	3600 Rennie School Rd.	Traverse City	MI	49696
F and M Concrete Construction LLC	517-868-4078	7967 Creyts Rd.	Dimondale	MI	48821
Fahrner Asphalt Sealers, LLC	715-341-2868	2224 Veterans Memorial Pkwy.	Saginaw	MI	48601
Florence Cement Co.	586-997-2666	51515 Corridor	Shelby Twp.	MI	48315
Fonson Co., Inc	810-231-5188	7644 Whitmore lake Rd.	Brighton	MI	48116
Fort Wayne Contracting, Inc.	313-368-3400	300 E. Seven Mile Rd.	Detroit	MI	48203
Gerken Paving, Inc.	419-533-7701	9072 County Rd., 424	Napoleon	OH	43545
Give 'em A Brake Safety, LLC	616-531-8705	2610 Sanford Ave.	Grandville	MI	49418
GM & Sons, Inc.	248-956-7939	46900 West Rd.	Novi	MI	48377
Grand River Construction, Inc.	616-669-5611	5025 40th Ave.	Hudsonville	MI	49426
Hardman Construction, Inc.	231-845-1236	242 S. Brye Rd.	Ludington	MI	49431
Hebert Construction Co.	906-265-5157	PO Box 271	Iron River	MI	49935
Hoffman Bros., Inc.	269-965-1207	8574 Verona Rd.	Battle Creek	MI	49014
J.E. Kloote Contracting, Inc.	616-837-0886	11116 Fitzgerald Ste F.	Nunica	MI	49448
J & N Construction, LLC	989-732-8318	1223 Anna Dr.	Gaylord	MI	49735
J. Ranck Electric, Inc.	989-775-7393	1993 Gover Pkwy.	Mt. Pleasant	MI	48858
Kalin Construction Co., Inc.	269-925-2746	2663 Yore Ave.	Sodus	MI	49126
Kamminga & Roodvoets, Inc.	616-949-0800	3435 Broadmoor Ave., SE	Grand Rapids	MI	49512



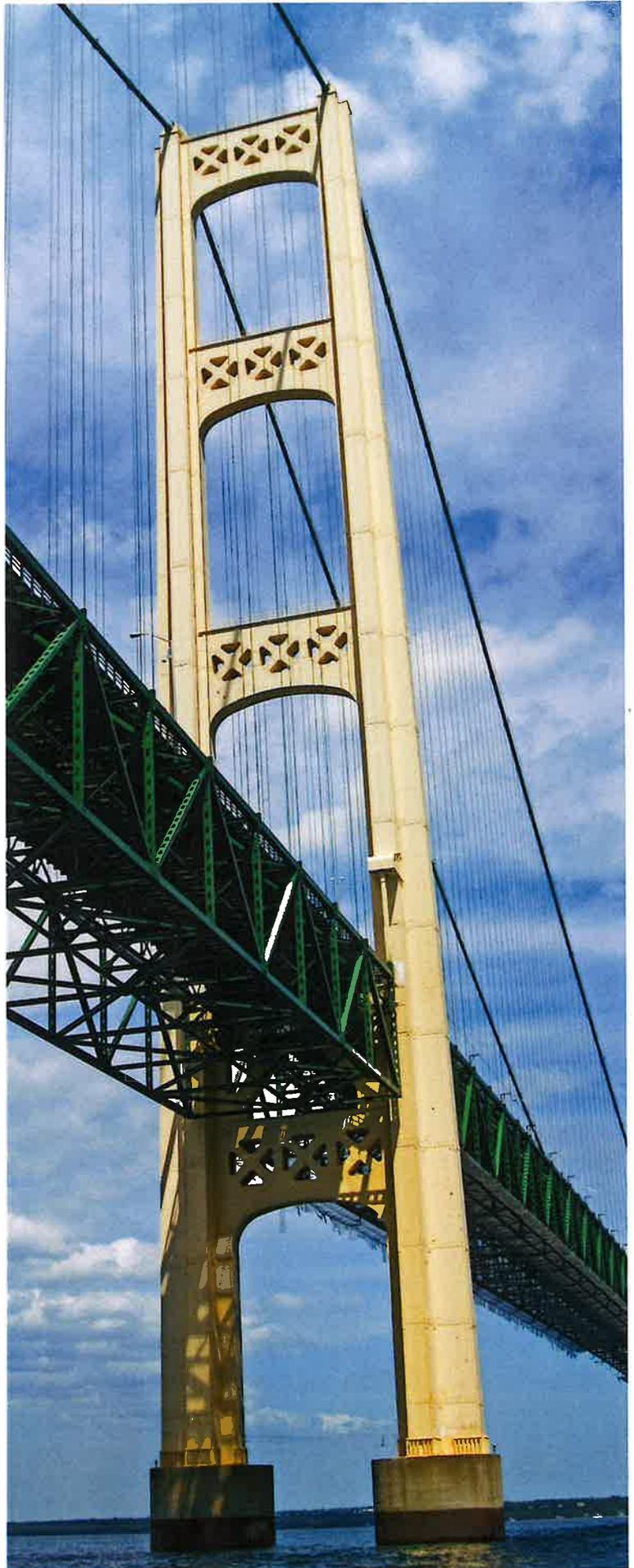
2024 On-the-Job Training Program Contractors

COMPANY NAME	PHONE	ADDRESS	CITY	STATE	ZIP
Lakeland Asphalt Corp	269-964-1720	548 Ave. A	Battle Creek	MI	49037
Lois Kay Contracting Co.	989-753-3618	3046 Carolton Rd.	Saginaw	MI	48604
Lowe Construction Co.	517-529-9406	2535 Bader Rd.	Horton	MI	49246
M & M Excavating Co., Inc.	989-732-6277	17 Old State Rd.	Gaylord	MI	49735
M. L. Chartier Excavating, Inc.	586-725-8373	9195 Marine City Hwy	Ira	MI	48023
Major Contracting Group, Inc.	313-532-3212	12300 Greenfield Rd.	Detroit	MI	48227
Martin J. Concrete, Inc.	616-997-6388	526 Cleveland St. W	Coopersville	MI	49404
Merlo Construction Co., Inc.	248-714-5486	4964 Technical Dr.	Milford	MI	48381
Michigan Paving & Materials Co.	734-397-2050	2575 S Haggerty Rd, Suite 100	Canton	MI	48188
Milbocker & Sons, Inc.	269-673-2195	1256 29th St.	Allegan	MI	49010
Miller Bros. Construction, Inc.	419-445-1015	PO Box 30	Archbold	OH	43502
Miller LS Bridge Construction Co.	517-712-1160	730 Industrial Dr.	Portland	MI	48875
Motor City Electric Utilities Co.	313-957-3427	9440 Grinnell Ave.	Detroit	MI	48213
Nashville Construction Co.	517-852-1536	11205 Lawrence Hwy.	Nashville	MI	49073
Natural Environmental Reclamation	517-563-2899	143 W. Main St.	Hanover	MI	49241
P.K. Contracting, Inc.	248-362-2130	1965 Barrett Dr.	Troy	MI	48084
Pavement Maintenance Systems, LLC	810-724-4767	384 Industrial Park Dr.	Imlay City	MI	48444
Payne & Dolan, Inc.	906-428-1008	801 Clark Dr.	Gladstone	MI	49837
Pro-Line Asphalt Paving Corp.	586-752-7730	11797 29 Mile Rd.	Washington	MI	48095
Pullman SST, Inc.	734-282-7760	280 W. Jefferson St.	Trenton	MI	48183
Pyramid Paving and Contracting Co.	989-895-5861	600 N. Jefferson	Bay City	MI	48708
Rauhorn Electric, Inc.	586-992-0400	14140 33 Mile Rd.	Bruce Twp.	MI	48065
Rieth-Riley Construction Co., Inc.	574-875-5183	P.O. Box 477	Goshen	IN	46527
S. Hayes, Inc.	231-577-8807	PO Box 327	LeRoy	MI	49655
Scodeller Construction, Inc.	248-374-1102	51722 Grand River Ave.	Wixom	MI	48393
Severance Electric Co., Inc.	269-345-0134	4140 Rollridge Ave.	Kalamazoo	MI	49004
Shaw Contracting Co.	989-648-0014	509 Morton St.	Bay City	MI	48706
Smith's Waterproofing LLC	810-798-2371	3821 Van Dyke Rd.	Almont	MI	48003
State Barricades, Inc.	586-756-8282	24806 Industrial Hwy.	Warren	MI	48089
Strain Electric Co.	616-453-2108	2151 Beverly Ave. SW	Wyoming	MI	49519
T & D Concrete Construction LLC	517-455-5453	5835 Ellendale Dr.	Lansing	MI	48911
Tenmile Creek Excavating, LLC	313-963-4263	407 E. Fort St. Ste 407	Detroit	MI	48226
Toebe Construction LLC	248-349-7500	PO Box 930129	Wixom	MI	48393
Walsh Construction Co. II, LLC	219-661-2481	1000 Jorie Blvd., suite 260	Oak Brook	IL	60523
Wright Electric Co., Inc	906-229-2091	618 Fisher St.	Marquette	MI	49855
Z Contractors, Inc.	586-255-2421	50500 Design Ln.	Shelby Twp.	MI	48315
Zito Construction Co.	810-695-9025	8033 Fenton Rd.	Grand Blanc	MI	48439

OFFICE OF BUSINESS DEVELOPMENT

OTJ

On-the-Job Training Program Manual



UPDATED SEPTEMBER 2021



Paul C. Ajegba, State Transportation Director

Michigan Department of Transportation
Office of Business Development
PO Box 30050
Lansing, MI 48909

www.Michigan.gov/OJT

Table of Contents

INTRODUCTION	4
POLICY STATEMENT	4
OBJECTIVES	5
ADVISORY COMMITTEE	6
CALCULATION OF TRAINING ASSIGNMENTS	7
WORKFORCE DEVELOPMENT.....	8
ELIGIBILITY REQUIREMENTS FOR OJT PROGRAM PARTICIPANTS.....	9
TRAINEE TRAINING ASSIGNMENT AND SCHEDULE	9
TRAINEE WAGE RATES	10
TRAINEE MONTHLY REPORT.....	10
TRAINING PROGRAMS	11
MDOT REVIEW.....	12
MDOT APPEALS.....	12
MONITORING	12
COMPLIANCE.....	13
ONLINE RESOURCES	13
APPENDIX A - OVERVIEW OF TRAINING PROGRAMS	17
Bituminous Density Technician.....	18
Bituminous Lab Technician	19
Carpenter.....	20
Cement Mason	21
Construction Craft Laborer	22
Electrician	25
Equipment Operator	27
Field Supervisor/Foreman	28
Grade Checker	29
Ironworker.....	30
Painter	33
Project Manager	34
Sign Installer.....	35

Introduction

In 1970, the United States Department of Transportation established an On-the-Job Training (OJT) Program for federal-aid highway construction projects. The Federal-Aid Highway Act of 1970 required states receiving federal construction funds to develop skill-improvement programs whose primary objective was to provide opportunities for unskilled workers, particularly minorities, women, and disadvantaged persons, to acquire training in the skilled construction trades.

In the 1970s, when the OJT Program originated, construction employment was at its peak. At that time, project training lasted several years. As a result, trainees were enrolled in training programs that extended for long periods of time and were, therefore, highly likely to complete their training.

Since 1970, however, there have been significant changes in the types of projects being let in the construction industry and the training requirements have not kept pace with changes in the industry. 23 Code of Federal Regulations (CFR) 230, Subpart A, Appendix B, requires the inclusion of "Training Special Provisions" in the Michigan Department of Transportation's (MDOT) federal-aid construction contracts. This provision has not been significantly changed since 1975. This led to trainees being less likely to complete their training in a timely manner. In response, MDOT currently employs an OJT Program that was modified in 2001 and was approved by the Federal Highway Administration (FHWA) in 2004.

Policy Statement

As a requirement of federal funding, it is the policy of MDOT to require full utilization of all available training and skill-improvement opportunities to assure the increased participation of minorities, women, and disadvantaged persons in all phases of the highway construction industry pursuant to 23 CFR 230.107(b).

Objectives

MDOT implements a contractor-based OJT Program designed to be used by contractors to increase the participation of minorities, women, and disadvantaged persons in the construction skilled trades on MDOT federal-aid construction projects. It is not intended, and will not be used, to discriminate against any applicant for training. Federal guidelines, as well as the guidelines outlined in this manual, will be followed.

MDOT's OJT Program will meet the department's responsibility for implementing a program pursuant to 23 CFR 230 Subpart A and address constraints through the following:

- Flexibility for contractors in selecting what projects they can place trainees on by removing project-specific requirements.
- Emphasis on retaining individual trainees who can become members of a contractor's regular workforce upon completion of the program.
- Emphasis on training in skilled craft classifications.
- Monitoring of the quality of training each individual receives and individualized attention to work environment issues.
- Assisting contractors in addressing their Equal Employment Opportunity (EEO) goals through training of minorities and women.
- Partnering with the industry and community-based organizations capable of providing OJT Supportive Services to trainees.
- Assisting the contractor's recruitment efforts; i.e., providing a resource directory.

MDOT's Office of Business Development (OBD) administers the OJT Program.

Advisory Committee

An advisory committee is in place to provide MDOT assistance in reviewing the practices and procedures used to carry out the objectives of the OJT Program. It will be the job of the advisory committee to make recommendations for improvements to the program. The advisory committee will be comprised of the following:

Participant(s)	Office
3	MDOT Office of Business Development
1	MDOT Executive Office
1	MDOT Finance
2	MDOT Construction Field Services
2	MDOT Region Office
1	FHWA - Michigan Division
1	U.S. Department of Labor (Bureau of Apprenticeship and Training)
2	Highway Construction Industry Organization
1	Community-based Service Agency (ad hoc)
6	Industry Union Representation
6	Highway Industry Contractor

Representatives to the advisory committee will be named by MDOT's chief operations officer (COO), based on recommendations from MDOT's OBD. Industry contractors will serve for a period of three years unless otherwise specified by MDOT's COO.

The advisory committee will meet periodically to review the status of the OJT Program. Relevant performance data will be made available to the advisory committee for their review. OBD's administrator will serve as the committee chair.

Issues and concerns that may arise during the implementation of the OJT Program, and which are not addressed in this document, may also be referred to the advisory committee. The advisory committee may review the issues and propose recommendations to the committee chair, who will consider them and be responsible for making final decisions on all proposed matters.

Calculation of Training Assignments

At the beginning of the calendar year, OBD will allocate training assignments to prequalified contractors (both in-state and out-of-state contractors performing work on MDOT federal-aid projects) and advise them of the number of trainees they are expected to support.

The contractor's training assignments for the current construction season will be based on the following calculation:

1. The total dollar value of MDOT federal-aid gross receipts for work performed by each contractor during the previous three fiscal years will be tallied. The MDOT federal-aid gross receipts will consist of:
 - a. The dollar values of the contractor's prime MDOT federal-aid contracts (minus the dollar amounts of their subcontracts on same), and
 - b. The dollar values of the contractor's subcontracts (for work performed by the contractor as a subcontractor on MDOT federal-aid projects).
2. Once the three-year average gross receipts are calculated using the above formula, one trainee will be assigned to the contractor using the chart below:

Three-Year Average (\$ millions)	Training Assignment(s)
\$0 up to \$2.99	0
3.00 up to 8.99	1
9.00 up to 13.49	2
13.50 up to 17.99	3
18.00 up to 22.49	4
22.50 up to 26.99	5
27.00 up to 31.49	6
31.50 up to 35.99	7
36.00 up to 40.49	8
40.50 up to 44.99	9
45.00 up to 49.49	10
Each additional 4.5	1 additional trainee

The formula for determining a contractor’s training assignment(s) is further illustrated below in Table 1. Any future changes to this formula are subject to FHWA approval.

For example, Contractor A, who averaged \$18.7 million, would receive four training assignments, whereas Contractor B, who averaged \$3.1 million in MDOT federal-aid work performed for fiscal years (FY) 2017 - 2019, would receive one training assignment.

Table 1	FY 2017	FY 2018	FY 2019	Three-Year Average	FY 2020 OJT Assignment(s)
Contractor A	\$24.3	\$13.4	\$18.3	\$18.7	4
Contractor B	\$2.2	\$3.9	\$3.4	\$3.1	1

- MDOT Form 0181, Contractor Yearly Training Plan, is designed to assist contractors in identifying the individual(s) and training program(s) selected to meet its training commitment. This form should be submitted by the contractor to OBD no later than April 30 each year. Other identification showing a contractor’s fulfillment of its OJT assignment(s) may be acceptable, subject to review by OBD.

Workforce Development

Not all MDOT contractors on federal-aid projects will qualify for training assignments. Any MDOT contractor can utilize the OJT Program to assist in their recruitment efforts and assist in addressing their EEO goals through training of minorities, women, and disadvantaged individuals. A contractor who chooses to voluntarily utilize the OJT Program is subject to the requirements of the program outlined in this manual.

Eligibility Requirements for OJT Program Participants

MDOT's OJT Program is designed to be used by contractors to increase the participation of minorities, women, and disadvantaged persons in the construction skilled trades on MDOT federal-aid construction projects. It is not intended, and will not be used, to discriminate against any applicant for training. Federal guidelines, as well as the guidelines outlined in this manual, will be followed.

- A. No person will be employed as a trainee in any classification in which he/she has successfully completed 800 hours leading to journey status, or in which he/she has been employed at the journey level.
- B. No person will be employed as a trainee if he/she possesses a degree in a construction-related field, is enrolled in school, on break or leave from school, or is registered to start classes. If the prospective trainee has a college degree in a non-construction-related field, their eligibility will be determined on a case-by-case basis.
- C. No second degree relative (i.e., grandparent, grandchildren, aunts, uncles, nephews, nieces, or half-siblings) to an owner or officer of the contractor is eligible for participation in the training program.

Previously approved trainees who have not completed their training program may be eligible to continue their training and participation in the OJT Program. Their eligibility will be determined on a case-by-case basis.

The OJT Program Directory can be used as a resource of agencies that can assist with the location of eligible OJT Program applicants and can be found online at www.Michigan.gov/OJT.

Trainee Training Assignment and Schedule

The contractors are to assign and schedule MDOT-approved OJT Program trainees to begin their training on an MDOT federal-aid highway construction project. Additionally, contractors must schedule and assign trainees primarily to MDOT federal-aid highway construction projects so that a significant number of an individual trainee's hours are earned on MDOT federal-aid highway construction projects.

As permissible within the limits of normal industry practice, and upon notification to OBD, contractors may continue an individual's training program through subcontractors, provided the training is on an MDOT federal-aid project where the trainee has already initiated training and the prime contractor is actively engaged on the project. In such cases, the responsibility for ensuring a continuum of quality training, consistent with the standards published for the skilled craft program, will be with the prime contractor.

Trainee Wage Rates

The trainee will be paid the appropriate Davis-Bacon wage rates for training crafts (on MDOT federally funded projects).

Contractors found to have OJT assignment(s) are required to fulfill all the requirements of the OJT program at no additional cost to MDOT.

Contractors are required to pay the trainees in accordance with the following schedule unless apprentices or trainees in an approved union program are enrolled as trainees on this project. In that case, the appropriate rates approved through the union apprenticeship will apply.

- 60 percent of the appropriate minimum journeyman's rate specified in the contract for the first half of the training period.
- 75 percent of the third quarter of the training period.
- 90 percent for the last quarter of the training period.
- Full fringe benefits will be paid during the entire training period.

Contractors may pay higher wage rates at their discretion.

Contractors should notify the Engineer at the preconstruction meeting if they intend to utilize trainees on the project.

Trainee Monthly Report

Pursuant to 23 CFR 230 Subpart A 113, it will be the responsibility of the contractor to complete a training report (MDOT Form 0125 Trainee Monthly Report) for each trainee. The training report will identify, for each week, the number of hours worked by the trainee in each particular job skill performed.

To ensure hours are credited properly and timely, a Trainee Monthly Report will be submitted to OBD and should include payroll reports or supplemental documentation approved by OBD. The contractor should retain a copy of submitted reports.

The contractor is required to maintain and track trainees receiving training for up to six months during periods when training is interrupted (i.e., trainee is on layoff status, on leave, etc.). The contractor will submit the Trainee Monthly Report to OBD and should include payroll reports or supplemental documentation approved by OBD.

Training Programs

MDOT's OJT Program has been designed to provide training in the skilled construction trade classifications, as required by federal regulations.

Standard training programs for each skilled craft classification included in the OJT Program have been developed jointly by MDOT, construction industry representatives, and others, as appropriate. **These standard training programs can be found in Appendix A of this program manual.**

These training programs have been designed to ensure that the trainee consistently receives the level and quality of training necessary to perform in their respective skilled trade classification.

Each developed training program details the skills that will be provided to the trainee, and the minimum number of hours of training to be received in each skill.

These developed programs are as follows:

Training Program	Hours in Program
Bituminous Density Technician	Up to 4,000
Bituminous Lab Technician	Up to 5,000
Carpenter	Up to 8,000
Cement Mason	Up to 4,000
Construction Craft Laborer	Up to 4,000
Electrician	Up to 8,000
Equipment Operator	Up to 6,000
Field Supervisor/Foreman	Up to 3,700
Grade Checker	Up to 1,800
Ironworker	Up to 6,000
Office Technician*	Up to 2,000
Painter	Up to 6,000
Project Manager	Up to 3,700
Sign Installer	Up to 4,000

**Please note that MDOT currently does not have an approved training program on file for the job classification of "office technician." In keeping with the intent of the OJT Program as a whole, this training program should be designed to advance a trainee to the administrative equivalent of journey-level status (i.e., jobsite coordinator, project superintendent, project supervisor, project manager, estimator, etc.).*

A contractor may propose another skilled or semi-skilled craft training program for use in fulfilling its OJT Program requirements, based on its company workforce needs, by submitting a written request detailing the reason for the proposed training program. This request and a copy of the contractor-designed training program is forwarded to OBD for approval.

MDOT strongly suggests all union contractors enroll trainees in the appropriate union apprenticeship program. MDOT accepts U.S. Department of Labor (DOL)-approved apprenticeship programs in lieu of the standard programs in this manual.

If a DOL program is unavailable to the contractor, MDOT may require additional reports on each trainee's activities in each approved program. As each training activity is completed, MDOT will be doing periodic reviews and will require specific, detailed information be provided indicating when, where and the number of hours completed for each activity.

MDOT Review

OBD staff will review all proposed training plans. MDOT employees with expertise in the proposed training areas may be consulted.

The following will be reviewed by the OJT Program manager:

- Requests for exemption (waiver of one or more OJT assignments).
- Requests for modification of approved training programs.
- Training programs designed by the contractor for use in fulfilling OJT assignments.

MDOT Appeals

If a contractor disagrees with a determination made by MDOT, the contractor may make an appeal to MDOT's OBD administrator based on the appeal process that will be outlined to the contractor in MDOT's determination letter.

The decision of the OBD administrator is a final decision. There are no additional appeals beyond the decision of the administrator.

Monitoring

MDOT will periodically contact trainees working on MDOT highway construction projects. MDOT may also conduct telephone or field interviews of trainees to verify their training status and/or progress toward completing their training programs.

Information submitted by the contractor, in the form and format chosen by MDOT, will be used to evaluate the status of the contractor's efforts to address its training requirements. Contractors will be considered to be in compliance if they demonstrate they have met the requirements of the OJT Program.

Compliance

Failure to cooperate and/or non-responsiveness, including partial cooperation or partial responsiveness, and/or failure to complete a training assignment on the part of the contractor could result in the contractor being found in non-compliance. Failure to resolve the non-compliance may be used as a basis for modifying the prequalification ratings of the contractor. Any action to modify the contractor's prequalification ratings will be taken in accordance with the duly promulgated prequalification rules and administrative sanctions for noncompliance.

The evaluation of the contractor's compliance will be based upon the contractor's adherence to 23 CFR 230 Subpart A, Appendix B:

“Training and upgrading of minorities and women toward journeymen status is a primary objective of this Training Special Provision. Accordingly, the contractor shall make every effort to enroll minority trainees and women (e.g., by conducting systematic and direct recruitment through public and private sources likely to yield minority and women trainees) to the extent that such persons are available within a reasonable area of recruitment. The contractor will be responsible for demonstrating the steps that he has taken in pursuance thereof, prior to a determination as to whether the contractor is in compliance with this Training Special Provision. This training commitment is not intended, and shall not be used, to discriminate against any applicant for training, whether a member of a minority group or not.”

When a contractor loses a trainee due to factors beyond the contractor's control (i.e., trainee quits, was dismissed for failure to report to work or for other valid reason(s)), or when a trainee completes their training program, in order to remain in compliance with its OJT assignment, the contractor must provide written explanation to OBD that fully details the situation and indicates how the contractor proposes to refill the OJT assignment. The matter will be reviewed and the contractor will be notified regarding what action(s) are to be taken with regard to the training assignment(s) in question so as to remain in compliance.

Pursuant to 23 CFR 230 Subpart A:

The contractor is required to maintain and track trainees receiving training for up to six months during periods when training is interrupted (i.e., trainee on layoff status, on leave, etc.). The contractor will submit the Trainee Monthly Report to OBD and should include payroll reports or supplemental documentation approved by OBD.

The contractor is also required to conduct a six-month follow-up review of employment status with each graduate who completes an on-the-job training program. The contractor will submit employment status for each graduate to OBD using the OJT Graduate Survey (MDOT Form 0383).

Online Resources

The OJT Program forms, OJT program manual, and other resources are available online at www.Michigan.gov/OJT.



ON-THE-JOB TRAINING PROGRAM

APPENDIX A

Overview of Training Programs

BITUMINOUS DENSITY TECHNICIAN

Duration of Training Program..... Up to 4,000 Hours

Description of Duties:

Proper use of nuclear density gauges with regard to traffic safety and nuclear safety. Marshall density and theoretical maximum density. Knowledge and use of coring machine and preparing pavement cores for testing. Analyzing data with regard to acceptance and payment.

SUGGESTED TRAINING ACTIVITIES

Classroom Training 500 Hours

Safety procedures (traffic, nuclear safety)
Observation of density
Blueprint reading, surveying, layout, and supervision
Soils and soil compaction bulldozer operations trenching and shoring
Scrapers, graders, pavers, and other equipment, hydraulic excavators
Loaders

Work Schedule.....3,500 Hours

Safety
Maintenance and equipment care
Graders, scrapers, and compactors
Bulldozers
Loaders, skid loaders, other types
Tractor loader, backhoe, trenching machines
Hydraulic excavator, cranes demolition equipment
Instruments, lasers, and miscellaneous equipment

BITUMINOUS LAB TECHNICIAN

Duration of Training Program Up to 5,000 Hours

Description of Duties:

Sampling and testing of bituminous mixtures for compliance with MDOT specifications and quality control tolerances. Testing will include maximum theoretical specific gravity, bulk specific gravity, calculation of air voids, VMA, VFA, extraction gradation of bituminous mixture, gradation of fine and course aggregate, specific gravity of asphalt cements, specific gravity of aggregate, angularity index of fine aggregate, and bulk specific gravity of cores.

SUGGESTED TRAINING ACTIVITIES

Classroom Training 500 Hours

Safety procedures
Plant and field observation of sampling and testing
Use of equipment of the trade

Work Schedule 4,500 Hours

Actual sampling and testing
Sampling and quartering
Maximum theoretical specific gravity
Bulk specific gravity
Calculation of air voids and VMA
Extraction gradation of bituminous mix
Gradation of fine and course aggregate
Specific gravity of fine and course aggregate
Penetration of asphalt cement
Specific gravity of asphalt cement
Angularity index of fine aggregate
Bulk specific gravity of cores
Same size reduction by mechanical splitter
Stockpile sampling
Operations of Marshall hammer
Operations of scales
Operation of max theoretical equipment
Operation of ovens
Operation of extractor
Operation of gyratory compactor
Calculation of all test data
Evaluation of test data
Recommendations
Care and maintenance of testing equipment

CARPENTER

Duration of Training Program **Up to 8,000 Hours**

Description of Duties:

Lays out work plans or sketch. Builds wooden structures, such as concrete form, falsework, pouring, chute, scaffold, etc. Builds in place to line and grade or prefabricates in units to be erected later, forms for bridge, drainage structure, wall, etc. May perform other related duties.

SUGGESTED TRAINING ACTIVITIES

Classroom Training **1,000 Hours**

- Mathematics for carpenters
- Building trades blueprint reading
- Architectural drawing
- Strength of materials
- Form construction
- Steel square
- Estimating - layout
- Shop work (joinery)
- Health, safety, and first-aid

Work Schedule **7,000 Hours**

- Structural foundations and walls
 - Laying out and leveling
 - Building and placing straight concrete forms
 - Lining up and bracing concrete walls and columns
 - Laying out footings
 - Building irregular concrete forms
 - Laying out structure lines
- Materials and tools
 - Determining uses of tools, materials, and equipment
- Operating skill saw, electric drill, and sander
- Setting up and operating bench saw
 - Erecting forms for flatwork concrete
- Miscellaneous
 - Building walkways
 - Erecting scaffolding
 - Installing bearing piling and sheet piling
 - Making miscellaneous repairs
 - Erecting miscellaneous types of concrete forms
 - Installing railings

CEMENT MASON

Duration of Training Program **Up to 4,000 Hours**

Description of Duties:

Finishes wet surfaces to grade with hand tools, float, trowel, screed, template, and straight edge on concrete pavement, bridge structures, headwalls, curb, sidewalks, etc.; wherever a fine finish is required.

SUGGESTED TRAINING ACTIVITIES

Classroom Training **500 Hours**

- Related mathematics
(fractions, decimals, ratio, proportion, weights, measures, areas, volumes)
- Related science
(physical and chemical properties of materials, characteristics of materials)
- Trade practice
(layout and construction, bases, steps, corners; preparation of special cement mixtures, mixing waterproof compounds)
- Safety and first-aid

Work Schedule **3,500 Hours**

- Safety and good work habits
- Learning to set screeds and layout work
- Learning proper mix and consistency
- Pouring and tamping concrete
- Using vibrating machine
- Rough finishing - hand or machine floating
- Hand troweling to smooth finish
- Patching, hand rubbing
- Marking and edging
- Protecting newly poured and laid concrete from weather - rain, sun, and wind

CONSTRUCTION CRAFT LABORER

Duration of Training Program Up to 4,000 Hours

Description of Duties:

Checks grade, prepares subgrade, sets forms, places concrete and asphalt for highway and road surfaces. Installs highway and median barriers and guardrails. Performs specific tasks on bridge construction and bridge renovation, such as cutting and burning steel, lead paint removal, latex surfacing, and carpenter tending. Installs storm sewers, erects manholes, and operates laser aligner equipment. Operates various power tools and equipment.

SUGGESTED TRAINING ACTIVITIES

Classroom Training 1,000 Hours

Pre-employment training (orientation)

Apprenticeship program

Life skills

Employee, employer, and union (as applicable) responsibilities

Familiarization of laborers work jurisdiction

Construction math/metric system

Testing for physical condition

Highway work zone safety

Flagger safety

Traffic control

Personal protective equipment

Environmental hazards and hazard communication work processes

Work site safety

Night work safety

Hand and power tools communication

MIOSHA construction safety

Department of Consumer and Industry Services

Part 1 General rules

Part 6 Personal protective equipment

Part 8 Handling and storage of materials

Part 9 Excavation, trenching, and shoring

Part 11 Fixed and portable ladders

Part 12 Scaffold and scaffold platforms

Part 14 Tunnels, shafts, caissons, and cofferdams

Part 17 Electrical installations

Part 19 Tools

Part 22 Signals, signs, tags, and barricades

Part 25 Concrete construction

Part 45 Fall protection

Confined space entry

Hazard recognition

Entry program

Atmospheric testing

Controlling atmospheric hazards isolation

Personal protective equipment

Hazard communication (Michigan Right to Know)

Hazard communication regulations

Material safety data sheets

Chemical labels and lists

Chemicals used in construction

CONSTRUCTION CRAFT LABORER (continued)

Classroom Training (continued)

Attitudes/human relations/communications

Construction math/metric system

Basic math

Working with tenths and hundredths squaring principles

Slope formulas and calculations grid staking systems

Area and volume calculations

Field exercises

Introduction to measuring tools

Measuring rules

Chaining tapes

Elevation rods

Transits

Levels

Laser aligner and beacon turning angles

Measuring elevations

Blueprint reading

Introduction to blueprints

Scales and dimensions

Reading blueprints for trade information specifications

Blueprints for underground projects

Blueprints for highway projects

First aid/CPR

Commercial driver's license

General knowledge (Class A) combination vehicle

Air brakes

Pre-trip inspection

Basic control skills and road test

Concrete placement

Transporting and placing quality concrete

Carpenter tending concrete vibration

Backfill and compaction

Finishing and curing quality concrete

Working at heights safely

Hands-on concrete placement stripping

Cleaning and oiling forms

Introduction to underground work (pipe laying)

Back injury prevention

Blueprint reading

Measuring tools

Locating utilities

Manhole/catch basin construction

Trenching and excavation safety

Pressure pipe laying techniques

Gravity flow piping systems

Demolition, cutting and burning

Equipment demonstration

Fire safety

Safety check of equipment

Oxy-acetylene cutting

Liquid oxygen/propane cutting

Aerial manlift operation

CONSTRUCTION CRAFT LABORER (continued)

Classroom Training (continued)

- Air tool operation
 - Inspection and maintenance of tools and equipment
 - Construction craft laborer air compressor operation
 - Demonstration of air tools
- Small gas engines
 - Preventive maintenance trouble shooting
 - Operation of equipment
- Environmental Remediation

Work Schedule3,000 Hours

- Site/project preparation
 - Transportation, stockpiling, and maintaining project tools, equipment, and materials
 - Excavation and backfill of soils
 - Layout and staking protocols
 - Rigging and signaling for work traditionally performed by CCL
 - Site preparation, cleanup, and security
- Tools, equipment, and materials
 - Tool, equipment, and material recognition and preparation
 - Hand electric, gas, pneumatic, and power tool/equipment use and maintenance
 - Tool, equipment, and material storage and security
- Safety
 - Confined space safety
 - Flagging, signing, and traffic safety awareness
 - Hazard material recognition
 - Trenching and site excavation safety
- Heavy/highway construction
 - Air tool operator
 - Grade checking
 - Line setter
 - Form setting
 - Placing of reinforcing
 - Carpenter tending
 - Concrete placement
 - Concrete saw (under 40 horsepower)
 - Concrete mixer operator
 - Asphalt spreader box man
 - Screed checker
 - Raker
 - Shoveler
 - Tamper and hand roller
 - Laser operator
 - Pipe layer
 - Tailman
 - Topman
 - Manhole erection
 - Guard rail erection

ELECTRICIAN

Duration of Training Program **Up to 8,000 Hours**

Description of Duties:

The work of the electrical construction worker (MDOT) can be divided into broad categories such as new construction, maintenance, and repair. While the jobs differ, the mental and physical skills acquired in a properly designed and administered training program prepare the electrical worker for this entire range of work. During a career as an electrical construction worker, a person will likely be involved in many different types of jobs presenting many new and different challenges, working with his or her hands as well as with their mind. Much of the work involves installation, assembling, testing, repairing, layout, and design of electrical wiring, fixtures and apparatus used for power, light, heating/air conditioning, and many types of control systems. Many jobs now incorporate computers. Due to the nature of the work, above-average math and reading skills are essential.

SUGGESTED TRAINING ACTIVITIES

Classroom Training **1,000 Hours**

- Industry orientation
- Job information
- Safety - OSHA 10 and 30
- CPR, first aid
- Work zone rigging
- Mathematics for electricians (includes algebra/trigonometry)
- Electrical theory - AC and DC
- Electrical codes
- Code calculations
- Motors
- Motor controls
- System analysis, troubleshooting, and repair
- Transformers
- Traffic signal controllers
- Programmable controllers
- Grounding
- Fiber optics
- Conduit fabrication
- Blueprint reading
- New technologies - solar, fuel cells, etc.

Work Schedule **7,000 Hours**

- Project layout and planning
- Underground installations
- Installing raceway systems
- Installing services, switchboards, and panels
- Traffic signal controller installation
- Motor control center installation
- Installing, splicing, and terminating wires and cables
- Lighting system installation
- Testing and troubleshooting feeders, motors, and branch circuits
- Fire alarm installation
- Motor installation
- Control system certification

ELECTRICIAN (continued)

Work Schedule (continued)

Installing and programming programmable logic controllers
Installing instrumentation and process control systems
Security system installation
Welding and brazing
Installing sound and communication systems
Installing and terminating transformers
Installing fiber optic cable
Service and troubleshooting
Material handling and prefabrication
Safety awareness and other specialized areas

EQUIPMENT OPERATOR

Duration of Training Program **Up to 6,000 Hours**

Description of Duties:

Operates several types of power construction equipment, such as compressors, pumps, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders, to excavate, move and grade, search, erect structural and reinforcing steel, and pour concrete or other hard surface paving materials.

SUGGESTED TRAINING ACTIVITIES

Classroom Training **500 Hours**

Safety, orientation, review
Equipment maintenance
Blueprint reading, surveying, layout, and supervision
Soils and soil compaction
Bulldozer operations
Trenching and shoring
Scrapers, graders, pavers, and other equipment
Hydraulic excavators
Loaders

Work Schedule **5,500 Hours**

Safety
Maintenance and equipment care
Graders, scrapers, and compactors
Bulldozers
Loaders, skid loaders, other types
Tractor loader, backhoe, trenching machines
Hydraulic excavator, cranes demolition equipment
Instruments, lasers, and miscellaneous equipment

FIELD SUPERVISOR/FOREMAN

Duration of Training Program..... **Up to 3,700 Hours**

Description of Duties:

Coordinate and schedule resources such as labor, equipment, materials, and subcontractors to construct a project on time and on budget. Reports daily activities and verifies quantities with inspectors. Investigate safety-related concerns and incidents. Fill out a construction diary detailing a history of the job. Other duties may include measuring, training other employees, investigating accidents, and timekeeping.

SUGGESTED TRAINING ACTIVITIES

Classroom Training..... **1,000 Hours**

- Learn safety procedures
- Orientation in the various types of construction materials and their applications
- Plan and proposal reading indoctrination
- Observation of the different construction techniques used on the job
- Orientation to current MDOT Standard Specifications for Construction
- Orientation to the English and metric
- MDOT road and bridge standard plans

Work Schedule **2,700 Hours**

- Coordinate traffic control
- Schedule subcontractors
- Timekeeping
- Schedule equipment maintenance
- Measure and verify daily quantities
- Perform daily safety huddles
- Procure materials from suppliers
- Plan ahead to ensure proper labor, equipment, and materials are available
- Survey and layout future work
- Ensure regulatory compliance

GRADE CHECKER

Duration of Training Program..... Up to 1,800 Hours

Description of Duties:

Application of string line forming, use of tools used in making depth checks, GPS (Global Positioning System), using signals in guiding equipment operators in attaining proper grade, setting stakes-slope stakes, and taking cross sections.

SUGGESTED TRAINING ACTIVITIES

Classroom Training..... 300 Hours

- Safety procedures
- Learning nomenclature of various construction terms
- Identification of construction materials and their application
- Observation of grading operations
- Familiarization with specifications
- Use of simple leveling instruments used in grade work
- Maintenance of surveying equipment
- Use of four-wheeler used with GPS
- Setting up GPS for use on job

Work Schedule.....1,500 Hours

- Application of string line forming
- Use of tools used in making depth checks
- Use of GPS
- Use of signals in guiding equipment operators in attaining proper grade
- Setting of stakes - slope stakes, clay shoulder stakes, muck stakes, center stakes
- Learning to take cross sections

IRONWORKER

(Structural/Reinforcing)

Duration of Training Program Up to 6,000 Hours

Description of Duties:

Performs any combination of the following duties to raise, place, and unite girders, columns, and other structural steel members to form completed structures or structure frameworks, working as a member of a crew. Sets up hoisting equipment for raising and placing structural steel members. Fastens steel member to cable of hoist using chain, cable, or rope. Signals worker operating hoisted equipment to lift and place steel members. Guides member using tag line (rope) or rides on member to guide it into position. Reads plan, rigs, assembles, and erects structural members requiring riveting or welding. May perform other related duties.

SUGGESTED TRAINING ACTIVITIES

Classroom Training 200 Hours

- MIOSHA safety
- OSHA
- Scaffold use
- Blueprint reading (structural and reinforcing)
- Welding technology
- Proper uses of trade-related tools (cranes, hoists, rigging hardware, impacts, etc.)
- Mathematics (trade-related and metrics)
- Job and shop safety

Work Schedule 5,800 Hours

- Tools; name and proper use, care, safety
- Materials; identification, shapes
- Equipment - ornamental, reinforcing, structural
 - Light equipment - blocks, ropes, etc.
 - Heavy equipment - derricks, etc.
- Erecting job, erecting equipment
 - Layout
 - Drilling
 - Welding - acetylene and electric; cutting, burning
- Dismantling, rigging equipment, scaffolding, floats
- Ornamental, reinforcing, structural
 - Sorting materials
 - Distributing
- Placing, spacing, tying
- Hoisting
 - Hook on
 - Learn signals
 - Learn safety factors
- Fitting up, plumbing up
 - Use of cables and turnbuckles
 - Use of instruments
 - Use of hydraulic jacks

IRON WORKER (continued)

Work Schedule (continued)

Fabricating

Layout

Fit-up

Reading job plans and specifications

Reinforcing

Care and use of tools

Ties

Field fabrication of rebar

Unloading, handling, and sorting

Placing footings, walls and columns, beams and girders, joists and slabs

Highway structures, footings, wingwalls, and abutments

Pavements

Airport

Bridge

Bar splicing and welding

Safety

Post tensioning

Unloading, handling, and storing

Placing post tension strand tendons

Placing post tension wire and bars

Stressing of wire tendons

Grouting of bonded tendons

Placing of thread bar post tension safety

Rigging

Care and use fiber line, wire

Rope, slings, and chains

Determining safe working capacity, inspection, and proper use

Use of rigging hardware

Determining SWC, inspection, and proper use

Use slings, chokers, and softeners

Determining SWC, inspection, and proper use

Erecting or lifting with cranes

Determining SWC, radius, and capacity

Using proper hand signals

Using hand and miscellaneous rigging equipment

Using access structures, scaffolds, ramps, ladders, hanging, rolling, etc.

Safety in rigging procedures

Structural

Erection of structural steel

Bolting up and welding of structural steel

Erection of structural steel long spans and trusses

Metal decking

Field layout and fabrication

Use of erection and detail drawings

Use of scaffolds, ladders, and shoring

Use of mobile cranes

Assembly and disassembly

Field inspection and safety

Signal methods

IRON WORKER (continued)

Work Schedule (continued)

- Operating procedures and precautions
- Erecting bridges and towers
- Using all crane and derrick systems (including barge) and rigging systems
- Signaling methods, inspection, safety
- Proper operating procedures and precautions
- General safety in structural steel erection
- Welding - SMAW, FCAW, and SAW
 - Oxy-acetylene welding and burning
 - Welding, cutting, heating
- Electric arc processes
 - SMAW shielded metal arc welding
 - FCAW flux core arc welding
 - SAW submerged arc welding
- Testing procedures and certification
- Safety
- Precast unloading, erection, layout, precast panels, precast panels clips
- Structural and skills development
- Welding - FCAW and SMAW
 - (AWS E7018 unlimited certification required - four year)
 - (AWS E7018 unlimited certification required - three year)
- Blueprint reading (structural and reinforcing)
 - Welding technology (AWSD) 1 code
- Joint design metallurgy and symbols
- Proper use for trade-related tools (cranes, hoists, rigging hardware, impacts, etc.)
- Mathematics (trade-related and metrics)
- Job and shop safety ("How it relates to you")
 - Safety (MIOSHA inspector)
 - OSHA 10 Hours
- Scaffold users card

PAINTER

Duration of Training Program **Up to 6,000 Hours**

Description of Duties:

Constructing, following, and erecting temporary and permanent walls and constraint structures on highway facilities with lumber, reinforced plastic, fiberglass, tarps, cables, steel, clamps, etc., for the purpose of also carrying out basic painting of structural steel, including bridges, signs, guard posts, and other highway structures utilizing spray, roller, or brush application; mixing of paints and coatings; clean-up and maintenance of related personal protective equipment and OSHA/MIOSHA-required pollution control equipment; miscellaneous work associated with bridge work operations; working on high structures; and dismantling of walls and constraint structures when finished.

SUGGESTED TRAINING ACTIVITIES

Work Schedule.....**6,000 Hours**

- Handling tools, OSHA/MIOSHA lead standard
- Safety procedures
- Introduction to paint mixing; techniques and orientation in painting specifications
- Familiarization and practice use of tools of the trade
- Set up and dismantle traffic control devices
- Scaffolding construction and techniques; construct, erect, and dismantle containment areas
- Area cleanup and disposal of spent abrasives
- Preparing surfaces for application of paint; mixing paints and thinners
- Brushing, rolling, and spraying techniques on bridge structures
- Cleanup of tools and equipment (spray pumps, sand blast nozzles and hoods, spray tips, spray guns)
- Protection of surfaces and inflammables
- Maintenance of personal protective equipment and environmental pollution control equipment (may be done on or off job site)
- Techniques of sandblasting
- Labeling and handling of hazardous and non-hazardous waste materials
- Orientation in different grades of lumber
- Safety with ladders - working at heights higher than 20 feet
- Building, forming, and squaring temporary and permanent structures
- Techniques on ground structures
- Cleanup of tools and equipment (saws, pulleys, jacks)
- Miscellaneous
- OJT assignment registered as an apprenticeship with the U.S. Department of Labor Bureau of Apprenticeship and Training

PROJECT MANAGER

Duration of Training Program.....Up to 3,700 Hours

Description of Duties:

Estimate projects and help the job supervisors procure materials. Coordinate construction activities and resources between multiple projects. Build and update schedules on a regular basis. Update the job supervisors of regulatory changes that will impact them. Plan ahead to anticipate scheduling problems. Coordinate limited resources with other project managers who are managing other projects. Track the budgeted versus actual costs and relay them to the job supervisors.

SUGGESTED TRAINING ACTIVITIES

Classroom Training 500 Hours

- Learn safety procedures and policies
- Orientation in the various types of construction materials and their applications
- Plan and proposal reading indoctrination
- Observation of the different construction techniques used on the job
- Orientation to MDOT current standard specifications for construction
- Learn about regulatory requirements and environmental

Work Schedule.....3,200 Hours

- Scheduling subcontractors
- Estimate and provide change order prices when they are requested
- Track budgeted versus actual costs
- Procure materials from suppliers
- Plan ahead to ensure proper labor, equipment, and materials are available
- Survey and layout future work
- Ensure regulatory compliance

SIGN INSTALLER

Duration of Training Program **Up to 4,000 Hours**

Description of Duties:

Maintaining and setting traffic control devices, reading plan sheets and project logs, staking locations of signs, and setting elevations for foundations and signs, use of equipment and vehicles required, installation of ground-mounted and overhead-mounted signs, removal of various signs and foundations, placing of topsoil seed and fertilizers.

SUGGESTED TRAINING ACTIVITIES

Classroom Training **500 Hours**

Plan reading and layout, including plan sheet and log book reading, metric and standard conversion
Staking locations, setting elevations and grades, laser usage, and incorporating plans
Recordkeeping

Work Schedule **3,500 Hours**

Highway work zone safety
Vehicle and equipment use
Foundation installation
Installation of signs and supports

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

SOCIAL EQUITY & SUSTAINABILITY

To provide diversification in our work force we proactively and regularly send employment solicitations to agencies which cater to predominantly disadvantaged groups. Postings for all positions clearly state that Fonson is an Equal Opportunity Employer.

DBE/MBE/WBE subcontractors and suppliers are notified of upcoming bids on several websites and encouraged to submit quotes.

The company Affirmative Action Policy is included in the employee handbook issued to all employees and posted in prominent locations on job sites and the office.

On an annual basis the management and supervisory staff attend a mandatory training session on the implementation of our EEO policy.

Fonson has never received any environmental violations or penalties imposed by any government agency.

Fonson Company is based in Brighton and therefore tends to attract employees from Livingston County.

5-10% of our Workforce resides in Washtenaw County.

- We are proud of our equipment fleet in which 75% of our equipment has CAT Tier 4 Emissions. This equipment technology reduces emissions up to 90 percent reduction in particulate matter (PM) and 50 percent reduction in oxides of nitrogen (nox).
- Waste management – we recycle all scrap metal, used tires and all used oil and equipment fluids are disposed through a licensed fluid disposal company Green For Life (GFL).
- Surplus materials are stored in our yard for future use rather than dumped in a landfill.
- All asphalt and concrete is taken to recycle crushers for use in other construction projects.

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

FONSON COMPANY, INC. AFFIRMATIVE ACTION POLICY

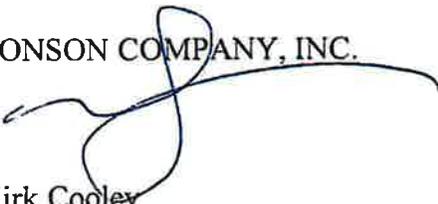
TO: Our Employees
Applicants for Employment
Our Suppliers
The Community

It is the publicly stated policy of Fonson Company, Incorporated not to discriminate against any employee, application for employment, subcontractor or material supplier because of their sex, race, religion, age, disability or national origin. With regard to employment, such non-discrimination includes, but is not limited to, our policies of recruitment, recruitment advertising, selection for apprenticeship or other training, rates of pay, promotions, transfers, lay-offs or terminations.

In all advertising for employment, subcontractors, or suppliers we shall state that all applicants or respondents will receive consideration without regard to their sex, race, religion, age, physical appearance, disability or national origin.

In our company, all terms and conditions of employment are, and will continue to be, established on the basis of the individual's qualifications and ability to perform the job.

FONSON COMPANY, INC.



Kirk Cooley

EEO Officer

EQUAL EMPLOYMENT OPPORTUNITY
AND
AFFIRMATIVE ACTION POLICY

January 1, 2025

A. Operating Statement

- i.) It is the policy of Fonson Company, Inc. to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age, disability, or any other classification protected by federal, state, or local laws. Such action shall include: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, pre- apprenticeship, and/or on-job-training.
- ii.) It is also the policy of Fonson Company, Inc. to comply with Title VII of the Civil Rights Act of 1964 as amended. Accordingly, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is used as conditions of employment decisions or which operates to create an intimidating, hostile or offensive working environment, will not be tolerated by Fonson Company, Inc.

B. Designation of the EEO/AA Officer

I, Peter Scodeller, President of Fonson Company, Inc. have designated the following person as the EEO/AA officer: Kirk Cooley

This EEO/AA Officer has the responsibility for, and is capable of, effectively administering and promoting the EEO/AA program and is assigned adequate authority and responsibility to do so.

C. Training of Supervisory Staff

It is the policy of Fonson Company, Inc. that all supervisory and administrative staff involved in the management of personnel, before the start of work, and at not more than six-month intervals, thereafter, will receive a comprehensive review of the EEO policy. The reviews will be conducted by the EEO officer and will focus on recruitment, operation of a non-segregated facility, training, promotions, and complaint procedures.

A record of attendance and discussion issues will be maintained.

D. Definition of Equal Employment Opportunity (EEO) and Affirmative Action (AA)

EEO is the opportunity of all applicants for equal employment without regard to race, religion, sex, color, national origin, age, disability, or any other classification protected by federal, state or local laws.

AA is the specific action taken to assure minorities and women will have equal opportunity for employment.

The distinction between the two policies is that EEO is a policy, which provided consistent action in regard to employment opportunities while AA is a proactive policy designated to increase minority and female employment opportunities.

E. Recruitment Policy

- We will include in all advertising and placing of job orders: "An Equal Opportunity Employer."
- We will allow enough time, prior to making a hiring decision, to obtain a reasonable flow of female and minority applicants.
- We will encourage all our current employees to refer females and minorities.
- We will continue to reach out to our current recruiting agencies. These agencies include, but are not limited to, the Bay Arenac Career Center, Detroit Urban League, Flint STRIVE Program and North American Indian Association.
- We will work with Workforce Development in the areas in which we are seeking applicants.
- We will continue to be open to, and work with, the assistance of DOT and Michigan DOT EEO Section Staff.
- We will continue to post our EEO statement in the Equal Employment and Civil Rights Journal (minorityjobs.net).
- If it has been determined, that after using our referral sources we still do not have a reasonable flow of females and minority applicants in each job classification in which we are seeking new hires, we will independently or with assistance from DOT staff, develop additional recruitment efforts.

- If it has been determined that we do have a reasonable flow of female and minority applicants on file in each job class in which we are seeking new hires, we will immediately make hiring decisions based on our operating statement.
- Our company will utilize recruitment letters and will specify the positions for which referrals are sought, the number of employees needed, position requirements, estimated employment dates, who to contact, salary range, and other information sufficient to attract interest from potential applicants.
- We will review all active applicants on file. If it is determined that we have a reasonable flow of female and minority applicants in each of the job classifications in which we are seeking new hires, we will immediately make hiring decisions based on our operating statement. If not, we will utilize all the referral sources as stated in our policy.

F. Non-segregated Facilities Policy

- i.) Fonson Company, Inc. certifies that it is providing non-segregated facilities for our employees. No employee is denied access to adequate facilities on the basis of sex or disability.
- ii.) The term “segregated” means to separate by race, color, religion, national origin, disability, and age. Therefore, our company will not have segregated waiting rooms, work areas, rest and washrooms, eating areas, parking lots, drinking fountains, recreation, transportation and housing facilities. Separate but equal number of rest and washrooms for female and male employees is acceptable provided further divisions by race, color, religion, national origin, and disability does not occur.

G. Training and Promotion Policy

Fonson Company, Inc., has an approved informal on-the-job training and promotion program. Fonson Company, Inc., will advise prospective and current employees of available training opportunities through office postings and supervisor referral. The qualifications are that you must be an employee in good standing and have supervisory approval.

Fonson Company, Inc., will assure that all training and promotions are open to all employees, without regard to race, religion, sex, color, national origin, age disability, or any other classification protected by federal, state or local laws.

Annual meetings with the employees will be held to obtain employee input.

Fonson Company, Inc. will assess and evaluate the training and promotion opportunities for any interested employees yearly through this performance review.

H. Complaint Procedure

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low income status, or Limited English Proficiency in violation of the Civil Rights Act of 1964, as amended and its related statutes, regulations and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person.

It is the policy of Fonson Company, Inc. to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated.

No one may intimidate, threaten, coerce or engage in other discriminatory conduct against anyone because they have taken action or participated in an action to secure rights protected by the civil rights laws. Any individual alleging such harassment or intimidation may submit a complaint by following the procedure printed below.

Any individual who feels that he or she has been discriminated against may submit a written or verbal complaint. The complaint may be communicated to any company supervisor or to the company EEO Officer. The complaint should be submitted within 180 days of the alleged discrimination. If necessary, the company will help an individual reduce his or her complaint to writing for his or her signature.

Generally a complaint should include the name, address and telephone number of the individual complaining (complainant) and a brief description of the alleged discriminatory conduct including the date of harm. An individual submitting a complaint alleging discrimination may include any relevant evidence, including the names of witnesses and supporting documentation.

Complaints should be directed to:

Kirk Cooley, EEO Officer

7644 Whitmore Lake Road

Brighton, MI 48116

Tel: (810) 231-5188 ext. 108

Fax: (810) 231-5404

kirk@fonsoninc.com

Within 60 days of the receipt of the complaint Fonson Company, Inc. will conduct an investigation of the allegation based on the information provided and issue a written report of its findings to the complainant. Fonson Company, Inc. will try to obtain an informal voluntary resolution to all complaints at the lowest level possible.

A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. All complaints shall be kept confidential.

These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination.

Complaints may also be filed with the following government agencies:

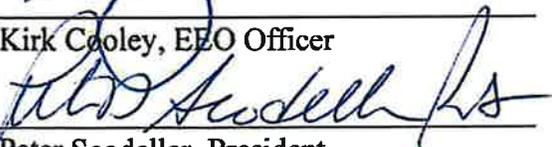
Michigan Department of
Transportation State Transportation
Building
425 W. Ottawa
Street Phone: (517)
373-2090

Detroit EEOC
Office 477
Michigan Avenue
Room 865
Detroit, MI. 48226
Phone: (866) 408-8075

Signatures of two Officers:



Kirk Cooley, EEO Officer



Peter Scodeller, President

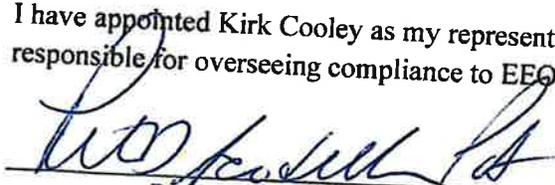
1/1/2025
(Date)

1-1-2025
(Date)

Equal Employment Opportunity Policy

1. As owner of Fonson Company, Inc., it is my specific intent that all employees comply with Executive Order 11246, FHWA – 1273, 23 CFR 230 Appendix A to Subpart A, the Elliot-Larsen Civil Rights Act, and other applicable EEO laws, which provides for equal employment opportunity of all employees and applicants for employment.
2. Accordingly, Fonson Company, Inc., will not discriminate against any employee or applicant for employment because of race, color, creed, national origin, sexual orientation, gender identity, age, or disability. The legal and moral obligation of Fonson Company, Inc. to not discriminate includes, but is not limited to, the following personal actions:

Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training including apprenticeship, pre-apprenticeship, and/or on-the-job training.
3. Fonson Company, Inc. will not maintain segregated facilities. The term “segregated” means to separate by race, color, religion, national origin, disability, and age. Therefore, our company will not have segregated waiting rooms, work areas, rest areas, washrooms, eating areas, parking lots, drinking fountains, recreation, transportation, and housing facilities. Separate but equal number of rest and washrooms for female and male employees is acceptable provided further divisions by race, color, religion, national origin, and disability does not occur.
4. It is also the policy of Fonson Company, Inc. to comply with Title VII of the Civil Rights Act of 1964 as amended. Accordingly, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is used as conditions of employment decisions or which operates to create an intimidating, hostile or offensive working environment, will not be tolerated by Fonson Company, Inc.
5. I have appointed Kirk Cooley as my representative in these matters. As EEO Officer, Kirk Cooley, is responsible for overseeing compliance to EEO matters.


Peter D. Scodeller
President

1-1-2025
Date


Kirk Cooley
EEO Officer

1/1/2025
Date

ADDITIONAL INFORMATION
REQUIRED

NOTE: FEDERAL REGISTER, NOVEMBER 15, 2000, VOLUME 65 now requires all contractors to provide the following information:

1. Fonson Company, Inc., was established in 2014
2. The annual gross receipts of Fonson Company, Inc., are \$30 million - \$40 million.

FEDERAL-AID HIGHWAY CONSTRUCTION CONTRACTORS ANNUAL EEO REPORT

1. MDOT Vendor ID: 07604	2. COMPANY NAME, CITY, STATE: Fonson Company, Inc. Brighton MI	3. PROJECT NUMBERS: 58033-205508 Sub 63000-209477 Prime 63000-210737 Prime 81000-210417 Prime	4. DOLLAR AMOUNTS: 3,667,541.05 5,046,141.37 5,450,367.91 7,454,723.14	5. PROJECT LOCATIONS (County and State) Monroe MI, Washtenaw MI Oakland MI Oakland MI Washtenaw MI
---	---	--	---	---

This collection of information is required by law and regulation 23 U.S.C 140a and 23 CFR Part 230. The OMB control number for this collection is 2125-0019 expiring in March 2025

6. WORKFORCE ON FEDERAL-AID AND CONSTRUCTION SITE(S) DURING LAST FULL PERIOD ENDING OF JULY 2024

JOB CATEGORIES	TOTAL EMPLOYED		TOTAL RACIAL / ETHNIC MINORITIES		BLACK OR AFRICAN AMERICAN		WHITE/ HISPANIC OR LATINO		AMERICAN INDIAN or ALASKA NATIVE		ASIAN		NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER		TWO OR MORE RACES		WHITE/ NON-HISPANIC OR LATINO		APPRENTICES		ON-THE-JOB TRAINEES	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	TABLE A																					
OFFICIALS																						
SUPERVISORS	2																					
FOREMEN/WOMEN	3		1				1															
CLERICAL																						
EQUIPMENT OPERATORS	10		2				2															
MECHANICS																						
TRUCK DRIVERS	7		1		1																	
IRONWORKERS																						
CARPENTERS																						
CEMENT MASONS																						
ELECTRICIANS																						
PIPE FITTERS / PLUMBERS																						
PAINTERS																						
LABORERS, SEMI-SKILLED	7	2	3					3														1
LABORERS, UNSKILLED																						
TOTAL	29	2	7		1		1	6									22	2				1

TABLE C (Table B data by racial/ethnicity status)

APPRENTICES	OTJ TRAINEES
	1

8. PREPARED BY (Signature and Title of Contractor's Representative) Marcie Tomburrini 810-231-5188 x102 payroll@fonsoninc.com	9. DATE 8/22/2024	10. REVIEWED BY (Signature and Title of State Highway Official)
		11. DATE

Sarah Widmayer

From: Marcie Tomburrini
Sent: Monday, March 3, 2025 9:38 AM
To: North American Indian Association; Shelita Richmond; Travis Schuyler; Tiffany Sheppard; Latin Americans for Social & Environmental Development; Flint STRIVE Program; patrick@detroittraining.com
Subject: Fonson Company, Inc. Now Accepting Applications
Attachments: Construction Laborer Job Description .doc; Heavy Equipment Operator Job Description.doc; Foreman - Underground Job Descriptio1.doc; Pipelayer Job Description.doc; Foreman - Grading Job Description.doc

Fonson Company, Inc. is now accepting application for Construction Laborers, Foreman – Underground, Heavy Equipment Operators, Truck Drivers and Pipelayers with work expected to start this season. Please see the attached job descriptions and distribute to any individuals you feel would be interested in employment with Fonson Company.

Thank You,

Marcie Tomburrini | *Office Administrator*

FONSON COMPANY, INC.
Site Development / Road Builders / Sewer and Water
7644 Whitmore Lake Road • Brighton, MI 48116

Office 810.231.5188 ext 102 | Fax 810.231.5404
payroll@fonsoninc.com

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Heavy Equipment Operator

The Heavy Equipment Operator is responsible for operating heavy equipment in an efficient and effective manner. Must know and practice safe equipment operation in order to minimize the risk of injury, property damage or loss of life. Heavy equipment may include trucks, front-end loaders, dozers, graders, compactors, excavators, and other related pieces of equipment.

Responsibilities (including, but not limited to):

- Must clean, maintain and secure all equipment as directed by legislation, policies and procedures
- May build, level and excavate land surfaces using all types of construction equipment
- Excavate, move, stockpile and load dirt and waste products from job sites onto trucks
- Excavate, stockpile or place aggregate products
- Will be lifting, pulling, pushing and managing heavy loads
- Work in all weather conditions
- Work as a member of a team as well as independently and is expected to maintain the schedule of work
- Must have knowledge of truck and equipment safety, workplace safety requirements and procedures.
- Perform preventive maintenance on equipment as required including fluid and filter changes and parts lubrication
- Perform related duties and responsibilities as required

Must demonstrate the following skills:

- Comprehensive knowledge of equipment operation and capabilities, analytical and problem solving, decision making, and effective verbal, listening and communications.
- Must also possess client service and public interaction skills and team mentality
- Understanding of measurements, distance and volume

Physical Requirements:

- Must be able to climb, twist and lift 50 pound loads without the use of equipment.
- Must be able to perform physical labor in all weather conditions.
- Must be able to sit or stand for extended periods of time.

Additional Requirements:

- Must have reliable transportation
- Ability to pass drug screening/physical
- Possession of Commercial Driver's License (CDL) is a plus
- Complete OSHA 10 Training

We are an Equal Opportunity Employer and provide a Drug Free Work Place

Sarah Widmayer

From: Sarah Widmayer
Sent: Wednesday, March 19, 2025 10:36 AM
To: Fonson Estimating
Subject: MDOT Quote Request- April 4 2025
Attachments: MDOT Quote Request April 4 2025.pdf

Good morning,

Fonson Company, Inc. will be bidding on the following projects for the Michigan Department of Transportation Bid Letting on April 4th, 2025.

DBE/MBE/WBE participation is encouraged.

ITEM # DBE DESCRIPTION

ITEM #	DBE	DESCRIPTION
026	6%	1.35 mile hot mix asphalt reconstruction, rubbilizing, agg base, conc curb, guardrail, sign
040	5%	.5 mile hot mix asphalt shared-use path- conc curb, signing, pvmt mrkgs on Southside Ge
043	6%	1.08 mile roundabout – watermain, storm sewer along Nixon between Huron Parkway & G
047	0%	.09 mile hot mix asphalt reconstruction, conc curb, signing, pvmt mrkgs on Van Sleek Roa

For information about each of these items, including project plans and proposals,

go to the MDOT bid letting Website: <http://www.michigan.gov/mdot> and choose the “Bid letting” link.

You may find certified DBE Vendors at the following MDOT Website:

<https://mdotjboss.state.mi.us/MUCPWeb/welcome.htm>

Please send all quotes via email to estimating@fonsoninc.com or fax 810-231-5404.

Thank you,

Sarah Widmayer | Project Coordinator

FONSON COMPANY, INC.
Site Development / Road Builders / Sewer and Water
7644 Whitmore Lake Road • Brighton, MI 48116

Office 810.231.5188 ext 100 | Fax 810.231.5404
admin@fonsoninc.com

MDOT QUOTE REQUEST Subcontractors and Suppliers

Fonson Company, Inc. will be bidding on the following projects for the Michigan Department of Transportation Bid Letting on April 4th, 2025.

DBE/MBE/WBE participation is encouraged.

ITEM #	DBE	DESCRIPTION
026	6%	1.35 mile hot mix asphalt reconstruction, rubbilizing, agg base, conc curb, guardrail, signing, pvmt mrkgs- Genesee Road- Genesee County
040	5%	.5 mile hot mix asphalt shared-use path- conc curb, signing, pvmt mrkgs on Southside Geddes Road – Washtenaw County
043	6%	1.08 mile roundabout – watermain, storm sewer along Nixon between Huron Parkway & Green – City of Ann Arbor – Washtenaw County
047	0%	.09 mile hot mix asphalt reconstruction, conc curb, signing, pvmt mrkgs on Van Slyke Road – City of Flint – Genesee County

We are seeking quotes for the following work:

Concrete Pavement
Plant-Mix /Hot Mix Asphalt /Bituminous Paving
Landscaping / Clearing
Roadway-Crushing & Shaping
Pavements-Concrete Sawing
Pavements-Joint/Crack Fill
Foundations-Sheet Piling
General Guardrail
Aggregates
Sign/Markers/Barricades/ General
Surveying: Construction Staking
Concrete Pavement-Patching/Widening
Seeding/Sodding/Turf Establishment
Bridge-Concrete Bridge Repair

Pavements-Cold Milling
Pavements-Grinding & Grooving
General-Raised Pavements Markers
Trucking Heavy Construction
Bridges & Special Structures
Misc Concrete Items
Electrical Construction
Pavement Marking
Permanent Signs
Roadway-Erosion Control Structure
Pavements-Rubbilizing Concrete Pavement
Pavements-Overbend Crack Fill
Traffic Regulators
Density Inspection & Testing

Please provide your written quote to Fonson Company, Inc. by April 3rd. 2025 at 5:00 PM.

For information about each of these items, including project plans and proposals, go to the MDOT bid letting Website: <http://www.michigan.gov/mdot> and choose the "Bid letting" link. Also, please feel free to call (810) 231-5188 or email estimating@fonsoninc.com if you have any additional questions or concerns.

*****To fulfill the project DBE goal, your efforts to obtain DBE participation are expected. Please note the DBE participation amount included in your quote.**

You may find certified DBE Vendors at the following MDOT Website:
<https://mdotjboss.state.mi.us/MUCPWeb/welcome.htm>

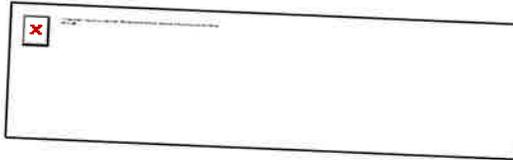
Sarah Widmayer

From: Sarah Widmayer
Sent: Wednesday, March 19, 2025 8:14 AM
To: Fonson Estimating
Subject: FW: MITA Posting

Sarah Widmayer | Project Coordinator

FONSON COMPANY, INC.
Site Development / Road Builders / Sewer and Water
7644 Whitmore Lake Road • Brighton, MI 48116
Office 810.231.5188 ext 100 | Fax 810.231.5404
admin@fonsoninc.com

From: MITA DBE <noreply@mitadbe.com>
Sent: Wednesday, March 19, 2025 8:12 AM
To: Sarah Widmayer <admin@fonsoninc.com>
Subject: Invoice



DBE Ad number: 1000-7249
Posted on: Mar 19, 2025 8:11 AM
Advertisement fee: \$0.00
Please remit payment to: MITA 2937 Atrium Drive P.O. Box 1640 Okemos, MI 48864

Advertisement submitted by:
Fonson Company, Inc.
Fonson Company, Inc.
7644 Whitmore Lake Road
Brighton, MI 48116
(810) 231-5188

MDOT Letting Date: 4/4/2025
MDOT Item Numbers: 026, 040, 043, 047

To view your advertisement, follow this link:
<https://www.mitadbe.com/ad/7249>

Thank you,
MITA DBE
www.mitadbe.com



Fonson Company, Inc. is soliciting cost proposals from qualified Disadvantaged Business Enterprises (DBE), which includes Minority Business Enterprises (MBE), Women Business Enterprises (WBE), and other entities defined as socially and/or economically disadvantaged.

Contact Information

Company: Fonson Company, Inc.
Address: 7644 Whitmore Lake Road, Brighton, MI 48116
Contact name: Fonson Company, Inc.
Contact phone: (810) 231-5188
Contact fax: (810) 231-5404
Contact email: estimating@fonsoninc.com

Project Information

MDOT Letting Date: 4/4/2025 10:00am
MDOT Item Numbers: 026, 040, 043, 047
Project categories:

- N2 Clearing
- B Concrete Pavement
- Ba Concrete Pavement-Patching/Widening
- cnst Construction Staking
- cden Density Inspection and Testing Services
- N94A Drainage-Sewer Cleanout
- N94B Drainage-Sewer Inspection
- L Electrical Construction
- N96L General-Guardrail
- N96I General-Raised Pavement Markers
- Ea Grading/Drainage Struct/Aggreg.Const.
- H Landscaping
- J Misc. Concrete Items
- N3 Pavement Marking
- N93A Pavements-Cold Milling
- N93C Pavements-Concrete Sawing
- N93B Pavements-Rubblizing Concrete Pvmt
- N6 Permanent Signs
- Cb Plant-Mix/Hot Mix Asph/Bituminous Paving
- N Prequalified, No Work Classes Assigned

Current Bid List

BID DATE	ITEM NO.	COUNTY	DESCRIPTION	ESTIMATOR	DIRECT PHONE	DBE	EMAIL QUOTES	FAX QUOTES	OWNER
4/4/2025	026	Genesse	1.35 mile hot mix asphalt reconstruction, rubblizing, agg base, conc curb, guardrail, signing, pvmt mrkgs: Genesse Road		8102315188	6%	Contact >	8102315404	MDOT
4/4/2025	040	Washtenaw	.5 mile hot mix asphalt shared-use path- conc curb, signing, pvmt mrkgs on southside Geddes Road		8102315188	5%	Contact >	8102315404	MDOT
4/4/2025	043	Washtenaw	.1.08 mile roundabout - watermain, storm sewer along Nixon between Huron Parkway & Green - City of Ann Arbor		8102315188	6%	Contact >	8102315404	MDOT
4/4/2025	047	Genesse	.09 mile hot mix asphalt reconstruction, conc curb, signing, pvmt mrkgs on Van Sleek Road - City of Flint		8102315188	0%	Contact >	8102315404	MDOT

[View MDOT Letting Page >](#)

QUESTIONS?

Contact the Estimating

To contact the estimating team, email estimating@fonsoninc.com

For more information about each of these items, including project plans and proposals, go to the [MDOT bid letting web site](#).

Contact us



FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Pay Rates

As required with City of Ann Arbor capital projects, we compensate our employees at the same Davis-Bacon wage scale that ALL contractors are required to utilize. Please find attached the required wage decision that Fonson Company, Inc. will utilize for this project per contract specifications.

FONSON COMPANY, INC.

Site Development / Road Builders / Sewer and Water

7644 Whitmore Lake Road • Brighton, MI 48116 • Phone: 810-231-5188 • Fax: 810-231-5404

Ratio of Master's to Apprentices

Foreman – 6:0

Master: Andy Call, Jim Will, Randy Kuch, Adrian Gutierrez, Gus De La Torre, Dan Sauls

Equipment Operators – 14:5

Master:

John Hurosky
Lonnie Holmes
Kevin Caverly
Mike Davis
Shawn Lundgren
Brandon Stone
Brad Bannon

Brendan Clarke
Charlie Buckner
Scott Dinzer
Tim Dixon
Jeff Hinkley
Christian Contreras
Miguel Gonzalez

Apprentice:

Jacob McMurry
Kevin Baumgartner
Cesar Contreras
James Theek
Adam Ellis

Laborers – 13:7

Master:

Amber Brewer
Brandon Leech
Jasha Call
Emmanuel Gonzalez
Juan Guterrez
Randall Kuch Jr.

Garrett Pacitto
Juan Contreras
Juan Ramirez
Jeff Murphy
Jesse Sharp
Gary Thomas

Apprentice:

Alberto Angulo
Alec Hannan
Mathew Coleman
Paige Parsons
Brayden Morris
Damian Schiffman
Gabriel Juarez

PAY RATE

PAY RATE			
First Name	Last Name	Pay Rate per Hour	Trade No
Alberto	Angulo		
Bradley	Brannan	26.000	LA05
Charles	Buckner	35.000	EQ05
Charles	Berry	40.000	EQ05
Amber	Brewer	36.300	TD05
Kevin	Baumgartner	28.000	LA05
Christian	Contreras	36.000	EQ05
Kevin	Caverly	32.000	EQ05
Andrew	Call	39.000	EQ05
Cesar	Contreras	2,600.000	FM05
Brendan	Clarke	30.000	EQ05
Kelvin	Canady	40.000	EQ05
Matthew	Coleman	29.000	TD05
Juan	Diaz Ramirez	22.000	LA05
Timothy	Dixon	27.000	PL05
Gustavo	De La Torre	29.000	EQ05
Michael	Davis	2,600.000	FM05
Scott	Dinser	34.000	EQ05
Adam	Ellis	37.000	EQ05
Steven	Fons	28.000	EQ05
Emmanuel	Gonzalez	32.430	ME05
Adrian	Gutierrez	27.000	LA05
Jamie	Gross	2,600.000	FM05
Juan	Gutierrez	27.000	TD05
Miguel	Gonzalez	28.000	LA05
Tanner	Hawkins	35.000	EQ05
John	Hurosky II	33.000	ME10
Alec	Hannan	33.000	EQ05
Jeffrey	Hinckley	28.000	LA05
Ronald	Hawkins	38.000	EQ05
Lonnie	Holmes	29.500	TD05
Gabriel	Juarez Jr	34.000	EQ05
Randall	Kuch II	25.000	LA05
Randall	Kuch	27.000	LA10
Kevin	Lutkins	2,600.000	FM05
Brandon	Leech	31.000	TD05
Thomas	Lindemeyer	29.000	PL05
Shawn	Lundgren	33.000	TD05
Jacob	McMurry	42.650	EQ05
Jeffery	Murphy	30.000	EQ04
Brayden	Morris	34.000	PL05
Juan	Marquez Contreras	25.000	LA05
Matthew	Manzel	28.000	LA05
Erin	Mitchell	28.000	TD05
James	Norris	29.000	TD05
Garrett	Pacitto	31.500	TD05
Paige	Parsons	34.000	EQ05
Justin	Slate	25.000	LA05
Branden	Stone	28.000	TD05
Daniel	Sauls	40.000	EQ05
Damian	Schiffman	32.000	TD05
Jeffrey	Stannis	27.500	LA05
Jesse	Sharp	33.000	EQ05
Timothy	Sonnenberg	27.000	LA05
James	Theeck II	40.000	ME10
		30.000	EQ05

PAY RATE

PAY RATE			
First Name	Last Name	Pay Rate per Hour	Trade No
Gary	Thomas	24.000	LA05
Chase	Vaughn	28.000	LA05
James	Will	2,600.000	FM05
Brian	Webb	28.000	TD05
Jascha	Call	30.000	LA10
Thad	Widmayer	36.000	ME10
John	Yarcho	27.000	TD05

**MICHIGAN DEPARTMENT OF TRANSPORTATION
CERTIFIED PAYROLL**

COMPLETION OF CERTIFIED PAYROLL FORM FULFILLS THE MINIMUM MDT PREVAILING WAGE REQUIREMENTS

(1) Name of Contractor <u>X</u> or Subcontractor _____ Fonson Company, Inc.		(2) Address										(5) Project and Location 24942-2024 Misc Utilities Project										(6) Contract ID	
(3) Payroll No. 18		(4) For Week Ending 09/07/24																					
(a) Employee Information	(b) Work Classification	(c) Earn Code	(d) DAY AND DATE							(e) Total Hours on Project	(f) Project Rate of Pay	(g) Project Rate of Fringe Pay		(h) Gross Earned Project Weekly	(i) Total Hours All Jobs	(j) DEDUCTIONS			(k) Total Weekly Wage Paid All Jobs				
			SUN 09/01	MON 09/02	TUE 09/03	WED 09/04	THU 09/05	FRI 09/06	SAT 09/07			Cash	Fund			FICA	Federal	State		Other	Total Deduct		
Brannan, Bradley T	ENG10324-006 Group 1 Oper	OT							3.50	40.46	25.25	25.25	2,929.20	43.50	224.08	501.83	124.49		850.40	2,078.80			
ETH/GEN: W/ M ID #: 2009		REG	10.00	9.50	9.50	10.00	9.00	2.00	40.00	40.46	25.25	25.25	2,929.20										
Call, Jascha R	LABO465-001 Group 3 Laborer	REG					9.00	8.00	17.00	30.17	13.45	13.45	741.54	34.50	78.06	84.29	34.21	256.17	452.73	796.31			
ETH/GEN: W/ F ID #: 6998													1,249.04										
Gonzalez, Emmanuel	LABO465-001 Group 1 Laborer	OT						4.00	4.00	29.67	13.45	13.45	1,956.62	44.00	149.68	273.55	83.16	117.40	623.79	1,332.83			
ETH/GEN: H/ M ID #: 1460		REG	10.00	10.00	10.00	10.00	9.00	1.00	40.00	29.67	13.45	13.45	1,956.62										
Gonzalez, Miguel	ENG10324-006 Group 1 Oper	OT						6.50	6.50	40.46	25.25	25.25	3,187.02	46.50	243.81	387.34	121.72	752.87	2,434.15				
ETH/GEN: H/ M ID #: 7398		REG	9.00	10.00	10.00	10.00	9.50	1.50	40.00	40.46	25.25	25.25	3,187.02										
Juarez Jr, Gabriel	LABO465-001 Group 1 Laborer	REG	10.00	9.50	9.50				29.00	29.67	13.45	13.45	1,250.48	36.00	109.05	156.70	60.58	34.21	360.54	1,064.94			
ETH/GEN: H/ M ID #: 1776													1,425.48										
Marquez Contreras, Juan A	LABO465-001 Group 1 Laborer	OT						4.00	4.00	29.67	13.45	13.45	1,956.62	44.00	149.68	62.33	69.43	281.44	1,675.18				
ETH/GEN: H/ M ID #: 6596		REG	10.00	9.50	9.50	10.00	9.00	2.00	40.00	29.67	13.45	13.45	1,956.62										
Pacitto, Garrett A	ENG10324-006 Group 1 Oper	REG	10.00	9.50	9.50	10.00	9.00		38.00	40.46	25.25	25.25	2,496.98	38.00	191.02	398.09	106.12	124.85	820.08	1,676.90			
ETH/GEN: W/ M ID #: 5700													2,496.98										

Date 09/11/2024

I, Marcie Tomburrini Office Admin (Title)

do hereby state:

(1) That I pay or supervise payment of the persons employed by

Fonson Company, Inc. on the

(Contractor or Subcontractor) 2024 Misc Utilities Project ; that during the payroll period commencing on the

1st day of September, 2024, and ending the 7th day of September 2024, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

Fonson Company, Inc. from the full (Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. 3145), and described below:

FICA, Medicare, Federal/State/Local Withholding Taxes, Life/Accident/Illness Insur, Roth 401k

Section 125 Benefit Deduction

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That: (a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in Section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4 (c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT) EXPLANATION

REMARKS:

SIGNATURE

NAME AND TITLE Marcie Tomburrini Office Admin

Marcie Tomburrini

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 3729 OF TITLE 31 OF THE UNITED STATES CODE.

**MICHIGAN DEPARTMENT OF TRANSPORTATION
CERTIFIED PAYROLL**

COMPLETION OF CERTIFIED PAYROLL FORM FULFILLS THE MINIMUM MDOT PREVAILING WAGE REQUIREMENTS

(1) Name of Contractor <u>X</u> or Subcontractor _____ Fonson Company, Inc.		(2) Address		(3) Project and Location 24942-2024 Misc Utilities Project										(6) Contract ID						
(3) Payroll No. 19		(4) For Week Ending 09/14/24		(5) Project and Location 24942-2024 Misc Utilities Project										(6) Contract ID						
(a) Employee Information	(b) Work Classification	(c) Earn Code	(d) DAY AND DATE							(e) Total Hours on Project	(f) Project Rate of Pay	(g) Project Rate of Fringe Pay		(h) Gross Earned Project Weekly	(i) Total Hours All Jobs	(j) DEDUCTIONS			(k) Total Weekly Wage Paid All Jobs	
			SUN 09/08	MON 09/09	TUE 09/10	WED 09/11	THU 09/12	FRI 09/13	SAT 09/14			Cash	Fund			FICA	Federal	State		Other
Gonzalez, Emmanuel ETH/GEN: H/ M ID #: 1460	LABO465-001 Group 1 Laborer	REG	12.50						12.50	29.67	13.45	13.45	539.01 2,449.24	52.50	187.37	386.63	104.09	146.95	825.04	1,624.20
Gonzalez, Miguel ETH/GEN: H/ M ID #: 7398	ENG10324-006 Group 1 Oper	OT REG					3.00	3.00	3.00	40.46	25.25	25.25	1,703.44 2,978.44	56.00	227.85	341.45	112.85		682.15	2,296.29
Marquez Contreras, Juan A ETH/GEN: H/ M ID #: 6596	LABO465-001 Group 1 Laborer	REG			0.50			0.50	0.50	29.67	13.45	13.45	21.57 1,484.57	48.50	113.57	5.69	49.36	168.62	1,315.95	

Date 09/18/2024

I, Marcie Tomburrini Office Admin (Title)

do hereby state:

(1) That I pay or supervise payment of the persons employed by

Fonson Company, Inc. on the

(Contractor or Subcontractor) 2024 Misc Utilities Project ; that during the payroll period commencing on the (Building or Work)

8th day of September, 2024, and ending the 14th day of September 2024, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

Fonson Company, Inc. from the full

(Contractor or Subcontractor) weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. 3145), and described below:

FICA, Medicare, Federal/State Withholding Taxes, Roth 401k

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That: (a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in Section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4 (c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT) EXPLANATION

REMARKS:

SIGNATURE

NAME AND TITLE Marcie Tomburrini Office Admin

Marcie Tomburrini

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 3729 OF TITLE 31 OF THE UNITED STATES CODE.

**MICHIGAN DEPARTMENT OF TRANSPORTATION
CERTIFIED PAYROLL**

COMPLETION OF CERTIFIED PAYROLL FORM FULFILLS THE MINIMUM MDOT PREVAILING WAGE REQUIREMENTS

(1) Name of Contractor <u>X</u> or Subcontractor Fonson Company, Inc.		(2) Address							(3) Project and Location 24942-2024 Misc Utilities Project										(6) Contract ID		
(4) For Week Ending 09/21/24		(5) DAY AND DATE																			
(a) Employee Information	(b) Work Classification	(c) Earn Code	(d) DAY AND DATE							(e) Total Hours on Project	(f) Project Rate of Pay	(g) Project Rate of Fringe Pay		(h) Gross Earned Project Weekly	(i) Total Hours All Jobs	(j) DEDUCTIONS			(k) Total Weekly Wage Paid All Jobs		
			SUN 09/15	MON 09/16	TUE 09/17	WED 09/18	THU 09/19	FRI 09/20	SAT 09/21			Cash	Fund			FICA	Federal	State		Other	Total Deduct
Brannan, Bradley T	ENG10324-006 Group 1 Oper	OT								0.50	40.46	25.25	25.25	2,671.38	40.50	204.36	439.95	113.53		757.84	1,913.54
ETH/GEN: W/ M ID #: 2009 Call, Jascha R		REG	13.00	9.00	9.00	9.00	9.00			40.00	40.46	25.25	25.25	2,671.38							
ETH/GEN: W/ F ID #: 6998 Diaz Ramirez, Juan	LABO465-001 Group 3 Laborer	OT								9.00	30.17	13.45	13.45	2,273.15	49.00	123.48	198.20	59.45	686.57	1,205.45	
ETH/GEN: H/ M ID #: 0573 Gonzalez, Miguel		REG	13.00	9.50						40.00	30.17	13.45	13.45	2,273.15							
ETH/GEN: H/ M ID #: 7398 Marquez Contreras, Juan A	LABO465-001 Group 1 Laborer	OT								22.50	30.23	13.45	13.45	982.81	57.50	212.37	504.78	117.99	133.25	968.39	1,807.73
ETH/GEN: H/ M ID #: 6596 McMurry, Jacob S		REG	8.00	13.00	9.00	9.50	0.50			40.00	40.46	25.25	25.25	4,132.36	57.50	316.13	595.31	161.89	1,073.33	3,059.03	
ETH/GEN: H/ M ID #: 5700 Pacitto, Garrett A	ENG10324-006 Group 4 Oper	OT								18.00	29.67	13.45	13.45	2,724.87	58.00	210.59	195.67	103.27	509.53	2,243.34	
		REG	8.00	13.00	9.00	9.00				39.00	29.67	13.45	13.45	2,752.87							
ETH/GEN: W/ M ID #: 0710 Pacitto, Garrett A	ENG10324-006 Group 1 Oper	OT								8.50	33.00	25.25	25.25	635.38	60.50	181.72	346.10	96.92	95.02	1,655.62	
		REG	8.00	13.50	9.00	9.00	0.50			40.00	40.46	25.25	25.25	2,375.38	57.50	316.13	803.40	175.63	206.62	1,501.78	2,630.58
														4,132.36							
														4,132.36							

Date 10/02/2024

I, Marcie Tomburrini (Name of signatory party) Office Admin (Title)

do hereby state:

(1) That I pay or supervise payment of the persons employed by Fonson Company, Inc.

2024 Misc Utilities Project (Contractor or Subcontractor) on the 22nd day of September, 2024, and ending the 28th day of September 2024, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said Fonson Company, Inc. from the full weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967, 76 Stat. 357, 40 U.S.C. 3145), and described below:

FICA, Medicare, Federal/State/Local Withholding Taxes, Life/Accident/illness Insur, Roth 401k Section125 Benefit Deduction

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4 (c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT) EXPLANATION

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That: (a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in Section 4(c) below.

REMARKS:

[Empty box for remarks]

NAME AND TITLE: Marcie Tomburrini, Office Admin. SIGNATURE: Marcie Tomburrini. THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 3729 OF TITLE 31 OF THE UNITED STATES CODE.

Date 10/16/2024

I, Marcie Tomburrini Office Admin (Title)

do hereby state:

(1) That I pay or supervise payment of the persons employed by

Fonson Company, Inc. on the

(Contractor or Subcontractor) 2024 Misc Utilities Project ; that during the payroll period commencing on the

6th day of October, 2024, and ending the 12th day of October, 2024, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

Fonson Company, Inc. from the full (Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948; 63 Stat. 108; 72 Stat. 967; 76 Stat. 357; 40 U.S.C. 3145), and described below:

FICA, Medicare, Federal/State Withholding Taxes, Life/Accident/Illness Insur, Roth 401k

Section 125 Benefit Deduction

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That: (a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in Section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4 (c) below.

(c) EXCEPTIONS

Table with 2 columns: EXCEPTION (CRAFT), EXPLANATION

REMARKS:

Empty box for REMARKS

SIGNATURE

NAME AND TITLE Marcie Tomburrini Office Admin

Marcie Tomburrini

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 3729 OF TITLE 31 OF THE UNITED STATES CODE.

"General Decision Number: MI20250074 01/03/2025

Superseded General Decision Number: MI20240074

State: Michigan

Construction Type: Heavy

County: Washtenaw County in Michigan.

Heavy, Includes Water, Sewer Lines and Excavation (Excludes Hazardous Waste Removal; Coal, Oil, Gas, Duct and other similar Pipeline Construction)

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> . Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> . Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number 0 Publication Date 01/03/2025

CARP0687-006 06/01/2023

	Rates	Fringes
CARPENTER, Includes Form Work....	\$ 38.48	30.22

ELEC0252-009 06/01/2024

	Rates	Fringes
ELECTRICIAN.....	\$ 53.55	27.25%+14.50

ENGI0325-019 09/01/2024

POWER EQUIPMENT OPERATORS: Underground Construction (Including Sewer)

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 43.48	25.25
GROUP 2.....	\$ 38.75	25.25
GROUP 3.....	\$ 38.02	25.25
GROUP 4.....	\$ 37.45	25.25

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Backhoe/ Excavator, Boring Machine, Bulldozer, Crane, Grader/ Blade, Loader, Roller, Scraper, Trencher (over 8 ft. digging capacity)

GROUP 2: Trencher (8-ft digging capacity and smaller)

GROUP 3: Boom Truck (non-swinging, non- powered type boom)

GROUP 4: Broom/ Sweeper, Fork Truck, Tractor, Bobcat/ Skid Steer /Skid Loader

ENGI0326-008 06/01/2024

EXCLUDES UNDERGROUND CONSTRUCTION

	Rates	Fringes
OPERATOR: Power Equipment		
GROUP 1.....	\$ 49.54	25.35
GROUP 2.....	\$ 48.04	25.35
GROUP 3.....	\$ 46.54	25.35
GROUP 4.....	\$ 46.24	25.35
GROUP 5.....	\$ 45.42	25.35
GROUP 6.....	\$ 44.56	25.35
GROUP 7.....	\$ 43.59	25.35
GROUP 8.....	\$ 41.88	25.35
GROUP 9.....	\$ 31.79	25.35

FOOTNOTES: Tower cranes: to be paid the crane operator rate

determined by the combined length of the mast and the boom.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

- GROUP 1: Crane with boom & jib or leads 400' or longer
- GROUP 2: Crane with boom & jib or leads 300' or longer
- GROUP 3: Crane with boom & jib or leads 220' or longer
- GROUP 4: Crane with boom & jib or leads 140' or longer
- GROUP 5: Crane with boom & jib or leads 120' or longer
- GROUP 6: Regular crane operator
- GROUP 7: Backhoe/Excavator, Bobcat/Skid Loader, Boring Machine, Broom/Sweeper, Bulldozer, Grader/Blade, Loader, Roller, Scraper, Tractor, Trencher
- GROUP 8: Forklift
- GROUP 9: Oiler

IRON0025-006 06/01/2024

	Rates	Fringes
IRONWORKER		
Reinforcing.....	\$ 33.43	37.15
Structural.....	\$ 35.55	35.83

LAB00334-009 06/01/2024

EXCLUDES OPEN CUT CONSTRUCTION

	Rates	Fringes
Landscape Laborer		
GROUP 1.....	\$ 28.60	11.60
GROUP 2.....	\$ 26.34	11.60

LANDSCAPE LABORER CLASSIFICATIONS

- GROUP 1: Landscape specialist, including air, gas and diesel equipment operator, lawn sprinkler installer and skidsteer (or equivalent)
- GROUP 2: Landscape laborer: small power tool operator, material mover, truck driver and lawn sprinkler installer tender

LAB00334-018 09/01/2022

SCOPE OF WORK:
 OPEN CUT CONSTRUCTION: Excavation of earth and sewer, utilities, and improvements, including underground piping/conduit (including inspection, cleaning, restoration, and relining)

	Rates	Fringes
LABORER		
(1) Common or General.....	\$ 25.20	12.95
(2) Mason Tender- Cement/Concrete.....	\$ 22.11	12.95
(4) Grade Checker.....	\$ 25.50	12.95
(5) Pipelayer.....	\$ 22.90	12.75
(524.20) Pipelayer.....	\$ 25.65	12.95
(7) Landscape.....	\$ 19.59	12.95

LAB00499-020 08/01/2024

EXCLUDES OPEN CUT CONSTRUCTION

	Rates	Fringes
LABORER		
GROUP 1.....	\$ 36.16	14.95
GROUP 2.....	\$ 36.38	14.95
GROUP 3.....	\$ 36.71	14.95

LABORER CLASSIFICATIONS

GROUP 1: Common or General; Grade Checker

GROUP 2: Mason Tender - Cement/Concrete

GROUP 3: Pipelayer

PAIN0022-005 07/01/2008

	Rates	Fringes
PAINTER		
Brush & Roller.....	\$ 25.06	14.75
Spray.....	\$ 25.86	14.75

PLAS0514-002 06/01/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 32.23	22.11

PLUM0190-010 06/01/2021

	Rates	Fringes
PLUMBER.....	\$ 44.31	23.70

TEAM0007-006 06/01/2024

	Rates	Fringes
TRUCK DRIVER		
Dump Truck under 8 cu. yds.; Tractor Haul Truck....	\$ 32.40	.75 + a+b
Dump Truck, 8 cu. yds. and over.....	\$ 32.50	.75 + a+b
Lowboy/Semi-Trailer Truck...	\$ 32.65	.75+ a+b

FOOTNOTE:

- a. \$470.70 per week.
- b. \$68.70 daily.

SUMI2010-072 11/09/2010

	Rates	Fringes
TRUCK DRIVER: Off the Road		
Truck.....	\$ 20.82	3.69

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

=====
 Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers.

0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took

effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board

U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

=====

END OF GENERAL DECISION"