



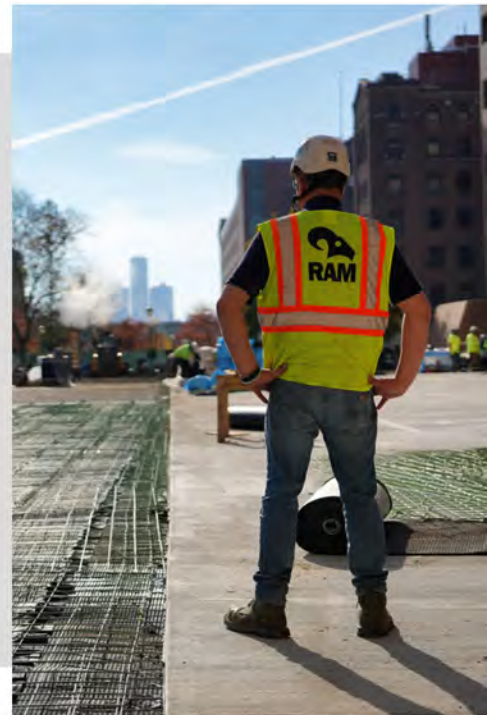
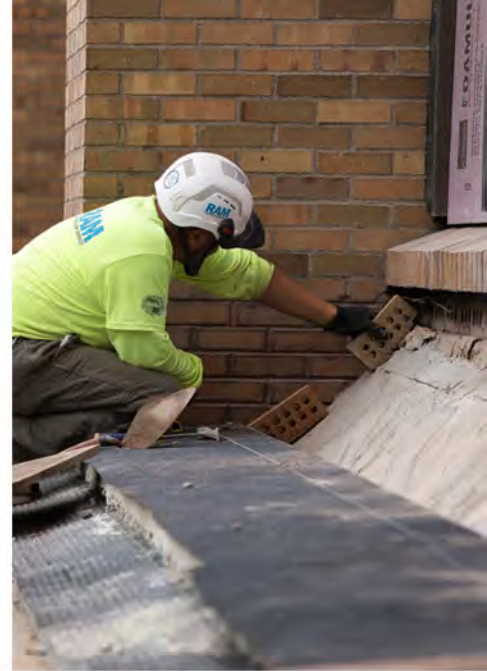
Proposal prepared by RAM Construction Services  
13800 Eckles Road Livonia, MI 48150

# CITY OF ANN ARBOR

EQUALIZATION AND RETENTION BUILDING  
ROOF REPAIRS  
RFP# 25-33

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

July 10, 2025



THE CITY OF  
**ANN ARBOR**

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

Attention: Ms. Ann Warrow  
awarrow@a2gov.org

Regarding: Equalization and Retention Building Roof Repairs  
RAM Construction Services

Dear Ms. Warrow,

On behalf of our entire organization, we extend our appreciation for granting us the opportunity to be considered for the roof repair project for the City of Ann Arbor. RAM Construction Services takes pride in its unparalleled reputation for service, positioning us as a premier partner for owners, engineers, general contractors, and property managers.

With over a century of dedicated service in the Great Lakes region, RAM prides itself with a standard of excellence in today's marketplace. Our commitment to quality has been further solidified through strategic partnerships with key trade allies, allowing us to successfully undertake intricate scopes of work on restoration projects.

We have enclosed a comprehensive package detailing our company's capabilities and our meticulous approach to ensuring the safe and timely completion of your project. Our skilled workforce, coupled with readily available materials and equipment, and a robust office team, positions RAM as a reliable collaborator for a successful project outcome.

We eagerly await the opportunity to discuss our plan in detail with your team, along with our key subcontractors and suppliers. Please review our proposal at your convenience, and we are open to any further discussions or meetings to elaborate on our strategy.

Once again, we express our gratitude for the chance to participate in the bidding process. We look forward to the possibility of working together on this exciting venture and eagerly await your response in the coming weeks.

Sincerely,

RAM Construction Services of Michigan

A handwritten signature in blue ink that reads "Robert A. Mazur".

Robert A. Mazur  
Vice President





**THE MOST EXPERIENCED  
WATERPROOFING AND RESTORATION  
CONTRACTOR IN THE UNITED STATES**

### OUR MISSION

Our mission is to deliver exceptional building envelope and parking structure solutions through unmatched expertise, innovation, and craftsmanship. With over a century of industry experience and a team of skilled professionals, we are dedicated to restoring and protecting the integrity of structures.

Led by our commitment to quality and safety, we strive to exceed expectations and build a legacy of excellence in every project we undertake.

### CONCRETE SERVICES

- Structural Concrete Repairs
- Post-Tension Repairs
- Structural Steel Repairs
- Traffic Coatings Repairs / Replacement
- Expansion Joint Installation / Repair
- Tank Coating
- And more!



### CONSTANTLY EVOLVING

In 1983, when Robert A. Mazur was named president, the company had 17 employees. Under his leadership, RAM has grown to employ upward of 190 salaried employees and over 600 field personnel, making us the largest Midwestern contractor specializing in the restoration of aging structures and skilled waterproofing.

As we grow, we are guided by our core value "Relationships Are Our Business" to continually forge strong bonds based on trust and mutual respect.







## OUR CORE VALUES

### Core Purpose:

To provide employee opportunity, customer value, and community improvement.



### RELATIONSHIPS ARE OUR BUSINESS

Always earning your business.

Honesty, fairness, and doing the right thing.

Customer satisfaction is our priority.

Cultivate relationships for lifetime customers.



### SAFETY WITHOUT COMPROMISE

Prioritize the well-being of all by instilling a safety-first mindset.

Continuously enhance safety measures to exceed industry standards.

We are responsible for maintaining a safe environment.

Encourage open communication and ideas for improvement.



### UNAPOLOGETICALLY COMPETITIVE

We win or we learn.

Constantly raise the bar; never complacent.

Steadfast in our refusal to lose.

Achieve excellence through hard work.



### 360° ACCOUNTABILITY

Collectively fulfill obligations and commitments.

Maintain collective and individual responsibility.

Prioritize transparent communication, ensuring openness and clarity.

Operate with integrity and honesty.



### EMBRACE COLLABORATION

Celebrate victories and successes.

Attack issues with a solution-oriented mindset.

Invest in training, mentoring, and continuous development.

Promote a culture of teamwork and positivity.



## KEY PERSONNEL

As the most experienced specialty contractor in the United States, RAM Construction Services brings unmatched expertise to every project. With seven locations spanning the Midwest, we've worked on parking structures in every condition. From simple waterproofing to full scale restoration projects, our team is prepared to tackle any project.

Our selected key personnel brings over 25 years of experience in managing various projects similar to the repairs in this proposal. Our team is well-equipped to handle a diverse range of challenges that arise during repairs. This team has a proven track record of overcoming complex challenges and consistently delivering quality work through effective collaboration.

We pride ourselves on our enduring partnerships with other key stakeholders such as the City of Detroit municipality, DTW Airport, Joe Louis Arena, and Towncenter. These relationships demonstrate our commitment to achieving outstanding results and cultivating strong, long-lasting connections.

Backed by years of experience, our team is ready to tackle the Equalization and Retention Building Roof Repairs through close collaboration internally and externally with the City of Ann Arbor.

### MANAGEMENT TEAM

**Bobby Mazur**  
*Vice President*

**Daniel Canedo**  
*Director*

**Joe Gabris**  
*Lead Superintendent*

**Greg Bridwell**  
*Director of Safety*

### PROJECT TEAM

**Zach Ellis**  
*Project Manager*

**Ron Clapper**  
*Superintendent*

**Kevin Scherer**  
*Foreman*

**Tyler Todd**  
*Project Safety Coordinator*

### QUALITY STATEMENT

At RAM Construction Services, our commitment to quality is paramount. Our quality reflects our values, our workmanship, and our commitment to our clients. Our goal is to deliver projects that are on time, on budget, and within scope, with a focus on truly understanding and exceeding our client's quality expectations. For more information about our commitment to quality and our quality control plan, please see Section G.



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### MANAGEMENT TEAM



## BOBBY MAZUR

### VICE PRESIDENT

Bobby Mazur is a dedicated and accomplished professional who serves as Vice President at RAM Construction Services. As a trusted member of the executive team, he plays a significant role in shaping the company's long-term strategy and growth. Bobby's dedication, leadership, and strategic decision-making will continue to drive success and foster growth for RAM Construction Services, ensuring the company's prosperous future.

## EDUCATION

### WALSH COLLEGE

*Master of Business Administration*

### MICHIGAN STATE UNIVERSITY

*Bachelor of Science in Construction Management*

## CERTIFICATIONS

OSHA 40-HOUR,  
FIRST AID/CPR,  
MUST SAFETY PROGRAM,  
KARRASS EFFECTIVE  
NEGOTIATING,  
DALE CARNEGIE TRAINING

## EXPERIENCE

### CITY OF FLINT WPC

*Flint, MI*

RAM completed a multi-phase rehabilitation at a major wastewater facility, performing structural repairs, waterproofing, and electrical upgrades while maintaining uninterrupted operations. Their performance earned them additional work on subsequent phases. - *Completed 2022 (\$1,850,220)*

### JOE LOUIS ARENA

*Detroit, MI*

RAM has managed the restoration work at this parking garage for several years, collaborating with multiple owners to ensure the projects were completed in an organized and timely manner.

Parking Deck Restoration Phase 1 - *Completed 2021 (\$1,189,754)*

Parking Deck Restoration Phase 2 - *Completed 2021 (\$1,726,888)*

Collapse Repair - *Completed 2023 (\$946,310)*

### EASTERN MARKET

*Detroit, MI*

Demolition of exterior brickwork, performed general maintenance including concrete repairs to enhance the parking deck's stability, traffic coating, and sealants. - *Completed 2020 (\$1,878,755)*

### SOUTHFIELD TOWNCENTER

*Southfield, MI*

Managed the maintenance repairs at the Southfield Towncenter Parking Structure, which consists of four garages. His primary duties included overseeing various projects, and ensuring the effective completion of scopes such as concrete repairs, expansion joints, and deck coating across the structures. - *Completed 2022 (\$18,767,4000)*

### CHESTER STREET GARAGE

*Birmingham, MI*

The project's primary goal is to enhance structural stability and prevent corrosion through targeted repairs. Key initiatives include replacing over 2,000 linear feet of post-tension cables and anchors for deck reinforcement, conducting full and partial-depth concrete patching, applying Neogard coating for water protection, and installing limestone sills and flashing to prevent water infiltration. - *Completed 2024 (\$4,869,510)*



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### MANAGEMENT TEAM

## DAN CANEDO

### DIRECTOR

As the Director of Restoration Estimating, Dan Canedo brings over two decades of experience in both Commercial and Residential Construction. His expertise lies in various aspects of concrete restoration, such as parking structure repair, waterproofing, post-tension repair, carbon fiber, structural steel repair, leak repair, shotcrete installation, and structural concrete repair and restoration.



## EDUCATION

### EASTERN MICHIGAN UNIVERSITY

*Bachelors of Science in Construction Management*

## CERTIFICATIONS

OSHA 30-HOUR,  
FIRST AID/CPR,  
MUST SAFETY PROGRAM,  
KARRASS EFFECTIVE  
NEGOTIATING,  
DALE CARNEGIE TRAINING

## EXPERIENCE

### CITY OF FLINT WPC

*Flint, MI*

RAM completed a multi-phase rehabilitation at a major wastewater facility, performing structural repairs, waterproofing, and electrical upgrades while maintaining uninterrupted operations. Their performance earned them additional work on subsequent phases. - *Completed 2022 (\$1,850,220)*

### MICHIGAN STATE UNIVERSITY

*East Lansing, MI*

For the past five years, we have been dedicated to maintaining and enhancing the parking structures throughout the campus and are currently still engaged in this work. Our main focus has been on concrete restoration and repairs, which involves addressing deteriorated surfaces, performing post-tensioning repairs, and applying traffic coating. In addition, we have conducted masonry facade repairs to stairwells and addressed life safety issues. - *In Progress (\$493,699)*

### MEMORIAL HOSPITAL

*South Bend, IN*

Throughout the hospital campus, we diligently managed the maintenance and improvement of multiple parking structures. To minimize disruptions, we strategically coordinated traffic flow and project phasing in these busy parking decks. The project encompassed sealant repairs, concrete restoration, expansion joint replacements, and the application of traffic coating on rooftops and exposed areas. Our efforts successfully enhanced the overall functionality and durability of the parking facilities. - *Completed 2019 (\$329,400)*

### SPARROW HOSPITAL

*Lansing, MI*

RAM performed partial-depth concrete floor patching and full-depth strip replacement at control joints. Additional work included installing 300 new shear connectors, joint sealants, and full system traffic coating. We also encased two critical tee stems, executed various beam and column repairs, and completed painting, facade repairs, and door replacements ahead of schedule. - *Completed 2024 (\$1,703,694)*





## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### MANAGEMENT TEAM



## JOE GABRIS

### LEAD SUPERINTENDENT

Joe Gabris has been with RAM Construction Services for over a decade and brings a total of 33 years of industry experience. He is responsible for developing project start-up packages and plans, hiring and coordinating manpower, overseeing trade-related training, managing and tracking project progress, and ensuring that RAM's safety policies are enforced across all departments.

## CERTIFICATIONS

OSHA 30-HOUR  
FIRST AID/CPR  
MUST SAFETY PROGRAM  
CATHEDRAL STONE JAHN PRODUCTS  
FRACO MAST CLIMBER OPERATOR  
IMI FLASHING INSTALLER

## AREAS OF EXPERTISE

SEALANT INSTALLATION,  
TUCK-POINTING,  
STONE RESTORATION,  
BRICK RESTORATION,  
HIGH PRESSURE & CHEMICAL  
CLEANING,  
HISTORICAL MASONRY  
RESTORATION,  
CONCRETE PATCHING,  
MASONRY COATINGS & SEALERS,  
EXPOSED AGGREGATE CONCRETE  
PATCHING,  
STRUCTURAL CONCRETE



## EXPERIENCE

### MICHIGAN CENTRAL STATION

*Detroit, MI*

At the iconic Michigan Central Station, RAM undertook an extensive restoration project, which included stone cleaning and replacement, structural repairs, shotcrete installation, waterproofing, and more. - *Completed 2023 (\$19,500,000)*

### GUARDIAN BUILDING ER REPAIRS PHASE II

*Detroit, MI*

RAM is currently conducting a masonry restoration project at the historic Guardian Building. This work involves stone cleaning and replacement to preserve the architectural integrity of the iconic structure. - *In Progress (\$675,000)*

### SHOOK MAIN STREET BUILDING FAÇADE REPAIRS

*Owosso, MI*

RAM completed masonry restoration on this building including the replacement of damaged bricks, installation of new limestone, reconstruction of arches over lower-level windows, tuckpointing and more. - *Completed 2024 (\$250,000)*

### PETER WHITE LIBRARY STONE REPAIR

*Marquette, MI*

RAM successfully executed stone replacement and repairs the the Peter White Library. Our teams attention to detail were instrumental in the project's success, allowing the library to continue serving the community during construction. - *Completed 2024 (\$181,146)*

### EMU DEARING HALL BASEMENT REPAIRS

*Ypsilanti, MI*

This basement repair project was undertaken to address various maintenance and structural issues. A comprehensive inspection was conducted followed by restoration work including tuckpointing and waterproofing measures to preserve the buildings foundation. - *Completed 2023 (\$116,594)*



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### MANAGEMENT TEAM

## GREG BRIDWELL

### DIRECTOR OF SAFETY

Greg Bridwell creates and enforces policies and procedures for our corporate office in Livonia, Michigan as well as our regional offices. He oversees the extensive mandatory training program for hundreds of field employees; courses and certifications necessary include various MIOSHA Certifications, Aerial Work Platform Certification, Fall Protection - CET Division Training, Suspended Scaffolding Competent Person Certification, and many more. Greg is also responsible for managing our safety team who maintains and enforces policies and procedures.



## CERTIFICATIONS

30 HOUR MIOSHA,  
FIRST AID CPR/AED CERTIFIED,  
M.U.S.T. – 18 MODULES,  
AERIAL LIFT,  
ASBESTOS AWARENESS SUPERVISOR,  
SUSPENDED CONFINED SCAFFOLDING  
(SCF) COMPETENT PERSON,  
LEAD AWARENESS SUPERVISOR,  
COMP PERSON EXCAVATION,  
HAZARD COMMUNICATION,  
RESP. FIT TESTED - CURRENT,  
TUBULAR SCAFFOLDING COMPETENT  
PERSON

## TRAINING

FALL PROTECTION COMPETENT PERSON  
TRAINING,  
CALIBRATION BUMP TESTING FOR  
CONFINED SPACE EQUIPMENT,  
BOATSWAIN CHAIR TRAINED,  
ALCOHOL & DRUG REASONABLE  
SUSPICION,  
FORKLIFT TRAINING,  
HYDRO MOBIL TRAINED,  
NLB 10K TRAINED



## EXPERIENCE

Greg oversees the management and enforcement of health and safety initiatives across all RAM offices and sites. He leads the safety team and company-wide leadership in maintaining rigorous safety practices. Greg is responsible for the creation and implementation of health and safety programs, including policy review and reform. His key areas of focus include:

- Policy management
- Resource management
- Fall protection
- Inspections
- Behavior-based safety
- Safety audits

## KEY PROJECT HIGHLIGHTS

### ANN ARBOR WWTP

*Ann Arbor, MI*

### JOE LOUIS ARENA

*Detroit, MI*

### MICHIGAN CENTRAL STATION

*Detroit, MI*

### DETROIT MEDICAL CENTER PARKING DECK

*Detroit, MI*

### SOUTHFIELD TOWNCENTER

*Southfield, MI*

## AFFILIATIONS

SEALANTS, WATERPROOFING, RESTORATION INSTITUTE (SWRI)  
ASSOCIATION OF GENERAL CONTRACTORS (AGC)



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### PROJECT TEAM



## ZACH ELLIS

### PROJECT MANAGER

Zach Ellis serves as a Project Manager at RAM Construction Services, where he leads field operations by overseeing superintendents and job site crews while also managing project estimating and bidding. His responsibilities span the full construction lifecycle, including contract procurement, scheduling, resource coordination, subcontractor management, issue resolution, progress tracking, leading project meetings, and ensuring successful project close-out and warranty compliance.

## CERTIFICATIONS

OSHA 30-HOUR  
FIRST AID/CPR  
SWING STAGE COMPETENT  
TUBULAR SCAFFOLD COMPETENT  
CONFINED SPACE  
BRICK/BLOCK LAYING  
CAULKING AND TUCK-POINTING  
MUST SAFETY PROGRAM  
AERIAL LIFT  
FORK LIFT OPERATOR

## AREAS OF EXPERTISE

TUCKPOINTING,  
LINTEL REPAIR &  
REPLACEMENT, CAULKING,  
COATINGS, SEALANTS,  
EXPANSION JOINTS,  
CONCRETE REPAIRS &  
REPLACEMENT,  
SUSPENDED SLAB REPAIR



## EXPERIENCE

### SAGINAW WTP

*Saginaw, MI*

RAM completed a complex renovation at the Saginaw Water Treatment Plant, involving structural demolition, concrete reconstruction, and major facility upgrades. The project included dock lift installation, waterproofing, steel reinforcement, and electrical modifications. All elements were executed in carefully sequenced phases to modernize the plant while maintaining operational continuity. - *Completed 2024 (\$828,007)*

### PORT HURON WWTP

*Port Huron, MI*

This project involved maintenance work involving the thorough washing of eight tanks, along with route and seal crack repair. RAM also complete concrete spall repair to restore surface integrity. - *Completed 2025 (\$82,395)*

### MICHIGAN CENTRAL STATION

*Detroit, MI*

At the historic Michigan Central Station, we conducted an extensive masonry restoration project which included stone cleaning and replacement, structural repairs, shotcrete installation, waterproofing and more. - *Completed 2023 (\$19,500,000)*

### CHESTER STREET PARKING GARAGE

*Birmingham, MI*

The project's primary goal is to enhance structural stability and prevent corrosion through targeted repairs. Key initiatives include replacing over 2,000 linear feet of post-tension cables and anchors for deck reinforcement, conducting full and partial-depth concrete patching, applying Neogard coating for water protection, and installing limestone sills and flashing to prevent water infiltration. - *Completed 2024 (\$4,869,510)*



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### PROJECT TEAM



## RON CLAPPER

### SUPERINTENDENT

Ron Clapper is a Superintendent at RAM Construction Services. He is responsible for managing and overseeing the Foremen in the Concrete Restoration Division, coordinating manpower, scheduling projects, and attending project meetings as needed. Josh plays a key role in driving safety, maintaining quality standards, and ensuring that goals are met across all assigned projects.

## CERTIFICATIONS

OSHA 30-HOUR,  
FIRST AID/CPR,  
MUST SAFETY PROGRAM,  
NEOGARD APPLICATOR ,  
WATSON BOWMAN EXPANSION  
JOINT CERTIFIED,  
ACI CONCRETE,  
ASI STRUCTURAL WELDING,  
AWP/FORKLIFT CERTIFIED TRAINER,  
LEAD AND ASBESTOS,  
CONFINED SPACE

## AREAS OF EXPERTISE

TUCKPOINTING,  
LINTEL REPAIR & REPLACEMENT,  
CAULKING,  
COATINGS, SEALANTS,  
EXPANSION JOINTS,  
CONCRETE REPAIRS &  
REPLACEMENT,  
SUSPENDED SLAB REPAIR



## EXPERIENCE

### WARREN WWTP AERATION GALLERY IMPROVEMENTS

*Warren, MI*

This project involved structural enhancements to the aeration gallery through precision concrete repairs, epoxy injection to restore integrity in cracked areas, and installation of joint sealants to ensure long-term durability and containment. - *Completed 2024 (\$311,798)*

### WIXOM WWTP UPGRADES

*Wixom, MI*

This upgrade project focused on structural and moisture protection improvements, including targeted concrete restoration, precision grout injection to fill voids and cracks, and application of crystalline waterproofing to enhance long-term resistance to water infiltration. - *Completed 2023 (\$212,570)*

### SAGINAW WTP

*Saginaw, MI*

RAM completed a complex renovation at the Saginaw Water Treatment Plant, involving structural demolition, concrete reconstruction, and major facility upgrades. The project included dock lift installation, waterproofing, steel reinforcement, and electrical modifications. All elements were executed in carefully sequenced phases to modernize the plant while maintaining operational continuity. - *Completed 2024 (\$828,007)*

### WCAA AIRPORT ON-CALL MAINTENANCE

*Romulus, MI*

This on-call maintenance project included routine and corrective concrete repairs along with upkeep of parking deck surfaces to ensure safety, functionality, and longevity of airport infrastructure. - *Completed 2024 (\$5,274,365)*

### HENRY FORD FOOTE HOSPITAL PARKING STRUCTURE REPAIR

*Jackson, MI*

This repair project addressed structural and waterproofing needs through targeted concrete and post-tension system restoration, along with the application of waterproofing solutions to protect the structure from moisture-related deterioration. - *Completed 2023 (\$1,728,542)*



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### PROJECT TEAM



## KEVIN SHERER

FOREMAN

Kevin Sherer is a Foreman at RAM Construction Services with a critical role in field operations. He is responsible for overseeing on-site manpower, coordinating daily work activities, and monitoring project progress to ensure timelines and productivity goals are met. Matt ensures that all RAM policies – particularly those related to safety, quality, and performance – are strictly followed. His leadership helps maintain a well-organized, efficient, and compliant job site environment.

## CERTIFICATIONS

OSHA 30-HOUR  
FIRST AID/CPR  
MUST SAFETY PROGRAM  
CERTIFIED TENSION REPAIR

## AREAS OF EXPERTISE

TUCKPOINTING,  
LINTEL REPAIR &  
REPLACEMENT, CAULKING,  
COATINGS, SEALANTS,  
EXPANSION JOINTS,  
CONCRETE REPAIRS &  
REPLACEMENT,  
SUSPENDED SLAB REPAIR



## EXPERIENCE

### CITY OF FLINT WPC

*Flint, MI*

RAM completed a multi-phase rehabilitation at a major wastewater facility, performing structural repairs, waterproofing, and electrical upgrades while maintaining uninterrupted operations. Their performance earned them additional work on subsequent phases. – *Completed 2022 (\$1,850,220)*

### MOC PARKING STRUCTURE REPAIR

*Port Huron, MI*

Work included structural concrete and post-tension repairs to restore integrity and safety of the parking structure. Additional scope involved applying protective coatings and installing new caulking to prevent water infiltration and extend service life. – *Completed 2024 (\$1,447,388)*

### WAYNE STATE UNIVERSITY PARKING STRUCTURE 4 REPAIRS

*Detroit, MI*

The project involved a range of structural and architectural upgrades, including full and partial-depth post-tensioning, selective concrete, column, and wall repairs, and restoration of wall connector and supplemental brackets. Additional tasks included forming new concrete washouts and blockouts, repairing expansion joint edges and nosings, installing temporary shoring, addressing mechanical and electrical deficiencies, replacing deteriorated pipe guards and supports, and refreshing traffic markings. – *Completed 2024 (\$1,962,838)*

### UNIVERSITY OF MICHIGAN THAYER STREET PARKING STRUCTURE

*Ann Arbor, MI*

This project focused on targeted structural maintenance, including concrete surface restoration, installation of new joint sealants, and application of water-repellent treatments to protect against moisture intrusion and extend the structure's lifespan. – *Completed 2022 (\$1,124,433)*



## A: QUALIFICATIONS, EXPERIENCE, AND ACCOUNTABILITY

### PROJECT TEAM

## TYLER TODD

### SAFETY COORDINATOR

Tyler Todd enforces safety policies and procedures for our corporate office in Livonia, Michigan as well as our regional office in Grand Rapids. He oversees the extensive mandatory training program for hundreds of field employees; courses and certifications necessary include various MIOSHA Certifications, Aerial Work Platform Certification, Fall Protection - CET Division Training, Suspended Scaffolding Competent Person Certification, and many more.



## CERTIFICATIONS

POLICY REVIEW AND REFORM  
CONSTRUCTION SAFETY  
PROJECT MANAGEMENT  
BUDGETING  
RESOURCE MANAGEMENT  
FALL PROTECTION  
INSPECTIONS  
BEHAVIOR BASE SAFETY  
SAFETY AUDITS

## TRAINING

POLICY REVIEW AND REFORM,  
CONSTRUCTION SAFETY  
PROJECT MANAGEMENT,  
BUDGETING,  
RESOURCE MANAGEMENT,  
FALL PROTECTION,  
INSPECTIONS,  
BEHAVIOR BASED SAFETY,  
SAFETY AUDITS



## EXPERIENCE

Management and enforcement of health and safety efforts in projects involving concrete restoration conducted by our Detroit, Livonia, and Grand Rapids offices.

- Policy review and reform
- Project management
- Resource management
- Fall protection
- Inspections
- Behavior based safety
- Safety audits

## KEY PROJECT HIGHLIGHTS

### CITY OF ANN ARBOR WWTP

*Ann Arbor, MI*

### CADY STREET PARKING STRUCTURE

*Northville, MI*

### DETROIT MEDICAL CENTER PARKING DECK

*Detroit, MI*

### RIVERTOWN CROSSINGS PEDESTRIAN BRIDGE

*Grandville, MI*

### SOUTHFIELD TOWNCENTER

*Southfield, MI*

## AFFILIATIONS

SEALANTS, WATERPROOFING, RESTORATION INSTITUTE (SWRI)  
ASSOCIATION OF GENERAL CONTRACTORS (AGC)





## CITY OF ANN ARBOR WWTP

ANN ARBOR, MI

RAM Construction Services was selected to perform extensive structural repairs at the City of Ann Arbor Water Treatment Plant as part of the 2018 improvement initiative. The project involved a wide range of restoration tasks and spanned multiple core buildings including the Tower, Penthouse, Filter Gallery, Carbon House, Control Room, and Rapid Mix areas. RAM's team carried out concrete patching, crack injection, masonry repointing and rebuilding, limestone and steel lintel repairs, and the installation of new sealants and waterproofing systems to restore and protect the facility's aging infrastructure.

In addition to exterior repairs, the project included significant roofing replacements across several buildings, all performed in accordance with asbestos remediation protocols. RAM also upgraded windows and doors, applied elastomeric coatings and water-repellent sealers, and completed interior renovations in office and corridor spaces. These improvements were designed not only to enhance the structural integrity of the plant but also to improve energy efficiency and extend the facility's service life.

The scope of work extended beyond the main plant to include upgrades at several auxiliary facilities, such as the Barton, Liberty, and South Industrial Pumping Stations, as well as various outbuildings. Across all locations, RAM maintained a strong focus on safety, quality, and coordination with city officials. The successful completion of this project reflects RAM's expertise in complex municipal infrastructure work and their commitment to delivering long-term value to the communities they serve.

### START DATE

January 2019

### COMPLETION DATE

December 2023

### CONTRACT VALUE

\$3,194,104

### OWNER

City of Ann Arbor

### CONTACT

Edward Sajewski  
City of Ann Arbor  
(734) 794-6450  
[esajewski@aa2gov.org](mailto:esajewski@aa2gov.org)







# AMAZON CMH 100 DATA CENTER

NEW ALBANY, OH



RAM Construction Services was proud to support the development of the Amazon CMH 100 Building Data Center by providing expert waterproofing and joint sealant services. Our team was responsible for protecting the building's foundation and key structural areas from moisture and environmental exposure.

We applied damp-proofing and protection board to the below-grade exterior walls and foundations, ensuring long-term durability and resistance to water intrusion. We also installed sheet waterproofing at the elevator pits and loading dock wall, helping to safeguard these high-risk areas from potential water damage.

In addition to waterproofing, we handled a wide range of joint sealant work throughout the facility. This included sealing around exterior and overhead doors, concrete slabs, louvers, equipment pads, and masonry joints. We also addressed expansion joints around the building's exterior, including sidewalks, curbs, and bollards. Before applying sealants, we carefully cleaned and prepared each joint to ensure a strong, lasting bond.

Our team worked closely with other trades on-site to keep the project moving smoothly and on schedule. We also completed interior caulking at door frames under a designated allowance. From start to finish, RAM Construction Services delivered high-quality workmanship.

## START DATE

January 2024

## COMPLETION DATE

December 2024

## CONTRACT VALUE

\$200,000

## OWNER

Walbridge

## CONTACT

Mike Haller  
Walbridge  
(313) 442-1260  
mhaller@walbridge.com







## **CITY OF WARREN WWTTP**

WARREN, MI



RAM Construction Services recently completed a key infrastructure upgrade at the City of Warren Water Treatment Plant, focusing on a series of critical structural and waterproofing improvements. This project was designed to enhance the plant's operational efficiency and extend the life of its concrete structures, all while maintaining the highest standards of quality and safety.

The work began with the installation of new pump and pedestal pads, followed by the integration of miscellaneous process piping and concrete curbing. RAM's team then addressed a variety of concrete issues, including crack repairs, shallow and deep surface restorations, and joint sealant replacements using grouted backer rods and high-performance sealants. A particularly sensitive aspect of the project involved the safe removal and disposal of asbestos-containing caulk, which was handled in full compliance with abatement protocols.

To further protect the facility, RAM installed a specialized waterproofing system, ensuring long-term resistance to water intrusion. Additional tasks included repairing structural holes, setting up access for wall grouting, and applying high-strength grout materials to reinforce the tank walls.

Through careful planning, skilled execution, and close coordination with the City of Warren, RAM Construction Services delivered a durable and efficient solution that supports the continued reliability of the city's water treatment operations.

### **START DATE**

April 2024

### **COMPLETION DATE**

August 2024

### **CONTRACT VALUE**

\$311,798

### **OWNER**

City of Warren

### **CONTACT**

Anthony Conigliaro  
City of Warren  
(586) 344-7539  
[aconigliaro@cityofwarren.org](mailto:aconigliaro@cityofwarren.org)







## **CITY OF WIXOM WWTP**

WIXOM, MI



RAM Construction Services recently completed a vital infrastructure improvement project at the City of Wixom Water Treatment Plant, focusing on restoring and protecting the facility's concrete structures. This project was carried out in close coordination with engineering firm Hubbell, Roth and Clark, following detailed specifications to ensure every aspect of the work met rigorous standards.

The scope of work included a wide range of concrete repairs, from sealing both weeping and non-weeping cracks to restoring deteriorated surfaces of varying depths. RAM's team also addressed aging expansion joints, removed outdated embedded materials, and applied specialized waterproof coatings to safeguard the structure against future wear and environmental exposure. Each task was performed with precision, using high-quality materials and equipment, while maintaining strict safety protocols throughout the process.

Through this project, RAM Construction Services has helped extend the life of a critical municipal facility, reinforcing its reliability and resilience for the Wixom community. The successful completion of this work reflects RAM's continued commitment to excellence in concrete restoration and infrastructure preservation.

### **START DATE**

June 2023

### **COMPLETION DATE**

March 2024

### **CONTRACT VALUE**

\$212,571

### **OWNER**

Grand River Construction

### **CONTACT**

Nike Vanandel  
Grand River Construction  
(313) 568-5699  
[nvanandel@grandriverconstruction.com](mailto:nvanandel@grandriverconstruction.com)







## **CITY OF FLINT WPC**

FLINT, MI



RAM Construction Services was contracted in fall 2020 to execute a multi-phase, two-year rehabilitation effort at the City of Flint Wastewater Pollution Control Facility. The facility contains 24 active tanks used for wastewater treatment, requiring careful phasing and coordination to ensure plant operations were never interrupted.

Our team performed extensive concrete repairs, leak and structural epoxy injections, and pipe infills across multiple tanks. RAM also handled F-channel waterproofing replacements in critical areas. Due to the active nature of the facility, the project was sequenced in stages, typically addressing several tanks at a time.

In addition to the self-performed work, RAM managed specialized subcontractors for site-specific plumbing and electrical requirements. Notably, we coordinated and oversaw the installation of new electrical service to the aerators, which included concrete trenching and routing performed by our team.

Our ability to meet demanding schedules while maintaining high standards of safety, quality, and communication led to continued trust from both the City of Flint and J.F. Cavanaugh. Upon successful completion of the aeration system scope, RAM was awarded an additional phase of work involving similar repairs at the Clarifier tanks. This subsequent phase was executed with the same diligence and completed on time.

### **START DATE**

September 2020

### **COMPLETION DATE**

September 2022

### **CONTRACT VALUE**

\$1,850,220

### **OWNER**

City of Flint

### **CONTACT**

John Florshinger  
City of Flint  
(810) 577-8909  
[jflorshinger@cityofflint.com](mailto:jflorshinger@cityofflint.com)







## **SAGINAW WTP**

SAGINAW, MI



RAM Construction Services recently completed a renovation project at the Saginaw Water Treatment Plant, delivering a wide-ranging scope of structural improvements and facility upgrades. This complex project involved both demolition and new construction, aimed at modernizing the plant's infrastructure and improving long-term functionality.

The work began with the careful removal of aging components, including concrete decks, metal stairs, doors, windows, and embedded rail systems throughout the train shed and unloading dock areas. RAM's team also performed extensive saw cutting and hand chipping of concrete walls, beams, and columns, particularly in the basement of the train shed, to prepare for structural repairs. These areas were then rebuilt with new rebar, dowels, and concrete, restoring the integrity of the facility's foundation and support systems.

Significant upgrades included the installation of a new stationary dock lift with full electrical and hydraulic connections, reinforced concrete slabs, bollards, and dock bumpers. RAM also installed new metal stairs, structural steel supports, and diamond tread steel plates with watertight seals to enhance safety and durability. Additional improvements involved trench drain installation, CMU wall construction, and the placement of new roll-up and man doors, complete with structural lintels and electrical modifications.

Throughout the project, RAM maintained a strong focus on precision, safety, and coordination, ensuring that each phase—from demolition to final installation—was executed to the highest standards. The result is a significantly upgraded facility that supports the City of Saginaw's water treatment operations with improved efficiency, safety, and resilience.

### **START DATE**

November 2023

### **COMPLETION DATE**

April 2024

### **CONTRACT VALUE**

\$828,007

### **OWNER**

Spicer Group

### **CONTACT**

Dan Zeddies  
Spicer Group  
(989) 245-1468  
danielz@spicergroup.com







# SUBCONTRACTOR INFORMATION

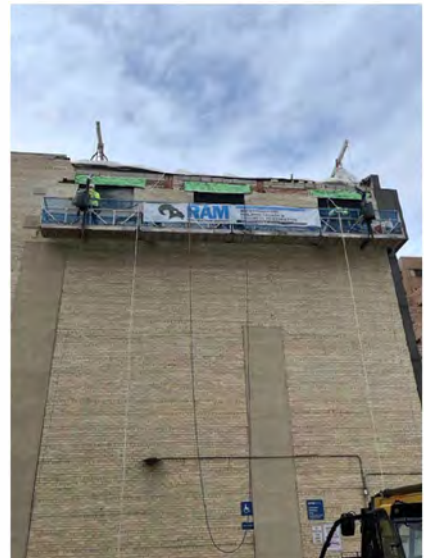
## SUBCONTRACTOR STATEMENT

RAM will self-perform the majority of the work on this project, maintaining direct control over quality and scheduling. We will also engage with trusted subcontractor, Bloom Roofing, whom RAM has worked closely with on numerous previous projects. All subcontractors are required to adhere to RAM's strict safety protocols and consistently meet our high standards for workmanship and quality.

### BLOOM ROOFING

If awarded this project, Bloom Roofing's contract will be approximately \$289,000. Bloom Roofing is a trusted commercial roofing contractor known for delivering high-quality roofing solutions across a wide range of industries. With decades of experience, the company specializes in roof installation, repair, and maintenance services, offering expert craftsmanship and long-term performance. Bloom Roofing is committed to safety, innovation, and customer satisfaction, making them a reliable partner for businesses seeking durable and cost-effective roofing systems.

RAM has worked closely with Bloom Roofing on several projects, including the PNC Ann Arbor South Main Branch pictured below. This project involved masonry restoration, steel lintel replacement, structural inspections, and updates to coping and flashing. RAM also supported revisions based on existing conditions, demonstrating our adaptability and collaborative approach in the field.





# SAFETY WITHOUT COMPROMISE

As one of our core values, we are dedicated to practicing Safety Without Compromise. To ensure the safety of everyone involved in our projects, we facilitate extensive training, project team coordination, and on-site safety standards such as zero-tolerance PPE. By using a mixture of barricades, overhead protection, shoring and signage, along with proper training, RAM can eliminate fall hazards when working with deteriorating materials and unknown conditions. All systems put in place will be performed by qualified personnel and systems will be inspected daily. Greg Bridwell and Tyler Todd are this project's designated safety contacts and will be available to address any safety concerns.

### DESIGNATED SAFETY REPRESENTATIVES

**Greg Bridwell***Director of Safety*

(734) 718-5458

gbridwell@ramservices.com

**Tyler Todd***Safety Coordinator*

(734) 608-7556

ttodd@ramservices.com

### PROJECT TEAM COORDINATION

- Ensure effective coordination among the project team to maintain a cohesive and safe working environment.
- Maintain daily communication with building management and other trades on site to facilitate collaboration and address any emerging concerns promptly.
- Conduct a pre-lift meeting at the beginning of each workday to discuss procedures and best practices.

### SITE SPECIFIC SAFETY

Greg and Tyler along with our key personnel have come together to establish a site specific safety plan. This detailed plan covers emergency information such as the nearest hospital and an emergency evacuation plan. It also identifies the potential hazards of each aspect of the work we would perform, and what measure we take to address each of those hazards.

Other topics covered include work area protection, signage, and the chemicals that will be present on site. Lastly, a Daily Hazard Analysis (DHA) form is included. This will be filled out daily to assess safety on the site. For the complete site-specific safety plan please see Section G.



TO VIEW OUR SAFETY PAGE, PLEASE  
SCAN THE QR CODE OR VISIT:

[ramservices.com/safety/](https://ramservices.com/safety/)



TO VIEW OUR SAFETY MANUAL,  
PLEASE SCAN THE QR CODE



# SAFETY WITHOUT COMPROMISE



## EXPERIENCE MODIFICATION RATING (EMR)

Our EMR ratings for the past four years are detailed below. Documentation can be found in Section G.

1/1/25-26	.79
1/1/24-25	.75
1/1/23-24	.67
1/1/22-23	.61

## TRAINING PROGRAM

Our commitment to safety begins with the establishment of comprehensive safety policies and procedures that outline our dedication to creating a safe working environment. We invest in regular safety training programs to ensure that all employees are equipped with the knowledge and skills to identify and mitigate potential hazards.

Additionally, we proactively assess our jobsites for risks, promptly address any safety concerns, and implement appropriate control measures to eliminate or minimize hazards. We maintain accurate records of incidents and near misses, enabling us to analyze trends, continuously improve our safety programs, and meet OSHA's recordkeeping requirements.

### MUST MODULES

All field employees are required to complete MUST training modules. Each employee is to be registered on MUSTbSafe.com and complete the 18 safety modules prior to new hire orientation. There is a 2-week leniency to complete all modules. If modules are not complete within the 2-week period from hire date, the employee will be pulled from the jobsite until completion of the MUST safety modules. Additional information about MUST modules can be found in Section G.

### OSHA 30-HOUR

All project team and craft labor employees assigned to this project have completed an OSHA 30-hour certification. All employees can access this training through the union hall or through RAM Construction Services third-party administrator, "MUSTbSafe.com".

## OSHA/MIOSHA SAFETY RECORD

RAM has had no OSHA/MIOSHA violations within the last three years. Our OSHA/MIOSHA 300A logs can be found in Section G.



# WORKFORCE DEVELOPMENT

## RAM UNIVERSITY

RAM Construction Services is committed to promoting a culture of safety and continuous improvement through comprehensive training programs and initiatives. In addition to OSHA certifications and MUST Modules, employees receive training at RAM University. This training is designed to ensure that all employees have the necessary knowledge and skills to perform their duties safely and effectively. RAM University is a comprehensive training program designed to enhance the skills and knowledge of employees in various aspects of their roles. The program offers a wide range of training opportunities.



### ONBOARDING

The RAM University orientation program guides new employees through company operations, safety equipment usage, communication protocols, and union partnerships. Depending on their experience level, employees may also receive training in basic skills like reading a tape measure, using tools, and identifying different fuel types.

### ACCREDITED SAFETY AND FIELD APPLICATION TRAINING

RAM University provides a variety of accredited training courses, including First Aid, CPR, OSHA, AED, confined space, manlift, and shotcrete, ensuring employees are well-prepared for various on-site challenges and requirements.

### FIELD SPECIFIC TRAINING

RAM University provides tailored training to strengthen employees' skillsets and ensure they become more knowledgeable in their respective trades.

### UNION RECOGNITION

The training programs offered by RAM University are recognized by unions, facilitating apprenticeship advancements and fostering strong relationships between the company and unions.





# WORKFORCE DEVELOPMENT

## RAM UNIVERSITY

### MANUFACTURER TRAINING

Employees receive up-to-date training on new products being developed by manufacturers, ensuring they are well-informed and can effectively apply this knowledge on the job. RAM University collaborates with manufacturers to showcase new products through lunch and learn sessions, providing employees with the opportunity to engage directly with industry experts.

### CROSS-TRAINING

The program offers cross-training opportunities that enable employees to develop new skillsets, making them more versatile and adaptable within the company.

### PERSONALIZED ORIENTATION EXPERIENCE

RAM University's orientation program is designed to cater to the individual needs of new hires, making them feel comfortable and welcome as part of the RAM family. Safety and quality are emphasized as core values, ensuring that employees prioritize these aspects from day one.

### CONCRETE COURSES

To ensure our workforce is prepared to address all aspects of parking deck maintenance and restoration, RAM University conducts tailored training courses. Our staff within the concrete division are trained specifically in the areas listed below.

- Concrete Demo
- Concrete Patching
- Concrete Finishing
- Shotcrete
- Ground Penetrating Radar (scanning concrete for electrical before repair)
- Concrete Injection- Structural and Waterproofing
- Neogard Coatings- Epoxy and Urethane
- Post Tension Certification
- Skid Steer Certification
- MEWP Certification
- Various Expansion Joint Certifications
- Caulking
- PAM machine
- Asbestos
- Shotblast Certification
- Concrete Forming





# **WORKFORCE DEVELOPMENT**

As a reputable and innovative company in the construction industry, we believe in fostering a skilled and knowledgeable workforce is essential for the success of any project.

## **BIDDER PAY RATES, HEALTH INSURANCE, PENSION/OTHER BENEFITS, PAID LEAVE, OR OTHER FRING BENEFITS TO EMPLOYEES**

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Health insurance, pension, paid leave, and other fringe benefits are provided to union employees through the union. Pay rates followed by RAM are available in Section G.

## **REGISTERED APPRENTICESHIP PROGRAM**

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RAM employs a diverse workforce comprising of both apprentices and journeymen on all projects. By blending the expertise of experienced journeymen with the enthusiasm of apprentices, we ensure a balanced team that delivers superior results. RAM exclusively employs union tradesmen for all field project operations. We have established partnerships with prominent unions such as the Bricklayers, Laborers, Operators, Roofers, Cement Masons, and Carpenters. Each union utilizes its own apprenticeship program, ensuring that our apprentices receive the highest quality training and education in their respective trades. Letters confirming our participation in these programs can be found in the following pages. Additional letters of affiliation can be provided upon request.

## **NON-CRAFT EMPLOYEES (1099)**

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RAM does not employ non-craft employees on a 1099 basis, therefore, there will be none assigned to the project.





# SOCIAL EQUITY

RAM Construction Services is committed to conducting business in a socially responsible and environmentally sustainable manner. Our ability to promote social and environmental responsibility throughout our operations and supply chain contributes to a sustainable future for our employees, customers, and communities.

## LOCAL WORKFORCE

In our operating areas, we work to not only revive structures through restoration, but also to support and uphold the surrounding communities. Approximately 0% of RAM's workforce resides in Ann Arbor and 1.6% resides in Washtenaw County, MI. To support our hiring efforts in the area, upcoming participation is scheduled for the Just Build It Career Expo hosted by the Washtenaw Contractors Association. Additionally, we foster long-running relationships with local establishments such as the University of Michigan and Laborers' Union Local 499. Employees who are a part of Laborer's Union Local 499 compromise about 10% of our workforce in Michigan.

At any given time, we have over 100 active jobs running, with hiring signage boldly displayed, encouraging individuals to find a lifelong career with RAM. All RAM vehicles continually advertise in the communities that our employees live and work in as well.

Below we have detailed recruitment efforts we are involved in that specifically aim to support and include minority and underprivileged groups.

## COMMUNITY INVOLVEMENT

Our proactive approach to community involvement fosters strong relationships with local stakeholders, promotes social equity, and contributes to the sustainable growth and development of the communities in which we operate.

### PEOPLE AND COMMUNITY POLICY

At RAM we believe in the importance of building strong, vibrant communities and making a positive impact on the lives of people in the areas where we operate. We support our communities through volunteer work, in-kind donations, fundraising, donation drives, community involvement, and appreciation events.



### VOLUNTEERISM

Our company encourages employees to volunteer their time and skills to support local initiatives and organizations. We actively seek opportunities to contribute to community development through volunteering efforts such as:

- Participating in neighborhood clean-up events and beautification projects.
- Supporting local non-profits and social service organizations with our time and expertise.
- Encouraging employees to volunteer for causes that align with our company values and mission.





# **SOCIAL EQUITY**

## **COMMUNITY INVOLVEMENT CONT.**

### **DONATIONS AND IN-KIND SERVICES**

We believe in giving back to our communities through in-kind donations and services. Examples of our donation efforts include:

- Providing materials, labor, or expertise for community-based projects.
- Offering discounted or pro bono services to organizations that support underserved populations or contribute to the greater good.

### **FUNDRAISING AND DONATION DRIVES**

RAM is committed to supporting local causes through fundraising and donation drives:

- Partnering with local non-profits and community organizations to raise funds for important initiatives.
- Organizing company-wide donation drives for food, clothing, school supplies, and other essential items.
- Encouraging employee participation in charitable events, such as fun runs, walks, and other fundraising activities.

### **APPRECIATION DAYS**

RAM is dedicated to recognizing and appreciating the efforts of our local police and fire departments. To demonstrate our gratitude, we organize Police and Fire Appreciation Days, featuring:

- Hosting luncheons for our local community stations and firehouses to celebrate the dedication and hard work of our first responders.

Through these efforts, we aim to foster positive relationships with our communities and contribute to their growth and well-being. By actively participating in community initiatives, we can create stronger, more connected, and more resilient neighborhoods.

## **EQUAL EMPLOYMENT OPPORTUNITY**

RAM Construction Services is an Equal Employment Opportunity Employer who does not discriminate on the basis of race, sex, pregnancy, age, religion, national origin, marital status, sexual orientation, gender identity or expression, height, weight, or disability. This policy applies to all activities including employment, upgrading, demotion, or transfer, recruitment or recruitment advertising, layoff or termination; rates of pay or other forms of compensation; and selection of training, including apprenticeship, pre-apprenticeship, and/or on the job training.

It is also the established policy of RAM Construction Services to foster the full realization of equal economic opportunity at all levels and in all segments of employees. It is the aim of RAM Construction Services to provide opportunities for all employees to realize their potential and to assist them both to function more effectively and to reach a level commensurate with their ability. We work to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work.



# **SOCIAL EQUITY**

## **EQUAL EMPLOYMENT OPPORTUNITY CONT.**

It is the responsibility of the administration and supervisory staff to assure that the Equal Opportunity Policy is understood and implemented, and the responsibility of all personnel, supervisory and non-supervisory, to assure the continuing success of the policy. Stephanie Horvath is our designated Equal Employment Opportunity Officer (EEO). Please feel free to reach out to her with any questions or concerns about our EEO and Affirmative Action policies.

### **Stephanie Horvath**

*Human Resource EEO Officer/Manager, HRIS, Benefits & Compliance*

(248) 209-9715

shorvath@ramservices.com

Below we have detailed recruitment efforts we are involved in that specifically aim to support and include minority and underprivileged groups.

### **SPANISH SPEAKING**

We partner with 'SER-Metro' Construction Trades program to teach groups of young individuals about career opportunities in construction. We utilize print channels by placing advertisements in Spanish Language Newspaper. Additionally, all job listings have Spanish translations and Spanish speaking staff are available to help facilitate communication.

### **YOUNG MINORITIES**

We partner with the Detroit Training Center Construction Trades program to speak to young men and women about career opportunities in construction. We also participate in ACE/PAR recruitment and employment of ACE/PAR individuals in low-income housing.

### **FORMER CONVICTED PERSONS**

Our recruiters conduct Vocational Village Visits to the Jackson State Prison. They tour the facility, learn about their education system for returning citizens, and extend employment opportunities.

### **VETERANS**

We collaborate with several Veteran organizations and participate in Veteran-focused events. A prominent partnership we maintain is with Little Blessings Veteran Outreach who provides a variety of services to support the transition back into civilian life. Additionally we host donation drives for WISDOM One Inc. who supports homeless veterans, and have donated labor workforce to help contribute to the maintenance of their facility.





# SOCIAL EQUITY

## AFFIRMATIVE ACTION

At RAM Construction Services, we prioritize social equity and inclusivity. Our commitment is reflected in our diverse workforce, inclusive work environment, and dedication to fostering a culture of respect and collaboration. We actively engage with local, minority-owned, and women-owned businesses, and invest in community initiatives that promote social justice and equity. Through these efforts, we create positive change and ensure our work benefits all members of the community. For more information, please see our Affirmative Action Policy in Section G.

## WOMEN'S RESOURCE GROUP AND MENTORSHIP PROGRAM

We aim to support and empower women at all levels within our organization through various initiatives and quarterly meetings. The program focuses on professional development, promoting gender equity, and fostering an inclusive workplace culture.



## SMALL BUSINESSES

RAM actively supports small businesses by fostering partnerships and community engagement through organizations like the Michigan Downtown Association and the Livonia Chamber of Commerce. These affiliations allow us to promote local economic growth, share resources, and collaborate on initiatives that strengthen small business communities across Michigan.

## COMMUNITY ENGAGEMENT

RAM actively participates in community-focused events, fostering partnerships with local organizations to create a positive impact and promote social equity within the communities we serve.



# SUSTAINABILITY

## SUSTAINABILITY

RAM Construction Services is committed to reducing our environmental impact, promoting sustainable practices, and adhering to all applicable regulations in the areas where we operate. Our environmental and sustainability efforts reflect our dedication to conducting business in a manner that preserves natural resources and minimizes waste production. **We have had no environmental violations or penalties imposed by government agencies.** Greg Bridwell is our designated point of contact. For any questions or concerns about our commitment to sustainability and environmental compliance, please contact him.

### **Greg Bridwell**

*Director of Safety*

(734) 718-5458

[gbridwell@ramservices.com](mailto:gbridwell@ramservices.com)

## ENVIRONMENTAL COMPLIANCE

We recognize the importance of working within the framework of various environmental standards, such as LEED. Our company continues to partner with architects, engineers, and other professionals to ensure that all projects comply with regulations and requirements on any given project.

## WATER MANAGEMENT AND DISPOSAL

We recognize the importance of water conservation and responsible water management. Our team implements various measures to capture and manage excess water resulting from our operations, including:

- Using tarps and containment berms to capture runoff and prevent soil contamination.
- Collecting excess water in appropriate containers or storage tanks to prevent spills and leaks.
- Training employees on proper water capture, storage, and disposal procedures.
- Implementing best practices to minimize water usage during construction processes, such as utilizing water-efficient equipment and techniques.

## MATERIAL RECYCLING AND REUSE

We prioritize the recycling and reuse of materials to reduce waste and minimize the burden on landfills. Our recycling efforts include:

- Concrete is collected and sent to a disposal company for crushing and recycling.
- Paper and metals/steel are recycled through established recycling channels.
- Salvageable materials are identified and reused in other projects.
- Hazardous materials, such as epoxy, are appropriately disposed of at waste disposal facilities.





# **SUSTAINABILITY**

## **WASTE MANAGEMENT**

We partner with reputable disposal companies like Priority Waste and Campbell to responsibly manage waste generated at our offices and job sites. Our disposal partners transport recyclable materials to recycling sites, ensuring that waste is handled in an environmentally-conscious manner.

## **SOIL AND CONSTRUCTION MATERIAL RECYCLING**

Dirt excavated from our job sites is transported to local landfills and reused as cover material. Brick and block remnants are recycled and used as roadbed material.

## **CONTINUAL IMPROVEMENT**

RAM is dedicated to improving our environmental performance by:

- Regularly reviewing and updating our environmental and sustainability policy to ensure alignment with best practices and regulatory requirements.
- Evaluating the environmental impact of our operations and identifying opportunities to reduce waste, conserve resources, and promote sustainability.
- Educating and training employees on our environmental and sustainability policies and practices.

By adhering to this policy, we aim to preserve the environment, support the communities in which we operate, and contribute to a more sustainable future.

## E. SCHEDULE OF PRICING/COST





**E. Schedule of Pricing/Cost – 20 Points**Company: RAM Construction Services of Michigan, Inc.**Unit Price Bid –**

Work Item	Work Item Description	Units	Estimated Quantity	Unit Price	Total Price
<b>Division 0 &amp; 1 - General Conditions</b>					
1.1	Contractor Mobilization	LS	1	\$45,185.00	\$45,185.00
1.2	Contractor General Requirements	LS	1	\$42,000.00	\$42,000.00
1.3	Permit Allowance	ALLOW	1	\$ 5,000	\$ 5,000
<b>Division 2 - Existing Conditions</b>					
2.1	Clean and Dispose of Roof Debris, Pressure Wash	LS	1	\$18,000.00	\$18,000.00
2.2	Demolish Unused Concrete Equipment Pads/Patch Access Holes	EA	5	\$7,800.00	\$39,000.00
<b>Division 3 - Concrete</b>					
3.1	Top of Slab Repair - Partial Depth	SF	90	\$50.00	\$4,500.00
3.2	Curb Repair	SF	200	\$180.00	\$36,000.00
3.3	Curb/Wall Repair at Post	EA	10	\$1,800.00	\$18,000.00
3.4	Clean and Fill Void Space at Post Sleeve	EA	50	\$275.00	\$13,750.00
3.5	Remove and Replace Concrete Pad at Doorway	SF	35	\$80.00	\$2,800.00
3.6	Rout Cracks and Provide Cementitious Plug Patch	LF	1,000	\$7.50	\$7,500.00
<b>Division 7 - Thermal and Moisture Protection</b>					
7.1	Remove and Replace Expansion Joint	LF	1,600	\$80.00	\$128,000.00
7.2	Remove and Replace Roofing Membrane System	SF	8,500	\$34.00	\$289,000.00
<b>Division 9 - Finishes</b>					
9.1	Remove and Replace Protective Coating	SF	128,000	\$2.45	\$313,600.00
<b>Division 22 - Plumbing</b>					
22.1	Retrofit Dome Strainer at Existing Drains	EA	27	\$525.00	\$14,175.00
22.2	Provide Supplemental Roof Drains at Water Ponding Areas	EA	10	\$2,200.00	\$22,000.00
<b>TOTAL BID AMOUNT</b>					<b>\$998,510.00</b>

\*Unit Key Code: LS - Lump Sum, SF - Square Foot, LF - Lineal Foot, EA - Each, ALLOW - Allowance

The City may make changes to the estimated quantities of work or may eliminate items of work within the general scope of the Contract at any time by a written order. If the changes add to or deduct from the extent of the work, the Contract Sum shall be adjusted accordingly.

# F. AUTHORIZED NEGOTIATOR







# AUTHORIZED NEGOTIATOR

AUTHORIZED NEGOTIATOR: BOBBY MAZUR



**Bobby Mazur** is the designated representative authorized to negotiate the agreement on behalf of our organization. He can be reached at (248) 504-8860 or via email at [bobbym@ramservices.com](mailto:bobbym@ramservices.com).

Bobby Mazur is a dedicated and accomplished professional who serves as Vice President at RAM Construction Services. As a trusted member of the executive team, he plays a significant role in shaping the company's long-term strategy and growth. Bobby's dedication, leadership, and strategic decision-making will continue to drive success and foster growth for RAM Construction Services, ensuring the company's prosperous future.



# G. ATTACHMENTS

## QUALITY STATEMENT AND CONTROL PLAN



# QUALITY STATEMENT



At RAM Construction Services, our commitment to quality is paramount. Our quality reflects our values, our workmanship, and our commitment to our clients. Our goal is to deliver projects that are on time, on budget, and within scope, with a focus on truly understanding and exceeding our client's quality expectations.

To achieve this goal, we have developed a Quality Management System that is based on the following principles:

## OUR PRINCIPLES

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### CLIENT FOCUS

All field employees are to obtain an OSHA 30-hour certification. This training can be obtained through the union hall or through RAM Construction Services third-party administrator, "MUSTbSafe.com".

### LEADERSHIP

Commitment to quality starts at the top. Our management team is committed to promoting a culture of quality throughout our organization. Building quality awareness empowers our employees to truly take ownership of their work, and they are continuously provided with the necessary training and resources to excel.

### OUR PEOPLE

We partner with our local unions to ensure that RAM employs the finest men and women the trades have to offer, their level of skill and knowledge is second to none, and it is reflected in our projects.

### PROCESS APPROACH

Quality is not just about the result; it's about the process. We have established a set of standard operating procedures that ensure that every aspect of our projects are planned, executed, and monitored with quality in mind, every time.

### CONTINUOUS IMPROVEMENT

We strive to be the best in our industry and that requires continuous improvement. RAM is always in search of better, more efficient ways to perform our work. We are committed to monitoring and analyzing our performance, identifying opportunities, teaching and training our workforce, and implementing the latest technologies to improve our quality, efficiency, and effectiveness.

### SAFETY AND SUSTAINABILITY

We believe that quality is not just about meeting technical specifications but also about promoting safety, health, and sustainability. We comply with all Federal, State, and Local laws & regulations to promote safe and healthy working conditions, minimize the environmental impact of our operations, and contribute to the sustainable development of our communities.

# QUALITY CONTROL PLAN



## PROJECT INITIATION AND PLANNING

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- Once a contract is awarded to RAM, an in-office meeting is conducted with the Estimator/PM, Superintendent, and Foreman.
- The meeting outlines project specifics, discusses the best approach, and determines the overall schedule.
- The Estimator reviews the specified materials, while the Superintendent and Foreman compile a detailed equipment list for on-site work.
- The list is given to the Warehouse Manager, who arranges the necessary equipment based on the mobilization date.

## PRE-START MEETING AND PROJECT MANAGEMENT

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- Within a week of mobilization, a Pre-Start meeting is arranged on-site with the owner's representative, RAM's PM, Superintendent, and Foreman.
- The meeting focuses on discussing project scope, logistics, and any special requirements.
- All RAM projects are managed through Procore, a project management system.
- Procore is used to upload drawings, sketches, specifications, job-specific tasks, lineal footage, and square footage.
- The system enables efficient work management and provides visibility into daily productions.

## DAILY OPERATIONS, PROJECT MANAGEMENT SYSTEM, AND COMMUNICATION

---

- Foremen are required to photo document progress and update completed work daily.
- They can communicate questions or concerns by red-lining drawings and emailing through Procore to the PMs and Superintendent.
- Procore access can be granted to the Owner's Representative, allowing them to view photos and promptly respond to RFI's.
- Superintendents visit the job sites frequently, with the frequency varying based on the scope of work.
- Each morning, the Superintendent meets or has a call with each Foreman to discuss daily expectations and address any problems or concerns.
- Depending on the project size, a Weekly PM/Owners status meeting and site walkthrough may be conducted to discuss and address current issues.

## QUALITY ASSURANCE AND COORDINATION

---

- RAM coordinates with the Owner's Representative, Testing Laboratories, and other required Inspectors during the project.
- The aim is to ensure that quality work is performed in accordance with project specifications.
- Inspectors provide written signoffs at milestone work points before proceeding to the next phase of work.

## PROJECT COMPLETION AND FINAL WALK THROUGH

---

- Upon project completion, the Superintendent and Project Foreman conduct a Jobsite walk to review quality, quantities/tasks, and job site clean-up.
- The Owner's Representative is invited to review the site and note any areas that need attention.
- A punch list is created to address and complete all concerns before fully demobilizing.
- Once punch list work is completed, another site walkthrough is conducted with the Owner's Representative to ensure satisfaction.
- The project is considered completed after the Owner's Representative signs off on the work.





# G. ATTACHMENTS

*WORKPLACE SAFETY DOCUMENTATION*





# SAFETY & HEALTH

## FIELD MANUAL



Revised: 2024



TO VIEW OUR SAFETY PAGE, PLEASE  
SCAN THE QR CODE OR VISIT:  
[ramservices.com/safety/](https://ramservices.com/safety/)



TO VIEW OUR FULL SAFETY MANUAL,  
PLEASE SCAN THE QR CODE



## Safety Policy Statement

At RAM Construction Services, safety is of the utmost importance in our daily operations. Every RAM employee is responsible for making the health and safety of their co-workers and themselves a primary focus.

This objective is fundamental to our well-being, as well as the operational efficiency of our company. This Field Manual is intended to assist you in performing your work safely. With few exceptions, every safety rule or practice stated in this document must be adhered to.

Our Safety Program Handbook has evolved from the personal experience and knowledge gained over many years on how to prevent accidents and injuries. Every RAM employee is responsible for preventing accidents and injuries by; implementing and practicing established safety rules, following the direction of supervisors, and communicating ideas that will improve and strengthen our commitment to creating a safe work environment.

RAM Construction Services Owners and Management share in the responsibility of providing safe and healthy working conditions, safety knowledge, and competent work direction.

The employees of RAM Construction Services are responsible for complying with all Federal, State, and Local regulations related to RAM's Health and Safety Program. If you believe that something you are about to do is unsafe, do not do it. Stop working and correct the situation. If you cannot correct the situation, ask your supervisor for assistance. This is important; the lives of your co-workers and your own may be in danger. Make the work environment safe for everyone.

Robert T. Mazur  
President, RAM Construction Services



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January 1, 2025

Re: RAM Construction Services of Michigan, Inc.  
Experience Modification History

To Whom It May Concern:

Please be advised that the Worker's Compensation Modification factor for RAM Construction Services for the following terms are:

1/1/2025 – 1/1/2026	.79
1/1/2024 – 1/1/2025	.75
1/1/2023 – 1/1/2024	.67
1/1/2022 – 1/1/2023	.61

If you have any questions, please feel free to contact our office.

Very truly yours,

Richard McGregor

Richard McGregor, CPCU  
President  
Guy Hurley, LLC  
248-519-1415



# **MAKING A ZERO-INJURY CAREER A REALITY**



## OUR **MISSION**

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

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

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

## OUR **VALUE**

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

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

*Promotes and Markets the Qualifications of Union Trades People*

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

## PROGRAM **OVERVIEW**

**Program Type** Building Trades

**Workers In Program** Union Workers

**What Region** Serving Michigan

**Reciprocal Credit** Yes (Committee Approval)

**Driven By** Owners/Contractors/Unions/Associations

**Unions In Program** Multiple Trades

**Verify Results** Web Based



# SAFETY BENEFITS

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

**Safety Training is a Verifiable and Established Safety Program.**

**Proper Experience Working on Similar Projects.**

**Drug & Alcohol Free Workplace Compliance with a Certified Testing Program.**

**Compliance with Regulatory Agencies such as MIOSHA.**

**Accident and Illness Rates History.**

**Proof of Insurance Coverage and Compliance with Compensation Statutes.**

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

## WHY MUST

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

**Patrick Devlin**

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

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

**Donna Pardonnet**

Architectural Construction Trades of Michigan, MUST Management Co-Chair

## ONLINE VERIFICATION

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

1. Complete the application available at [mustonline.org](http://mustonline.org)
2. Sign and return it to the MUST office
3. MUST will notify you of your acceptance

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

## BENEFITS

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

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

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

## COST

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

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



# RECIPROCAL CREDIT

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

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

## ONLINE REPORT CARD

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

## PROGRAM SUPPORT

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

## OVERVIEW OF DRUG TESTING

The MUST Safety Program utilizes the following for drug testing:

### **10 Panels**

#### **Urine Testing**

**Collected in Accordance with DOT Guidelines**

#### **SAMHSA Certified Lab**

#### **Types of Testing: (Follow Up for Positive)**

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

#### **Test Results Report (24-72 Hours)**

#### **Random Testing:**

Urine/BAT test

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

#### **Post-Accident Testing:**

Urine/BAT test with a chargeable accident within 32 hours

#### **Test for Cause:**

Urine/BAT test must follow guidelines in policy

#### **Return to Work:**

Urine test

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



## MUST BY THE NUMBERS

Since inception **2,662,393** safety modules have been completed through the MUST Safety Program

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

TRIR  
↓ **30%**

DART  
↓ **73%**

EMR  
**0.79 → 0.74**

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

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

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

**92%** felt it **improved risk management**

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

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

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

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

**84%** said the courses **helped retention**

**77%** said the courses **improved efficiency**

**100%** said the drug and alcohol program improved safety culture







## MUST **LEADERSHIP**

---

### *MUST CO-CHAIRS*

**Patrick Devlin**

Michigan Construction & Building Trades Council

**Donna Pardonnet**

Architectural Contractors Trade Association

### *LABOR REPRESENTATIVES*

**Paul Dunford**

Bricklayers & Allied Craftworkers Local 2

**Daryl Gallant**

Michigan Laborers' Training & Apprenticeship Institute

**Nick Chapital**

IBEW Local 58

**Bryan Davis**

Michigan Regional Council Carpenters and Millwrights

**Lee Graham**

Operating Engineers Local 324

### *MANAGEMENT REPRESENTATIVES*

**Paul Wrzesinski**

Associated General Contractors of Michigan

**James Oleksinski**

Construction Association of Michigan

**Laura Kopack**

Mechanical Contractors Association of Detroit

**Jason Head**

Natl. Electrical Contractors Assoc. SE MI

**Mark Saba**

SMACNA Metropolitan Detroit Chapter

## CONTACT **US**

---



**Wendy Richardson** Program Manager  
[wrichardson@mustonline.org](mailto:wrichardson@mustonline.org)

**mustonline.org** 248-352-9810  
811 N. Main Street #201 | Royal Oak, MI 48067 [ramservices.com](http://ramservices.com)

## Log of Work-Related Injuries and Illnesses

Year 2024



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

Form approved OMB no. 1218-0176

Establishment name RAM Construction Services of Michigan, Inc.

City Livonia State Michigan

Identify the person						Describe the case								Classify the case									
(A) Case No.	(B) Employee's Name	(C) Job Title (e.g., Welder)	(D) Date of injury or onset of illness  (mo./day)	(E) Where the event occurred (e.g. Loading dock north end)	(F) Describe injury or illness, parts of body affected, the and object/substance that directly injured or made person ill (e.g. Second degree burns on right forearm from acetylene torch)	<b>CHECK ONLY ONE</b> box for each case based on the most serious outcome for that case:				Enter the number of days the injured or ill worker was:		Check the "injury" column or choose one type of illness:											
												(M)											
						Death	Days away from work	Remained at work		Away From Work (days)	On job transfer or restriction (days)	Inj ury	Skin Disorder	Con dition Respiratory	Poisoning	Hearing Loss	All other illnesses						
						(G)	(H)	Job transfer or restriction	Other record-able cases	(K)	(L)	(1)	(2)	(3)	(4)	(5)	(6)						
1	Employee 1	Cement Mason	9/19/2024	Parking Structure	Fracture of right ring finger that was crushed between hilo and fencing.			X			6	X											
Page totals						0	0	1	0	0	6	1	0	0	0	0	0						

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

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

Page 1 of 1

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



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

## Summary of Work-Related Injuries and Illnesses

Year 2024



U.S. Department of Labor  
Occupational Safety and Health Administration  
Form approved OMB no. 1218-0178

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

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

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

### Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	0	1	0
(G)	(H)	(I)	(J)

### Number of Days

Total number of days away from	Total number of days of job transfer or restriction
0	6
(K)	(L)

### Injury and Illness Types

Total number of...	(M)	(1) Injury	(2) Skin Disorder	(3) Respiratory Condition	(4) Poisoning	(5) Hearing Loss	(6) All Other Illnesses
		1	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 instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

### Establishment information

Your establishment name RAM Construction Services of Michigan, Inc.  
Street 13800 Eckles Road  
City Livonia State Michigan Zip 48150  
Industry description (e.g., Manufacture of motor truck trailers)  
Construction  
Standard Industrial Classification (SIC), if known (e.g., SIC 3715)  
OR North American Industrial Classification (NAICS), if known (e.g., 336212)  
2 3 8 3 9 0

### Employment information

Annual average number of employees 551  
Total hours worked by all employees last year 1,037,115

### Sign here

Knowingly falsifying this document may result in a fine.

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

[Signature]  
Company executive

President  
Title

734-464-3800  
Phone

01/17/2025  
Date

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

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

Year 2023  
U.S. Department of Labor  
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

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

Establishment name RAM Construction Services of Michigan, Inc.

City Livonia State Michigan

Identify the person			Describe the case			Classify the case											
(A) Case No.	(B) Employee's Name	(C) Job Title (e.g., Welder)	(D) Date of injury or onset of illness  (mo./day)	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g. Second degree burns on right forearm from acetylene torch)	CHECK ONLY ONE box for each case based on the most serious outcome for that case:				Enter the number of days the injured or ill worker was:		Check the "injury" column or choose one type of illness:					
						Death	Days away from work	Remained at work		Away From Work (days)	On job transfer or restriction (days)	(M) Injury	Skin Disorder	Respiratory Condition	Poisoning	Hearing Loss	All other illnesses
						(G)	(H)	Job transfer or restriction	Other recordable cases	(K)	(L)	(1)	(2)	(3)	(4)	(5)	(6)
1	Employee 1	Laborer	07/25/2023	Parking deck	Broken left femur and pelvis. Fall. Removed marked hole cover without fall protection.		X				163	X					
2	Employee 2	Laborer	10/22/2023	Under road bridge	Right pinky amputation. Slip and fall/stuck by. Dropped tool on finger while walking on sloped concrete.			X			3	X					
Page totals						0	1	1	0	0	166	2	0	0	0	0	0

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

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



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

Summary of Work-Related Injuries and Illnesses

Year 2023

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

Form approved OMB no. 1218-0176

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

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

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

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	1	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
163	2
(K)	(L)

Injury and Illness Types

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

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

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

Establishment information

Your establishment name RAM Construction Services of Michigan, Inc.

Street 13800 Eckles Road

City Livonia State Michigan Zip 48150

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

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)  
2380

OR North American Industrial Classification (NAICS), if known (e.g., 336212)  
2380

Employment information

Annual average number of employees 596

Total hours worked by all employees last year 856,782

Sign here

Knowingly falsifying this document may result in a fine.

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

[Signature]  
Company executive

734-464-3800  
Phone

President  
Title

01/13/2024  
Date

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

## Summary of Work-Related Injuries and Illnesses

Year 2022.

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

Form approved OMS no. 12180-176

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

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

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

### Number of Cases

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

### Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
0	94
(K)	(L)

### Injury and Illness Types

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

Post this Summary page from February 1 to April 30 of the year following the year covered by the form. Public reporting burden for this collection of information is estimated to average 58 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the completed forms to this office.

### Establishment information

Your establishment name RAM Construction Services of Michigan, Inc.  
 Street 13800 Eckles Road  
 City Livonia State Michigan Zip 48150  
 Industry description (e.g., Manufacture of motor truck trailers)  
Construction  
 Standard Industrial Classification (SIC), if known (e.g., SIC 3715)  
23830  
 OR North American Industrial Classification (NAICS), if known (e.g., 336212)  
23830

### Employment information

Annual average number of employees 560  
 Total hours worked by all employees last year 819,718

### Sign here

Knowingly falsifying this document may result in a fine.

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

[Signature]  
 Company executive

\_\_\_\_\_  
 President  
 Title

734-464-3800  
 Phone

01/13/2023  
 Date



## Log of Work-Related Injuries and Illnesses

Year 2022

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



Form approved OMB no. 1218-0176

City Livonia State Michigan

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

Page 1 of 1

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



# G. ATTACHMENTS

*WORKFORCE DEVELOPMENT*

**D M**  
UNIVERSITY OF MICHIGAN  
HOSPITAL  
1000 E. Michigan Ave.  
Ann Arbor, MI 48106  
Parking Range B  
→ Emergency Entrance  
→ Hospital Entrance  
→ Parking Range B

DO NOT ENTER



RAM Construction Services of Michigan  
Hourly Rates Worksheet - Michigan Unions  
6/1/25 - 5/31/26    **UPDATED 6/13/25**

*NOTE: If a job is a prevailing wage job, we must pay the highest rate between the prevailing rate & the union rate.*

Gross Pay		Bricklayers Local 2 - Michigan																	
		Zone 1									Zone 2								
		Counties of: Livingston/Macomb/Monroe/Oakland/St. Clair/Washtenaw/Wayne									All Counties Not Covered By Zone 1								
		Journeyman			Foreman			A Foreman			Journeyman			Foreman			A Foreman		
		Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time
Base Wage		38.35	57.53	76.70	42.59	63.89	85.18	45.09	67.64	90.18	37.00	55.50	74.00	41.00	61.50	82.00	43.50	65.25	87.00
Over Scale Amount		Enter Amount ---: -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ProCore Adders		Enter Amount ---: -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Swingstage, Night Pay,																			
Total Gross Pay		38.35	57.53	76.70	42.59	63.89	85.18	45.09	67.64	90.18	37.00	55.50	74.00	41.00	61.50	82.00	43.50	65.25	87.00
Union Fringe Benefits																			
Health & Welfare		9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74
Pension/Annuity		16.51	24.77	33.02	16.51	24.77	33.02	16.51	24.77	33.02	15.39	23.09	30.78	15.39	23.09	30.78	15.39	23.09	30.78
Vacation/Savings		Taxable Earn. 2.90	4.35	5.80	2.90	4.35	5.80	2.90	4.35	5.80	1.50	2.25	3.00	1.50	2.25	3.00	1.50	2.25	3.00
Dues		Taxable Earn. 3.40	5.10	6.80	3.40	5.10	6.80	3.40	5.10	6.80	3.02	4.53	6.04	3.02	4.53	6.04	3.02	4.53	6.04
Misc. Other Fringes		1.20	1.80	2.40	1.20	1.82	2.42	1.20	1.82	2.42	1.10	0.63	0.84	1.10	0.63	0.84	1.10	0.63	0.84
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Union Fringe Benefits		33.38	50.07	66.76	33.38	50.09	66.78	33.38	50.09	66.78	30.38	44.55	59.40	30.38	44.55	59.40	30.38	44.55	59.40
Total Gross Pay & Union Fringe Benefits		71.73	107.60	143.46	75.97	113.97	151.96	78.47	117.72	156.96	67.38	100.05	133.40	71.38	106.05	141.40	73.88	109.80	146.40
Payroll Taxes																			
FICA		7.65%	3.42	5.12	6.83	3.74	5.61	7.48	3.93	5.90	7.86	3.18	4.76	6.35	3.48	5.22	6.96	3.67	5.51
SUTA		10.30%	4.60	6.90	9.20	5.04	7.55	10.07	5.29	7.94	10.59	4.28	6.41	8.55	4.69	7.03	9.38	4.95	7.42
FUTA		0.60%	0.27	0.40	0.54	0.29	0.44	0.59	0.31	0.46	0.62	0.25	0.37	0.50	0.27	0.41	0.55	0.29	0.43
Total Payroll Taxes			8.29	12.42	16.57	9.07	13.60	18.14	9.53	14.30	19.07	7.71	11.54	15.40	8.44	12.66	16.89	8.91	13.36
Insurance																			
Workers Compensation		2.51%	1.12	1.44	1.93	1.07	1.60	2.14	1.13	1.70	2.26	0.93	1.39	1.86	1.03	1.54	2.06	1.09	1.64
General Liability		0.95%	0.43	0.55	0.73	0.41	0.61	0.81	0.43	0.64	0.86	0.35	0.53	0.70	0.39	0.59	0.78	0.41	0.62
Total Insurance			1.55	1.99	2.66	1.47	2.21	2.95	1.56	2.34	3.12	1.28	1.92	2.56	1.42	2.13	2.84	1.51	2.26
Subtotal Cost/Hour			81.57	122.01	162.69	86.51	129.78	173.05	89.56	134.36	179.15	76.37	113.51	151.36	81.24	120.84	161.13	84.30	125.42
Field Burden			20.24	30.70	40.93	22.16	33.25	44.32	23.16	34.74	46.32	18.47	27.73	36.96	20.08	30.12	40.15	21.07	31.62
Total Cost/Hour			101.81	152.71	203.61	108.68	163.03	217.37	112.73	169.10	225.47	94.84	141.24	188.32	101.32	150.96	201.28	105.37	157.04

RAM Construction Services of Michigan  
Hourly Rates Worksheet - Michigan Unions  
6/1/25 - 5/31/26    **UPDATED 6/13/25**

*NOTE: If a job is a prevailing wage job, we must pay the highest rate between the prevailing rate & the union rate.*

		Laborers																	
		Local 1191/1076						Local 499						Local 355					
		Counties of: Macomb/Oakland/Wayne						All Zones/Counties						All Zones/Counties					
		Journeyman			Foreman			Journeyman			Foreman			Journeyman - Class A			Foreman - Class A		
		Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time
		Gross Pay																	
Base Wage		33.00	49.50	66.00	35.00	52.50	70.00	31.66	47.49	63.32	33.66	50.49	67.32	28.96	43.44	57.92	30.96	46.44	61.92
Over Scale Amount	Enter Amount --->	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ProCore Adders	Enter Amount --->	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Swingstage, Night Pay,																			
Total Gross Pay		33.00	49.50	66.00	35.00	52.50	70.00	31.66	47.49	63.32	33.66	50.49	67.32	28.96	43.44	57.92	30.96	46.44	61.92
Union Fringe Benefits																			
Health & Welfare		7.00	7.00	7.00	7.00	7.00	7.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Pension/Annuity		10.80	16.20	21.60	10.80	16.20	21.60	8.50	8.50	8.50	8.50	8.50	8.50	7.00	7.00	7.00	7.00	7.00	7.00
Vacation/Savings	Taxable Earn.	3.19	4.79	6.38	3.19	4.79	6.38	3.02	3.02	3.02	3.02	3.02	3.02	1.59	2.39	3.18	1.59	2.39	3.18
Dues	Taxable Earn.	1.81	2.72	3.62	1.81	2.72	3.62	1.48	1.48	1.48	1.48	1.48	1.48	1.31	1.97	2.62	1.31	1.97	2.62
Misc. Other Fringes		0.69	0.69	0.69	0.69	0.69	0.69	0.70	0.70	0.70	0.70	0.70	0.70	0.97	0.97	0.97	0.97	0.97	0.97
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Union Fringe Benefits		23.49	31.39	39.29	23.49	31.39	39.29	19.70	19.70	19.70	19.70	19.70	19.70	16.87	18.32	19.77	16.87	18.32	19.77
Total Gross Pay & Union Fringe Benefits																			
		56.49	80.89	105.29	58.49	83.89	109.29	51.36	67.19	83.02	53.36	70.19	87.02	45.83	61.76	77.69	47.83	64.76	81.69
Payroll Taxes																			
FICA	7.65%	2.91	4.36	5.81	3.06	4.59	6.12	2.77	3.98	5.19	2.92	4.21	5.49	2.44	3.66	4.87	2.59	3.89	5.18
SUTA	10.30%	3.91	5.87	7.83	4.12	6.18	8.24	3.72	5.35	6.99	3.93	5.66	7.40	3.28	4.92	6.56	3.49	5.23	6.98
FUTA	0.60%	0.23	0.34	0.46	0.24	0.36	0.48	0.22	0.31	0.41	0.23	0.33	0.43	0.19	0.29	0.38	0.20	0.30	0.41
Total Payroll Taxes		7.05	10.57	14.10	7.42	11.13	14.84	6.71	9.64	12.59	7.08	10.20	13.32	5.91	8.87	11.81	6.28	9.42	12.57
Insurance																			
Workers Compensation	1.83%	0.70	0.91	1.21	0.64	0.96	1.28	0.58	0.87	1.16	0.62	0.92	1.23	0.53	0.79	1.06	0.57	0.85	1.13
General Liability	0.95%	0.36	0.47	0.63	0.33	0.50	0.67	0.30	0.45	0.60	0.32	0.48	0.64	0.28	0.41	0.55	0.29	0.44	0.59
Total Insurance		1.06	1.38	1.84	0.97	1.46	1.95	0.88	1.32	1.76	0.94	1.40	1.87	0.81	1.21	1.61	0.86	1.29	1.72
Subtotal Cost/Hour		64.60	92.84	121.23	66.88	96.48	126.08	58.95	78.15	97.37	61.38	81.79	102.21	52.55	71.84	91.11	54.97	75.47	95.98
Field Burden		17.35	26.24	34.98	18.31	27.46	36.61	16.54	22.98	29.41	17.35	24.20	31.05	14.14	21.20	28.29	14.95	22.43	29.90
Total Cost/Hour		81.95	119.08	156.21	85.19	123.94	162.69	75.49	101.13	126.78	78.73	105.99	133.26	66.69	93.04	119.40	69.93	97.90	125.88



RAM Construction Services of Michigan  
Hourly Rates Worksheet - Michigan Unions  
6/1/25 - 5/31/26    **UPDATED 6/13/25**

*NOTE: If a job is a prevailing wage job, we must pay the highest rate between the prevailing rate & the union rate.*

Cement Masons 514 - Michigan																		
Zone 1									Zone 2									
Counties of: Livingston/Macomb/Monroe/Oakland/St. Clair/Washtenaw/Wayne									All Counties Not Covered By Zone 1									
Journeyman			Foreman			A Foreman			Journeyman			Foreman			A Foreman			
Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	Regular	Time + 1/2	Double Time	
<b>Gross Pay</b>																		
Base Wage	37.70	56.55	75.40	40.20	60.30	80.40	42.70	64.05	85.40	36.80	55.20	73.60	39.30	58.95	78.60	41.80	62.70	83.60
Over Scale Amount	Enter Amount ---: -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ProCore Adders	Enter Amount ---: -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(Swingstage, Night Pay,																		
Total Gross Pay			37.70	56.55	75.40	40.20	60.30	80.40	42.70	64.05	85.40	36.80	55.20	73.60	39.30	58.95	78.60	41.80
<b>Union Fringe Benefits</b>																		
Health & Welfare	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74	9.37	14.06	18.74
Pension/Annuity	12.09	18.14	24.18	12.09	18.14	24.18	12.09	18.14	24.18	10.75	16.13	21.50	10.75	16.13	21.50	10.75	16.13	21.50
Vacation/Savings	Taxable Earn. 4.00	6.00	8.00	4.00	6.00	8.00	4.00	6.00	8.00	1.45	2.18	2.90	1.45	2.18	2.90	1.45	2.18	2.90
Dues	Taxable Earn. 3.13	4.70	6.26	3.23	4.85	6.46	3.23	4.85	6.46	3.01	4.52	6.02	3.12	4.68	6.24	3.12	4.68	6.24
Misc. Other Fringes	1.21	1.82	2.42	1.21	1.82	2.42	1.21	1.82	2.42	1.12	0.63	0.84	1.12	0.63	0.84	1.12	0.63	0.84
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Union Fringe Benefits			29.80	44.70	59.60	29.90	44.85	59.80	29.90	44.85	59.80	25.70	37.50	50.00	25.81	37.67	50.22	25.81
<b>Total Gross Pay &amp; Union Fringe Benefits</b>																		
			67.50	101.25	135.00	70.10	105.15	140.20	72.60	108.90	145.20	62.50	92.70	123.60	65.11	96.62	128.82	67.61
<b>Payroll Taxes</b>																		
FICA	7.65%	3.43	5.14	6.86	3.63	5.44	7.26	3.82	5.73	7.64	3.16	4.73	6.31	3.36	5.03	6.71	3.55	7.09
SUTA	10.30%	4.62	6.93	9.23	4.89	7.33	9.77	5.14	7.71	10.29	4.25	6.37	8.50	4.52	6.78	9.04	4.78	9.55
FUTA	0.60%	0.27	0.40	0.54	0.28	0.43	0.57	0.30	0.45	0.60	0.25	0.37	0.50	0.26	0.39	0.53	0.28	0.56
Total Payroll Taxes			8.32	12.47	16.63	8.80	13.20	17.60	9.26	13.89	18.53	7.66	11.47	15.31	8.14	12.20	16.28	8.61
<b>Insurance</b>																		
Workers Compensation	2.51%	1.13	1.42	1.89	1.01	1.51	2.02	1.07	1.61	2.14	0.92	1.39	1.85	0.99	1.48	1.97	1.05	2.10
General Liability	0.95%	0.43	0.54	0.72	0.38	0.57	0.77	0.41	0.61	0.81	0.35	0.53	0.70	0.37	0.56	0.75	0.40	0.80
Total Insurance			1.56	1.96	2.61	1.39	2.09	2.78	1.48	2.22	2.96	1.27	1.91	2.55	1.36	2.04	2.72	1.45
Subtotal Cost/Hour			77.38	115.68	154.24	80.29	120.44	160.58	83.34	125.01	166.69	71.43	106.08	141.46	74.61	110.86	147.82	77.67
Field Burden			20.62	31.33	41.77	21.96	32.94	43.92	22.97	34.45	45.92	18.34	27.53	36.69	19.44	29.16	38.87	20.43
<b>Total Cost/Hour</b>			98.00	147.01	196.01	102.25	153.38	204.51	106.30	159.46	212.61	89.78	133.61	178.15	94.05	140.02	186.69	98.10



# G. ATTACHMENTS

## SOCIAL EQUITY



# AFFIRMATIVE ACTION POLICY



Due to their extensive nature, our full policies are not included within this proposal. However, information regarding our commitments to equal opportunity, including policies related to women and minorities, individuals with disabilities, and protected veterans, is available upon request or by scanning the provided QR codes.

~~PRIVILEGED AND CONFIDENTIAL~~

## AFFIRMATIVE ACTION PROGRAM FOR WOMEN & MINORITIES

RAM Construction Services, Inc.  
15500 E. Union Road  
Tampa, FL 33613

~~PRIVILEGED AND CONFIDENTIAL~~

## AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

RAM Construction Services, Inc.  
15500 E. Union Road  
Tampa, FL 33613

~~PRIVILEGED AND CONFIDENTIAL~~

## AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS

RAM Construction Services, Inc.  
15500 E. Union Road  
Tampa, FL 33613



WOMEN &  
MINORITIES



INDIVIDUALS WITH  
DISABILITIES



PROTECTED VETERANS



January 1, 2025

## Equal Employment Opportunity Policy

It is the policy of this company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, sexual orientation, gender identity, color, national origin, age or disability. 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 of training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

It is also the established policy of RAM Construction Services to foster the full realization of equal economic opportunity at all levels and in all segments of employees. It is the aim of RAM Construction Services to provide opportunities for all employees to realize their potential and to assist them both to function more effectively and to reach a level commensurate with their ability.

RAM Construction Services will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of any investigation, proceeding, hearing, or actions, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

RAM Construction Services will continue to cooperate with the appropriate agencies of the Federal, State, and City Governments in fulfilling their legal and moral obligation in all areas of interest.

It is the policy of RAM Construction Services to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

Human Resources will have overall responsibility for monitoring equal opportunity compliance is responsible for the implementation and administration of these programs throughout the organization. It is the responsibility of the administration and supervisory staff to assure that the equal opportunity policy is understood and implemented, and the responsibility of all personnel, supervisory and non-supervisory, to assure the continuing success of the policy. Stephanie Horvath is designated as the Equal Employment Opportunity (EEO) Officer for RAM Construction Services. If you have any questions or wish to report any concerns, please contact Stephanie Horvath at (248) 209-9715 or via email at [shorvath@ramservices.com](mailto:shorvath@ramservices.com)

A handwritten signature in blue ink, appearing to read "Robert T. Mazur", is written over a horizontal line.

Robert T. Mazur  
President

A handwritten signature in blue ink, appearing to read "Stephanie Horvath", is written over a horizontal line.

Stephanie Horvath  
Human Resource EEO Officer

[ramservices.com](http://ramservices.com)

An Equal Employment Opportunity Employer





January 1, 2025

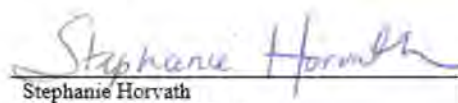
## DESIGNATION OF RESPONSIBILITY

Robert T. Mazur, President, has overall responsibility for implementation of the Equal Employment Opportunity Policy. Stephanie Horvath, Equal Employment Opportunity Officer, assumes the responsibility for the development, implementation, and monitoring of affirmative action plans required by state and local jurisdictions and Veteran and Disabled affirmative programs, which includes all those positions located in subordinate and/or lower-level establishments for which the selection decisions are made at the corporate level.

Responsibility for the implementation and monitoring of any required affirmative action programs by law rests with the EEO Officer, whose responsibilities include but are not limited to the following:

1. Developing policy statements and affirmative action programs.
2. Developing internal and external communication procedures when appropriate.
3. Developing an internal audit and reporting system that:
  - a) Identifies areas that require remedial action and develops programs to correct those problem areas.
  - b) Determines the degree to which the goals and objectives are reached.
4. Monitoring the following internal practices:
  - a) Proper display of EEO posters and policies.
  - b) Full participation of minority, female, and disabled employees in all RAM Construction Services, Inc., sponsored educational, training, recreational and social activities.
5. Assisting management in solving any identified problems. It is the responsibility of department heads, managers, and supervisors to provide the EEO Officer with such information and/or statistical data as is necessary to measure progress toward the attainment of goals and to assure good faith efforts to implement the affirmative action program. Such information and/or statistical data are used to set reasonable placement goals.
6. Keeping management informed of the latest developments in the equal employment opportunity area.
7. Assisting employees in solving problems and resolving EEO complaints.
8. Serving as a liaison between RAM Construction Services, Inc. and appropriate women and minority groups.
9. Serving as a liaison between RAM Construction Services, Inc., and appropriate EEO enforcement agencies.

  
Robert T. Mazur  
President

  
Stephanie Horvath  
EEO Compliance Officer

**Equal Employment Opportunity Employer-** RAM Construction Services provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.



## Code of Ethics and Compliance Hotline

The Company's continued success depends on all of us doing the right thing at all times and maintaining the highest ethical standards. However, we must exceed mere compliance and strive to be known in the industry as an organization that acts in an ethical and trustworthy manner. Management is required to uphold the code of Ethics and have practiced this as prominent operating procedure companywide.

All employees are directed to report any instances or behavior they believe to be illegal, unethical, or in violation of the Code. Employees should also report the concern, or seek guidance, if they are not clear about what the right thing to do is in a specific situation. Employees can report their concern anonymously if they do not feel comfortable giving their name. The Company will investigate all concerns brought to our attention.

Reporting can be done in multiple ways:

1. Report by phone by calling the HR at 248-209-9715
2. Report by e-mail to [humanresources@ramservices.com](mailto:humanresources@ramservices.com)
3. Report by mail by writing to:

EEO Compliance Department  
13800 Eckles Rd  
Livonia, MI 48150

Employees can report violations or concerns without fear of retaliation. No one should be discouraged from using any of the methods to report a concern. Anyone who retaliates against another employee for reporting suspected violations of our legal or ethical obligations is in violation of the Code and is subject to discipline up to and including dismissal. RAM Construction Services has an open-door policy.

AN EQUAL OPPORTUNITY EMPLOYER

Updated 1/01/2025

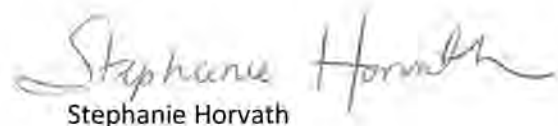
[ramservices.com](http://ramservices.com)



Below are some of our summarized best practices regarding our Ethics policy:

- **Company Property and Equipment-** The use of all company property, vehicles, equipment, tools, buildings or other assets for personal gain is prohibited. All tools and equipment used during work for the Company remain company property and must be returned upon request and upon separation of employment. Protecting Company property and assets against loss, damage, misuse, or theft is a key responsibility of every employee. This responsibility includes equipment which is owned by or leased from our customers.
  - **Employee Identity and Documentation Policy-** Federal Law requires that all individuals provide valid documentation of their authorization to work in the United States at the time of hire. The Company is firmly committed to fully complying with such laws and to compliance with employment with all employment eligibility requirements. Individuals found working at the Company in violation of the law will be immediately terminated and referred to the Immigration and Customs Enforcement (ICE) division of the Department of Homeland Security. Moreover, any employee knowingly allowing undocumented workers to work for the Company will be subject to immediate discipline and reference to ICE. The Company will also cooperate with ICE in any civil or criminal prosecution.
  - **Private Work & Outside Employment-** The Company does not do private services without prior approval. Anyone who solicits or does unauthorized private work during working hours, or who misrepresents him or herself as doing private work for the Company is subject to discharge.
  - **Work Place Violence, Harassment, Discrimination and Retaliation-** The company has a zero-tolerance policy regarding harassment, discrimination and retaliation. No such act will be tolerated and disciplinary action leading up to and including termination will be considered.
  - **Conflicts of Interest-** Employees and their immediate family members cannot receive a benefit (financial or otherwise) from any transactions which involve the Company or our customers. If any benefit is derived from any business transaction that would not be given to the "general public" the transaction must be reviewed with the Compliance or Legal Departments prior to the transaction taking place.
- Confidential Information-** All employees have a responsibility to safeguard confidential information they may become aware of. This includes: changes to or new customer contracts, scope and amount of work completed, construction projects, earnings, pricing models, personal information of other employees, and any customer information.

Employees should report any issue that they feel is a violation of one of these items, or any other violation of the Code of Ethics. Having honesty and integrity is fundamental to how we run our business and is essential to maintain compliance with our policies and legal requirements. Operating with an ethical balance is key to the success of the organization and most importantly our employees, customers, and the general public.



Stephanie Horvath



January 1, 2025

### Anti-Harassment Policy

It is the policy of RAM Construction Services to ensure that all employees are afforded a workplace environment free of discrimination and sexual harassment. It is important that all employees understand that no form of harassment or bullying will be tolerated.

Harassment and bullying are forms of employee misconduct that demeans another person and undermines the integrity of the employment relationship. Every RAM Construction Services employee must be allowed to work in an environment free from unsolicited and unwelcome overtures and management is responsible for enforcement of this policy. The following activities constitute harassment:

- ☐ Making unwelcome sexual advances, either physical or verbal, or implying that submission to such advances is or will be a condition of an employee's continued employment.
- ☐ Making the submission to, or rejection of, such unwelcome conduct the basis for employment decisions affecting the employee.
- ☐ Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

It is also against RAM Construction Services policy for any employee to display or participate in any of the following:

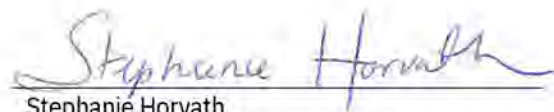
- ☐ Sexual-oriented verbal "kidding" or abuse, including lewd jokes or comments.
- ☐ Subtle or overt pressure for sexual activity.
- ☐ Physical contact such as patting, pinching, intentional brushing against another's body or gestures.
- ☐ Demands for sexual favors, accompanied by implied or overt promises of preferential treatment or threats concerning an individual's employment status.
- ☐ Displaying posters, photographs, pin-ups or any other form of material that could be construed as sexual in nature in workstations or common areas.
- ☐ Distributing posters, photographs, pin-ups, emails or any other form of material that could be construed as sexual in nature in workstations or common areas.
- ☐ Any other behavior that would be construed as inappropriate or sexual in nature.

RAM Construction Services will not tolerate such actions in the day-to-day activities of this company.

Those guilty of such behavior and those supervisory personnel who knowingly allow it to exist will be subject to disciplinary action, up to and including termination.

Any employee that believes he/she is being harassed or bullied by a co-worker or customer should notify his/her manager and/or Human Resources at (248) 209-9715 immediately. An investigation into issues brought forth will be conducted in as confidential a manner as possible. Retaliation of any sort in response to an employee bringing forth an issue is strictly prohibited.

  
Robert T. Mazur  
President

  
Stephanie Horvath  
EEO Compliance Officer





# G. ATTACHMENTS

*REQUIRED FORMS*

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

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

Ladies and Gentlemen:

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

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

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

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

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

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



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

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

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

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

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

SIGNED THIS 10th DAY OF July, 2025.

RAM Construction Services of Michigan, Inc.

Bidder's Name



Authorized Signature of Bidder

13800 Eckles Road, Livonia, MI 48150

Official Address

Robert A. Mazur

(Print Name of Signer Above)

734-464-3800

Telephone Number

bobbym@ramservices.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 Robert A. Mazur \_\_\_\_\_, bearing the office title of Vice President \_\_\_\_\_, 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**

XXXXX A limited liability company doing business under the laws of the State of XXXXXXXX  
XXXXX whom XXXXXXXXXXXX bearing the title of XXXXXXXXXXXX  
XXXXX whose signature is affixed to this proposal is authorized to execute contract on behalf of the XXXXX  
XXXXX LLC XXXXXXXXXXXX

[illegible]

xxxxAn individual, whose signature with address, is affixed to this Bid:xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx  
(initial here)

**Authorized Official**

[illegible]

Print Name	Title
------------	-------

[illegible][illegible][illegible][illegible]



**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.

RAM Construction Services of Michigan, Inc.

Company Name



Signature of Authorized Representative

7/10/25

Date

Robert A. Mazur, Vice President

Print Name and Title

13800 Eckles Road, Livonia, MI 48150

Address, City, State, Zip

248-504-8660/bobbym@ramservices.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.

**RAM Construction Services of Michigan, Inc.**

Company Name

**13800 Eckles Road**

Street Address



Signature of Authorized Representative

**7/10/25**

Date

**Livonia, MI 48150**

City, State, Zip

**Robert A. Mazur**

Print Name and Title

**248-504-8860/bobbym@ramservices.com**

Phone/Email address





## **ATTACHEMENT G**

### **Vendor Conflict of Interest Disclosure Form**


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

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

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

<b>Conflict of Interest Disclosure*</b>	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	( ) Relationship to employee ( ) Interest in vendor's company ( ) 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.

<b>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:</b>		
RAM Construction Services of Michigan, Inc.	734-464-3800	
<b>Vendor Name</b>	<b>Vendor Phone Number</b>	
	7/10/25	Robert A. Mazur, Vice President
<b>Signature of Vendor Authorized Representative</b>	<b>Date</b>	<b>Printed Name of Vendor Authorized Representative</b>

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

## **ATTACHMENT H**

### **DECLARATION OF COMPLIANCE**

#### **Non-Discrimination Ordinance**

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

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

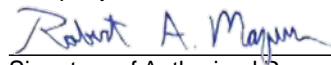
The Contractor agrees:

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

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

**RAM Construction Services of Michigan, Inc.**

Company Name



7/10/25

Signature of Authorized Representative

Date

**Robert A. Mazur, Vice President**

Print Name and Title

**13800 Eckles Road, Livonia, MI 48150**

Address, City, State, Zip

**248-504-8860, bobbym@ramservices.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



# THE AMERICAN INSTITUTE OF ARCHITECTS



AIA Document A310

## Bid Bond

**KNOW ALL MEN BY THESE PRESENTS**, that we

**RAM Construction Services of Michigan, Inc.**  
13800 Eckles Road, Livonia, MI 48150

as Principal, hereinafter called Principal, and

**Travelers Casualty and Surety Company of America**  
One Tower Square, Hartford, CT 06183

a corporation duly organized under the laws of the State of **Connecticut**  
as Surety, hereinafter called Surety, are held and firmly bound unto

**City of Ann Arbor**  
301 East Huron Street, Ann Arbor, MI 48104

as Obligee, hereinafter called Obligee, in the sum of **Five Percent of Accompanying Bid**

Dollars (**5% of Bid**)

for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for (Here insert full name, address and description of project)

**RFP #25-33 Equalization and Retention Building Roof Repairs**

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee 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.

Signed and sealed this 10th day of July, 2025.

**RAM Construction Services of Michigan, Inc.**

(Principal)

(Seal)

(Title)

**Andrew Sandzik**  
Vice President

**Travelers Casualty and Surety Company of America**

(Surety)

(Seal)

(Title)

**Nicholas Ashburn**, Attorney in Fact





**Travelers Casualty and Surety Company of America**  
**Travelers Casualty and Surety Company**  
**St. Paul Fire and Marine Insurance Company**

**POWER OF ATTORNEY**

**KNOW ALL MEN BY THESE PRESENTS:** That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint Nicholas Ashburn, Anne M Barick, Robert D Heuer, Paul Hurley, Michael D Lechner, Mark Madden, Richard S McGregor, and Holly Nichols of Rochester Hills, Michigan, their true and lawful Attorney(s)-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

**IN WITNESS WHEREOF**, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this 21st day of April, 2021.



State of Connecticut

City of Hartford ss.

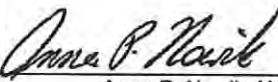
By:   
 Robert L. Raney, Senior Vice President

On this the 21st day of April, 2021, before me personally appeared Robert L. Raney, who acknowledged himself to be the Senior Vice President of each of the Companies, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

**IN WITNESS WHEREOF**, I hereunto set my hand and official seal.

My Commission expires the 30th day of June, 2026



  
 Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of each of the Companies, which resolutions are now in full force and effect, reading as follows:

**RESOLVED**, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

**FURTHER RESOLVED**, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

**FURTHER RESOLVED**, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

**FURTHER RESOLVED**, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, Kevin E. Hughes, the undersigned, Assistant Secretary of each of the Companies, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this 10th day of July, 2025



  
 Kevin E. Hughes, Assistant Secretary

To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880.  
 Please refer to the above-named Attorney(s)-in-Fact and the details of the bond to which this Power of Attorney is attached.