

INVITATION TO BID

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, Instructions to Bidders, 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.

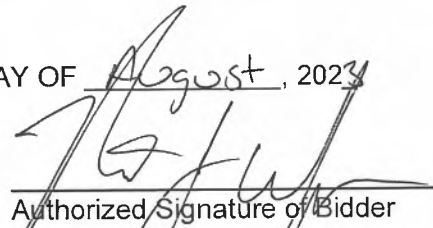
If this Bid is accepted by the City and the Bidder fails to contract and furnish the required Bonds and insurance documentation within 10 days after being notified of the acceptance of this Bid, then the Bidder shall be considered to have abandoned the Contract and the certified check or Bid Bond accompanying 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 24th DAY OF August, 2023

Anlaun Corporation
Bidder's Name


Authorized Signature of Bidder

16750 Lincoln St Grand Haven
Official Address MI, 49417

Nathan Waggenmaker
(Print Name of Signer Above)

616 846 8442
Telephone Number

natewaggenmaker@ankam.com
Email Address for Award Notice

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 Nathan Wegemacher, bearing the office title of Controller, whose signature is affixed to this Bid, is authorized to execute contracts.

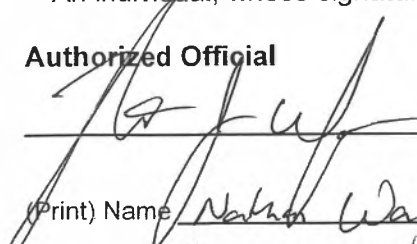
NOTE: If not incorporated in Michigan, please attach the corporation's Certificate of Authority

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

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

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

Authorized Official



Date 8/24/2, 2023
(Print) Name Nathan Wegemacher Title Controller
Company: Anlaan Corporation
Address: PO Box 599 Grand Haven MI 49417
Contact Phone (616) 846-8442 Fax (616) 846-6761
Email Nate.wegemacher@anlaan.com

BID FORM

Section 1 - Schedule of Prices

Company: Anlaan Corporation

Project: ITB #4736 Gallup Park Vehicle and Pedestrian Bridge						
UNIT PRICE BID -						
<u>Item No.</u>	<u>Primary Description</u>	<u>Supplemental Description</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>	
1100001	Mobilization, Max	LSUM	1	\$ 400,000.00	\$ 400,000.00	
2010001	Clearing	Acre	0.1	\$ 16,000.00	\$ 1,600.00	
2020004	Tree, Rem, 6 inch to 18 inch	Ea	10	\$ 375.00	\$ 3,750.00	
2020008	Stump, Rem, 6 inch to 18 inch	Ea	10	\$ 130.00	\$ 1,300.00	
2040020	Curb and Gutter, Rem	Ft	190	\$ 10.00	\$ 1,900.00	
2040025	Fence, Rem	Ft	73	\$ 10.00	\$ 730.00	
2040045	Masonry and Conc Structure, Rem	Cyd	44	\$ 150.00	\$ 6,600.00	
2040050	Pavt, Rem	Syd	1330	\$ 12.00	\$ 15,960.00	
2040055	Sidewalk, Rem	Syd	1080	\$ 9.00	\$ 9,720.00	
2080016	Erosion Control, Gravel Access Approach	Ea	2	\$ 3000	\$ 6,000.00	
2080020	Erosion Control, Inlet Protection, Fabric Drop	Ea	2	\$ 200.00	\$ 400.00	
2080036	Erosion Control, Silt Fence	Ft	1330	\$ 5.00	\$ 6,650.00	
3020016	Aggregate Base, 6 inch	Syd	975	\$ 15.00	\$ 14,625.00	
3020020	Aggregate Base, 8 inch	Syd	48	\$ 28.00	\$ 1,344.00	
3020028	Aggregate Base, 10 inch	Syd	762	\$ 30.00	\$ 22,860.00	
3060010	Aggregate Surface Cse, 6 inch	Syd	232	\$ 20.00	\$ 4,640.00	
4010012	Culv End Sect, 12 inch	Ea	1	\$ 1,000.00	\$ 1,000.00	
4020987	Sewer, CI IV, 12 inch, Tr Det B	Ft	125	\$ 80.00	\$ 10,000.00	
4030040	Dr Structure Cover, Type G	Ea	2	\$ 800.00	\$ 1,600.00	
4030210	Dr Structure, 48 inch dia	Ea	2	\$ 3,500.00	\$ 7,000.00	
5012013	HMA, 3EML	Ton	123	\$ 215.00	\$ 26,445.00	
5012025	HMA, 4EML	Ton	63	\$ 215.00	\$ 13,545.00	
5012037	HMA, 5EML	Ton	93	\$ 215.00	\$ 19,995.00	
6020100	Conc Pavt, Nonreinf, 6 inch	Syd	48	\$ 70.00	\$ 3,360.00	
6027001	—	Straight Curb, Conc, 18 inch wide	Ft	128	\$ 125.00	\$ 16,000.00
8020038	Curb and Gutter, Conc, Det F4	Ft	107	\$ 38.00	\$ 4,066.00	
8030010	Detectable Warning Surface	Ft	32	\$ 80.00	\$ 2,560.00	
8030046	Sidewalk, Conc, 6 inch	Sft	6447	\$ 9.00	\$ 58,023.00	
8087050	—	Tree Protection Fence, 4 foot Ht.	Ft	23	\$ 100.00	\$ 2,300.00
8100405	Sign, Type IIIB	Sft	8	\$ 22.00	\$ 176.00	
8107050	—	Bollard, Wood	Ea	49	\$ 500.00	\$ 24,500.00
8107050	—	Regulatory Sign, Relocate	Ea	5	\$ 100.00	\$ 500.00
8107050	—	Memorial Sign, Relocate	Ea	1	\$ 600.00	\$ 600.00
8107050	—	Bike Repair Station, Relocate	Ea	1	\$ 1,000.00	\$ 1,000.00
8107050	—	Border to Border Trail Marker, Relocate	Ea	1	\$ 250.00	\$ 250.00
8107050	—	Concrete Wheel Stop, Relocate	Ea	10	\$ 100.00	\$ 1,000.00
8107050	—	Light Pole, Relocate	Ea	2	\$ 5,525.00	\$ 11,050.00
8107050	—	Sign, Type R1-6 (Vertical Delineator)	Ea	4	\$ 850.00	\$ 3,400.00

Item No.	Primary Description	Supplemental Description		Estimated Quantity	Unit Price	Total Price
8110110	Pavt Mrkg, Polyurea, 12 inch, Crosswalk		Ft	50	\$ 30.00	\$ 1,500.00
8120012	Barricade, Type III,High Intensity, Double Sided, Lighted, Furn		Ea	10	\$ 80.00	\$ 800.00
8120026	Pedestrian Type II Barricade, Temp		Ea	6	\$ 120.00	\$ 720.00
8120027	Pedestrian Type II channelizer, Temp		Ft	1320	\$ 20.00	\$ 26,400.00
8120170	Minor Traf Devices		LSUM	1	\$ 200,000.00	\$ 200,000.00
8120252	Plastic Drum, Flourescent, Furn		Ea	30	\$ 35.00	\$ 1,050.00
8120310	Sign Cover		Ea	4	\$ 45.00	\$ 180.00
8120350	Sign, Type B,Temp, Prismatic, Furn		Sft	240	\$ 6.00	\$ 1,440.00
8120351	Sign, Type B, Temp, Prismatic, Oper		SFt	240	\$ 0.01	\$ 2.40
8120370	Traf Regulator Control		LSUM	1	\$ 500.00	\$ 500.00
8122250	Pedestrian Path, Temp		Ft	660	\$ 100.00	\$ 66,000.00
8122251	Pedestrian Ramp, Temp		Ea	2	\$ 2,500.00	\$ 5,000.00
8127010		Temporary Detectable Warning Surface	Sft	4	\$ 500.00	\$ 2,000.00
8127051		Maintaining River Traffic	LSUM	1	\$ 20,000.00	\$ 20,000.00
8157011		Seeded Lawn	Syd	3059	\$ 12.00	\$ 36,708.00
8157021		Planting Mixture, 12 inch	Cyd	59	\$ 100.00	\$ 5,900.00
8157050		Workout Equipment, Relocate	Ea	1	\$ 1,200.00	\$ 1,200.00
8157050		Bench, Relocate	Ea	1	\$ 1,000.00	\$ 1,000.00
8157050		Water Fountain, Relocate	Ea	1	\$ 2,500.00	\$ 2,500.00
8157050		Amelanchier x grandiflora 'Autumn Brilliance, 2 1/2 cal, B&B	Ea	1	\$ 650.00	\$ 650.00
8157050		Betula populifolia 'Whitespire', 8' ht, B&B	Ea	4	\$ 650.00	\$ 2,600.00
8157050		Acer rubrum 'Franksred', 3 cal. B&B	Ea	3	\$ 650.00	\$ 1,950.00
8157050		Nyssa sylvatica, 3 cal. B&B	Ea	3	\$ 650.00	\$ 1,950.00
8157050		Plantanus x acerifolia 'bloodgood', 3 cal. B&B	Ea	3	\$ 650.00	\$ 1,950.00
8157050		Quercus bicolor, 3 cal. B&B	Ea	1	\$ 650.00	\$ 650.00
8157050		Aronia melanocarpa 'UCONNAM165', 18 spd. Cont	Ea	46	\$ 75.00	\$ 3,450.00
8157050		Cornus Sericea 'Bailey', 24 spd. Cont.	Ea	27	\$ 75.00	\$ 2,025.00
8157050		Carex vulpinoidea, No 1 Cont	Ea	65	\$ 35.00	\$ 2,275.00
8157050		Iris virginica, No. 1 Cont	Ea	68	\$ 35.00	\$ 2,380.00
8157050		Liatris spicata 'Kobold', No. 1 Cont	Ea	40	\$ 35.00	\$ 1,400.00
8157050		Penstemon digitalis, No. 1 Cont	Ea	86	\$ 35.00	\$ 3,010.00
8157050		Rudbeckia fulgida sullivantii 'Goldstrum', No. 1 Cont	Ea	87	\$ 35.00	\$ 3,045.00
8157050		Symphotrichum novae-angliae 'Purple Dome', No. 1 Cont	Ea	26	\$ 35.00	\$ 910.00
8167021		Shredded Bark Mulch, 2 inch	Cyd	10	\$ 100.00	\$ 1,000.00
8167021		Topsoil	Cyd	340	\$ 40.00	\$ 13,600.00
8240001	Contractor Staking		LSUM	1	\$ 26,000.00	\$ 26,000.00

Item No.	Primary Description	Supplemental Description		Estimated Quantity	Unit Price	Total Price
2040060	Structures, Rem		LSUM	1	\$ 777,000.00	\$ 777,000.00
2060002	Backfill, Structure, CIP		Cyd	389	\$ 40.00	\$ 15,560.00
2060010	Excavation, Fdn		Cyd	366	\$ 35.00	\$ 12,810.00
2080042	Erosion Control, Turbidity Curtain, Deep		Ft	380	\$ 30.00	\$ 11,400.00
4040031	Underdrain, Fdn, 4 inch		Ft	292	\$ 8.00	\$ 2,336.00
4040091	Underdrain Outlet, 4 inch		Ft	102	\$ 16.00	\$ 1,632.00
6020208	Joint, Expansion, E3		Ft	73	\$ 17.00	\$ 1,241.00
7040007	Cofferdam		LSUM	1	100,000.00	100,000.00
7050001	Prebore, Fdn Piling		Ft	653	\$ 10.00	\$ 6,530.00
7050002	Pile Driving Equipment, Furn		LSUM	1	\$ 350,000.00	\$ 350,000.00
7050025	Pile Point, CIP Conc		Ea	7	\$ 530.00	\$ 3,710.00
7050026	Pile, CIP Conc, Furn and Driven, 16 inch		Ft	535	\$ 75.00	\$ 40,125.00
7050027	Test Pile, CIP Conc, 16 inch		Ea	1	\$ 1,000.00	\$ 1,000.00
7050034	Pile, Steel, Furn and Driven, 14 inch		Ft	1560	\$ 60.00	\$ 93,600.00
7050035	Test Pile, Steel, 14 inch		Ea	2	\$ 1,000.00	\$ 2,000.00
7050038	Pile, Galv		LSUM	1	\$ 10,000.00	\$ 10,000.00
7050039	Pile Point, Steel		Ea	22	\$ 160.00	\$ 3,520.00
7050050	Pile, Steel, Splice		Ea	29	\$ 1.00	\$ 29.00
7060001	Bridge Ltg, Furn and Rem		LSUM	1	\$ 1,000.00	\$ 1,000.00
7060002	Bridge Ltg, Oper and Maintain		Cyd	228	\$ 1.00	\$ 228.00
7060020	Conc, Low Temp Protection		Cyd	536	10.00	5,360.00
7060040	Elec Grounding System		Ea	1	\$ 5,995.00	\$ 5,995.00
7060050	Expansion Joint Device		Ft	73	\$ 250.00	\$ 18,250.00
7060051	Expansion Joint Device, Cover Plate		Ft	40	\$ 180.00	\$ 7,200.00
7060060	False Decking		Sft	9925	\$ 0.01	\$ 99.25
7060092	Reinforcement, Steel, Epoxy Coated		Lb	88405	\$ 1.65	\$ 145,868.25
7060100	Substructure Conc		Cyd	228	\$ 300	\$ 68,400.00
7060110	Superstructure Conc		Cyd	80	\$ 250	\$ 20,000.00
7060111	Superstructure Conc, Form, Finish, and Cure		LSUM	1	\$ 150,000.00	\$ 150,000.00
7060112	Superstructure Conc, Form, Finish, and Cure, Night Casting		LSUM	1	\$ 300,000.00	\$ 300,000.00
7060113	Superstructure Conc, Night Casting		Cyd	228	\$ 300.00	\$ 68,400.00
7067010	-	Cobblestone Veneer	Sft	1600	45.00	72,000.00
7067010	-	Stone Cap	Sft	205	130.00	26,650.00
7070016	Bearing, Elastomeric, 2 inch		Sin	7400	\$ 0.01	\$ 74.00
7070053	Steel Diaphragm, Prest Conc Beam, Furn and Fab		Lb	1546	\$ 5.25	\$ 8,116.50

Item No.	Primary Description	Supplemental Description		Estimated Quantity	Unit Price	Total Price
7070054	Steel Diaphragm, Prest Conc Beam, Erect		Lb	1546	\$ 5.00	\$ 7,730.00
7080110	Prest Conc Bulb-Tee Beam, Furn, 36 inch by 49 inch		Ft	707	\$ 456.00	\$ 322,392.00
7080111	Prest Conc Bulb-Tee Beam, Erect, 36 inch by 49 inch		Ft	707	\$ 40.00	\$ 28,280.00
7097010	-	Timber Walkway	Sft	5200	\$ 1.00	\$ 5,200.00
7100003	Joint Waterproofing, Expansion		Sft	105	\$ 12.00	\$ 1,260.00
7100011	Conc Surface Coating		Syd	462	\$ 42.50	\$ 19,635.00
7117001	-	Timber Railing, Pedestrian	Ft	360	\$ 100.00	\$ 36,000.00
7117001	-	Timber Railing, Vehicular	Ft	348	\$ 150.00	\$ 52,200.00
8007051	-	Vibration Monitoring	LSUM	1	\$ 10,000.00	\$ 10,000.00
BASE BID SUB-TOTAL						\$ 3,961,025.40
OPTION 'A' - RIPRAP CHANNEL PROTECTION						
8137011		Riprap, Spec, Class III	Syd	455	\$ 100.00	\$ 45,500.00
8137021		Ledge Stone Bank Reinforcement, 12 inch	Cyd	23	\$ 900.00	\$ 20,700.00
8137021		Ledge Stone Bank Reinforcement, 24 inch	Cyd	170	\$ 800.00	\$ 136,000.00
3020002	Aggregate Base, LM		Cyd	231	\$ 90.00	\$ 20,790.00
Option 'A' Sub-total						\$ 222,990.00
OPTION 'B' - RIPRAP CHANNEL PROTECTION						
8137011		Riprap, Spec, Class III	Syd	455	\$ 100.00	\$ 45,500.00
8137021		Ledge Stone Bank Reinforcement, 12 inch	Cyd	5	\$ 900.00	\$ 4,500.00
8137021		Ledge Stone Bank Reinforcement, 24 inch	Cyd	55	\$ 800.00	\$ 44,000.00
8137031		Riprap, Fieldstone, Spec	Ton	300	\$ 110.00	\$ 33,000.00
3020002	Aggregate Base, LM		Cyd	231	\$ 90.00	\$ 20,790.00
Option 'B' Sub-total						\$ 147,790.00
BASE BID + OPTION 'A' TOTAL BID						\$ 4,184,015.40
BASE BID + OPTION 'B' TOTAL BID						\$ 4,108,815.40

BID FORM

Section 2 – Material, Equipment and Environmental Alternates

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

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

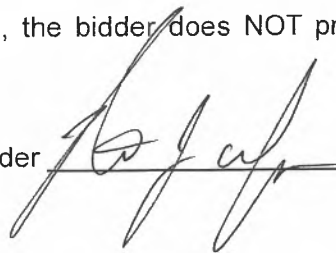
If an environmental alternative is bid the City strongly encourages bidders to provide recent examples of product testing and previous successful use for the City to properly evaluate the environmental alternative. Testing data from independent accredited organizations are strongly preferred.

<u>Item Number</u>	<u>Description</u>	<u>Add/Deduct Amount</u>
--------------------	--------------------	--------------------------

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

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

Signature of Authorized Representative of Bidder



Date 8/24/23

BID FORM

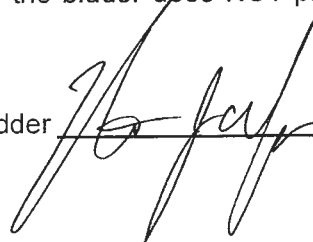
Section 3 - Time Alternate

If the Bidder takes exception to the time stipulated in Article III of the Contract, Time of Completion, page C-2, it is requested to stipulate below its proposed time for performance of the work. Consideration will be given to time in evaluating bids.

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

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

Signature of Authorized Representative of Bidder



Date 8/24/23

BID FORM

Section 4 - Major Subcontractors

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

Contractor agrees that all subcontracts entered into by the Contractor shall contain similar wage provision to Section 4 of the General Conditions covering subcontractor's employees who perform work on this contract.

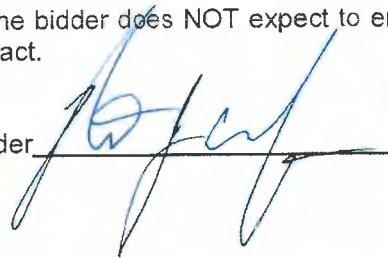
For the work outlined in these documents the Bidder expects to engage the following major subcontractors to perform the work identified:

<u>Subcontractor (Name and Address)</u>	<u>Work</u>	<u>Amount</u>
Somerset Paving	HMA	\$ 65,000 ⁰⁰
G M & Sons, Inc	Misc Conc	\$ 95,250 ⁰⁰
Miller Landscape	Seeding & Landscape	\$ 90,000 ⁰⁰
Pneumatic Restoration	Conc Surface Coating	\$ 20,000 ⁰⁰
Alpine Engineering	Contractor Staking	\$ 26,000 ⁰⁰

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

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

Signature of Authorized Representative of Bidder



Date 8/24/23

BID FORM

Section 5 – References

Include a minimum of five (5) references from similar projects completed within the past five (5) years.

[Refer also to Instructions to Bidders for additional requirements, if any]

1) Park Bridge Repairs \$ 460,000⁰⁰ 2020
Project Name Cost Date Constructed

Hillary Hanzel 734-794-6230
Contact Name Phone Number

2) Amtrak Railroad Bridges \$ 33,000,000⁰⁰ 2022-23
Project Name Cost Date Constructed

Jim Stankiewicz - AECOM 616-813-4126
Contact Name Phone Number

3) US-31 BR @ Black Creek \$ 10,000,000⁰⁰ 2023-24
Project Name Cost Date Constructed

Greg Zack 231-777-3451
Contact Name Phone Number

4) M-179 @ US-131 \$ 6,200,000⁰⁰ 2021-22
Project Name Cost Date Constructed

Tanya Pawlukiewicz 616-464-1783
Contact Name Phone Number

BID FORM

Section 6 – Contractor Information and Responsible Contractor Criteria

Backup documentation may be requested at the sole discretion of the City to validate all of the responses provided herein by bidders. False statements by bidders to any of the criteria provided herein will result in the bid being considered non-responsive and will not be considered for award.

Failure to provide responses to all questions may result in being deemed non-responsive.

Attach additional pages as needed if space below is insufficient.

Pursuant to Sec 1:312(20) of the City Code which sets forth requirements of a responsible bidder, Bidder is required to submit the following:

1. Organization Name: Avlaan Corporation

Social Security or Federal Employer I.D. #: 382675420

Address: 16750 Lincoln St

City: Grand Haven State: MI Zip: 49417

Type of Organization (circle one below):

Individual

Partnership

Corporation

Joint Venture

Other

If "Other" please provide details on the organization:

Year organization established: 1986

2. Current owners/principals/members/managing members/partners of the organization:

See attached Consent Resolution

3. Assumed Names, "doing business as" d/b/a, and/or former organization names(s), if applicable: _____

Explanation of any business name changes: N/A

4. If applicable, please provide a list of all bidder's litigation and arbitrations currently pending and within the past five years, including an explanation of each (parties, court/forum, legal claims, damages sought, and resolution).

N/A

5. Qualifications of management and supervisory personnel to be assigned by the bidder:

To be determined

6. List the state and local licenses and license numbers held by the bidder:

7. Will all subcontractors, employees and other individuals working on the construction project maintain current applicable licenses required by law for all licensed occupations and professions?

Yes

No

8. Will contractors, subcontractors, employees, and other individuals working on the construction project be misclassified by bidder as independent contractors in violation of state or federal law?

Yes

No

9. Submit a statement as to what percentage of your work force resides within the City of Ann Arbor, and what percentage resides in Washtenaw County, Michigan, and the same information for any major subcontractors.

10. Submit documentation as to bidder's employee pay rates (e.g., certified payroll without SSN or personal identifying information, or chart of job titles and pay rates, or other evidence).

ATTACHED

11. State whether bidder provides health insurance, pension or other retirement benefits, paid leave (vacation, personal time, sick leave, etc), or other benefits to its employees, and if so, state whether each benefit is provided directly to employees, by payments or contributions to a third-party administered plan, in cash (e.g., fringe benefit portion of prevailing wages), or other manner.

Yes Union Contractor

12. State whether bidder is an equal opportunity employer and does not discriminate in its hiring on the basis of race, sex, pregnancy, age, religion, national origin, marital status, sexual orientation or gender identity, height, weight, or disability.

Yes

No

13. State whether bidder has Equal Employment Opportunity Programs for minorities, women, veterans, returning citizens, and small businesses, and if so, submit supporting documentation or other evidence of such program(s).

See Attached

14. Has bidder had any violations of state, federal, or local laws or regulations, including OSHA or MIOSHA violations, state or federal prevailing wage laws, wage and hour laws, worker's compensation or unemployment compensation laws, rules or regulations, issued to or against the bidder within the past five years?

Yes

No

If you answered "yes" to the question above, for each violation provide an explanation of the nature of the violation, the agency involved, a violation or reference number, any other individual(s) or party(ies) involved, and the status or outcome and resolution.

15. Does bidder have an existing Fitness for Duty Program (drugs and alcohol testing) of each employee working on the proposed jobsite?

Yes

No

If you answered "Yes", please submit documentation of the Fitness for Duty Program and what it entails.

16. Submit documents or evidence of any debarment by any federal, state or local governmental unit and/or findings of non-responsibility or non-compliance with respect to any public or private construction project performed by the bidder. **NIA**

17. Proof of insurance, including certificates of insurance, confirming existence and amount of coverage for liability, property damage, workers compensation, and any other insurances required by the proposed contract documents.

18. Does bidder have an on-going MIOSHA-approved safety-training program for employees to be used on the proposed job site?

Yes

No

If bidder answered "yes" to the question above, submit documentation of your safety-training program.

19. Does bidder have evidence of worker's compensation Experience Modification Rating ("EMR")?

Yes

No

EMR = _____

20. Will bidder use masters, journeypersons and apprentices on the project?

Yes

No

If bidder answered "yes" to the question above, provide the ratio of masters and journeypersons to apprentices for this project.

Ratio: 15-1 *ratio*

If bidder answered "no" to the question above, submit documentation regarding the qualifications of each worker who may or will be assigned on the project.

If, yes, Ratio = _____

21. Can bidder provide documentation that it participates in a Registered Apprenticeship Program (RAP) that is registered with the United States Department of Labor Office of Apprenticeship or by a State Apprenticeship Agency recognized by the Office of Apprenticeship?

Yes

No

If bidder answered "yes" to the question above, please submit a copy of the program document(s) and evidence of its registration. *Attached*

If bidder answered "no" to the question above, please provide details on how you assess the skills and qualifications of any employees who do not have master or journeyperson certification or status, or are not participants in a Registered Apprenticeship Program.

22. Will bidder comply with all applicable state and federal laws and visa requirements regarding the hiring of non-US citizens, and disclosure of any work visas sought or obtained by the bidder, any of the bidder's subcontractors, or any of the bidder's employees or independent contractors, in order to perform any portion of the project?

Yes

No

23. Submit evidence that bidder has financial resources to start up and follow through on the project and to respond to damages in case of default as shown by written verification of bonding capacity equal to or exceeding the amount of the bidders scope of work on the project. The written verification must be submitted by a licensed surety company rated B+ or better in the current A.M. Best Guide and qualified to do business within the State of Michigan, and the same audited financial information for any subcontractor estimated to be paid more than \$100,000 related to any portion of the project.

Attached

24. Submit evidence of a quality assurance program used by the bidder and the results of same on the bidder's previous projects.

Attached

**CITY OF ANN ARBOR
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.

Ansley Corporation
Company Name

[Signature] 9/24/23
Signature of Authorized Representative Date

Nathan DeGroot, Controller
Print Name and Title

16750 Lincoln Grand Haven, MI 49417
Address, City, State, Zip

616-846-8442
Phone/Email address

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

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

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

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

The Contractor or Grantee agrees:

- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$15.90/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 \$17.73/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	
<input type="checkbox"/>	Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
<input checked="" type="checkbox"/>	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.

Aulcap Corporation	16750 Lincoln
Company Name	Street Address
8/24/23	Grand Haven MI 49417
Signature of Authorized Representative Date	City, State, Zip
Nathan Wagenmeyer, Controller	616-846-8442/
Print Name and Title	Phone/Email address

**CITY OF ANN ARBOR
LIVING WAGE ORDINANCE**

RATE EFFECTIVE APRIL 30, 2023 - ENDING APRIL 29, 2024

\$15.90 per hour

If the employer provides health care benefits*

\$17.73 per hour

If the employer does NOT provide health care benefits*

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

ENFORCEMENT

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

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

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

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

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



Vendor Conflict of Interest Disclosure Form

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

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

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

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

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

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:
Anlax Corporation 616-846-8442
Vendor Name Vendor Phone Number
Signature of Vendor Authorized Representative 8/24/23 Printed Name of Vendor Authorized Representative Nathan Wagemaker

**CITY OF ANN ARBOR
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.

Awladn Corporation
Company Name

[Signature] 8/24/23
Signature of Authorized Representative Date

Daniel Waggenmacher, Controller
Print Name and Title

16750 Lincoln, Grand Haven, MI 49417
Address, City, State, Zip

616-846-8442/
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

CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE

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

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

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

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

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

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

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

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



GRETCHEN WHITMER
Governor

STATE OF MICHIGAN
DEPARTMENT OF TRANSPORTATION
Lansing

PAUL C. AJEGBA
Director

August 8, 2023

Anlaan Corporation
PO Box 599
Grand Haven MI 49417-0599

Vendor ID: 02946

Dear Contractor:

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

In accordance with our Administrative Rules, an **overall financial rating of \$214,853,000.00** has been established which covers numerical ratings in the classifications(s) listed below:

1000	(\$1,000,000.00)	Ba	Concrete Pavement Patching And Widening
200	(\$200,000.00)	Cb	Hot Mix Asphalt/Bituminous Paving
214853	(\$214,853,000.00)	Ea	Grading, Drainage Structures & Agg. Cons
214853	(\$214,853,000.00)	Fa	Bridges And Special Structures
214853	(\$214,853,000.00)	Fb	Structural Steel(Erection)
3000	(\$3,000,000.00)	Fd	Pumphouses
200	(\$200,000.00)	I	Sodding And Seeding/Turf Establishment
2000	(\$2,000,000.00)	J	Concrete C, C&G, Driveways, Sidewalks
5000	(\$5,000,000.00)	K	Sewers and Watermains
20000	(\$20,000,000.00)	N2	Clearing & Grubbing
1000	(\$1,000,000.00)	N7	Waterproofing
4000	(\$4,000,000.00)	N91F	Hydrodemolition
1000	(\$1,000,000.00)	N95B	Caisson Drilling
100	(\$100,000.00)	N96K	Attenuators

This prequalification rating is effective until April 30, 2025 ; a renewal application must be submitted by this date to prevent removal of prequalification.

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

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

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

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

MURRAY D. VANWAGONER BUILDING • P.O. BOX 30050 • LANSING, MICHIGAN 48909
www.michigan.gov • (517) 373-2090

ANLAAN CORPORATION

CONSENT RESOLUTION OF THE BOARD OF DIRECTORS

The undersigned, being all of the members of the board of directors (“**Board of Directors**”) of Anlaan Corporation, a Michigan corporation (the “**Corporation**”) pursuant to Section 525 of the Michigan Business Corporation Act, waive all notice of the time, place and purpose of a meeting and hereby consent to and adopt the following resolution and all actions contemplated by this resolution:

RESOLVED, that the Board of Directors of the Corporation hereby authorize Ryan E. O’Donnell, as President, Nicholas F. Baker, as Vice President, Thomas A. Wagenmaker, as Senior Estimator, and Nathan Wagenmaker, as Controller as persons authorized to bind the Corporation with respect to the Corporation’s construction bids, construction proposals, construction contracts, and other commitments of similar nature during the calendar year 2023.

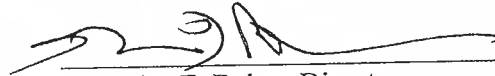
IN WITNESS OF WHICH CONSENT, the undersigned executed this writing effective January 1, 2023.

Dated: 12/13/22



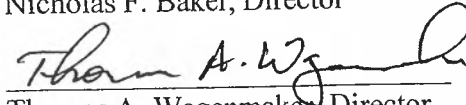
Ryan O’Donnell, Director

Dated: 12/13/22



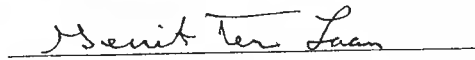
Nicholas F. Baker, Director

Dated: 12/13/22



Thomas A. Wagenmaker, Director

Dated: 12/13/22



Gerrit TerLaan, Director

Quality Assurance:

Regarding quality, AnLaan always strives to provide a final product that exceeds owner expectations. AnLaan field and office staff are constantly looking for value engineering options and identifying scopes that will provide long term benefit to the project and owner. We are known for our innovative approach and have partnered with MDOT, local agencies like the City of Grand Rapids, and the City of Ann Arbor in recent years to provide pre-construction insight on various projects and scopes. Likewise, we gladly welcome the opportunity to partner with the City of Ann Arbor on this project extending the lifespan of this critical infrastructure facility. We will warranty our materials and workmanship for 1 year in accordance with the RFP.

We take great pride in our Peer Review Quality Assurance Structure– implemented by a chain of command which incorporates and system of checks and balances. The chain of command is as follows:

- Foreman: Complete their respective scope of work and oversee their crew.
- Superintendent: Oversee all onsite activities and ensure compliance to all regulations and quality of work.
- General Superintendent: Perform quality evaluations, safety checks and oversee all crucial job functions.
- Associate Project Manager: Monitors progress, schedules and other administrative functions of the project.
- Project Manager: Responsible for project execution. Ensures field procedures and will achieve the desired outcome, coordinates and facilitates communication between all parties invested in the project.
- Quality Assurance/Control Manager: Will oversee all construction efforts and ensure that we are meeting the expectations for all parties involved.

Section B. Workplace Safety

For over 35 years, AnLaan has worked diligently to make safety a core value that is indoctrinated in our business efforts and demonstrated on all our construction projects. Through this persistent effort, we have achieved an Experience Modification Rate (EMR) of 0.86 based on the last three years average, which falls below the industry average. We continue to grow and expand our efforts in driving a safety focused culture throughout our company via regular safety trainings and process improvements company wide. We follow a safety matrix that lists required OSHA safety programs and trainings. All employees are required to complete OSHA 10-hour training, and our field supervision is now required to complete OSHA 30-hour training.

AnLaan holds an Annual Safety training that we require all employees to attend, here we discuss the OSHA required topics such as: lead exposure, silica exposure, fire safety, fall protection, first-aid and CPR. In addition to the annual meeting, we hold a Mid-Season Supervisors Safety Meeting that requires the attendance of all office staff, general superintendents, superintendents, and foremen.

In addition to the required trainings, we implement programs like Job Hazard Analysis Reports or Daily Pre-Task Plans. These documents are a great way for our field supervision to begin thinking about safe ways of completing work before we ever send crews to begin work. Our JHA's are drafted once the contract is awarded and are a useful

AnLaan is a union contractor that is signatory to the labors, carpenters, and operators' unions. As part of the collective bargaining agreements established with each union, all pay rates, health insurance, pension and other benefits are set and controlled by the individual unions. Our apprenticeship program is also part of the individual's specific union. All of facets of the respective unions mentioned above meet the requirements of the United States Department of Labor

WORK CLASSIFICATION	# OF EMPLOYEES	BASE WAGE STRAIGHT TIME	VACATION RATE STRAIGHT TIME	VACATION RATE OVER TIME	FRINGES
FOREMAN	1	\$ 38.65			\$ 30.06
CARPENTERS	1	\$ 35.50			\$ 28.35
LABORERS	1	\$ 27.37	\$ 4.65	\$ 6.98	\$ 14.42
OPERATORS	1	\$ 33.80	\$ 5.06	\$ 7.59	\$ 25.14
CERT. OPERATORS	1	\$ 35.30	\$ 5.29	\$ 7.93	\$ 25.14

Section D. Equity and Sustainability

The following is AnLaan’s Statement of Policy from our EEO Policy:

- A. Statement of Policy on EEO - The Company is committed to providing EEO to all qualified persons regardless of race, color, religion, sex, national origin, sexual orientation, gender identity, disability, or age. Nicholas Baker at AnLaan Corporation of Grand Haven, MI (hereinafter “Affirmative Action Administrator”), has been designated to administer the Company’s affirmative action program and will monitor that program and report on a periodic and continuing basis to management. All employment and personnel policies and practices-recruiting, hiring, promotions, reassignments, Company-sponsored training, compensation, benefits, layoff and recalls and terminations will be administered according to EEO principles. The Company, as part of its commitment to EEO and affirmative action, has established the following AAP in compliance with the regulations provided by the Secretary of Labor in 41 C.F.R. Part 60-1 et seq.

Furthermore, AnLaan continually recruits women and minorities for our trainee program. We also participate in the Federal Highway Administration and Michigan Department of Transportation On-the-Job-Training (OJT) Program and are listed on MDOT’s website as a participating contractor, this list and in its entirety can be found with our digital copy. . This program is designed to offer equal opportunity to minorities, women, and disadvantaged persons. The

effort between the FHWA, MDOT and contractors aims to create a greater pool of skilled individuals, create an environment that welcomes on-site training and work towards creating a more inclusive culture for our industry.