

CONSTRUCTION REQUEST FOR PROPOSAL

RFP No. 22-26

STREET RESURFACING PROJECT - 2022

City of Ann Arbor
ENGINEERING UNIT/PUBLIC SERVICES AREA



Due Date: Thursday, March 31, 2022 by 2:00 p.m. (local time)

Issued By:

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

SECTION III - MINIMUM INFORMATION REQUIRED

PROPOSAL FORMAT

The following describes the elements that should be included in each of the proposal sections and the weighted point system that will be used for evaluation of the proposals.

Bidders should organize Proposals into the following Sections:

- A. Qualifications, Experience and Accountability
- B. Workplace Safety
- C. Workforce Development
- D. Social Equity and Sustainability
- E. Schedule of Pricing/Cost
- F. Authorized Negotiator
- G. Attachments

Bidders are strongly encouraged to provide details for all of the information requested below within initial proposals. 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 proposal being considered non-responsive and will not be considered for award.

Pursuant to Sec 1:314(9) of the City Code which sets forth requirements for evaluating construction bids, Bidders should submit the following:

A. Qualifications, Experience and Accountability - 20 Points

1. Qualifications and experience of the bidder and of key persons, management, and supervisory personnel to be assigned by the bidder.
2. References from individuals or entities the bidder has worked for within the last five (5) years including information regarding records of performance and job site cooperation.
3. Evidence of any quality assurance program used by the bidder and the results of any such program on the bidder's previous projects.
4. A statement from the bidder as to any major subcontractors it expects to engage including the name, work, and amount.

B. Workplace Safety – 20 Points

1. Documentation of an on-going, Michigan OSHA-approved safety-training program for employees to be used on the proposed job site.
2. Evidence of the bidder's worker's compensation Experience Modification Rating ("EMR"). Preference within this criterion will be given to an EMR of 1.0 or less based on a three-year average.
3. Evidence that all craft labor that will be employed by the bidder for the project has, or will have prior to project commencement, completed at least the OSHA 10-hour training course for safety established by the U.S. Department of Labor, Occupational Safety & Health Administration.
4. The safety record of bidder and major subcontractors, including OSHA, MIOSHA, or other safety violations.

C. Workforce Development – 20 Points

1. The ratio of masters or journeypersons to apprentices proposed to be used on the construction project job site, if apprentices are to be used on the project.
2. Documentation as to bidder's pay rates, health insurance, pension or other retirement benefits, paid leave, or other fringe benefits to its employees.
3. Documentation that the bidder participates in a Registered Apprenticeship Program that is registered with the United States Department of Labor Office of Apprenticeship or by a State Apprenticeship Agency recognized by the USDOL Office of Apprenticeship.

D. Social Equity and Sustainability – 20 Points

1. A statement from the bidder as to what percentage of its workforce resides in the City of Ann Arbor and in Washtenaw County, Michigan. The City will consider in evaluating which bids best serve its interests, the extent to which responsible and qualified bidders are able to achieve this goal.

2. Evidence of Equal Employment Opportunity Programs for minorities, women, veterans, returning citizens, and small businesses.
3. Evidence that the bidder is an equal opportunity employer and 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.
4. The bidder's proposed use of sustainable products, technologies, or practices for the project, which reduce the impact on human health and the environment, including raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, and waste management.
5. The bidder's environmental record, including findings of violations and penalties imposed by government agencies.

A. Qualifications

Experience

Accountability

1911

1912

1913



2021 HMA Quality Control Plan

For Use with 12SP-501J-05 Dated 7-05-16

Acceptance of Hot Mix Asphalt Mixture on Local Agency Projects

1. Project, Plant and Lab Information

A. Project Information

Control Section:

Job Number:

Project Location: Ann Arbor 2021 Resurfacing

Project Engineer:

B. Plant Information

Plant Number: 60-06

Address: 857 S. Wagner Rd. Ann Arbor 48103

Office Phone: 734-662-0491

Office Fax: 734-662-0439

Plant Phone: 734-662-0491

Plant Fax: 734-662-0439

Scales/Dispatcher Phone: 734-662-0491

Plant Number:

Address:

Office Phone:

Office Fax:

Plant Phone:

Plant Fax:

Scales/Dispatcher Phone:

C. Lab and Testing Facilities Information

Primary Location

Lab Address: 857 S. Wagner Rd. Ann Arbor 48103

Lab Phone: 734-662-0439

Lab Fax: 734-662-8847

Secondary Location

Lab Address:

Lab Phone:

Lab Fax:

2. Quality Control Organizational Outline

A. Personnel

Corporate Quality Control Administrator: Dennis Kotevski (248-388-1712)

Quality Control Regional Manager: Bonnie Kieliszewski (734-258-6829)

Quality Control Regional Manager: Mark Yount (734-431-4966)

Quality Control Plan Administrator: Dale McIntyre (248-388-7074)

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

Plant Operations Manager: Brad Hillard (586-292-0182)

Field Density Manager: April Nevins (248-962-5423)

1. Plant Operations

Primary Location

Plant Operator: Gerry Woods

Scales/Dispatcher: Morgan Wilder

Secondary Location

Plant Operator:

Scales/Dispatcher:

2. Lab Operations

Primary Location

Lab Tech and Qualification Number: Jordan Storzbach – 0641-0324

Lab Tech and Qualification Number:

Lab Tech and Qualification Number:

Secondary Location

Lab Tech and Qualification Number:

Lab Tech and Qualification Number:

Lab Tech and Qualification Number:

3. Paving Operations

Paving Foreman: Mike O'Connor (734-320-7221)
Paving Foreman: Dan Dingman (810-845-4068)
Paving Foreman: Ron Yrlas (248-534-8059)
Paving Foreman: Jim Bruns (248-388-0822)
Paving Foreman: William Walter (734-216-1805)
Paving Foreman: Tiran Clemons (734-351-6674)
Paving Foreman: Nelson Boatright (734-260-7445)
Paving Foreman: Joe Straub (734-260-5783)
Paving Foreman: Spencer Johnson (248-941-5484)

4. Density Operations

Density Tech: Sandy Beard (734-799-7440)
Density Tech: Tamara Robbins (810-287-1917)
Density Tech: Stephen Manuel (313-218-5882)
Density Tech: Chris Howe (313-600-0492)

B. Roles and Responsibilities

1. Corporate Quality Control Administrator

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

2. Regional Quality Control Manager

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

3. Quality Control Plan Administrator

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

4. Plant Operations Manager

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

5. Density Field Manager

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

6. Lab Technicians

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

7. Plant Operator

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

8. Paving Foreman

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

9. Density Technicians

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

3. Mix Design Information

	Mix Types	Mix Design Number	Mix Tons	Specified PG Binder Grade	AC Testing Option
1	LVSP 3.5%	20MD147	20060	58-28	Ignition
2	LVSP 3.0%	20MD147	1138	58-28	Ignition
3	5E1 T2		50	58-28	Vacuum
4	36A T2		33	58-28	Vacuum
5					
6					
7					
8					
9					
10					
11					

4. Calibration

1. Scales

- All plant scales including truck scales and belt scales will be calibrated annually by an outside agency prior to the season's production.
- A copy of the calibration certificate will be maintained at the plant office and a copy will be provided to the TMI upon request.
- Additional calibration may be required if deviations in production occur or as deemed necessary by the Plant Operator or QC Manager.

2. Cold Feed Bins

- Cold feed bins will be calibrated for each individual aggregate to be used in each individual cold feed.
- Each cold feed bin will be calibrated prior to the start of seasonal production.
- Additional calibration may be required due to deviations during production.

3. Asphalt Pump

- Asphalt pump will be calibrated prior to the start of seasonal production.
- Additional calibration may be required due to deviations during production.

4. Laboratory Equipment (*Minimum Frequencies*)

A. Gyratory Compactors

- A complete calibration will be conducted annually by the Pine Instrument Company.
- Calibration verification will be conducted monthly by QC personnel.

B. Scales

- Scales will be calibrated annually.

C. Thermometers

- Thermometers will be calibrated annually.

D. Gmm Pycnometers

- Dry weight will be verified daily.
- Full calibrations will be performed weekly (dry and wet weight).

6. Stockpile Management

A. Aggregate

1. Stockpiling

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

2. Sampling

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

3. Testing Frequency

- One sample for every 1,000 tons.

4. Moisture Content

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

B. Recycled Asphalt Pavement (RAP)

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

C. Millings

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

D. Testing Procedures

- ASTM C-136: Standard test method for sieve analysis of fine and coarse aggregate.
- ASTM C-117: Standard test method for materials finer than p200 in mineral aggregate by washing.

- MTM 117: Test method for determining percentage of crushed particles in aggregate.
- MTM 320: Test method for specific gravity and absorption of coarse aggregate.
- MTM 321: Test method for specific gravity and absorption of fine aggregate.
- ASTM C-1252: Test method for un-compacted void content of fine aggregate method A.
- ASTM C-566: Total moisture content in aggregate.

7. HMA Production

A. Job Mix Formulas (JMF)

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

B. Mixing Temperatures

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

C. Production

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

D. Trial Runs

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

8. Sampling

A. See section 6.A.2 for aggregate

B. See table 1 for HMA

C. Asphalt Binder Sample

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

D. HMA sampling frequency

- Ensure all persons performing QC and QA HMA field sampling are "Local Agency HMA Sampling Qualified" samplers. At the Pre-Production or Pre-Construction meeting the engineer will determine the method of sampling to be used. All sampling will be done in accordance with MTM 313 (Sampling HMA Paving Mixtures) or MTM 324 (Sampling HMA Paving Mixtures Behind the Paver). Samples are to be taken from separate hauling units.
- For production/mainline type paving, obtain a minimum of two samples, each being 20,000 grams, each day of production, for each mix type. The Engineer will sample and maintain possession of the sample. Sampling from the paver hopper is prohibited. Each sample will be divided into two 10,000 gram parts with one part being for initial testing and the other part being held for possible dispute resolution testing. Obtain a minimum of three samples for each mix type regardless of the number of days of production.
- Obtain samples that are representative of the day's paving. Sample collection is to be spaced throughout the planned tonnage. One sample will be obtained in the first half of the tonnage and the second sample will be obtained in the second half of the tonnage. If planned paving is reduced or suspended, when paving resumes, the remaining sampling must be representative of the original intended sampling timing.
- Ensure all persons performing testing are Bit Level One certified or Bit QA/QC Technician certified.

E. Informational Cores

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

9. Action and Suspension Limits

1. MIXTURE ACTION/SUSPENSION PLAN

- A. SEE TABLES 1 & 2

2. Density Action/Suspension Plan

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

3. Documentation

- A. All QC tests will be entered into the company QC program.
- B. Individual QC test results will be provided to the Engineer upon completion. The MDOT PWL Spreadsheet shall be updated as QC test results are available.
- C. Necessary changes to various quality control processes may be required. These changes will be documented and communicated to the project engineer.
- D. When hand writing information on worksheets all mistakes will be lined out and the correct information written near the original. Erasers and white out will not be allowed.
- E. All hand written worksheets must be kept on file. Computerized reports must be traceable to hand written worksheets.
- F. Project files will be retained for five years from time the project is accepted. Records for warranty projects will be maintained for two years beyond the warranty period.

4. Quality Control Charts

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

5. Construction

- A. Construction practices will be in accordance with the 2012 Standard Specifications for Construction, Section 501 and/or any Special Provisions contained in the contract documents.
- B. At no time will a subsequent layer be placed over previous layers (exception, two lifts of same mixture) until the QA results are received for the underlying layer.

6. Compaction

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

7. Segregation

- A. Segregation will be addressed at the plant site initially. Care will be taken to minimize the potential for segregation during the load-out process. The paver hopper will be kept as full

as possible at all times. If segregation occurs, troubleshooting will begin to locate the source of the segregation and every attempt will be made to correct the segregation.

8. Longitudinal Joint Construction

- A. Longitudinal Joints shall be constructed in accordance with the 2012 Standard Specifications for Construction, Section 501.03.F.2
- B. (Insert project specific construction plan)

9. Ride Quality

- A. Ride Quality shall meet or exceed the requirements set forth in applicable Special Provisions contained in the contract documents.
- B. (Insert completed company ride QC plan when applicable)

Table 1: Minimum Quality Control Sampling and Testing Requirements

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

Table 2, Action and Suspension Limits

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



To: City of Ann Arbor

From: Mark Yount

Cc:

Re: Material Certification Letter— City of Ann Arbor Resurfacing 2021

Cadillac Asphalt LLC hereby certifies that the materials supplied to City of Ann Arbor Resurfacing 2021 meets or exceeds the requirements specified within the project documents in accordance to 12SP-501J-05. The materials used in the HMA mixtures for this project will be from the same sources as the materials used in developing the mix design.

Michigan Paving and Materials Company (M.P.M.C.) certifies that the SS1H, as transported to the contractors plant (Cadillac Asphalt LLC), conforms to MDOT specifications and that the material was produced under an Approved Supplier Certification (A.S.C.) Program.

Respectfully,

Mark Yount

Digitally signed by Mark
Yount
Date: 2021.05.03 13:53:47
-04'00'



**LIUNA Training
Michigan**
Power to Excel

Perry
11155 Beardslee Road
Perry MI. 48172
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Fax: (517) 625-4046

Iron Mountain
W-8008 US-2
Iron Mountain MI 49801
PH: (906) 774-5703
Fax: (906) 774-4478

Wayne
5555 Wayne Road
Wayne MI. 4818
PH: (734) 729-7005
Fax: (734) 729-8792

St. Joseph
211 Hilltop Road
St Joseph MI 49085
PH: (269) 332-0355
Fax: (517) 625-4046

March 22, 2022

To Whom it May Concern,

Please be advised that Laborers' Union current signatory contractor, Cadillac Asphalt LLC is a participant in the LiUNA Training of Michigan's Federally Registered Apprenticeship program (MI007970001) and is in compliance. For further information, please feel free to contact me with any questions.

Thank you,

Scott McDonald,
Director of Apprenticeship, MLTAI
SM/dl

PH: 517-625-4919
Email: smcdonald@mltai.org

Kyle Toteff (Project Manager)

HIGHLIGHTS

Spent 19 years working for Cadillac Asphalt as an Estimator/Project Manager. Has managed many MDOT, City and County programs.

WORK HISTORY

Estimator/Project Manager,

2003 to Present

- Estimate and prepare bids for construction projects.
- Prepare schedules for Construction projects.
- Manage subcontractors on projects.
- Coordinate projects with customers.
- Exercise customer service with customers.
- Help execute a safety first culture.
- Manage daily job cost of construction projects
- Help Customers develop and maintain beneficial paving programs to fit their needs.
- Work to meet personal and company-wide financial projections.

COMPUTER SKILLS

- Competent using Microsoft Office products
- Trainable in other computer software

REFERENCES

- Mike Bernbeck, Project Engineer, Washtenaw County Road Commission (734) 680-5499
- Mike Smith, Project Engineer, Monroe County Road Commission (734) 625-1413
- Aaron Berkholz, Project Engineer, Washtenaw County Road Commission (734) 417-1559
- Robert White, Project Manager, Miller Brothers Construction (419) 466-5692
- Dave Leach, General Superintendent, Monroe County Road Commission (734) 735-7196

PAVING PROJECT HIGHLIGHTS:

- I-94, M-14 to US-23 Washtenaw County (2018)
- I-94, M-14 to US-23, Washtenaw County (2013)
- US-24, Buhl Rd to Labo Rd, Monroe County (2019)
- Washtenaw County Annual Paving Program (Multi-Years)
- Monroe County Annual Paving Program (Multi-years)
- City of Ann Arbor HMA Paving Program (2020,2021)

Nelson Boatright

HIGHLIGHTS

25+ years in the construction industry in Southeast Michigan holding various roles from entry-level to management-level. Proficient in many aspects of asphalt, production, preparation and paving operations.

WORK HISTORY

Project Supervisor – City of Ann Arbor Paving Program, Cadillac Asphalt, LLC **2021-Current**

- Daily coordination with City of Ann Arbor Inspection and Engineering on work activities for Cadillac and all subcontractor operations.
- Develop, maintain, and present weekly schedules Owner.
- Quickly and effectively resolve coordination issues between subcontractors to ensure timely completion.
- Inter-company scheduling of HMA crews for project needs and subcontractor scheduling.
- Coordination with Project Manager on weekly cost reporting and analysis.

Asphalt Crew Foreman, Cadillac Asphalt LLC. **2005-2020**

- Complete HMA prep and paving foreman responsibilities from preproduction through project punchlist.
- Evaluating traffic control needs and making adjustments during the daily operations.
- Responsible for overall safety of the crew while onsite.
- Daily ordering of trucking needs and materials to minimize waste.
- Work with local Owners, Engineers, or Inspectors to create innovative ideas to accomplish project requirements
- Processing and documenting changes in work scope.
- Entering crew payroll hours and equipment utilization hours.
- Handling daily schedule changes and material needs
- Managing multiple moves to various projects daily
- General job costing review and project performance review.
- Coordinating equipment allocation and moves between several HMA projects.
- Manage crew personnel consisting of Operators, Laborers, and Traffic Regulators.

Paver Operator, Thompson-McCulley/Cadillac Asphalt, LLC. **2000-2004**

- Daily pre-work equipment inspection and reporting.
- Operate CAT paver in a safe and efficient manner.

- Coordinate with Screed personnel to overcome challenging paving requirements.
- Operated paver on many different paving projects from subdivisions to major Interstate freeways.
- Communicate with Foreman expected, current and expected production outputs and assist in planning Crew operations.

HMA Plant Operator – Rawsonville Plant, Thompson-McCulley 1997-1999

- Responsible for ordering daily aggregates from quarry's for HMA production and stockpile management in the yard.
- Daily production of several different HMA mixes
- Daily, monthly, and yearly plant repair and maintenance.
- Weekly reporting on production levels and overall plant effectiveness.
- Manager 1-3 other plant personnel.

COMPUTER SKILLS

- Competent using Microsoft Word, Excel and Outlook.
- Competent with internal scheduling software (*web-based, proprietary system*)

REFERENCES

Available upon request.



Michigan Department of Transportation

Contractor's Performance Evaluation

6/4/2020 1:21 PM

FieldManager 5.3c

Contract: 82000-203511, Hot mix asphalt cold milling and resurfacing, concrete pavem

Report Period 8/8/2019 - 5/27/2020		CPE Number 12	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 6/4/2020	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 07896	Business Enterprise Type	
Location Edward N Hines Drive from Outer Drive to M-153 (Ford) Ramps			Work Type	
Evaluator CES, Clay Stokes		Current Contract Amount \$1,502,942.33	Managing Office OHM	
Entered By VA, Vanessa Assi			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 203511A, Hot mix asphalt cold milling and resurfacing, concrete pavem 207122A, Hot mix asphalt cold milling and resurfacing, concrete pavem				
Comments				

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

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	9	Management personal were always available and comply with directions of the engineer.
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	9	Contractor was very competent in scheduling work and meeting contract dates. Contractor usually provided updates to progress schedule.



Contractor's Performance Evaluation

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

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



Michigan Department of Transportation

Contractor's Performance Evaluation

6/4/2020 1:21 PM

FieldManager 5.3c

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

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

D. Subcontractor Management

15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	9	The Contractor always exercises authority, coordinates and monitors work operations with their Subcontractors to ensure the schedule and specifications are met.
--	---	--



Clayton E. Stokes, PE

Digitally signed by Clayton E. Stokes
DN: CN=Clayton E. Stokes, E=clay.stokes@ohm-advisors.com,
O=State of Michigan, C=US
Reason: I am the author of this document
Date: 2020.06.04 14:15:56-04'00'

Evaluator

(Date)



Craig Dashner, PE
Jun 8 2020 10:59 AM

Construction/Project Engineer
Gorette Yung

Digitally signed by Gorette Yung
DN: CN = Gorette Yung email =
yunggg@michigan.gov C = US O = State of
Michigan
Date: 2020.06.17 16:18:52 -04'00'

TSC Manager: Yung, Gorette - Taylor TSC

(Date)

(Date)

Chris Onolemhemen, P.E.

Christopher Onolemhemen
2020-06-08 11:37:31 AM



Michigan Department of Transportation

Contractor's Performance Evaluation

11/6/2018 10:32 AM

FieldManager 5.3b

Contract: 82101-201878, Intersection improvements include, hot mix asphalt cold mill

Report Period 7/2/2018 - 11/6/2018		CPE Number 2	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 11/6/2018	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route Old M-14	District 07032	Business Enterprise Type	
Location McClumpha Road at Ann Arbor Road.			Work Type	
Evaluator RL, Richard W LaPaim		Current Contract Amount \$483,510.58	Managing Office OHM	
Entered By VA, Vanessa Assi			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 201878A, Intersection improvements include, hot mix asphalt cold mill				
Comments				

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

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	9	
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	8	
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	8	

**Contractor's Performance Evaluation**

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

	Rating	Rating Remarks
A. Organization and Management		
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	9	
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	9	
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	9	
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	9	
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	8	
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	9	
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	9	
11. To what degree does the Contractor provide a quality product?	8	
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	9	
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	9	
14. To what degree does the Contractor meet the environmental requirements of the contract?	9	



Michigan Department of Transportation

Contractor's Performance Evaluation

11/6/2018 10:32 AM

FieldManager 5.3b

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

	Rating	Rating Remarks
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	8	
<hr/>		
Richard W. LaPalm	Richard W. LaPalm	
	Nov 28 2018 8:35 AM	
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Evaluator		cosign
Jeffrey A. Horne	Construction Engineer Date & Time: Nov 29 2018 7:04 AM cosign	(Date)
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Construction/Project Engineer		(Date)
Gorette Yung	Digitally signed by Gorette Yung DN: CN = Gorette Yung email = yungg@miichigan.gov O = State of Michigan Date: 2018.12.08 07:21:10 -0500	
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TSC Manager: Gorette Yung, PE		(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

3/1/2021 3:40 PM

FieldManager 5.3c

Contract: 82000-206353, Bridge replacement, construct reinforced concrete slab deck,

Report Period 3/23/2020 - 2/9/2021		CPE Number 3	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 3/1/2021	Report Type Final		Contractor Type Subcontractor	Subcontract Amount \$35,070.00
Form Version 082307	Route	District 07032	Business Enterprise Type	
Location West Road over Frank and Poet Drain.			Work Type Miscellaneous	
Evaluator JD, Justin Daavettila	Current Contract Amount \$2,827,480.35		Managing Office Great Lakes Engineering Group	
Entered By BD, Bryan Daavettila			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 206353A, Bridge replacement, construct reinforced concrete slab deck				
Comments				

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

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



Michigan Department of Transportation

Contractor's Performance Evaluation

3/1/2021 3:40 PM

FieldManager 5.3c

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

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



Michigan Department of Transportation

Contractor's Performance Evaluation

3/1/2021 3:40 PM

FieldManager 5.3c

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

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	8	
14. To what degree does the Contractor meet the environmental requirements of the contract?	8	
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	8	Tenmile creek excavating worked as a sub to Cadillac for milling HMA repair areas.
<div> <div> DocuSigned by: 57E236CC42F449A... </div> <div> 3/2/2021 (Date) </div> </div> <div> <div> Brian Morley P.E. Brian Morley Mar 3 2021 10:07 AM </div> <div> Chris Onolemhemen P.E. Christopher Onolemhemen 2021-03-08 10:52:38 AM (Date) </div> </div> <div> <div> Construction/Project Engineer Gorette Yung <small>Digitally signed by Gorette Yung DN: CN = Gorette Yung email = yungg@mdot.michigan.gov C = US O = State of Michigan Date: 2021.03.19 14:59:37 -0400</small> </div> <div> TSC Manager: Gorette Yung - MDOT (Date) </div> </div>		



Michigan Department of Transportation

Contractor's Performance Evaluation

11/22/2021 8:05 AM

FieldManager 5.3c

Contract: 58000-205458, Hot mix asphalt resurfacing, aggregate shoulders and paveme

Report Period 04/19/2021 - 11/22/2021		CPE Number 1	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 11/22/2021	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 06006	Business Enterprise Type	
Location Tuttle Hill Road from Ostrander Road to Oakville Waltz Road.			Work Type	
Evaluator MCM, Matthew C McBreairty		Current Contract Amount \$929,708.77	Managing Office Monroe County Road Commission	
Entered By MCM, Matthew C McBreairty			Revised By	Revision Date Rev. No.
County(s) Monroe County				
Project(s) 205458A, Hot mix asphalt resurfacing, aggregate shoulders and pavemen 205869A, Hot mix asphalt cold milling ultra-thin overlay and pavement				
Comments				

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

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

**Contractor's Performance Evaluation**

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

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



Contractor's Performance Evaluation

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

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	9	
14. To what degree does the Contractor meet the environmental requirements of the contract?	N/A	
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	10	

_____ Evaluator	_____ (Date)
_____ Construction/Project Engineer	_____ (Date)
_____ TSC Manager: Mark A. Sweeney PE, MDOT Brighton TSC	_____ (Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

12/13/2021 5:23 PM

FieldManager 5.3c

Contract: 82000-205785, Hot mix asphalt cold milling and resurfacing, concrete pavem

Report Period 6/7/2021 - 10/27/2021		CPE Number 2	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 12/13/2021	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 07032	Business Enterprise Type	
Location Ecorse Road from west of Pardee Road to Monroe Boulevard.			Work Type	
Evaluator LC2, Luke Cinader		Current Contract Amount \$835,350.00	Managing Office OHM Advisors	
Entered By VA, Vanessa Assi			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 205785A, Hot mix asphalt cold milling and resurfacing, concrete pavem				
Comments				

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

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

**Contractor's Performance Evaluation**

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

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



Michigan Department of Transportation

Contractor's Performance Evaluation

12/13/2021 5:23 PM

FieldManager 5.3c

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

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	10	
14. To what degree does the Contractor meet the environmental requirements of the contract?	9	Contractor meets the environmental requirements and provides the required documentation.
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	9	

Luke Cinader

Luke Cinader
Dec 21 2021 11:06 AM



Digitally signed by Clayton E. Stokes
DN: CN=Clayton E. Stokes,
E=clay.stokes@ohm-advisors.com,
O=State of Michigan, C=US
Reason: I am approving this document
Date: 2021.12.22 08:07:49-0500

Evaluator

(Date)

Construction/Project Engineer

Gorette Yung

Digitally signed by Gorette Yung
DN: CN = Gorette Yung email = yungg@Michigan.gov, C = US, O = State of Michigan
Date: 2022.01.18 10:59:10 -0500

(Date)

TSC Manager: Yung, Gorette - Taylor TSC

(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

2/8/2021 2:16 PM

FieldManager 5.3c

Contract: 82053-127759, Intersection modification of existing geometrics, ultra-thin

Report Period 5/26/2020 - 9/21/2020		CPE Number 13	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 2/8/2021	Report Type Final		Contractor Type Subcontractor	Subcontract Amount \$613,375.37
Form Version 082307	Route	District 07032	Business Enterprise Type	
Location US-24 (Telegraph Road) at Old M-14 (Plymouth Road).			Work Type	
Evaluator MLC, Mary L Crowl		Current Contract Amount \$2,311,976.39	Managing Office WSP, 500 Griswold St, Suite 2600, Detroit, MI	
Entered By CAT, Carly A Taylor			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 127759A, Modify the existing geometrics of intersection. 204362A, Ultra-thin hot mix asphalt overlay and sidewalk ramp upgrade 208119A, New signal installation includes base-mounted cabinets, ITS				
Comments				

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

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

**Contractor's Performance Evaluation**

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

	Rating	Rating Remarks
A. Organization and Management		
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	8	No issue with receiving project documentation on site (HMA tickets), but on one occasion, there was a mix up of not having all tickets received on the project site, a situation which was resolved. The contractor placed all documents in Projectwise.
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	8	Contractor complied with direction of engineer and generally followed the project authority process.
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	8	Contractor submitted payrolls as required.
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	9	Contractor has excellent equipment to do the work specified and cleanup work required.
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	8	Contractor has an good crew that worked to provide a quality project
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	9	This contractor had required safety lights and reflectivity tape on equipment, and all employees wore specified safety gear.
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	9	The subcontractor was not responsible for the maintenance of traffic, they did assist with traffic control work when ever needed. They planned their paving operations to provide good traffic maintenance and movement of vehicles through the work zone.
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	8	The contractor had a QA/QC plan in place, and generally followed it.
11. To what degree does the Contractor provide a quality product?	8	Contractor worked to provide a quality project; there were some minor issues with placement of mix on one occasion.



Contractor's Performance Evaluation

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

	Rating	Rating Remarks
C. Work Performance		
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	N/A	The subcontractor was not responsible for this rating factor.
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	8	All documentation was available to reach a final quantity and complete the HMA work on the project.
14. To what degree does the Contractor meet the environmental requirements of the contract?	8	Contractor made every attempt to confine their spoils from HMA work into piles that were easy to be removed from the project and were not detrimental to the environment.

D. Subcontractor Management

15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	N/A	The subcontractor was not responsible for this rating factor.
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Mary L.
Crowl

Digitally signed by Mary L. Crowl
DN: cn=Mary L. Crowl, c=US,
o=State of Michigan,
email=mary.crowl@wsp.com
Date: 2021.02.08 14:18:06 -05'00'

Evaluator

Jeffrey A. Horne

Digitally signed by Jeffrey A. Horne
DN: CN = Jeffrey A. Horne email = jhorne@michigan.gov C = US O
= State of Michigan
Date: 2021.02.08 21:42:42 -05'00'

(Date)

Construction/Project Engineer

Gorette Yung

Digitally signed by Gorette Yung
DN: CN = Gorette Yung email = yungg@michigan.gov C = US O = State of Michigan
Date: 2021.02.08 09:01:12 -05'00'

(Date)

TSC Manager: Gorette Yung - Taylor TSC

(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

2/5/2021 3:44 PM

FieldManager 5.3c

Contract: 82000-203581, Hot mix asphalt cold milling and resurfacing, concrete pavem

Report Period 4/28/2020 - 2/1/2021		CPE Number 1	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 2/5/2021	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 07032	Business Enterprise Type	
Location Merriman Road from Plymouth Road to Schoolcraft Road.			Work Type	
Evaluator dp, dennis pellock		Current Contract Amount \$1,725,967.04	Managing Office Wayne County FEO, 33809 Michigan Ave., Wayne MI 48184	
Entered By dp, dennis pellock			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 203581A, Hot mix asphalt cold milling and resurfacing, concrete pavem				
Comments				

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

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



Contractor's Performance Evaluation

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

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



Michigan Department of Transportation

Contractor's Performance Evaluation

2/5/2021 3:44 PM

FieldManager 5.3c

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

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

D. Subcontractor Management

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

8

Lawrence Kennedy
Feb 5 2021 3:51 PM

Don't Sign

Evaluator	(Date)
Chris Onolemhemen, P.E.	Christopher Onolemhemen
	2021-08-31 02:08:19 PM
Construction/Project Engineer	(Date)
Gorette Yung	
<small>Digitally signed by Gorette Yung DN: CN = Gorette Yung email = yungg@mdot.michigan.gov, C = US O = State of Michigan Date: 2021.12.07 10:24:57 -0500</small>	
TSC Manager: Gorette Yung, Taylor TSC	(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

5/15/2020 10:31 AM

FieldManager 5.3c

Contract: 82000-203546, Hot mix asphalt cold milling and resurfacing, concrete paver

Report Period 6/24/2019 - 5/15/2020		CPE Number 14	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 5/15/2020	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 07896	Business Enterprise Type	
Location Eureka Road from Toledo Road to Fort Street (M-85).			Work Type	
Evaluator EB, Ed Bizek		Current Contract Amount \$2,886,383.25	Managing Office Wade Trim	
Entered By EB, Ed Bizek			Revised By	Revision Date Rev. No.
County(s) Wayne County				
Project(s) 203546A, Hot mix asphalt cold milling and resurfacing, concrete paver				
Comments Prime Contractor				

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

	Rating	Rating Remarks
A. Organization and Management		
1. To what degree are Contractor's project management personnel available and given the authority to execute the directions of the Engineer?	9	Project management was always available and carried out all directions from the Engineer
2. To what degree are the Contractor's management personnel competent and effective in scheduling the work and organizing construction operations, including being punctual in starting and completing the work on the project and meeting critical intermediate phases in accordance with the contract?	9	Management personnel were very experienced and effectively scheduled construction operations
3. To what degree does the Contractor furnish required documentation and reports in a timely manner? This includes, but is not limited to, certification of materials, delivery tickets, invoices, progress schedule, shop drawings, material sampling, requests for extensions of time, contractor staking and Contractor Quality Assurance/Quality Control (QA/QC) plans and documentation.	9	All required documentation was submitted in a timely manner, often without request

**Contractor's Performance Evaluation**

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

	Rating	Rating Remarks
A. Organization and Management		
4. To what degree does the Contractor comply with the direction of the Engineer and follow the project authority as detailed in Division 1 of the Standard Specifications for Construction?	9	
5. To what degree does the Contractor comply timely with all appropriate wage rates, labor, EEO, and D.B.E. laws and regulations, submit accurate certified payrolls and promptly pay all subcontractors?	9	Payroll reports were submitted timely and accurately. No prompt payment issues were determined.
B. Resources		
6. To what degree does the Contractor have adequate and sufficient equipment to keep the project on schedule? Does the equipment meet the requirements of the specifications and efficiently provide a quality product?	10	
7. To what degree does the Contractor have competent and sufficient personnel to keep the project on schedule?	10	
C. Work Performance		
8. To what degree does the Contractor have good safety practices? Does the Contractor follow their own safety program?	9	
9. To what degree did the Contractor comply with contract requirements for maintaining traffic?	9	Traffic was always maintained in a safe manner and met the requirements in the contract
10. If applicable, to what degree does the Contractor meet the contract requirements for Contractor Quality Control (CQC)?	9	
11. To what degree does the Contractor provide a quality product?	9	Contractor strived to provide a quality product
12. To what degree does the Contractor properly notify and coordinate work with utility companies, railroads, property owners, local unit of government, and Contractors working on adjacent projects?	9	
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	9	All required documentation was submitted and did not delay the closeout of the project
14. To what degree does the Contractor meet the environmental requirements of the contract?	9	




Michigan Department of Transportation

Contractor's Performance Evaluation

5/15/2020 10:31 AM

FieldManager 5.3c

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

	Rating	Rating Remarks
D. Subcontractor Management		
15. To what degree does the Contractor coordinate work with Subcontractor's work, exercise authority over Subcontractors, provide notice of Subcontractor's work schedule and ensure that Subcontractors are in compliance with contract requirements?	9	
Edmund M. Bizek	Edmund M. Bizek Dec 1 2020 4:17 PM	
	Evaluator Christopher J. Brinks Dec 1 2020 5:21 PM	(Date)
Construction/Project Engineer		(Date)
Gorette Yung	<small>Digitally signed by Gorette Yung DN: CN = Gorette Yung email = yunggo@michigan.gov C = US O = State of Michigan Date: 2020.12.02 15:27:31 -0500</small>	(Date)
TSC Manager: Yung, Gorette - Taylor TSC		(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

6/2/2020 9:19 AM

FieldManager 5.3c

Contract: 82000-203522, Hot mix asphalt cold milling and resurfacing, concrete pavem

Report Period 6/18/2019 - 6/2/2020		CPE Number 9	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 6/2/2020	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 07896	Business Enterprise Type	
Location Pennsylvania Road from east of Fort Street (M-85) to the rai			Work Type	
Evaluator LK, Lawrence Kennedy		Current Contract Amount \$1,123,694.59	Managing Office Wayne County FEO, 33809 Michigan Ave., Wayne MI 48184	
Entered By LK, Lawrence Kennedy			Revised By	Revision Date Rev. No.
County(s) Wayne County				

Project(s)

203522A, Hot mix asphalt cold milling and resurfacing, concrete pavem

Comments

Contractor completed all contract work per all Wayne County and MDOT standards and specifications as described in the project proposal and the MDOT Standard Specifications for Construction.

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

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



Contractor's Performance Evaluation

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

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



Contractor's Performance Evaluation

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

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

Chris Onolemhemen, P.E.

Christopher Onolemhemen
2020-07-21 05:01:47 PM

Evaluator

(Date)

Chris Onolemhemen, P.E.

Christopher Onolemhemen
2020-07-21 05:01:54 PM

Construction/Project Engineer

(Date)

Gorette Yung

Digitally signed by Gorette Yung
DN: CN = Gorette Yung email = yungg@mdot.michigan.gov, C = US, O = State of Michigan
Date: 2020.07.23 13:24:55 -04'00'

TSC Manager: Gorette Yung, Taylor TSC

(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

03/01/2021 2:43 PM

FieldManager 5.3c

Contract: 81000-203568, Road rehabilitation, hot mix asphalt cold mill, crush, shape

Report Period 02/04/2020 - 02/23/2021		CPE Number 1	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 02/23/2021	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 06006	Business Enterprise Type	
Location ix Mile Road from Whitmore Lake Road to US-23 and Whitmor			Work Type	
Evaluator JH, James Hui		Current Contract Amount \$1,093,005.98	Managing Office Washtenaw County Road Commission	
Entered By JC, John Cipolla			Revised By	Revision Date Rev. No.
County(s) Washtenaw County				
Project(s) 203568A, Road rehabilitation, hot mix asphalt cold mill, crush, shape 203572A, Road rehabilitation, hot mix asphalt cold milling and resurf 205954A, Road rehabilitation, hot mix asphalt cold milling and resurf				
Comments				

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

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

**Contractor's Performance Evaluation**

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

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



Contractor's Performance Evaluation

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

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

James Hui
Mar 2 2021 8:06 AM

Evaluator

(Date)

Aaron L. Berkholz, P.E.
Aaron L. Berkholz, P.E.
Mar 16 2021 9:41 AM

James Daavettila James Daavettila
Mar 17 2021 1:05 PM

Construction/Project Engineer

(Date)

Mark Sweeney

Digitally signed by Mark Sweeney
DN: CN = Mark Sweeney email = sweeneym@michigan.gov C = US O =
State of Michigan
Date: 2021.03.17 13:24:45 -04'00'

TSC Manager: Mark Sweeney, P.E.

(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

03/01/2021 3:55 PM

FieldManager 5.3c

Contract: 81000-203561, Road rehabilitation, hot mix asphalt cold milling and resurf

Report Period 02/27/2020 - 02/23/2021		CPE Number 1	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 02/23/2021	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 06006	Business Enterprise Type	
Location North Hewitt Road from Washtenaw Avenue to Clark Rd/Huron F			Work Type	
Evaluator JH, James Hui	Current Contract Amount \$1,019,850.00		Managing Office Washtenaw County Road Commission	
Entered By JC, John Cipolla			Revised By	Revision Date Rev. No.
County(s) Washtenaw County				
Project(s) 203561A, Road rehabilitation, hot mix asphalt cold milling and resurf 203574A, Road rehabilitation, hot mix asphalt cold milling and resurf				
Comments				

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

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



Contractor's Performance Evaluation

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

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



Michigan Department of Transportation

Contractor's Performance Evaluation

03/01/2021 3:55 PM

FieldManager 5.3c

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

	Rating	Rating Remarks
C. Work Performance		
13. To what degree does the Contractor submit the necessary documentation to permit timely closeout and finaling of project?	9	
14. To what degree does the Contractor meet the environmental requirements of the contract?	10	

D. Subcontractor Management

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

James Hui
Mar 2 2021 7:56 AM

Evaluator

Aaron L. Berkholz, P.E. Aaron L. Berkholz, P.E.
Mar 16 2021 8:39 AM

Construction/Project Engineer

Mark Sweeney

Digitally signed by: Mark Sweeney
DN: CN = Mark Sweeney email = sweeneym@michigan.gov C = US O = State of Michigan
Date: 2021.03.18 11:55:57 -0400

TSC Manager: Mark Sweeney, P.E.

(Date)

James Daavettala James Daavettala
Mar 17 2021 1:39 PM

(Date)

(Date)



Michigan Department of Transportation

Contractor's Performance Evaluation

12/10/2020 10:46 AM

FieldManager 5.3c

Contract: 81000-203519, Hot mix asphalt cold milling and resurfacing, adjust drainag

Report Period 06/24/2019 - 12/09/2020		CPE Number 1	Contractor Cadillac Asphalt, L.L.C.	
CPE Date 12/09/2020	Report Type Final		Contractor Type Prime	Subcontract Amount
Form Version 082307	Route	District 06892	Business Enterprise Type	
Location Ellsworth Road from Hewitt Road to Michigan Avenue.			Work Type	
Evaluator JH, James Hui		Current Contract Amount \$1,169,697.06	Managing Office Washtenaw County Road Commission	
Entered By JC, John Cipolla			Revised By	Revision Date Rev. No.
County(s) Washtenaw County				
Project(s) 203519A, Hot mix asphalt cold milling and resurfacing, adjust drainag 203556A, Hot mix asphalt cold milling and resurfacing, traffic loops, 203652A, Hot mix asphalt cold milling and resurfacing, traffic loops,				
Comments				

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

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



Contractor's Performance Evaluation

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

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



Contractor's Performance Evaluation

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

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

D. Subcontractor Management

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

James Hui
Dec 10 2020 11:17 AM

Evaluator

(Date)

Matthew F. MacDonell
Dec 10 2020 1:20 PM

James Daavettala

James Daavettala
Dec 16 2020 9:19 AM

Construction/Project Engineer

(Date)

Mark Sweeney

Digitally signed by: Mark Sweeney
DN: CN = Mark Sweeney email = sweeneym@michigan.gov C = US O = State of Michigan
Date: 2020.12.16 10:44:19 -0500

TSC Manager: Mark Sweeney, P.E.

(Date)

B.

WORK PLACE
SAFETY

Establishment Search Results

Establishment	Date Range	Office	Zipcode	State
Cadillac Asphalt LLC	03/15/2017 to 03/15/2022	all	all	MI

Please note that inspections which are known to be incomplete will have the Identifying Activity Nr shown in *italic*. Information for these open cases is especially dynamic, e.g., violations may be added or deleted.




Sort By: Date | Name | Office | State

Return to Search ↻

By Date

Results 1 - 3 of 3

Get Detail Select All Reset

#	Activity	Opened	RID	St	Type	Sc	SIC	NAICS	Vio	Establishment Name
	1	1488741.015	08/19/2020	0552651	MI	Planned	Complete	237310		Cadillac Asphalt Llc
	2	1396808.015	04/29/2019	0552652	MI	Referral	Partial	237310		Cadillac Asphalt Llc
	3	1252163.015	08/02/2017	0552651	MI	Planned	Complete	237310		Cadillac Asphalt, Llc

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

Summary of Work-Related Injuries and Illnesses

Year 2021

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

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

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

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

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u>0</u>	<u>0</u>	<u>1</u>	<u>3</u>
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
<u>0</u>	<u>21</u>
(K)	(L)

Injury and Illness Types

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

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

Public reporting burden for this collection of information is estimated to average 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 CMB 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 Cadillac Asphalt LLC
Street 39255 Country Club Drive, Suite B20
City Farmington Hills State Michigan Zip 48188
Industry description (e.g., Manufacture of motor truck trailers)
Highway and Street Construction
Standard Industrial Classification (SIC), if known (e.g., SIC 3715)
OR North American Industrial Classification (NAICS), if known (e.g., 336212)
2 3 7 3 1 0

Employment Information

Annual average number of employees 237
Total hours worked by all employees last year 456,942

Sign here

Patrick Anglin

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.

Patrick Anglin
Company executive

Risk Manager
Title

517-936-9011
Phone

2/28/2022
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 2021

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 Cadillac Asphalt LLC
City Farmington Hills State MI

Identify the person				Describe the case		Classify the case				Enter the number of days the injured or ill worker was:		Check the "Injury" column or choose one type of illness:					
(A) Case No.	(B) Employee's Name	(C) Job Title (e.g., 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:						(M)					
						Death	Days away from work	Remained at work		Away From Work (days)	On Job transfer or restriction (days)	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	Mike Morgan	Plant Operator	3/15	Clarkston Plant - Drum	Foreign particle in eye				x			x					
2	Gerald Woods	Plant Operator	6/29	Ann Arbor Plant - Garage	Rolling up 50' extension cord				x			x					
3	Victor Malave	Laborer	8/24	Ann Arbor / Construction RD	Heat exhaustion - individual fell / laceration to head				x								x
4	Don Mester	Plant Operator	12/14	Wixom Plant / Drum	Pinched finger (left, middle) from rigged object			x			21	x					
Page totals						0	0	1	3	0	21	3	0	0	0	0	1

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.

811 Madison Avenue
Toledo, OH 43604

P 800-249-5268 / 419-255-1020
F 419-255-7557



March 12, 2021

MBC Holdings of Ohio, Inc./Miller Bros. Const., Inc.
P.O. Box 30
Archbold, OH 43502

Re: Workers Compensation Experience Rating

Experience Rating Modification factors:

<u>Effective</u>	<u>NCCI Interstate EMR</u>	<u>Michigan</u>
6/30/2021	.70	.78
6/30/2020	.86	.58
6/30/2019	.86	.56
6/30/2018	.99	.59
6/30/2017	.84	.76
6/30/2016	.82	.83

DocuSigned by:

Sandy Dobbins

997C2FE214B34A1....

Sandy Dobbins
Senior Client Service Manager



02/03/2022

PK Contracting Inc.
8139 Douglas Ave.
Kalamazoo, MI 49009

RE: EMR Rating

Re: Workers' Compensation Experience Modifier – MI Operations

To Whom It May Concern:

Please be advised that the current and two previous NCCI Workers' Compensation Experience Modifiers for PK Contracting Inc. are as follows;

<u>Modifier Effective Date</u>	<u>Modifier</u>
12/31/2021 - 22	.84
12/31/2020 - 21	.76
12/31/2019 - 20	.63

Please advise if additional information is required.

Sincerely,

William Cravens

William Cravens

Assistant Account Manager

Lockton Companies

LOCKTON COMPANIES
3657 Briarpark Drive, Suite 700 / Houston, TX 77042-5264
713-458-5200 / FAX: 713-458-5299
lockton.com



Entity of Insured: Ltd Liability Company

Workplace Locations:

Location Address

Number

1 9561 Carson Hwy
Tecumseh, MI 49286-8729

2. Policy inception 12:01 a.m. Standard Time at the Named Insured's mailing address.

3. A. Workers Compensation Insurance: Part One of the policy applies to the Workers Compensation Law of the states listed here: Michigan

B. Employers Liability Insurance: Part Two of the policy applies to work in each state listed in Item 3.A.

The limits of our liability under Part Two are:

Bodily Injury by Accident \$500,000 each accident
Bodily Injury by Disease \$500,000 policy limit
Bodily Injury by Disease \$500,000 each employee

C. Other States Insurance: Part Three of the policy applies to the states, if any, listed here: None

D. This policy includes these endorsements and schedules:

2-227 (1/83) Michigan Notice to Policyholder
2-375 (11/07) Premium Discount - Short Form
2-936 (1/96) Exclusion of Intentional Torts
967 (7/99) Employers' Liability Amendatory Endorsement
PD 04 22 01 16 Important Audit Information
WC 00 00 00 C Workers Compensation And Employers Liability Insurance Policy
WC 00 03 13 (4/84) Waiver of Our Right to Recover from Others Endorsement
WC 00 04 19 (1/01) Premium Due Date Endorsement
WC 00 04 21 E Catastrophe (Other Than Certified Acts of Terrorism) Premium Endorsement
WC 00 04 22 C Terrorism Risk Insurance Program Reauthorization Act Disclosure Endorsement
WC 00 04 25 05 17 Experience Rating Modification Factor Revision Endorsement
WC 21 03 04 (4/84) Michigan Law Endorsement

4. The premium for this policy will be determined by our Manuals of Rules, Classifications, Rates and Rating Plans. All information required below is subject to verification and change by audit.

Minimum Premium \$642
Policy Estimated Annual Premium \$8,114

Michigan

Loc No.	Class Code	Description	Exposure	Rate	Premium
1	5221	Concrete Work - Floors, Driveways	408,000	4.17	\$17,014
1	8742	Outside Collectors, Messengers Or Salespersons	23,500	0.19	\$45
1	8810	Clerical Office Employees	40,100	0.10	\$40
		Total Manual Premium			\$17,099
	0930	Waiver of Subrogation			\$200
	9807	Increased Employers Liability Limits		0.01	\$171
		Total Subject Premium			\$17,470
	9898	Experience Modification (Risk ID 4383710A)		0.77	-\$4,018

24 Frank Lloyd Wright Drive
P.O. Box 541, Suite J4100
Ann Arbor, MI 48106

P 734-741-0044

F 734-741-1850

April 14, 2021

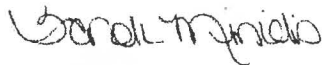
Re: Doan Construction Co.
Workers' Compensation Experience Modification

To whom it may concern:

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

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

Sincerely,



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

August 11, 2021

Cadillac Asphalt, LLC
2575 S Haggerty Rd. Suite 100
Canton, MI 48188

RE: Workers Compensation Intrastate Experience Modification (MI)

This letter is to confirm the MI Intrastate Experience Modification Rating for the following terms:

Term	Rate
09/01/2019 – 09/01/2020	.62
09/01/2020 – 09/01/2021	.68
09/01/2021 - 09/01/2022	.66

If you need any further information regarding the EMR, Please contact the undersigned.

Sincerely,

Holly Tabbert

Holly Tabbert
Account Manager

MICHIGAN					
Experience Rating					
Coverage Group ID:		Insured Name: CADILLAC ASPHALT LLC			
Combo Group ID:		03888495A			
Multiple Entity Code:					
Rating Date		09/01/2021 - 09/01/2022			
Carrier	12637	Policy	UB7N3726912025D		
Loss Summary					
Policy Eff Date	Policy Number	Actual Incurred Loss	Actual Primary Loss	Expected Loss	Primary Expected Loss
		106,116	53,986	405,875	140,657
09/01/2017		0	0	0	0
09/01/2018		0	0	0	0
09/01/2019		0	0	0	0
Experience Totals		100,218	48,088	405,875	140,657
Actual Excess Losses	52,130	Contractors Credit Premium Adjustment Program			
Expected Excess Losses	265,218	Date Released			05/03/2021
Weighting Value	0.31	ARAP			0
Ballast Value	59,075	Experience Modification:			0.66
Comments:					
Rating reflects a decrease of 70% Medical Only (Injury type 6) Primary/Excess Loss Dollars.					
A UB7N3726912025D					

MICHIGAN
Experience Rating

Coverage Group ID:

Insured Name: CADILLAC ASPHALT LLC

Combo Group ID: 03888495A

Multiple Entity Code:

Rating Date 09/01/2021 - 09/01/2022

Carrier

12637

Policy

UB7N3726912025D

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
-		1463					8,555,027	1.97	168,534	0.35	58,987
-		4511					4,063,098	0.13	5,282	0.42	2,218
-		5506					22,341,282	0.99	221,179	0.34	75,201
-		5606					1,794,415	0.33	5,922	0.35	2,073
-		8742					5,481,618	0.05	2,741	0.39	1,069
-		8810					5,541,891	0.04	2,217	0.5	1,109
Policy Totals:					106,116	53,986	0		405,875		140,657

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
09/01/2017 -	UNDER \$2000	8810	06	F	429	429					
09/01/2017 -	368773730	1463	06	F	6,908	6,908					
-		1463					2,341,148	0	0	0	0

MICHIGAN
Experience Rating

Coverage Group ID:

Insured Name: CADILLAC ASPHALT LLC

Combo Group ID: 03888495A

Multiple Entity Code:

Rating Date 09/01/2021 - 09/01/2022

Carrier

12637

Policy

UB7N3726912025D

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
-		4511					1,249,322	0	0	0	0
-		5506					7,263,298	0	0	0	0
-		5606					665,292	0	0	0	0
-		8742					1,945,521	0	0	0	0
-		8810					1,739,878	0	0	0	0
Policy Totals:					0	0	0	0	0	0	0

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
09/01/2018 -	UNDER \$2000	1463	06	F	1,089	1,089					
09/01/2018 -	899454130	1463	05	F	43,671	17,500					
-		1463					2,659,368	0	0	0	0
-		4511					1,399,358	0	0	0	0

MICHIGAN

Experience Rating

Coverage Group ID:

Insured Name: CADILLAC ASPHALT LLC

Combo Group ID: 03888495A

Multiple Entity Code:

Rating Date 09/01/2021 - 09/01/2022

Carrier

12637

Policy

UB7N3726912025D

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
-		5506					7,332,892	0	0	0	0
-		5606					691,698	0	0	0	0
-		8742					1,573,744	0	0	0	0
-		8810					2,134,120	0	0	0	0
Policy Totals:					0	0	0		0		0

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
09/01/2019 -	FQM2424	1463	05	0	10,560	10,560					
09/01/2019 -	FQM5434	1463	05	0	43,459	17,500					
-		1463					3,554,511	0	0	0	0
-		4511					1,414,418	0	0	0	0
-		5506					7,745,092	0	0	0	0

MICHIGAN
Experience Rating

Coverage Group ID:

Insured Name: CADILLAC ASPHALT LLC

Combo Group ID:

03888495A

Multiple Entity Code:

Rating Date

09/01/2021 - 09/01/2022

Carrier

12637

Policy

UB7N3726912025D

Carrier:

Policy No:

Policy Period	Claim Number(s)	Class Code	Inj Type	Clsd Reopn	Actual Incurred Loss	Actual Primary Loss	Payroll	Exp Loss Rate	Expected Loss	D Ratio	Primary Expected Loss
-		5606					437,425	0	0	0	0
-		8742					1,962,353	0	0	0	0
-		8810					1,667,893	0	0	0	0
Policy Totals:					0	0	0		0		0

Date Released:

05/03/2021

STATE NAME: MICHIGAN
EXPERIENCE RATING

Additional Insured Names

CADILLAC ASPHALT LLC
CANTON, 000000000

OSHA 10 and 30 Hour Training

Getting Started for Administrators

This *Quick Start Guide* will give you step-by-step instructions to create training and assign it to your employees so you can efficiently check progress and report on their OSHA progress and completions.

OSHA Guidelines for Students (Members)

As an approved provider of OSHA 10 and 30 Hour courses for General Industry and Construction, we have specific guidelines that are established by OSHA for online training. Students are known as *Members* (anyone who takes training) within the platform. Members must read and agree to the following rules when they begin their course:

- Students may not take more than **7.5 hours of training** in one 24-hour period. The daily limit tallies are reset each day at approximately midnight, Central Time.
- Students should **log out of training at the end of their session each day** to avoid any timer issues and ensure that their daily limit properly resets at the end of each day.
- Once training is started, it **must be completed within 180 days** to be eligible for an OSHA card. Please note: the six-month time period begins when the student clicks "Start," *not* when the course is assigned.
- All progress is tracked in the student account and may be accessed from any computer with an Internet connection to pick up where they left off at the end of their previous session.
- All quizzes allow **three attempts to pass**. Minimum passing score is 70%.
- Once all topics are completed and passed, a Final Exam is required. The student is allowed three attempts to pass this comprehensive exam. **Minimum passing score is 70%.**
- If the student fails any lesson three times or allows the expiry period to lapse, they will not be allowed to continue in the course. The current In Progress lesson will prompt them to **submit an exception request** that will be reviewed by an authorized OSHA Outreach Trainer to determine if the student may continue in the course. The process takes 1-3 business days, depending on request volume.
- After passing the final exam, the student must **complete a survey** about their online course experience. Once the survey is finished, the platform will generate a course completion receipt and request the card.
- OSHA Cards take **2-4 weeks from the date of completion** to reach the student. They are sent by U.S. Mail, so it is important that the student verify/enter a valid U.S. address or military PO for delivery.

Which Version of Otis?

Otis (website registration)



[Click here to skip to Otis specific instructions](#)

Otis 2.0 (upgraded)



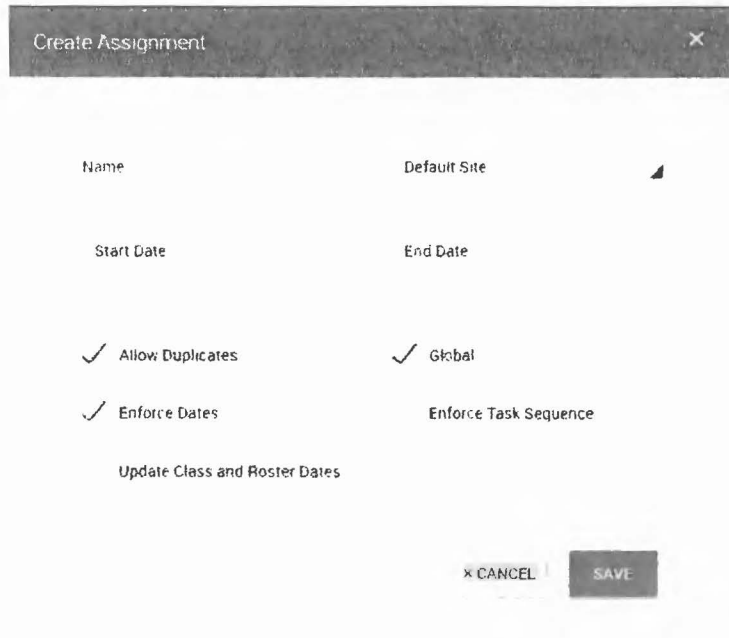
[Click here for Otis 2.0 instructions](#)

Create an Assignment for Tracking [Otis 2.0]

NOTE: if you have the “builder” version of the course, you will need to [build the OSHA course first](#).

NOTE: for instructions [specific to Otis 1.0](#), please skip here.

1. From the left-hand navigation menu, choose **Training**
2. Choose **Assignments** sub-menu
3. Click the **+ Create New Assignment** button (top-right of screen)



Name: this will identify the Assignment in your main list, and name the Assignment on the member’s dashboard.

Default for site: choose your main site location.

Start/End Dates: you must allow six months minimum, but can set the end date as far out as 12/31/2049.

Hours: leave this blank.

Allow Duplicates: leave this selected.

Global: leave this selected. (Turn OFF to hide the Assignment from sub-sites, if any.)

Enforce Dates: if checked, the start and end date control when the course is active (i.e. a Start button appears to access course). If unchecked, the member can access the course even if the start date has not yet occurred or the end date has passed.

4. Click the **Save** button to save the Assignment and proceed to the Add/Edit Tasks window.
5. Click the **+ Add Tasks** button on this page
6. Choose the OSHA course name you want to associate to this Assignment
7. Click the **Add Tasks** button (you should get a “Tasks Selected Successfully” message.)

NOTE: If you purchased more than one OSHA program type, you can build more than one Assignment to assign the different versions.

Create Member Accounts and Assign Course

By creating an Assignment and relating it to your site, you can now add people and choose their training at the time you create their member account.

1. From the left-hand navigation, choose Organization
2. Choose the **Members** submenu
3. Select **+ Create New Member** from the upper-right corner.
4. You will be presented with a blank profile. You need to fill in at least the required fields:
 - a. Name (first and last)
 - b. Email address
 - c. Login ID – this must be unique in our system. Email address is recommended. If no email is available, try using a common suffix such as “@abcinc” with each name.
5. Fill out any other information you wish to capture for the employee.
(For example, enter *address, city, state, zip* for cards to be delivered directly to employee.)
6. Click the **Save Member** button at the bottom of the page
7. After saving, you will be on the newly created member’s profile. Select the **Assignments** tab at the top
8. On this tab click the **Assignment** drop-down menu and select the Assignment you created.
9. Select **+Add Assignment** to finish assigning the member.


The screenshot shows the 'Franklin Test' member profile. The 'Assignments' tab is selected. Below the tab, there is a search bar with a magnifying glass icon and the word 'SEARCH'. Below the search bar is a dropdown menu with 'OSHA Test' selected. Below the dropdown menu is a button labeled '+ ADD ASSIGNMENT'. At the bottom of the page, there is a table with the following headers: 'ASSIGNMENT NAME', 'START DATE', 'END DATE', and 'STATUS'.

Congratulations!

You have just set up your first employee assignment. Now **repeat the steps for each employee** that needs to be assigned an OSHA course. Each one will be added to the Assignment you built, and you can use the instructions on the following page to review progress.

Review Employee Progress

When you want to see the progress or print a completion certificate for employees working on the OSHA course you built, the most convenient way is through the **Training > Assignments** menu.

1. From the left-hand navigation, choose **Training**
2. Choose **Assignments**
3. A list of your *Assignments* will appear below
4. Click on the **Student Status** icon. 
5. A list of assigned members will expand from the right. Click on the **Student Tasks** icon next to a member.
6. The OSHA task will be listed below the member's name. Click on the arrow to the left of the task to expand details
7. In the example of the HSI Test member below, the member is still in *Assigned* status, meaning she has not begun the course yet. When she clicks Start, it will move to "In Progress" and the credit will be used.



The screenshot shows the 'Students' section with a list of members. One member, 'HSI Test', is selected. Below the member's name, a table lists tasks. The task 'OSHA 10hr General Industry - HSI OSHA Example' is shown with details: Type: OL, Start Date: 03/09/2018, Due Date: 05/09/2019, Status: Assigned, and Certificate: (empty). A detailed view of this task is expanded below the table, showing the same information in a key-value format.

TASK NAME	TYPE	START DATE	DUE DATE	STATUS	CERTIFICATE
OSHA 10hr General Industry - HSI OSHA Example	OL	03/09/2018	05/09/2019	Assigned	

TASK NAME:	OSHA 10hr General Industry - HSI OSHA Example
TYPE:	OL
START DATE:	03/09/2018
DUE DATE:	05/09/2019
HRS COMPLETED:	0 00
STATUS:	Assigned
CERTIFICATE:	

NOTE: all the information shown via Training > Assignments is up-to-the-minute information, based on the latest activity by the employee.

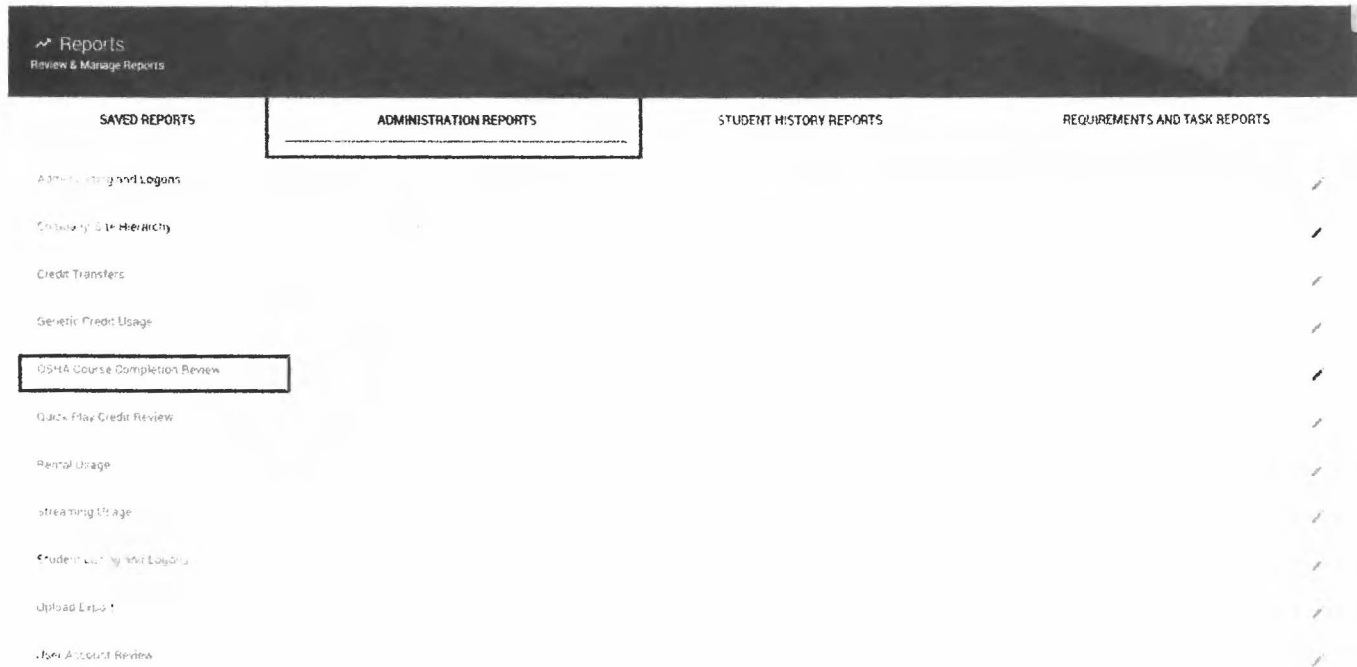
To view progress directly from the member's record:

1. From the left-hand navigation, choose **Organization**
2. Choose the **Members** sub-menu
3. Enter the name of the person to search and click **Search Members**
4. Click on the member's name. Select the **Assignments** tab
5. Click on the assignment name to expand the member's status

NOTE: When looking at members directly, progress and certificate printing is not available. **If you want to view a report on progress or print a certificate** from a completed course, use the Training > Assignments search instead.

Using the OSHA Report to Check Card Status

Navigate to **Reporting & Data > Reports > Administration Reports > OSHA Course Completion Review** to run a report detailing OSHA course completions, which will also let you know when completion data is sent to OSHA for review and card production.



To build the report, fill in the following criteria:

- **Company** – the site to run the report for (defaults to main location)
- **Course Status** – whether the person is Assigned, In Progress, or Completed (defaults to all)
- **Custom Group/Value** – if you use Profile Detail Fields to capture member data, those can be used here. Otherwise select All
- **Assigned Start/End Date** – make sure this encompasses the dates on the Requirement you built for the OSHA course.

Then click **Run Report** to produce a report that will list the student, the current progress, the date they must complete by to be in compliance, the actual course completion date and elapsed time, final exam score, and whether the survey was completed. This is the information needed before being able to transmit to OSHA.

The report will also show dates for when information is submitted to OSHA, when the card was printed, and when it was mailed. This information updates as these new milestones are reached, so you will need to run the report again to check for a new status. Keep in mind the entire process takes 6-8 weeks.

Note: This report updates with our servers overnight and therefore has an approximately 1-day delay in its information.


Build the OSHA 10 or 30 Hour Course

Some credits require an administrator to select specific electives and build the course before it can be added to an Assignment or Requirement. In addition to mandatory lessons required by OSHA, there will be a selection of *Elective* courses that you can choose to fit your business need.

1. From the left-hand navigation menu, choose **Training**
2. Choose **OSHA Courses**
3. Select the **+ New OSHA Course** button (top-right of page)
4. Select the course you want to build and click **Next**. This menu is dependent on whether you have purchased credits for the OSHA course you want to build.
5. Type in a **Course Name** and select Next. This will be the name shown on your list and shown to members who are assigned the course.
6. NOTE: The Mandatory courses are already listed and selected with a grayed-out checkbox. You will want to click **Next** to proceed with building the course.
7. Depending on whether you are building an OSHA 10 or OSHA 30 you will have 1 or 2 more screens asking you to select from lists of elective topics. These screens will provide the requirements you will need to satisfy for the OSHA requirements.
8. Once the requirements are met, click **Save** to finalize the OSHA course set-up. You should receive a confirmation message saying the course was built successfully.

NOTE: When building an OSHA course there should be 2 boxes tracking remaining required hours and remaining required subjects.

NOTE: When you click Build Course, your screen should update to list the course you have built, as in the example below:

OSHA COURSES (ACTIVE COURSES)	
	OSHA 10hr General Industry - HSI OSHA Example
Displaying 1 to 1 of 1	

The **Deactivate** option allows you to disable use of the course immediately – if it is part of an Assignment it will be removed, and if assigned to anyone, it will automatically be closed.

Now that your custom OSHA course is built, it is ready to add to a Requirement (Otis) or Assignment (Otis 2.0).

- **Continue to the next page** for Otis 1.0 Instructions
- [Skip to Otis 2.0 Instructions – Creating an Assignment](#)

Otis 1.0 Instructions

Our first version of Otis is typically available if you have a long-standing account or signed up through our automatic web registration system. If you want to speak to a salesperson about upgrading to our most recent Learning Management System (LMS) for OSHA Training, please contact us at 833-438-6742.

NOTE: if you have the “builder” version of the course, you will need to build the OSHA course first.

Add the OSHA Course to a Requirement

A *Requirement* is a folder/container that references the training members will be assigned.

1. From the left-hand navigation menu, choose **Online Training**
2. Choose **Build Requirements** sub-menu
3. Click the **Add Requirement** button (top-right of screen)

 Requirements: Add Group

Name:

Default for Site

Select Sites...

Start Date:

End Date:

Hours:

Allow Duplicates:



Global:



Enforce Dates:



Name: this will identify the requirement in your main list, and name the requirement on the member's dashboard.

Default for site: click in this box and choose your main site name from the list.

Start/End Dates: you must allow six months minimum, but can set the end date as far out as 12/31/2029.

Hours: leave this blank (deprecated).

Allow Duplicates: leave this selected.

Global: leave this selected. (Turn OFF to hide the Requirement from view by sub-sites, if any.)

Enforce Dates: if checked, the start and end date control when the course is active (i.e. a Start button appears to access course). If unchecked, the member can access the course even if the start date has not yet occurred or the end date has passed.

Next Close

4. Click the **Next** button to save the Requirement and proceed to the assignment window.
5. Click the **Online** category on the next page
6. Choose the OSHA course you purchased or built.
7. Click the **Add Tasks** button (you should get a “Successfully Added Tasks” message.)
8. Click the **Close** button to close the task window

NOTE: Your screen should update to show the requirement you just built. If it does not, click the *Refresh* button on your browser, or click F5 (for PCs) to refresh your screen. Alternatively, you can click Online Training > Build Requirements again to reload the page.


NOTE: If you purchased more than one OSHA course configuration, you can build more than one Requirement to assign the different courses.

Create Member Accounts and Assign Course

We will take advantage of the site set-up during the Requirement built to assign training as we create new member accounts in the system. *Members* is the term used in Otis for employees or students who take training.


1. From the left-hand navigation, choose **Organization**
2. Choose the **Add New Members** submenu
3. You will be presented with a blank profile. You need to fill in at least the required fields:
 - a. Name (first and last)
 - b. Email address
 - c. Login ID – this must be unique in our system. Email address is recommended. If no email is available, try using a common suffix such as “@abcinc” with each name.
4. Fill out any other information you wish to capture for the employee.
(For example, enter *address, city, state, zip* for cards to be delivered directly to employee.)
5. Click the **Save Profile** button at the bottom of the page

This will save the profile and open a secondary window:

 Add Member Requirements

 Add Requirements for

Please select the Requirements that the member should be added to:

 Eugene, OR

☒ OSHA Construction

Save Requirements

6. The Requirement(s) you defined as Default for Site when building the OSHA Requirement(s) will appear in this list, already checked. To automatically assign the OSHA course you built, click the **Save Requirements** button.

NOTE: If you defined more than one OSHA course in different Requirements for your main site, all Requirements will appear on the list shown here, and you will need to **uncheck** the one you don't want.

Congratulations!

You have just set up your first employee assignment. Now **repeat the steps on this page for each employee** that needs to be assigned an OSHA course. Each one will be added to the *Requirement* container you built, and you can use the instructions on the following page to review progress.

Reviewing Member Progress Through their Profile

1. From the left-hand navigation, choose **Organization**
2. Choose the **Members** sub-menu
3. Enter the name of the person to search and click **Search Members**
4. Choose **Member Actions > Requirements**



Member: Adrian McKenzie

[Add Task](#) [Add requirement](#) -- Select -- [Member Actions](#)

Requirement: -- All -- Requirement Status: -- All -- Status Indicators:
☒ Completed
☐ One or more incomplete
☐ One or more overdue

End Date From: 1/1/1980 End Date To: 1/1/2020

[Search Requirements](#)

Requirement Name		Start Date	End Date	Status	Add Members		
 OSHA 10 Construction		06/01/2015	12/31/2016	Open	Remove		
Task Name	Type	Start Date	Due Date	Hrs	Completion	Status	Certificate
 OSHA 10 Construction	OL	06/01/2015	12/31/2016	0.00		In Progress	

NOTE: When looking at members directly, progress and certificate printing is not available. **If you want to view a report on progress or print a certificate** from a completed course, use the Online Training > Requirements search instead.

View Member Progress through Reports

The best report for viewing aggregate member progress is the **OSHA Course Completion Review**. This will give you a report that shows the student and their progression, including Assigned Date, 180-day expiration date, completion score, date submitted to OSHA, the card print date, and when it was mailed to the student.

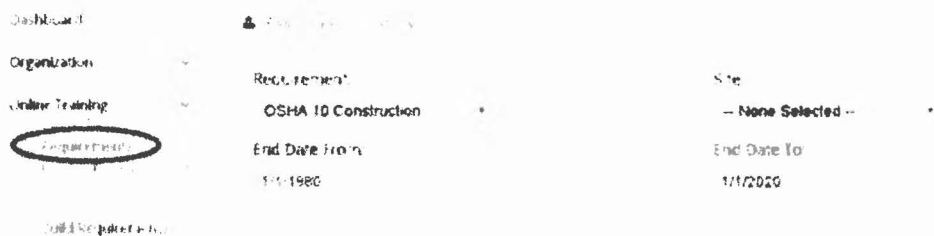
Status	Site	ID/Student	Course Type	Assigned Date	Started Date	Must Complete By Date	Class Status	Course Completed	Elapsed Time**	Score **	Survey Completed**	Submitted to OSHA Date	OSHA Card Print Date	OSHA Card Mailed
		Lewis, Stan	ONLINE OSHA 10 HR GENERAL INDUSTRY -	6/3/2019	6/3/2019	11/30/2019	In Progress		0.5	0				

- Access via **Reporting & Data > Reports > Administration Reports > OSHA Course Completion Review**

For a more generic reporting interface, try running one of the two main Requirements and Task Reports, such as **Completion by Program based on Due Date** or **Completion by Student based on Due Date**. Each report shows the same data, just from a different point of view – one is arranged by program (i.e. the OSHA course) with all students listed, and one is by student name with all courses listed.

View Member Progress via Requirements Interface View

When you want to see the progress or print a completion certificate for employees working on the OSHA course you built, the most convenient way is through the **Online Training > Requirements** menu.



1. From the left-hand navigation, choose **Online Training**
2. Choose **Requirements**
3. From the "Requirement" menu on the top-left, select the OSHA Requirement you built
4. Click **Search Requirements** to see the Requirement list
5. Click the blue plus sign next to the Requirement name to display a list of students.

Requirement Name	Start Date	End Date	Status	Add Members
OSHA 10 Construction	06/01/2015	12/31/2016	Open	Add Members

Student Name	Required Hrs	Total Hrs	Hrs Balance	Action
Adrian McKenzie	0.00	0.00	0.00	Remove

Task Name	Type	Start Date	Due Date	Hrs	Completion	Status	Certificate
OSHA 10 Construction	OL	06/01/2015	12/31/2016	0.00		In Progress	View Progress

Student Name	Required Hrs	Total Hrs	Hrs Balance	Action
Ali Bowers	0.00	0.00	0.00	Remove

Task Name	Type	Start Date	Due Date	Hrs	Completion	Status	Certificate
OSHA 10 Construction	OL	06/01/2015	12/31/2016	0.00		Assigned	

6. Note the "Status" column in the orange student progress bar. Click the **View Progress** link to see exactly how far the student has gone in the course.
7. In the example of Ali Bowers, the student is still in *Assigned* status, meaning she has not begun the course yet. When she clicks Start, it will move to "In Progress" and the credit will be used.

NOTE: all the information shown via Online Training > Requirements is current as of one minute ago.

☑ Completed

⚠ One or more incomplete

⌚ One or more overdue

Symbols for Completion:

The symbols indicate slightly different things based on where they appear in the outline.

- **Next to the Requirement name:** If it shows the triangle or circle, then *at least one* person has not completed the requirement and/or is overdue. The Completed status means *all* students are finished.
- **Next to the Member name:** this individual member has at least one course with this status. If it is the green Completed status, *all courses* are finished. If the triangle or circle, at least one course is incomplete and/or past due, while others may be Completed.
- **Next to the course breakout:** this is the true status for each individual course.



Congratulations!

Brian Culver

You have successfully completed the online
OSHA course

Date of Completion: 5/28/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

85.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Noah Helton

You have successfully completed the online
OSHA course

Date of Completion: 5/17/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

80.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Christina Smith

You have successfully completed the online
OSHA course

Date of Completion: 5/28/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

85.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Scott Purdy

You have successfully completed the online
OSHA course

Date of Completion: 5/18/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

90.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Adrian Becker

You have successfully completed the online
OSHA course

Date of Completion: 6/8/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

85.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Gil Santiago

You have successfully completed the online
OSHA course

Date of Completion: 6/3/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

100.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Jake Albert

You have successfully completed the online
OSHA course

Date of Completion: 6/1/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

90.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Jim Bruns

You have successfully completed the online
OSHA course

Date of Completion: 9/30/2020

ONLINE OSHA 30 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

80.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546



Congratulations!

Sarah Martin

You have successfully completed the online
OSHA course

Date of Completion: 5/29/2020

ONLINE OSHA 10 HR CONSTRUCTION -

through Summit Training Source, Inc. with
a final score of

100.00

As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.

OSHA Outreach Trainer: Scott Wallace

If you have any questions regarding this training, please contact us by
phone at 1.800.842.0466.

Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546

SAFETY MANUAL

2575 S. Haggerty Road, Suite 100

Canton, MI 48188

Revised: 2/1/2022



Date: _____

I have received the printed company safety manual.

Signature: _____

Printed Name: _____

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OUR MISSION STATEMENT ON HEALTH & SAFETY

In our businesses, safety and health cannot simply be words on paper or activities merely driven by regulations. The safety, health, and well-being of our employees, our customers, and all those that encounter our work are always our first consideration. It remains a primary cornerstone of the overall business strategy and expectations throughout our companies.

Our mission on health and safety is demonstrated through our Safety Core Values:

- Employee Driven Safety Culture
- Eliminate Serious Harm
- Become a Learning Organization

Learning is the foundation from which we work to build an effective safety process. Our safety philosophy drives us to go beyond compliance, as we strive for a culture in which employees are engaged and empowered. We all work to “make safety a family business”, watching out for each other to ensure that we work safely now and into the future. As we walk this journey being 100% compliant is just a start, with Zero Harm always being the goal.

Constant support and leadership by our management team, along with the dedication and desire of all employees to eliminate serious harm, have made safety and health a shared value throughout the entire organization. This has in turn established a record of safety and health excellence.

There is nothing more important than ensuring we all have a safe and healthy working environment every day. By providing the training, tools, and confidence needed, we will continue to be successful.

Safe Production, all day, every day!

1. The first part of the document is a list of the names of the members of the committee who have been appointed to study the problem of the

LIFE SAVING RULES

1. Risk Assessment
2. Equipment Safety
3. Isolation of Operating Machinery (LOTO) & Electrical Safety
4. Machinery Guarding
5. Confined Space Entry
6. Working at heights
7. Lifting Operations
8. Underground and Overhead Utility Dangers
9. Use of Personal Protective Equipment(PPEs)
10. Safety of Materials Under Pressure
11. Blasting Operations
12. Work Zone Safety
13. Employee Engagement
14. Contractor Safety Management

TRACK – RISK ASSESSMENT

Use the TRACK process any time you are completing a new task, a task that you do not complete often or a change in a task process.

- **Think** through the task
- **Recognize** the hazards
- **Assess** the risk
- **Control** the hazard
- **Keeping** safety first in all tasks

ELIMINATE SERIOUS HARM

Our solemn commitment to our employees is to prevent serious harm. The Life Saving Rules are the basic mechanics of safety that shall never be compromised. We must have 100% compliance, 100% of the time

Eliminating Serious harm through Human Performance

These are the areas where focus and improvement are needed to prevent our incidents from occurring.

1. Risk Assessments (TRACK, SOPs, Take 5s, etc.)
2. Personal Protective Equipment
3. Ergonomics (body posture, two-man lift, **3 points of contact**, etc.)
4. Event Learning
5. Subcontractor Management

EMPLOYEE DRIVEN SAFETY CULTURE

To continue to move our safety culture toward World Class performance, there shall be company- wide employee participation and ownership combined with management support regarding these specialized areas of focus:

1. Training/Coaching/ Positive Behavior Reinforcement (follow-up)
2. 5S (Workplace Organization)
3. Employee committees
4. Near Miss Reporting (See Stop Do)

SCOPE

This document provides minimum guidelines for safety of employees of Michigan Paving & Materials Company and all related companies performing all company operations. Compliance with Federal and State Safety and Health Regulations applicable to the asphalt paving industry, aggregates, oil division and joint ventures are to be incorporated along with these rules and practices. Additional safety precautions must be taken as conditions require.

PERSONAL SAFETY

Accidents and injuries have a major impact on the quality of your life. Pain and disability, short-term and long-term, can reduce your enjoyment of work, family activities or leisure time. Maintain an awareness of safety and follow all safety rules to avoid injury.

- Do not report to work if you have taken medications, drugs or alcohol that may affect your performance.
- Your personal vehicle must be parked clear of construction areas and intersections.
- Immediately report unsafe working conditions and incidents to your supervisor.
- Immediately report job related injuries to your supervisor.
- Do not use unsafe or defective equipment. Immediately inform supervisor of unsafe or defective equipment and use company systems to correct, repair, or remove from service.
- Take action to protect other employees, speak up and correct unsafe behavior or situations.
- Involvement in horseplay can lead to disciplinary action up to and including termination. Horseplay is a serious matter that can cause great harm. Never become involved in horseplay.
- Only company approved break-away silicone rings may be worn in the field (non-office settings) or when working with equipment, this includes but is not limited to quarries, construction sites, HMA plants, labs, etc.

PERSONAL PROTECTIVE EQUIPMENT (LSR #9)

Personal Protective Equipment (PPE) must be worn by all employees where so required by either OSHA, MSHA, local regulations or by company policy. **Examples include, but are not limited to:**

- Head Protection – Hardhat
- Eye Protection – ANSI Z87+ safety glasses with side shields, goggles, face shield, etc.
- Hearing Protection – ear plugs, earmuffs, etc.
- Foot Protection – Steel toe or ANSI/ASTM approved Composite toe
 - Appropriate sole: Stone and Asphalt plants- aggressive sole recommended
 - Paving- flat sole is recommended
 - All lines of business- logging boot with heel is prohibited
 - Adequate ankle support (boot upper MUST extend above the ankle)
- Visibility – reflective clothing – outermost layer must be ANSI Class 3 (example: Vests), pants, reflective tape and/or other reflective type devices. Night work will require additional reflective gators or pants.

When exposed to thermal or arc flash related hazards that could cause burns full body and facial protections must be worn. For example: while unloading/loading liquid asphalt or working in an electrical arc flash hazard zone. PPE may include but is not limited to appropriately rated hardhat, face shield, ear plugs, gloves, long sleeves and/or protective coat when there is a potential for any employee to be exposed to the above referenced burn risk(s).

- Distributor truck drivers must wear safety glasses with side shields (ANSI Z87+) , face-shields, and hardhats along with appropriately rated gloves when there is a danger of being splashed with emulsion.
- Hard hats, safety glasses with side shields (ANSI Z87+) and outermost layer reflectorized fluorescent ANSI class 3 (example: vests) are mandatory on all paving/milling operations and faded vests are to be promptly replaced.
- Safety glasses with side shields, face-shields, hearing protection, and ANSI/ASTM compliant foot protection is required when using jackhammers.
- Hard hats and ANSI Z87+ safety glasses with side shields are mandatory for all operation worksites.

DRIVER LICENSE

All employees on jobs that require a CDL license must have a valid CDL license to operate the vehicle. All other drivers that operate a vehicle as part of their job with the company must have a valid driver license and be enrolled in the company licensed monitoring system. Failure to comply with the proper license will be subject to immediate termination.

RISK ASSESSMENT: TOOLBOX TALKS (TBT's) (LSR #1)

Weekly employee safety meetings (e.g., toolbox talks, tailgates, etc.) are to be held at the job site. The agenda should provide for additional safety training in specific areas and reinforce the employee's responsibility for their own safety and that of their co-workers. Employee input should be solicited. A TRACK (Risk Assessment) form should be completed prior to starting work and whenever work conditions change. Report Near Misses (See Stop Dos) when they occur, utilization of the reporting form can be done electronically or with a completed physical form submitted to supervision.

WORK ZONE SAFETY (LSR #2)

JOB START-UP

Neither equipment nor employees are to be allowed on the roadway until all required protection is in position. Trucks with operating flashers shall be utilized to protect employees while warning devices are placed in position. Warning devices shall not be removed until ALL equipment and employees have been removed from the roadway.

ROAD SIGNS, SIGNALS, CONES AND BARRICADES

- All traffic control signs, or devices used for the protection of our work forces must conform to the Manual on Uniform Control Devices for Streets and Highways with inspection prior to utilization (includes rented equipment).
 - Signs must be placed where they convey their message most effectively.
 - Any differences with state and local authority should be resolved before starting operation.
 - Work shall not commence until you are satisfied that Michigan Paving & Materials Company and all related companies' employees are effectively protected.
 - All signs and cones must be clean and in good condition.
-
- If signs and barricades are contracted, the same standards apply.

- Additional signs should be utilized when conditions warrant.
- “Construction Ahead” signs shall be placed at all roadways intersecting the paving operation.
- Flexible wind resistant signs should be utilized when conditions warrant.
- Placing and picking up traffic cones should be from a vehicle properly equipped and providing adequate protection to the employee for this operation.
- All night work must be illuminated.
- All lights must be checked before dark to be sure that they are functioning properly.
- Enough time must be allowed to accomplish repairs before paving operations begin.

TRAFFIC REGULATORS (FLAG PERSONS)

All personnel appointed to this position shall be carefully selected and properly trained. The importance of their responsibility for the safety of the work crew and the motoring public shall be emphasized. Traffic regulators shall dress in a manner to command respect of the public and cooperation of fellow employees. Their activity shall present a positive image of Michigan Paving & Materials Company and all related companies. Job site supervision shall consult regularly with traffic regulators to assure a mutual understanding on how the control of traffic is to be maintained. In alternating traffic situations, communications between traffic regulators should utilize radios where verbal or hand communication is not possible.

Traffic regulators should also:

- Always stand erect with a stop/slow sign that conforms to MIOSHA requirements and held in correct position.
- Never leave their post until properly relieved.
- Make sure their flagging station is properly protected by advance warning signs and proper lighting if night work.
- Always face oncoming traffic except when it is necessary to check the position of your fellow workers.
- Hard hats, ANSI Z87+ safety glasses, work boots and outermost ANSI Class III reflectorized fluorescent layer (example: vests) are mandatory.

Additional regulators should be assigned to protect employees in the vicinity of the paver or other situations where personnel or equipment are near the traffic lane.

PAVING OPERATION

Employees shall not work or congregate on the traffic side of the paver except for a specific and necessary function. A traffic regulator shall be in a position near any employee or employees assigned to work in the vicinity of the traffic lane. Along with the required warning signals at each end of the paving activity, cones must be used to delineate the traffic lane from the paving lane. Care must be taken that warning signs are moved along as the paving progresses.

OVERHEAD AND UNDERGROUND UTILITY DANGERS (LSR #8)

MISS DIG is required to locate all underground utilities, work cannot commence if the company does not have a current completed ticket. Both overhead and underground hazards must be properly located, identified, and marked prior to the commencement of work in that area. A risk analysis (TRACK) shall be conducted to evaluate, minimize and/or eliminate the risk associated with all above and underground hazards. Properly marking overhead power lines in areas where they pose a risk to our employees and others associated with our operations, and others, is required by all employees.

PAVING IN PARKING LOTS

If applicable, construction warning signs visible from each direction of traffic must be placed at the entrances to the parking lot. Proper safety devices and/or yellow warning tape should be used to warn drivers and pedestrians of fresh asphalt or tack coat. If applicable, a traffic regulator should be assigned to keep traffic clear of the paving operation and guide asphalt trucks in and out of the area.

PAVING OPERATIONS NEAR RAILROAD CROSSINGS

All work in the FRA Red Zone (within 4 feet from outside rail on each side of the track) will be done only with an FRA qualified flagman or watchman as specified by the local Engineering representative. All work beyond 4 feet from the outside rails and within 25 feet, must be done under the supervision of a qualified inspector. All work must be stopped while trains are passing within the work zone. All workers will remain off the tracks. If necessary, to perform the work on track, protection will be provided as stated above.

VEHICLE AND EQUIPMENT MOUNTED FLASHERS

All equipment on the paving site must have a flasher or rotating beacon operating at all times the equipment is on or in close proximity of the roadway. These flashers must also be utilized when loading or unloading from the lowboy. The flasher or beacon must be at a height above the equipment that the operator's position does not interfere with its visibility.

RIDING ON EQUIPMENT

Riding on any construction equipment is strictly prohibited at all MPM and Cadillac job sites, unless it is an approved seat which is installed on the piece of equipment. No one is to ride on the screed of an asphalt paver at any time unless it is in the forward motion position (no riding backwards); the screed operator must be performing that job function with the screed in the operating position. Employees are not to be transported on a job or from one job to another in the bed of a pickup or on a trailer. Failure to adhere this policy may lead to termination.

SAFE TRANSPORTATION AND SEAT BELT USAGE

All drivers must be trained and regularly assessed and must carry out documented daily pre-shift company vehicle inspections for both on-site and off-site use. All loads must be secure and within vehicle weight limits. Seat belts must be worn by everyone in all company vehicles and while operating any piece of mobile equipment that has a roll over protection system (ROPS). All operators of equipment must be qualified by their supervisor to operate such equipment safely. Violation of this safety policy will be considered serious and may result in termination.

ISOLATION OF OPERATING MACHINERY & ELECTRICAL SAFETY LOCK- OUT / TAG-OUT/ TRY-OUT (LOTO-TO) (LSR #3)

Operators of all equipment are to check their equipment at the start of each day to assure that it is in proper working order. All vehicles including paving equipment must have adequate audible back up alarms in functioning order or removed from service. In the event anything is not functioning properly he/she must notify his/her supervisor and the equipment must be locked and tagged properly to avoid others from using the equipment. Proper training must be provided to each affected and authorized employee before they are exposed to such a risk. Failure to comply with proper LOTO-TO of equipment will result in immediate termination.

ACCIDENT PREVENTION- SIGNS AND TAGS

Appropriate warning signs must be displayed at all potentially dangerous locations or equipment such as, but not limited to electrical installations, gas pipelines, fueling areas and gas storage areas. Tags are to be used as a temporary means of warning of hazardous condition, defective equipment, etc. All employees must be instructed regarding the meaning and intents of the signs and tags. All tanks and pipelines must be prominently identified. The perimeter or each site should be posted with signs warning "No Trespassing, Violators will be Prosecuted."

TRAINING

Newly assigned equipment operators should review the manual for that piece of equipment with a supervisor or other qualified employee. A hands-on demonstration of his/her

ability to operate the equipment safely is required. Traffic control persons must be given instruction and training so they will know how to perform their duties effectively. Included in this training should be a showing of the video "Training the Traffic Control Person" and a copy of the "Traffic Regulations Instruction Manual" should be handed out and read.

Note: All training shall be recorded with a copy available at the division office (e.g., SuccessFactors).

FIRST AID

An adequate supply of first aid materials must be kept readily available at the plant office, plant control-house and at all work sites. First-aid kits must be checked monthly along with fire extinguishers. A "Water Gel" burn kit must be kept on or in the vicinity of the paver or in close proximity to areas known to have high exposure to burn incidents. At least two members of each crew shall have current first aid and CPR training.

CONFINED SPACE (LSR #5)

Confined Space Entry (CSE): When any part of a person's body breaks the plane of the space's opening.

Before any employee enters a confined space, all potential hazards must be identified, and all necessary safeguards must be in place. The proper confined training must be given to each affected employee before they are exposed to such risk. Definitions are as follows:

Any space that:

- Is large enough and configured in such a way that an employee can bodily enter and perform work
- Has limited or restricted means for entry or exit, and
- Is not designed for continuous employee occupancy

PERMIT-REQUIRED CONFINED SPACE

A confined space that has one or more of the following characteristics:

- Contains or has the potential to contain a hazardous atmosphere
- Contains a material that has the potential for engulfing an entrant,
- Has an internal configuration that could trap or asphyxiate an entrant (e.g., converging walls, sloping floor), and/or

Contains any other recognized serious safety or health hazard.

WORKING AT HEIGHTS (LSR #6)

FALL PROTECTION EQUIPMENT

Any employee who is involved in the repair or general maintenance of equipment must be properly suited with the proper fall protection equipment for the specific job. Proper training must be provided to each affected employee before they are exposed to such risk. Failure to comply with proper fall protection will be serious, including up to termination.

OPEN SIDED FLOORS, WALKWAYS AND PLATFORMS

Every open-sided floor or platform 4 feet or more above adjacent floor or ground level must be guarded by a standard railing on all open sides. A standard railing consists of a top rail 42 inches in height and an intermediate rail midway to the surface. Electric cable trays should not be used as a work surface.

5S PROGRAM

Good housekeeping is essential to any accident prevention effort. Poor housekeeping is probably the greatest single cause of accidents. Awareness is the first step in changing symptoms of poor housekeeping. Good Housekeeping is more than just cleaning up.

- Passageways and walkways must be kept clear at all times.
- Storage areas must be kept in an orderly manner. Incoming materials should be immediately placed in their pre-determined location.
- Damage or defective equipment must be repaired or disposed of immediately.
Trash and refuse should be collected daily and disposed of weekly at a maximum.

The 5S process takes good housekeeping to a higher level by making it part of our everyday activities. We will use the 5S program; Sort, Sweep, Simplify, Standardize, and Self Discipline, at all facilities and jobsites. 5S sustainability will be the responsibility of each supervisor and their crew members

Good Housekeeping:

- Helps create good safety performance
- Reflects a good company image
- Improves morale

- Specifically reduces and/or eliminates slips, trips, and falls
- Improves efficiency
- Improves production

EQUIPMENT SAFETY (LSR #2)

FIRE PROTECTION AND PREVENTION

Fire extinguishers must be placed 50 to 75 feet from all potential hazards and within 25 feet of a fueling location. Multi-purpose (ABC) fire extinguishers must be prominently mounted on all vehicles where they are readily accessible. Fire extinguishers shall be inspected and initialed monthly to assure they are in the proper location and have not been used or tampered with.

TRAFFIC SAFETY ON PLANT PROPERTY

All plants will have an established traffic pattern for the smooth flow of truck and equipment traffic. This pattern is to be prominently designated by appropriate signs and/or pavement markings. Areas not in the asphalt truck traffic pattern shall be posted "Unauthorized Trucks Keep Out." A speed limit no greater than 15mph must be posted and enforced. Stop signs should be prominently displayed at exits to public thoroughfares.

FIREARMS

No firearms of any kind are allowed on any of our premises, on any of our job-sites, or in any of our vehicles or equipment. There are no exceptions to this rule, including having a concealed carry permit. Discipline for having a firearm at work will be serious, including up to termination.

DISCIPLINARY ACTION

Violations of Michigan Paving & Material's and all related companies' safety policy will result in disciplinary action up to and including termination.

Any employee(s) involved in a serious violation as listed below will be immediately terminated:

- Positive drug or alcohol test.
 - Refusal of a drug test.
- Drug or alcohol consumption at the workplace or jobsite
- Driving with a suspended or improper license

- Physically assaulting a co-worker
- Any Lock Out-Tag Out (LOTO) violation
- Any confined space violation
- Failure to properly utilize all the required personal protective equipment when handling or working around hot liquid asphalt cement.

The company reserves the right to terminate on the 1st offense for any willful disregard of safety that has or could have resulted in serious injuries to the employee or co-workers.

Any supervisor who is aware of and allows an unsafe act will receive the same discipline as the employee.

All written warnings are to be documented and placed in the employee's personnel file.

ADDITIONAL SAFETY RULES & PRACTICES FOR ASPHALT PLANT OPERATIONS

PERSONAL SAFETY EQUIPMENT (LSR #9)

- Face and eye protection must be used where a hazard exists due to flying objects or particles, harmful contacts, exposure such as glare, liquids, injurious radiation and electrical flash or a combination of these hazards. It is specifically required for the following jobs and conditions:
 - Welding and cutting
 - Use of saws and abrasive wheels
 - Pounding metal on metal.
- Head Protection: Earmuffs or plugs must be worn when employees are exposed to sound levels exceeding those listed in the MIOSHA standards. Noise exposure surveys will be instituted where conditions warrant. Failure to wear required safety equipment will result in disciplinary action and up to including termination.

MACHINE GUARDING (LSR #4)

Any moving part, or component of , a piece of equipment, machinery, or plant that exposes a person to a "pinch point" or "caught between" hazard shall be adequately guarded as to eliminate or minimize the risk.

ELECTRICAL

All electrical installations must be in compliance with the National Electrical Code.

All junction boxes and switches must be marked or labeled to clearly indicate the equipment served **per the NFPA70E code**. Defective electrical cords must be replaced. All outside 110-volt electrical receptacles must be GFCI protected. Weatherproof switches and receptacles are to be used for all outside equipment. **Electrical equipment or components under repair or modification must be protected in accordance with the Lockout-Tag out procedure.**

STAIRWAY, RAILINGS AND GUARDS

Fixed stairs must be provided for access for one structure level to another and for access to operating platforms. Every flight of stairs having four or more risers must be equipped with standard railings at a height of 30 to 34 inches from the surface of the tread.

FIXED LADDERS

Ladders must be kept in good condition. If damaged, they must be repaired, destroyed or removed from plant property. Fiberglass ladders are recommended as they are non-conductive of electricity and are resistant to damage from chemicals and the elements. Ensure portable ladders must extend 3 feet above the work surface at an angle of approximately 4 to 1. The ladder must be secured from slippage. Use of a lanyard (tie off) is recommended. Ladders must be placed in a horizontal position when not in use.

SCAFFOLDS AND VEHICLE MOUNTED ELEVATING WORK PLATFORM

When access is required to a work location not accessible by normal walkways, approved scaffolding or vehicle mounted platforms equipped with all required safety devices should be utilized.

SAFETY OF MATERIALS UNDER PRESSURE (LSR #10)

Fuel oil, gasoline, LP gas, acetylene, oxygen, and liquid asphalt are among the products that fall under the provisions for storage of hazardous materials. These materials must be stored in orderly fashion. The distance between any two flammable or combustible liquid storage containers must be not less than three feet. Spacing must be provided so tanks are accessible for fire-fighting purposes. Compressed gases must be stored in an upright position and secured to prevent falling.

WELDING AND CUTTING

Under no conditions may acetylene be used at a pressure in excess of 15 psi. Cylinders must be stored in a well-protected, well-ventilated location and must be secured in an upright position.

Oxygen cylinders in storage must be separated from fuel gas cylinders by 20 feet or protected by a non-combustible barrier, a minimum of 5 feet high. Arc welding equipment terminal leads must be protected from accidental contact. The frame or case of the welding machine must be securely grounded. Electrode leads must be free of damaged insulation.

PROPANE HEATING TORCHES

Propane cylinders used in conjunction with heating torches must be secured by chain to a substantial support or a heavy-duty cart designed for this purpose. Approved hoses in good condition should be used to connect the torch. A bracket must be used to coil the hose when not in use. Fire extinguishers with a rating of at least 1A, 10BC should be fastened to the stanchion or cart. Valves for the torch must be securely closed when not in actual use. A placard with safety instructions must be posted.

HAND AND POWER TOOLS

All tools should be checked before use. Defective tools must be tagged and removed from service. Grinders and circular saws must have guards in place. Electrically operated tools must be effectively grounded or double insulated.

HAZARD COMMUNICATION – (RIGHT TO KNOW)

All plants must comply with Hazard Communication regulations and Michigan Paving & Materials Company's, and all related companies, Hazard Communication policy. The safety data sheets (SDS) must be kept readily accessible to employees at each plant.

LIFTING / RIGGING OPERATIONS (LSR #7)

Anyone who uses a lifting device (crane, boom truck, overhead hoist, floor hoist, etc.) must be properly trained and qualified in the operation of each specific lifting device that he/she may operate. Operation of such equipment includes but is not limited to the lifting capacities of the respective lifting device and associated rigging of the material to be lifted. Anyone that is required to attach any given load to a lifting device shall be properly trained in safe rigging procedures.

CONTRACTOR SAFETY MANAGEMENT (LSR #14)

Properly manage third party contractors while on CRH premises.

The safety performance of third-party contractors/subcontractors while present on CRH properties and jobsites affects the safety of everyone. The concern is that the safety programs of other contractors may not meet the expectations of CRH. As the controlling contractor, we

must ensure that these contractors comply with all applicable rules and regulations regarding safety, health, and the environment. To provide the level of protection that CRH requires the following recommendations are made:

In addition to complying with all applicable rules and regulations regarding safety, health, and the environment, all third-party contractors, while present on CRH properties, jobsites, and/or performing work under contract for CRH must comply with all CRH safety policies and procedures. It is CRH's responsibility to ensure that the contractor(s) understand what CRH's expectations are regarding their safety performance and compliance with our safety policies and procedures. CRH personnel have the obligation to immediately stop any unsafe behavior by a third-party contractor while performing work under contract for CRH or while present on CRH property and/or job site.

PANDEMIC

All personnel (Employees / Subcontractors / Visitors) are required to adhere to all local, state and federal rules, regulations and guidance pertaining to Pandemic issues as they arise. It is vital that MIOSHA, OSHA, MDHHS, and CDC guidelines and procedures are adhered to, and personnel are trained in their roles and responsibilities during a pandemic. All companies must have and enforce their Pandemic Preparedness and Response Plan.



DEVICE USAGE POLICY

Mobile phones and certain electronic devices are important tools, but there are situations in which we must restrict their use to keep ourselves and those around us safe. This policy addresses the use of all mobile electronic devices at work, including but not limited to mobile phones, laptop computers, mp3 players, iPods, tablets, etc.

Mobile electronic device use must not distract you from your duties while on the job. Mobile electronic device usage includes phone conversations, texting, emailing, listening to music and other activities that can cause a distraction.

While communication is essential to our work, there are times when the use of mobile electronic devices is prohibited or limited.

- Reviewing e-mails or text messages while driving is prohibited.
- Using mobile electronic devices while operating mobile equipment is prohibited.
- No employee shall use an electronic device when they are crossing traffic routes, engaged in safety sensitive work, or in areas where the site rules strictly prohibit them.
- Cell phone usage while driving should be limited – exercise caution, be brief and utilize a hands-free system.
- Use of electronic devices and two-way radios at a plant, operations facility or jobsite should be limited – utilize secure locations that are physically removed from all distractions and areas of potential hazards.

Violation of any part of the company policy may result in disciplinary action which may include a warning, loss of company vehicle use, suspension, or termination.

COMMERCIAL MOTOR VEHICLE MOBILE TELEPHONE USAGE POLICY

Purpose: This policy implements the Federal Motor Carrier Safety Administration's (FMCSA) rule restricting the use of hand-held mobile telephones by drivers of commercial motor vehicles* (CMV).

Scope: All drivers of CMVs.

Policy: All drivers of CMVs are prohibited from:

- Reaching for, dialing, or holding a mobile telephone while driving
- Initiating a call on a mobile telephone while driving, unless initiation of a call can be made by voice activation without the pushing of more than one button
- Texting, emailing, messaging, and accessing a World Wide Web page or any application on a mobile telephone while driving

- Answering a call on any mobile telephone while driving that requires the pushing of more than one button

Driving is defined as operating a CMV on a highway, including while temporarily stationary because of traffic, a traffic control device, or other momentary delays. Driving does not include operating a CMV when the driver has moved the vehicle to the side of, or off, a highway and has halted in a location where the vehicle can remain safely stationary. A mobile telephone is defined as a mobile communication device that falls under or uses any commercial mobile radio service as defined by the FCC and does not include two-way or CB radios.

The use of a hands-free device is allowed only if the hands-free headset is within reach while the driver is properly restrained by a seat belt. In addition, the push-to-talk feature is permitted to be used only if the mobile telephone is mounted in a cradle or similar device near the driver, or there is a remote push-to-talk button near the vehicle controls that allows the driver to communicate without reaching for, dialing, or holding the actual mobile telephone in his/her hands while driving.

When one of the above-referenced exceptions applies, all mobile telephone communications while driving must still be limited to business communications that are essential to the job and must be limited in duration to allow only for the transmission of necessary information.

Emergency exception: Using a hand-held mobile telephone is allowed when necessary to communicate with law enforcement officials or other emergency services.

Violation of this policy may result in discipline up to and including termination. Drivers may also be subject to penalties, including fines or suspensions, and/or driver disqualification assessed by law enforcement and the FMSCA.

All CMV drivers must also follow any state or local laws regarding mobile telephone usage. This policy shall take precedence over any less stringent state or local regulations.

*A CMV is defined as a vehicle used on a highway to transport passengers or property that has a gross weight rating or gross combination weight rating, or gross vehicle weight rating or gross combination weight of 4,536 kg (10,001 pounds) or more, whichever is greater; or is designed to transport more than 8 passengers, including the driver, for compensation; or is designed to transport more than 15 passengers, including the driver, not for compensation; or is transporting hazardous material as designated under 49 U.S.C. 5103 and transported in a quantity requiring placarding under Title 49.E

USAGE POLICY

STEPS TO FOLLOW WHEN AN INJURY OCCURS:

- ✓ **1st** - Assess the extent of the employee's injury

- ✓ **2nd** - Notify supervisor immediately. Supervisor shall ensure AXIOM is called- see next step.
- ✓ **3rd** - Depending on the severity, if emergency call 911 or Axiom 877-502-9466 and wait for further direction. **We do not transport emergency level injuries, we call for an ambulance.**
- ✓ **4th** - If unable to reach supervisor, please contact the Safety Department or HR Department.

**Safety Department:
Adrianne Anglin – 734-740-4642**

**HR Department:
Radesha Williams - 734-680-7791 or
734-224-6154**

- ✓ **5th** - Manager/Supervisor: Arrange for employee to be accompanied to one of the approved facilities (if one is close by-if not go to the nearest emergency facility)
- ✓ **6th** - Manager/Supervisor: Assist the employee in filling out the Incident/Injury Report (Provide Very Detailed Information)

C.

Workforce Development

Sustainability Trainings

Sustainability Training Type	Administration	Management	Operations	Grand Total
Environmental Training	5	12	179	195
Management Training	62	328	179	569
Other Education		2	1	3
Quality/Technical/IT Training	100	124	510	734
Training on Aspects of Hum..	3	34	18	55
Grand Total	170	498	887	1,555



Data updated on: 12/27/2021

Division
All

Hours by Gender

Gender	Administration	Management	Operations	Grand Total
F	101	139	134	374
M	69	359	753	1,181
Grand Total	170	498	887	1,555

Sub-Division
All

Business Segment
Michigan Region

Organization
Cadillac Asphalt, LLC

Other Trainings

Title (Item)	Management	Operations	Grand Total
Coaching - Move People Forward (eLearning)	1	1	2
Dare to disagree	0		0
Everyday leadership	0		0
How diversity makes a team more innovative	0		0
Resolving a Conflict You're Involved In (eLearning)		0	0
Grand Total	2	1	3

Location
All

Employee Type
All

Safety Trainings

Administration	Management	Operations	Grand Total
132	167	1,656	1,956

C&E Trainings

Title (item)-grouped	Administration	Management	Operations	Grand Total
CRH Advanced Total Hours (Learning His..	20.0	44.0	8.0	72.0
Compliance Training DCount-email address user	10.0	22.0	4.0	36.0
CRH Code of Business Total Hours (Learning His..	17.5	15.5	46.0	79.0
Conduct DCount-email address user	28.0	27.0	55.0	110.0
Grand Total Total Hours (Learning His..	37.5	59.5	54.0	151.0
DCount-email address user	29.0	29.0	55.0	113.0



2022 Benefits Summary

CRH Americas, Inc. is pleased to offer a great benefits package that increases the overall value of your total compensation. We provide two medical plan options that offer comprehensive and competitive coverage to all eligible employees. Prescription drug, dental and vision coverage are included under both medical plan options.

Additional benefits offered include a Health Flexible Spending Account (HC-FSA), Dependent Care Flexible Spending Account (DC-FSA), company-paid Short-Term and Long-Term Disability, company-paid Basic Life Insurance coverage equal to base annual compensation, as well as the opportunity to enroll in additional Optional Life Insurance coverage. We offer a 401(k) Plan with a generous matching contribution, along with several tools to help employees plan for their retirement.

The two medical plans available to choose from include: a Preferred Provider Organization (PPO) and a High Deductible Health Plan (HDHP) with the option to contribute to a Health Savings Account (HSA).

This summary is intended to provide a high-level overview of your benefit options, and we have made every effort to report the information in this summary accurately. The Summary Plan Descriptions (available from the Human Resources/Benefits Department) contain details about the benefits and, if a discrepancy exists between this summary and the plan document, the plan document will govern. Further, in the case of union-represented employees, your local company will arrange to discuss benefits plans with the employees' representatives.

Medical Plan Option 1: PPO

Medical (Administered by AmeriBen)		Blue Cross Blue Shield Network
<i>Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.</i>		
Plan Provisions	In-Network	Out-of-Network
Calendar Year Deductible	\$650 Individual / \$1,950 Family	\$1,300 Individual / \$3,900 Family
Out of Pocket Maximum – Per calendar year <i>Includes the Deductible</i>	\$3,900 Individual / \$7,800 Family	Unlimited
Lifetime Maximum Per Participant	Unlimited	Unlimited
Penalty for Failure to Pre-certify Inpatient hospital services	\$250	\$250
Co-payment (Office Visits)	\$25 PCP / \$40 Specialist	Plan pays 60% after calendar year deductible
Preventative Care Includes: Routine Physicals, Well-Baby Care, Immunizations, Mammograms, Colorectal, PSA, Bone Density, Pap Smear, Cholesterol, OB/GYN	100% (Plan pays-deductible waived)	Not covered, except: • OB/GYN and Immunizations covered at 60%
ER Copay	\$150 + 20% coinsurance	

Prescription Drugs (Administered by CVS/Caremark) - bundled with your medical plan

Plan Provisions	Co-payment
Retail Pharmacy (30 day supply)	
• Generic	\$10
• Formulary Brand	\$35
• Non-Formulary Brand	\$70
Mail Order (90 day supply)	
• Generic	\$25
• Formulary Brand	\$87.50
• Non-Formulary Brand	\$175
Rx Out-of-Pocket Max per Calendar Year	\$3,600 Individual/ \$7,200 Family-Per calendar Year
Specialty Rx	30% coinsurance (waived if member participates in the PrudentRx copay assistance program)

Medical Plan Option 2: HDHP/HSA

Medical (Administered by AmeriBen)		Blue Cross Blue Shield Network
<i>Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.</i>		
Plan Provisions	In-Network	Out-of-Network
Calendar Year Deductible	\$2,800 Employee \$5,600 Family	\$5,600 Employee \$11,200 Family
Out of Pocket Maximum – Per calendar year <i>Includes the Deductible</i>	\$6,500 Employee \$13,000 Family	Unlimited
Health Savings Account Contribution (HSA) <i>Funded by the Company</i>	\$500 Employee / \$750 Employee + 1 / \$1,000 Employee + 2 or more	
Lifetime Maximum Per Participant	Unlimited	
Penalty for Failure to Pre-certify Inpatient hospital services	\$250	\$250
Office Visit	Plan pays 80% after calendar year deductible	Plan pays 60% after calendar year deductible
Preventive Care <i>Includes: Routine Physicals, Well-Baby Care, Immunizations, Mammograms, Colorectal, PSA, Bone Density, Pap Smear, Cholesterol, OB/GYN</i>	100% (Plan pays-deductible waived)	Not covered, except: <ul style="list-style-type: none"> OB/GYN and Immunizations covered at 60%

Prescription Drugs (Administered by CVS/Caremark) - bundled with your medical plan

Plan Provisions	Minimum	% Coinsurance	Maximum
<i>The Prescription plan for the HDHP is integrated with the medical plan, which means the deductible for the medical plan must be met before the coinsurance/co-pay applies for any drugs covered by the prescription plan, this includes specialty drugs.</i>			
Retail Pharmacy (30 day supply)			
• Generic	\$5	N/A	\$5
• Formulary Brand	\$15	25%	\$50
• Non-Formulary Brand	\$30	50%	\$125
Mail Order (90 day supply)			
• Generic	\$10	N/A	\$10
• Formulary Brand	\$30	25%	\$100
• Non-Formulary Brand	\$60	50%	\$250

Services the CRH Medical Plan does NOT Cover:

(This is not a complete list. Check plan documents for other excluded services.)

Bariatric surgery	Hearing Aids	Long-term care
Cosmetic surgery	Dependent daughter maternity	Surgery and services for gender reassignment
Routine foot care	Non-emergency care when traveling outside the US	Weight loss programs

Dental Plan (Administered by Delta Dental) – bundled with your medical plan

Plan Provisions	In-Network	Out-of-Network
Deductible	Individual: \$50, Family: \$150	
Annual Maximum	\$1,500 per person, in or out-of-network combined	
Covered Service		
• Preventive (Type A)	100% of negotiated rate	100% of R&C
• Basic (Type B)	80% of negotiated rate	80% of R&C
• Major (Type C)	50% of negotiated rate	50% of R&C
Orthodontia (dependent under 19)	50% of negotiated rate	50% of R&C
Orthodontia Lifetime Maximum	\$1,500	\$1,500
Implants	50% of negotiated rate, after the deductible	Subject to \$1,500 annual maximum

Vision Plan (Administered by EyeMed) – bundled with your medical plan		
Service	What you pay In-Network	What you are reimbursed Out-of-Network
Exam	\$15 co-pay	Up to \$35
Frame	No co-pay; \$110 allowance; 20% off balance over \$110	Up to \$60
Single Lens	\$20 co-pay	Up to \$30
Bifocal Lens	\$20 co-pay	Up to \$50
Trifocal Lens	\$20 co-pay	Up to \$65
Contact Lens (Conventional)	\$20 co-pay; \$100 allowance; 15% off balance over \$100	Up to \$90
Contact Lens (Disposable)	\$20 co-pay; \$100 allowance; plus balance over \$100	Up to \$90
Exam Frequency		Every 12 months
Lens Frequency		Every 12 months
Frames Frequency		Every 24 months

Standard Employee Contributions: (All contributions include medical, prescription, dental and vision benefits)

Employee Tier	PPO Plan Monthly Rate	HDHP w/ HSA Monthly Rate
Employee Only	\$152.00	\$92.00
Employee + Spouse	\$311.00	\$179.00
Employee + Child(ren)	\$272.00	\$158.00
Family	\$434.00	\$238.00
Spousal Surcharge	\$200.00	\$150.00

Wellness / LiveHealth Online / EAP	
Wellness Initiative	<ul style="list-style-type: none"> For employees and their spouse who are covered on the Medical Plan. If an employee completes the initiative during the time period, they will receive a \$25 per month reduction on their 2023 premium. If both the employee and covered spouse complete the initiative during the time period, the employee will receive an additional \$25 reduction for a total of \$50 per month. The employee must complete the initiative in order to receive credit for the spouse. The employee and spouse must obtain an age appropriate wellness exam by a primary care physician. Physical must be completed (while covered on the Medical Plan) during the current cycle of Sept 1, 2021 and August 31, 2022 to qualify for the wellness credit in 2023. Employee and spouses who are eligible and are added to the plan on or after July 1, 2022 through August 31, 2022, will not be required to complete the wellness exam during the current cycle to receive the premium reduction in 2023.
LiveHealth Online (Anthem)	<p>Employee and their family members can now have a virtual appointment with a physician or mental health provider online 24 hours a day, 7 days a week</p> <ul style="list-style-type: none"> \$10 copay for doctor, therapist or psychologist on PPO Plan \$59 copay for doctor, \$80 copay for therapist, \$95 copay for psychologist on HDHP Plan which applies to deductible.
Employee Assistance Program (EAP) (Anthem) <i>The Company pays entire premium</i>	<p>Get the professional help you need for personal issues such as:</p> <ul style="list-style-type: none"> Face-to-Face Counseling / Legal Services / LiveHealth Online Psychology ID Recovery / Financial Services / Child and Elder Care Resources

Flexible Spending Accounts – Health & Dependent Care (Administered by Businessolver)		
<i>Eligibility: 1st of the month following 60 days of employment.</i>		
Plan Type	Minimum Annual Contribution	Maximum Annual Contribution
Health Care FSA (HSA-Compatible Health Care FSA for those in HDHP)	\$250	\$2,750
Dependent Care FSA	\$250	\$5,000 ((\$2,500 if married and filing a separate return))

Disability Insurance (Administered by UNUM)

Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.

Coverage Type	Details
Short Term Disability	<ul style="list-style-type: none"> 60% of weekly earnings up to \$2,000 per week (taxable). Elimination period is 7 days. Max benefit 26 weeks The Company pays entire premium
Long Term Disability	<ul style="list-style-type: none"> 60% (benefit percentage) of basic monthly earnings up to \$10,000 per month. Elimination period 180 days and may last up to Social Security Normal Retirement Age The Company pays entire premium

Life Insurance (Administered by UNUM)

Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.

Coverage Type	Details
Basic Life & AD&D	<ul style="list-style-type: none"> Basic life is equal to 1 times your annual base pay rounded up to the nearest \$1,000 up to a maximum benefit of \$500,000 AD&D pays additional benefits to your beneficiaries if your death results from an accident. The Company pays entire premium
Optional Life Insurance	
• Employee	<ul style="list-style-type: none"> You may purchase additional life insurance in \$10,000 increments up to 10 times your annual earnings not to exceed \$2,000,000. Rates are based on age and tobacco use. Evidence of insurability may be required. New Hires are eligible for up to \$300,000 coverage without evidence of insurability during the initial enrollment period.
• Spouse	<ul style="list-style-type: none"> You may purchase life insurance for your spouse in increments of \$10,000 up to a maximum of \$250,000. Rates are based on age and tobacco use. Evidence of insurability may be required. Spouses of new hires are eligible for up to \$50,000 coverage without evidence of insurability during the initial enrollment period.
• Dependent Children	<ul style="list-style-type: none"> You may purchase life insurance for your dependent children (birth to age 26). You may elect a flat amount \$10,000. The cost for covering dependents is \$1.32 per month and covers the cost for all of your dependent children regardless of the number of children. No evidence of insurability is required.

401(k) Plan (Administered by Fidelity)

Plan Provision	Details
Eligibility	
• Employee Deferrals	<ul style="list-style-type: none"> To be eligible, must be 18 years of age and have 90 days of service. You are eligible on the 1st of the month following 90 days of service. Employees that become eligible on or after 01/01/2022 will be auto enrolled at 5%.
• Company Matching Contributions	<ul style="list-style-type: none"> Employees become eligible for matching contributions on the 1st day of the month following their 1-year anniversary date.
• Profit Sharing Contribution	<ul style="list-style-type: none"> Employees must be employed for 12 months, work 1,000 hours during the plan year and be employed on the last day of the year to be eligible for-profit sharing contributions. <i>This is a discretionary program and will be determined by the profitability of the company</i>
Employee Deferrals	<ul style="list-style-type: none"> You may defer on a pre-tax basis according to current year's IRS limitations. Eligible employees will be auto-enrolled at 5% once they have met the waiting period, but may opt out if they choose.
Employer Matching Contribution	<ul style="list-style-type: none"> Up to 5%. The company will match 100% on the first 5% that you defer to the plan.
Vesting Schedule	
• Employee Deferrals & Contributions	<ul style="list-style-type: none"> You are always 100% vested in your pretax contributions, rollover contributions and any associated earnings.
• Employer Matching Contributions	<ul style="list-style-type: none"> You are always 100% vested in the employer matching contributions and associated earnings.
• Profit Sharing Contributions	<ul style="list-style-type: none"> You will vest in profit sharing contributions and associated earnings according to the following vesting schedule: <ul style="list-style-type: none"> 1 year of employment: 20% 2 years of employment: 40% 3 years of employment: 60% 4 years of employment: 80% 5 years of employment: 100%



2021 Benefits Summary

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Out of Pocket Maximum – Per calendar year <i>Includes the Deductible</i>	\$3,900 Individual / \$7,800 Family	Unlimited
Lifetime Maximum Per Participant	Unlimited	Unlimited
Penalty for Failure to Pre-certify Inpatient hospital services	\$250	\$250
Co-payment (Office Visits)	\$25 PCP / \$40 Specialist	Plan pays 60% after calendar year deductible
Preventative Care <i>Includes: Routine Physicals, Well-Baby Care, Immunizations, Mammograms, Colorectal, PSA, Bone Density, Pap Smear, Cholesterol, OB/GYN</i>	100% (Plan pays-deductible waived)	Not covered, except: • OB/GYN and Immunizations covered at 60%
ER Copay	\$150 + 20% coinsurance	

Prescription Drugs (Administered by CVS/Caremark) - bundled with your medical plan

Plan Provisions	Co-payment
Retail Pharmacy (30 day supply)	
• Generic	\$10
• Formulary Brand	\$35
• Non-Formulary Brand	\$70
Mail Order (90 day supply)	
• Generic	\$25
• Formulary Brand	\$87.50
• Non-Formulary Brand	\$175
Rx Out-of-Pocket Max per Calendar Year	\$3,600 Individual/ \$7,200 Family-Per calendar Year
Specialty Rx	30% coinsurance (waived if member participates in the PrudentRx copay assistance program)

Medical Plan Option 2: HDHP/HSA

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<i>Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.</i>		
Plan Provisions	In-Network	Out-of-Network
Calendar Year Deductible	\$2,800 Employee \$5,600 Family	\$5,600 Employee \$11,200 Family
Out of Pocket Maximum – Per calendar year <i>Includes the Deductible</i>	\$6,500 Employee \$13,000 Family	Unlimited
Health Savings Account Contribution (HSA) <i>Funded by the Company</i>	\$500 Employee / \$750 Employee + 1 / \$1,000 Employee + 2 or more	
Lifetime Maximum Per Participant	Unlimited	
Penalty for Failure to Pre-certify Inpatient hospital services	\$250	\$250
Office Visit	Plan pays 80% after calendar year deductible	Plan pays 60% after calendar year deductible
Preventive Care <i>Includes: Routine Physicals, Well-Baby Care, Immunizations, Mammograms, Colorectal, PSA, Bone Density, Pap Smear, Cholesterol, OB/GYN</i>	100% (Plan pays-deductible waived)	Not covered, except: <ul style="list-style-type: none"> OB/GYN and Immunizations covered at 60%

Prescription Drugs (Administered by CVS/Caremark) - bundled with your medical plan

Plan Provisions	Minimum	% Coinsurance	Maximum
<i>The Prescription plan for the HDHP is integrated with the medical plan, which means the deductible for the medical plan must be met before the coinsurance/co-pay applies for any drugs covered by the prescription plan, this includes specialty drugs.</i>			
Retail Pharmacy (30 day supply)			
• Generic	\$5	N/A	\$5
• Formulary Brand	\$15	25%	\$50
• Non-Formulary Brand	\$30	50%	\$125
Mail Order (90 day supply)			
• Generic	\$10	N/A	\$10
• Formulary Brand	\$30	25%	\$100
• Non-Formulary Brand	\$60	50%	\$250

Services the CRH Medical Plan does NOT Cover:

(This is not a complete list. Check plan documents for other excluded services.)

Bariatric surgery	Hearing Aids	Long-term care
Cosmetic surgery	Dependent daughter maternity	Surgery and services for gender reassignment
Routine foot care	Non-emergency care when traveling outside the US	Weight loss programs

Dental Plan (Administered by Delta Dental) – bundled with your medical plan		
Plan Provisions	In-Network	Out-of-Network
Deductible	Individual: \$50, Family: \$150	
Annual Maximum	\$1,500 per person, in or out-of-network combined	
Covered Service		
• Preventive (Type A)	100% of negotiated rate	100% of R&C
• Basic (Type B)	80% of negotiated rate	80% of R&C
• Major (Type C)	50% of negotiated rate	50% of R&C
Orthodontia (dependent under 19)	50% of negotiated rate	50% of R&C
Orthodontia Lifetime Maximum	\$1,500	\$1,500
Implants	50% of negotiated rate, after the deductible	Subject to \$1,500 annual maximum

Vision Plan (Administered by EyeMed) – bundled with your medical plan

Service	What you pay In-Network	What you are reimbursed Out-of-Network
Exam	\$15 co-pay	Up to \$35
Frame	No co-pay; \$110 allowance; 20% off balance over \$110	Up to \$60
Single Lens	\$20 co-pay	Up to \$30
Bifocal Lens	\$20 co-pay	Up to \$50
Trifocal Lens	\$20 co-pay	Up to \$65
Contact Lens (Conventional)	\$20 co-pay; \$100 allowance; 15% off balance over \$100	Up to \$90
Contact Lens (Disposable)	\$20 co-pay; \$100 allowance; plus balance over \$100	Up to \$90
Exam Frequency		Every 12 months
Lens Frequency		Every 12 months
Frames Frequency		Every 24 months

Standard Employee Contributions: (All contributions include medical, prescription, dental and vision benefits)

Employee Tier	PPO Plan Monthly Rate	HDHP w/ HSA Monthly Rate
Employee Only	\$149.00	\$90.00
Employee + Spouse	\$305.00	\$175.00
Employee + Child(ren)	\$267.00	\$155.00
Family	\$425.00	\$233.00
Spousal Surcharge	\$200.00	\$150.00

Wellness / LiveHealth Online / EAP

Wellness Initiative	<ul style="list-style-type: none"> For employees and their spouse who are covered on the Medical Plan. If an employee completes the initiative during the time period, they will receive a \$25 per month reduction on their 2022 premium. If both the employee and covered spouse complete the initiative during the time period, the employee will receive an additional \$25 reduction for a total of \$50 per month. The employee must complete the initiative in order to receive credit for the spouse. The employee and spouse must obtain an age appropriate wellness exam by a primary care physician. Physical must be completed (while covered on the Medical Plan) during the current cycle of Sept 1, 2020 and August 31, 2021 to qualify for the wellness credit in 2022. Employee and spouses who are eligible and are added to the plan on or after July 1, 2021 through August 31, 2021, will not be required to complete the wellness exam during the current cycle to receive the premium reduction in 2022.
LiveHealth Online (Anthem)	<p>Employee and their family members can now have a virtual appointment with a physician or mental health provider online 24 hours a day, 7 days a week</p> <ul style="list-style-type: none"> \$10 copay for doctor, therapist or psychologist on PPO Plan \$59 copay for doctor, \$80 copay for therapist, \$95 copay for psychologist on HDHP Plan which applies to deductible.
Employee Assistance Program (EAP) (Anthem) <i>Plan pays entire premium</i>	<p>Get the professional help you need for personal issues such as:</p> <ul style="list-style-type: none"> Face-to-Face Counseling / Legal Services / LiveHealth Online Psychology ID Recovery / Financial Services / Child and Elder Care Resources

Flexible Spending Accounts – Health & Dependent Care (Administered by Businessolver)

Eligibility: 1st of the month following 60 days of employment.

Plan Type	Minimum Annual Contribution	Maximum Annual Contribution
Health Care FSA	\$250	\$2,750
(HSA-Compatible Health Care FSA for those in HDHP)		
Dependent Care FSA	\$250	\$5,000 (\$2,500 if married and filing a separate return)

Disability Insurance (Administered by UNUM)

Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.

Coverage Type	Details
Short Term Disability	<ul style="list-style-type: none">60% of weekly earnings up to \$2,000 per week (taxable). Elimination period is 7 days. Max benefit 26 weeksThe Company pays entire premium
Long Term Disability	<ul style="list-style-type: none">60% (benefit percentage) of basic monthly earnings up to \$10,000 per month.Elimination period 180 days and may last up to Social Security Normal Retirement AgeThe Company pays entire premium

Life Insurance (Administered by UNUM)

Eligibility: Employees must be classified as full-time, working on average a minimum of 30 hours per week as regularly scheduled. New hires become eligible the 1st of the month following 60 days of continuous employment.

Coverage Type	Details
Basic Life & AD&D	<ul style="list-style-type: none">Basic life is equal to 1 times your annual base pay rounded up to the nearest \$1,000 up to a maximum benefit of \$500,000AD&D pays additional benefits to your beneficiaries if your death results from an accident.The Company pays entire premium
Optional Life Insurance <ul style="list-style-type: none">EmployeeSpouseDependent Children	<ul style="list-style-type: none">You may purchase additional life insurance in \$10,000 increments up to 10 times your annual earnings not to exceed \$2,000,000. Rates are based on age and tobacco use. Evidence of insurability may be required. New Hires are eligible for up to \$300,000 coverage without evidence of insurability during the initial enrollment period.You may purchase life insurance for your spouse in increments of \$10,000 up to a maximum of \$250,000. Rates are based on age and tobacco use. Evidence of insurability may be required. Spouses of new hires are eligible for up to \$50,000 coverage without evidence of insurability during the initial enrollment period.You may purchase life insurance for your dependent children (birth to age 26). You may elect a flat amount \$10,000. The cost for covering dependents is \$1.32 per month and covers the cost for all of your dependent children regardless of the number of children. No evidence of insurability is required.

401(k) Plan (Administered by Fidelity)

Plan Provision	Details
Eligibility <ul style="list-style-type: none">Employee DeferralsCompany Matching ContributionsProfit Sharing Contribution	<ul style="list-style-type: none">To be eligible, must be 18 years of age and have 90 days of service. You are eligible on the 1st of the month following 90 days of service. Employees hired after 1/1/2015 will be auto enrolled at 4%.Employees must be employed for 12 months on the 1-year anniversary date to meet initial eligibility for matching contributions.Employees must be employed for 12 months, work 1,000 hours during the plan year and be employed on the last day of the year to be eligible for-profit sharing contributions. <i>This is a discretionary program and will be determined by the profitability of the company</i>
Employee Deferrals	<ul style="list-style-type: none">You may defer on a pre-tax basis according to current year's IRS limitations. Eligible employees will be auto-enrolled at 4% once they have met the waiting period, but may opt out if they choose.
Employer Matching Contribution	<ul style="list-style-type: none">Up to 5%. The company will match 100% on the first 5% that you defer to the plan.
Vesting Schedule <ul style="list-style-type: none">Employee Deferrals & ContributionsEmployer Matching ContributionsProfit Sharing Contributions	<ul style="list-style-type: none">You are always 100% vested in your pretax contributions, rollover contributions and any associated earnings.You are always 100% vested in the employer matching contributions and associated earnings.You will vest in profit sharing contributions and associated earnings according to the following vesting schedule:<ul style="list-style-type: none">1 year of employment: 20%2 years of employment: 40%3 years of employment: 60%4 years of employment: 80%5 years of employment: 100%

**U.S. DEPARTMENT OF LABOR - OFFICE OF APPRENTICESHIP
APPRENTICESHIP CERTIFICATION**

Cadillac Asphalt LLC
2575 S. Haggerty Road, Suite 100
Canton, MI 48188

The following individuals are apprentices registered with the U.S. Department of Labor, Office of Apprenticeship, under the sponsorship of program **MI007970001 - Michigan Laborer's JAC**:

Michigan Laborer's JAC
11155 South Beardslee Road
Perry, MI 48872

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2021002570	***-**-6905	CESARI, JON	Construction Craft Laborer (0661 V1) Time-Based	5/3/2021		
MI2021002526	***-**-2227	CUNNIGHAM, KACI	Construction Craft Laborer (0661 V1) Time-Based	4/26/2021		
MI2021002687	***-**-9712	SULLIVAN, RONALD	Construction Craft Laborer (0661 V1) Time-Based	5/25/2021		



Certified by the U.S. Department of Labor

Date Issued: 11/2/2021

****VOID 90 DAYS FROM ISSUE DATE****

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Operating Engineers Local 324 JATF Inc
275 E. Highland Rd
Howell , MI 48843

The following individuals are apprentices registered with the U.S. Department of Labor, Office of Apprenticeship, under the sponsorship of program **MI015780065 - OPERATING ENGINEERS LU 324 JATF**:

OPERATING ENGINEERS LU 324 JATF
275 E. HIGHLAND RD.
HOWELL , MI 48843

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2019001939		Smith, Christina M	OPERATING ENGINEER (0365 V1) Time-Based	4/8/2019		



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OPERATING ENGINEERS LU 324 JATF
275 E. HIGHLAND RD.
HOWELL , MI 48843

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2021005365		Bonner, Tracy	OPERATING ENGINEER (0365 V1) Time-Based	9/13/2021		



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OPERATING ENGINEERS LU 324 JATF
275 E. HIGHLAND RD.
HOWELL , MI 48843

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2020001673		Martin, Sarah L	OPERATING ENGINEER (0365 V1) Time-Based	5/11/2020		



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11155 South Beardslee Road
Perry, MI 48872

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2021003030	***- **-5371	REDMAN, WILLIAM	Construction Craft Laborer (0661 V1) Time-Based	5/10/2021		
MI2021003028	***- **-7473	TATE, KENNETH	Construction Craft Laborer (0661 V1) Time-Based	5/17/2021		



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11155 South Beardslee Road
Perry , MI 48872

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2021004792	***- **-2737	LAIRD, JOE	Construction Craft Laborer (0661 V1) Time-Based	9/8/2021		



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11155 South Beardslee Road
Perry, MI 48872

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2020003922	***- **-6577	LANDRY, KARIM	Construction Craft Laborer (0661 V1) Time-Based	9/4/2020		
MI2020002404	***- **-3926	NELSON, EARL	Construction Craft Laborer (0661 V1) Time-Based	6/1/2020		



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Perry, MI 48872

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2021002570	***-**-6905	CESARI, JON	Construction Craft Laborer (0661 V1) Time-Based	5/3/2021		
MI2021002526	***-**-2227	CUNNIGHAM, KACI	Construction Craft Laborer (0661 V1) Time-Based	4/26/2021		
MI2021002687	***-**-9712	SULLIVAN, RONALD	Construction Craft Laborer (0661 V1) Time-Based	5/25/2021		



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MI2021002526	***- **-2227	CUNNIGHAM, KACI	Construction Craft Laborer (0661 V1) Time-Based	4/26/2021		
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OPERATING ENGINEERS LU 324 JATF
275 E. HIGHLAND RD.
HOWELL , MI 48843

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2021002499		Bianco, Chad Michael-John	OPERATING ENGINEER (0365 V1) Time-Based	5/4/2021		



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OPERATING ENGINEERS LU 324 JATF
275 E. HIGHLAND RD.
HOWELL , MI 48843

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
MI2020001672		Marrero, William	OPERATING ENGINEER (0365 V1) Time-Based	5/11/2020		



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Perry, MI 48872

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MI2021003028	***- **-7473	TATE, KENNETH	Construction Craft Laborer (0661 V1) Time-Based	5/17/2021		



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MI2020002404	***- **-3926	NELSON, EARL	Construction Craft Laborer (0661 V1) Time-Based	6/1/2020		



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D.

Social Equity
&

Sustainability

1871

1872



March 16, 2022

To: The City of Ann Arbor

Re: Construct Request for Proposal/Social Equity and Sustainability Enclosure

Please accept this statement attesting that Cadillac Asphalt, LLC has 0% of employees that reside in the city of Ann Arbor and 2.5% of employees that live in Washtenaw County. Should you require additional information, please contact our corporate office accordingly.

Kind Regards,

Radesha Williams

Human Resources Manager

T: 734-680-7791

E: Radesha.Williams@mipmc.com



Equal Employment Opportunity and Affirmative Action Policy Statement

Covering Michigan Paving & Materials Co., Cadillac Asphalt LLC, Stoneco of Michigan

Michigan Paving & Materials Co.'s and all related and/or affiliated companies (Company) have been and continue to be an Equal Employment Opportunity employer. It is the policy of the 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, disability, genetic information, marital status, height, weight, familial status, or any other classification protected by federal, state, or local laws. Such action shall include: employment, upgrading, demotion or transfer, recruitment, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, pre-apprenticeship, and/or on-job-training.

Specifically, we will not tolerate:

- ✓ Discrimination in hiring.
- ✓ Discrimination in training opportunities.
- ✓ Discrimination in advancement opportunities.
- ✓ Discrimination in subcontracting practices.
- ✓ Harassment based on any protected characteristic.
- ✓ Violence, threat of violence, or intimidation.
- ✓ Or any practice that tends to deny equal access to opportunities or perpetrates discrimination.

It is our intent to provide a workplace where anyone can perform their work assignment free from vulgar and obscene language or actions; violence, threat of violence or intimidation; jokes based on any protected characteristic; and any other form of offensive written or verbal action or materials based on any protected characteristic. **Any inappropriate** activity in any of these areas will result in disciplinary action up to termination.

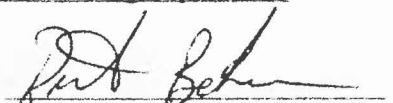
The Company Affirmative Action Plan is the specific action taken to assure minorities, women, protected veterans and disabled veterans will have equal opportunity for employment. The Company maintains an Affirmative Action Plan which is accessible upon request through the Equal Employment Opportunity Officer, Radesha Williams.

Our Equal Employment Opportunity Officer, Radesha Williams, is available at (734) 224-6154 to receive any complaint or suggestion regarding our E.E.O. practices.

Human Resource Contact

Radesha Williams, HR Manager 734-224-6154

radesha.williams@mipmc.com


Rick Becker, President
1/1/2022

**Cadillac
Asphalt** LLC
7555 Whiteford Rd
Ottawa Lake, MI 49267
(734)854-2265
Fax (734) 856-7996

March 16, 2022

City of Ann Arbor

RE. 2022 Ann Arbor Street Resurfacing Project

To Whom It May Concern:

This letter in reference to the Cadillac Asphalt, Ann Arbor bid. Per your request, the follow items are addressed.

1. *Item 3. The bidder's proposed use of sustainable products, technologies, or practices for the project, which reduce the impact on human health and the environment, including raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, and waste management.*

Cadillac Asphalt recycles steel, tires, batteries, oil and other materials where appropriate. Recycled Asphalt is used in the asphalt plant mixes. As a CRH company, we have participated in wildlife habitat projects and production of sustainable products such as Warm Mix Asphalt, and Porous pavement.

The CRH Environmental Policy, applied across operating companies, is to:

- Address proactively the challenges of climate change, reduce emissions and waste as well as optimize our use of energy, water, land and other resources
- Promote sustainable product and process innovation and new business opportunities • Support and enhance biodiversity, ensuring responsible land use and biodiversity management
- Comply with or exceed all applicable environmental legislation and continually implement and improve our environmental management systems, always striving to meet or exceed industry best practice standards, monitoring and reporting performance • Maintain open communications and ensure that our employees and contractors are aware of and adhere to their environmental responsibilities
- Maintain positive relationships with stakeholders through engagement and consultation, always striving to be good neighbors in every community in which we operate


2. *Item 4. The bidder's environmental record, including findings of violations and penalties imposed by government agencies.*

Cadillac Asphalt, Monroe plant received an EGLE air permit violation in 2021 due to an error in the issued permitted limits, the permit was re-issued and the violation was resolved. No fines or penalties received.

Cadillac Asphalt, Clarkston Plant received a violation notice from EGLE in 2020 due to malfunction of the bluesmoke filter system. The system was replaced and the violation resolved in 2020. No fines or penalties received.

Should you have any questions or require additional information, please feel free to contact me at 734-777-3647.

Sincerely,


Susanne Hanf
Environmental Engineer

E. Schedule
OF
Pricing. cost

THE AMERICAN INSTITUTE OF ARCHITECTS



AIA Document A310

Bid Bond

KNOW ALL MEN BY THESE PRESENTS, that we

Cadillac Asphalt, LLC
51777 West 12 Mile Road, Wixom, MI 48393

as Principal, hereinafter called Principal, and

Great American Insurance Company
301 E. Fourth Street, Cincinnati, OH 45202

a corporation duly organized under the laws of the State of **Ohio**
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.


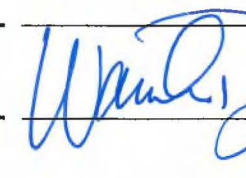
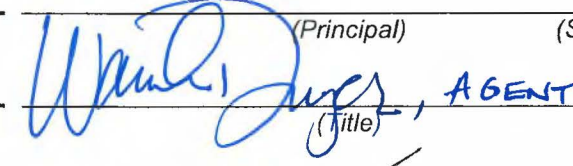
WHEREAS, the Principal has submitted a bid for _____ (Here insert full name, address and description of project)

Street Resurfacing Project - 2022

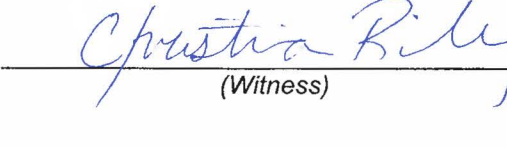
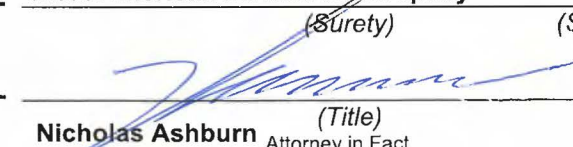
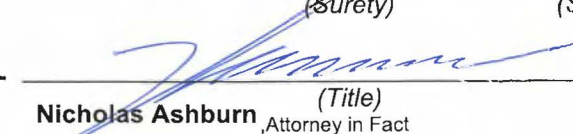
NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful 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 31st day of March, 2022.

Cadillac Asphalt, LLC

 (Witness) {  (Principal) (Seal)
 (Title) **AGENT**

Great American Insurance Company

 (Witness) {  (Surety) (Seal)
 (Title)
Nicholas Ashburn, Attorney in Fact

GREAT AMERICAN INSURANCE COMPANY®

Administrative Office: 301 E 4TH STREET • CINCINNATI, OHIO 45202 • 513-369-5000 • FAX 513-723-2740

The number of persons authorized by
this power of attorney is not more than **SEVEN**

No. 0 20903

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That the GREAT AMERICAN INSURANCE COMPANY, a corporation organized and existing under and by virtue of the laws of the State of Ohio, does hereby nominate, constitute and appoint the person or persons named below, each individually if more than one is named, its true and lawful attorney-in-fact, for it and in its name, place and stead to execute on behalf of the said Company, as surety, any and all bonds, undertakings and contracts of suretyship, or other written obligations in the nature thereof; provided that the liability of the said Company on any such bond, undertaking or contract of suretyship executed under this authority shall not exceed the limit stated below.

Name	Address	Limit of Power
NICHOLAS ASHBURN	ALL OF	ALL
PAUL M. HURLEY	ROCHESTER HILLS, MICHIGAN	\$100,000,000
HOLLY NICHOLS		
ROBERT D. HEUER		

This Power of Attorney revokes all previous powers issued on behalf of the attorney(s)-in-fact named above.

IN WITNESS WHEREOF the GREAT AMERICAN INSURANCE COMPANY has caused these presents to be signed and attested by its appropriate officers and its corporate seal hereunto affixed this 17TH day of APRIL, 2020.

Attest

GREAT AMERICAN INSURANCE COMPANY



Steph C. B.

Assistant Secretary

Mark V. Vicario

Divisional Senior Vice President

STATE OF OHIO, COUNTY OF HAMILTON - ss:

MARK VICARIO (877-377-2405)

On this 17TH day of APRIL, 2020, before me personally appeared MARK VICARIO, to me known, being duly sworn, deposes and says that he resides in Cincinnati, Ohio, that he is a Divisional Senior Vice President of the Bond Division of Great American Insurance Company, the Company described in and which executed the above instrument; that he knows the seal of the said Company; that the seal affixed to the said instrument is such corporate seal; that it was so affixed by authority of his office under the By-Laws of said Company, and that he signed his name thereto by like authority.



SUSAN A KOHORST
Notary Public
State of Ohio
My Comm. Expires
May 18, 2025

Susan A Kohorst

This Power of Attorney is granted by authority of the following resolutions adopted by the Board of Directors of Great American Insurance Company by unanimous written consent dated June 9, 2008.

RESOLVED: That the Divisional President, the several Divisional Senior Vice Presidents, Divisional Vice Presidents and Divisional Assistant Vice Presidents, or any one of them, be and hereby is authorized, from time to time, to appoint one or more Attorneys-in-Fact to execute on behalf of the Company, as surety, any and all bonds, undertakings and contracts of suretyship, or other written obligations in the nature thereof; to prescribe their respective duties and the respective limits of their authority; and to revoke any such appointment at any time.

RESOLVED FURTHER: That the Company seal and the signature of any of the aforesaid officers and any Secretary or Assistant Secretary of the Company may be affixed by facsimile to any power of attorney or certificate of either given for the execution of any bond, undertaking, contract of suretyship, or other written obligation in the nature thereof, such signature and seal when so used being hereby adopted by the Company as the original signature of such officer and the original seal of the Company, to be valid and binding upon the Company with the same force and effect as though manually affixed.

CERTIFICATION

I, STEPHEN C. BERAHA, Assistant Secretary of Great American Insurance Company, do hereby certify that the foregoing Power of Attorney and the Resolutions of the Board of Directors of June 9, 2008 have not been revoked and are now in full force and effect.

Signed and sealed this 31st day of March, 2022



Steph C. B.

Assistant Secretary

E. Schedule of Pricing/Cost – 20 Points

Company: CADILLAC ASPHALT LLC

Unit Price Bid

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
5	1047051	_Certified Payroll Compliance and Reporting	LS	1.00	\$ <u>1.00</u>	\$ <u>1.00</u>
10	1047051	_General Conditions, Max \$300,000.00	LS	1.00	\$ <u>300,000.00</u>	\$ <u>300,000.00</u>
15	1047051	_Project Supervision, Max \$50,000.00	LS	1.00	\$ <u>50,000.00</u>	\$ <u>50,000.00</u>
20	2020002	Tree, Rem, 19 inch to 36 inch	Ea	1.00	\$ <u>1,500.00</u>	\$ <u>1,500.00</u>
25	2020004	Tree, Rem, 6 inch to 18 inch	Ea	2.00	\$ <u>600.00</u>	\$ <u>1,200.00</u>
30	2020006	Stump, Rem, 19 inch to 36 inch	Ea	1.00	\$ <u>400.00</u>	\$ <u>400.00</u>
35	2020008	Stump, Rem, 6 inch to 18 inch	Ea	2.00	\$ <u>200.00</u>	\$ <u>400.00</u>
40	2030011	Dr Structure, Rem	Ea	110.00	\$ <u>500.00</u>	\$ <u>55,000.00</u>
45	2030015	Sewer, Rem, Less than 24 inch	Ft	1,134.00	\$ <u>20.00</u>	\$ <u>22,680.00</u>
50	2037001	_Sewer, Abandon, Less than 24 inch	Ft	75.00	\$ <u>125.00</u>	\$ <u>9,375.00</u>
55	2040005	Pavt, Rem	Syd	200.00	\$ <u>12.50</u>	\$ <u>2,500.00</u>
60	2047001	_Curb, Gutter, and Curb and Gutter, Any Type, Rem	Ft	11,283.00	\$ <u>8.00</u>	\$ <u>90,264.00</u>
65	2047001	_HMA Curb, Rem	Ft	40.00	\$ <u>20.00</u>	\$ <u>800.00</u>
70	2047001	_Exploratory Excavation, Vertical	Ft	6.00	\$ <u>500.00</u>	\$ <u>3,000.00</u>
75	2047011	_Sidewalk, Sidewalk Ramp, and Driveway Approach, Any Thickness, Rem	Syd	2,664.00	\$ <u>9.00</u>	\$ <u>3,897.00</u>
75	2050010	Embankment, CIP	Cyd	433.00	\$ <u>30.00</u>	\$ <u>12,990.00</u>
80	2050023	Granular Material, CI II	Cyd	72.00	\$ <u>25.00</u>	\$ <u>1,800.00</u>
					TOTAL THIS PAGE	\$ <u>575,886.00</u>

Line No.	Item No.	Item Description	Unit	Estimated Quantity	Unit Price	Total Price
85	2057011	_Grading, Driveway Approach	Syd	1,257.00	\$ 3.60	\$ 4,525.20
90	2057011	_Grading, Sidewalk	Syd	1,825.00	\$ 3.60	\$ 6,570.00
95	2057011	_Grading, Sidewalk Ramp	Syd	690.00	\$ 3.60	\$ 2,484.00
100	2057011	_Machine Grading, Special	Syd	58,841.00	\$ 2.50	\$ 147,102.50
105	2057021	_Undercutting, Type IIA	Cyd	2,276.00	\$ 35.00	\$ 79,660.00
110	2057021	_Undercutting, Type IIB	Cyd	50.00	\$ 32.00	\$ 1,600.00
115	2057021	_Undercutting, Type IIC	Cyd	150.00	\$ 50.00	\$ 7,500.00
120	2087050	Erosion Control, Inlet Protection, Fabric Drop	Ea	280.00	\$ 90.00	\$ 25,200.00
125	2080036	Erosion Control, Silt Fence	Ft	235.00	\$ 8.00	\$ 1,880.00
130	2090001	Project Cleanup	LS	1.00	\$ 500.00	\$ 500.00
135	3010002	Subbase, CIP	Cyd	157.00	\$ 50.00	\$ 7,850.00
140	3027011	_Aggregate Base, 6 inch, Modified	Syd	250.00	\$ 15.00	\$ 3,750.00
145	3027011	_Aggregate Base, 8 inch, Modified	Syd	358.00	\$ 22.00	\$ 7,876.00
150	3027031	_Aggregate Base, Modified	Ton	250.00	\$ 25.00	\$ 6,250.00
155	3050010	Material, Surplus and Unsuitable, Rem, LM	Cyd	15.00	\$ 80.00	\$ 1,200.00
160	3050015	Salv Crushed Material, LM	Cyd	25.00	\$ 125.00	\$ 3,125.00
165	3057011	_Shared use Path, HMA Base Crushing and Shaping	Syd	1,457.00	\$ 6.00	\$ 8,742.00
170	3060020	Maintenance Gravel	Ton	150.00	\$ 22.00	\$ 3,300.00
175	3077021	_Trenching, Modified	Cyd	6.00	\$ 110.00	\$ 660.00
TOTAL THIS PAGE						\$ 319,774.70

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
180	3080010	Geotextile, Stabilization	Syd	100.00	\$ 5.00	\$ 500.00
185	3087011	_Structural Geogrid (Base)	Syd	250.00	\$ 6.00	\$ 1,500.00
190	4020987	Sewer, CI IV, 12 inch, Tr Det B	Ft	1,155.00	\$ 125.00	\$ 144,375.00
195	4021260	Trench Undercut and Backfill	Cyd	315.00	\$ 60.00	\$ 18,900.00
200	4037001	_Sewer, Perforated CPE, 12 inch	Ft	530.00	\$ 125.00	\$ 66,250.00
205	4037021	_Infiltration Trench	Cyd	1,177.00	\$ 108.25	\$ 127,410.25
210	4037050	_Sewer Bulkhead, 12 inch	Ea	3.00	\$ 200.00	\$ 600.00
215	4030200	Dr Structure, 24 inch dia	Ea	110.00	\$ 4,000.00	\$ 440,000.00
220	4030210	Dr Structure, 48 inch dia	Ea	1.00	\$ 5,000.00	\$ 5,000.00
225	4030280	Dr Structure, Adj, Add Depth	Ft	5.00	\$ 400.00	\$ 2,000.00
230	4030306	Dr Structure, Tap, 6 inch	Ea	5.00	\$ 200.00	\$ 1,000.00
235	4030312	Dr Structure, Tap, 12 inch	Ea	2.00	\$ 600.00	\$ 1,200.00
240	4037050	_Dr Structure, 48 inch dia, Leaching Basin	Ea	6.00	\$ 5,000.00	\$ 30,000.00
245	4037050	_Dr Structure Cover, Special	Ea	2.00	\$ 850.00	\$ 1,700.00
250	4037050	_Dr Structure Cover, Type C, Modified	Ea	5.00	\$ 950.00	\$ 4,750.00
255	4037050	_Dr Structure Cover, Type D, Modified	Ea	8.00	\$ 850.00	\$ 6,800.00
260	4037050	_Dr Structure Cover, Type D, Modified (ADA Cover/Grate)	Ea	2.00	\$ 850.00	\$ 1,700.00
265	4037050	_Dr Structure Cover, Type K, Modified	Ea	109.00	\$ 950.00	\$ 103,550.00
270	4037050	_Dr Structure Cover, Type Q, Modified	Ea	122.00	\$ 750.00	\$ 91,500.00
TOTAL THIS PAGE						\$ 1,048,735.25

Line No.	Item No.	Item Description	Unit	Estimated Quantity	Unit Price	Total Price
275	4037050	_Dr Structure Cover, Type Q, Special	Ea	10.00	\$ 850. ⁰⁰	\$ 8,500. ⁰⁰
280	4037050	_Dr Structure, Adj, Case 1, Modified	Ea	199.00	\$ 800. ⁰⁰	\$ 159,200. ⁰⁰
285	4037050	_Dr Structure, Adj, Case 2, Modified	Ea	1.00	\$ 800. ⁰⁰	\$ 800. ⁰⁰
290	4037050	_Dr Structure, Cleaning, Modified	Ea	26.00	\$ 350. ⁰⁰	\$ 9,100. ⁰⁰
295	4037050	_Dr Structure, Double Inlet	Ea	2.00	\$ 5,500. ⁰⁰	\$ 11,000. ⁰⁰
300	4037050	_Dr Structure, Point	Ea	45.00	\$ 150. ⁰⁰	\$ 6,750. ⁰⁰
305	4037050	_Dr Structure, Temp Lowering, Modified	Ea	202.00	\$ 600. ⁰⁰	\$ 121,200. ⁰⁰
310	4037050	_Structure, Reconstruct	Ea	2.00	\$ 2,000. ⁰⁰	\$ 4,000. ⁰⁰
315	4047001	_Underdrain, Subgrade, 6 inch, Special	Ft	980.00	\$ 25. ⁰⁰	\$ 24,500. ⁰⁰
320	4047001	_Yard Drain, Outlet Ending, Plastic Pipe	Ft	7.00	\$ 50. ⁰⁰	\$ 350. ⁰⁰
325	4047050	_Yard Drain, Outlet Ending, Pop-up Apparatus	Ea	4.00	\$ 100. ⁰⁰	\$ 400. ⁰⁰
330	5010001	Pavt. Cleaning	LS	1.00	\$ 100. ⁰⁰	\$ 100. ⁰⁰
335	5010002	Cold Milling HMA Surface	Syd	93,414.00	\$ 6. ⁰⁰	\$ 560,484. ⁰⁰
340	5010005	HMA Surface, Rem	Syd	6,904.00	\$ 8. ⁰⁰	\$ 55,232. ⁰⁰
345	5010025	Hand Patching	Ton	264.00	\$ 250. ⁰⁰	\$ 66,000. ⁰⁰
350	5010061	HMA Approach	Ton	9.00	\$ 250. ⁰⁰	\$ 2,250. ⁰⁰
355	5010703	HMA, LVSP	Ton	16,670.00	\$ 107. ⁰⁰	\$ 1,783,690. ⁰⁰
360	5017011	_Cold Milling for Concrete Curb and Gutter Reveal	Syd	4,261.00	\$ 21. ⁵⁰	\$ 91,611. ⁵⁰
365	5017011	_Cold Milling HMA Surface, Driveway Approach	Syd	888.00	\$ 9. ⁷⁵	\$ 8,658. ⁰⁰
TOTAL THIS PAGE						\$ 2,913,825. ⁵⁰

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
370	5017011	_Cold Milling HMA Surface, Modified	Syd	500.00	\$ 7.75	\$ 3,875.00
375	5017011	_Raised Crosswalk, HMA	Syd	177.00	\$ 150.00	\$ 26,550.00
380	5017011	_Raised Intersection, HMA	Syd	250.00	\$ 95.00	\$ 23,750.00
385	5017011	_Speed Hump, HMA	Syd	150.00	\$ 200.00	\$ 30,000.00
390	5017011	_Speed Table, HMA	Syd	35.00	\$ 200.00	\$ 7,000.00
395	5017031	_Hand Patching, Modified	Ton	100.00	\$ 300.00	\$ 30,000.00
400	5017031	_HMA, Wedging, 36A	Ton	102.00	\$ 350.00	\$ 35,700.00
405	6020054	Conc Pavt, Misc, Nonreinf, 8 inch	Syd	156.00	\$ 177.10	\$ 27,627.60
410	6027011	_Raised Crosswalk, Conc	Syd	177.00	\$ 179.85	\$ 31,833.45
415	6027011	_Raised Intersection, Conc	Syd	250.00	\$ 179.85	\$ 44,962.50
420	6027011	_Speed Hump, Conc	Syd	150.00	\$ 179.85	\$ 26,977.50
425	6027011	_Speed Table, Conc	Syd	35.00	\$ 179.85	\$ 6,294.75
430	6027021	_Flowable Fill	Cyd	121.00	\$ 297.50	\$ 35,997.50
435	6030005	Cement	Ton	77.00	\$ 1.00	\$ 77.00
440	8017011	_Driveway, Nonreinf Conc, 6 inch, Modified	Syd	1,144.00	\$ 127.25	\$ 145,574.00
445	8017011	_Driveway, Nonreinf Conc, 8 inch, Modified	Syd	63.00	\$ 177.10	\$ 11,157.30
450	8027001	_Curb and Gutter, Conc, Barrier	Ft	6,438.00	\$ 46.95	\$ 302,264.10
455	8027001	_Curb and Gutter, Conc, Barrier or Mountable, Slip Form	Ft	750.00	\$ 46.95	\$ 35,212.50
460	8027001	_Curb and Gutter, Conc, Mountable	Ft	1,192.00	\$ 46.95	\$ 55,964.40
TOTAL THIS PAGE						\$ 880,817.60

Line No.	Item No.	Item Description	Unit	Estimated Quantity	Unit Price	Total Price
465	8027001	_Driveway Opening, Conc, Det M, Modified	Ft	2,532.00	\$ 47.45	\$ 120,143.40
470	8030030	Curb Ramp Opening, Conc	Ft	912.00	\$ 46.95	\$ 42,818.40
475	8037001	_Detectable Warning Surface, Modified	Ft	725.00	\$ 50.00	\$ 36,250.00
480	8037010	_Sidewalk Ramp, Conc, 6 inch, Modified	Sft	6,017.00	\$ 14.00	\$ 84,238.00
485	8037010	_Sidewalk Ramp, Conc, 8 inch, Modified	Sft	246.00	\$ 19.50	\$ 4,797.00
490	8037010	_Sidewalk Retaining Wall, Integral, 6 inch to 18 inch Height	Sft	616.00	\$ 40.00	\$ 24,640.00
495	8037010	_Sidewalk Retaining Wall, Integral, 18 inch to 30 inch Height	Sft	150.00	\$ 40.00	\$ 6,000.00
500	8037010	_Sidewalk, Conc or Clay Brick Pavers, Rem and Reinstall	Sft	95.00	\$ 60.00	\$ 5,700.00
505	8037010	_Sidewalk, Conc, 4 inch, Modified	Sft	14,561.00	\$ 9.10	\$ 132,505.10
510	8037010	_Sidewalk, Conc, 6 inch, Modified	Sft	607.00	\$ 14.05	\$ 8,528.35
515	8037010	_Sidewalk, Conc, 8 inch, Modified	Sft	1,238.00	\$ 19.50	\$ 24,141.00
520	8060010	Shared use Path, Aggregate	Ton	25.00	\$ 60.80	\$ 1,520.00
525	8060040	Shared use Path, HMA	Ton	420.00	\$ 150.00	\$ 63,000.00
530	8067011	_Shared use Path, Grading, Modified	Syd	1,233.00	\$ 10.00	\$ 12,330.00
535	8067031	_Shared use Path, HMA, Wedging	Ton	50.00	\$ 150.00	\$ 7,500.00
540	8087001	_Fence, Protective, Modified	Ft	1,500.00	\$ 5.50	\$ 8,250.00
545	8087050	_Bollard	Ea	4.00	\$ 3,000.00	\$ 12,000.00
550	8110197	Pavt Mrkg, Thermopl, 6 inch, Crosswalk	Ft	20.00	\$ 2.50	\$ 50.00
555	8110214	Pavt Mrkg, Thermopl, 12 inch, Crosswalk	Ft	1,414.00	\$ 5.00	\$ 7,070.00
TOTAL THIS PAGE						\$ 601,481.25

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
560	8110218	Pavt Mrkg, Thermopl, 24 inch, Stop Bar	Ft	146.00	\$ 10. ⁰⁰	\$ 1,460. ⁰⁰
565	8110321	Rem Curing Compound, for Spec Mrkg	Sft	3,724.00	\$ 2.50	\$ 9,310. ⁰⁰
570	8110343	Rem Spec Mrkg	Sft	64.00	\$ 5. ⁰⁰	\$ 320. ⁰⁰
575	8117050	_Pavt Mrkg, Ovly Cold Plastic, Speed Hump Chevron, White	Ea	24.00	\$ 210. ⁰⁰	\$ 5,040. ⁰⁰
580	8117050	_Pavt Mrkg, Polyurea, Speed Hump Chevron, White	Ea	24.00	\$ 210. ⁰⁰	\$ 5,040. ⁰⁰
585	8117050	_Pavt Mrkg, Thermopl, Speed Hump Chevron, White	Ea	24.00	\$ 210. ⁰⁰	\$ 5,040. ⁰⁰
590	8120012	Barricade, Type III, High Intensity, Double Sided, Lighted, Furn	Ea	104.00	\$ 85. ⁰⁰	\$ 8,840. ⁰⁰
595	8120013	Barricade, Type III, High Intensity, Double Sided, Lighted, Oper	Ea	104.00	\$ 85. ⁰⁰	\$ 8,840. ⁰⁰
600	8120035	Channelizing Device, 42 inch, Fluorescent, Furn	Ea	270.00	\$ 25. ⁰⁰	\$ 6,750. ⁰⁰
605	8120036	Channelizing Device, 42 inch, Fluorescent, Oper	Ea	270.00	\$ 25. ⁰⁰	\$ 6,750. ⁰⁰
610	8120140	Lighted Arrow, Type C, Furn	Ea	2.00	\$ 600. ⁰⁰	\$ 1,200. ⁰⁰
615	8120141	Lighted Arrow, Type C, Oper	Ea	6.00	\$ 200. ⁰⁰	\$ 1,200. ⁰⁰
620	8120210	Pavt Mrkg, Longit, 6 inch or Less Width, Rem	Ft	140.00	\$ 2. ⁰⁰	\$ 280. ⁰⁰
625	8120252	Plastic Drum, Fluorescent, Furn	Ea	1,094.00	\$ 30. ⁰⁰	\$ 32,820. ⁰⁰
630	8120253	Plastic Drum, Fluorescent, Oper	Ea	1,094.00	\$ 30. ⁰⁰	\$ 32,820. ⁰⁰
635	8120310	Sign Cover	Ea	20.00	\$ 45. ⁰⁰	\$ 900. ⁰⁰
640	8120330	Sign, Portable, Changeable Message, Furn	Ea	10.00	\$ 4,800. ⁰⁰	\$ 48,000. ⁰⁰
645	8120331	Sign, Portable, Changeable Message, Oper	Ea	12.00	\$ 2,000. ⁰⁰	\$ 24,000. ⁰⁰
650	8120350	Sign, Type B, Temp, Prismatic, Furn	Sft	2,677.00	\$ 6. ⁰⁰	\$ 16,062. ⁰⁰
TOTAL THIS PAGE						\$ 214,672. ⁰⁰

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
655	8120351	Sign, Type B, Temp, Prismatic, Oper	Sft	2,677.00	\$ 6. ⁰⁰	\$ 16,062. ⁰⁰
660	8120352	Sign, Type B, Temp, Prismatic, Special, Furn	Sft	416.00	\$ 12. ⁰⁰	\$ 4,992. ⁰⁰
665	8120353	Sign, Type B, Temp, Prismatic, Special, Oper	Sft	416.00	\$ 12. ⁰⁰	\$ 4,992. ⁰⁰
670	8120370	Traf Regulator Control	LS	1.00	\$ 54,563. ⁷⁰	\$ 54,563. ⁷⁰
675	8127050	_Pedestrian Type II Barricade, Temp	Ea	122.00	\$ 150. ⁰⁰	\$ 18,300. ⁰⁰
680	8127050	_Pedestrian Type II Channelizer, Temp	Ea	10.00	\$ 150. ⁰⁰	\$ 1,500. ⁰⁰
685	8127050	_Temporary No Parking Sign	Ea	720.00	\$ 35. ⁰⁰	\$ 25,200. ⁰⁰
690	8127051	_Minor Traffic Control, Max \$135,000.00	LS	1.00	\$ 135,000. ⁰⁰	\$ 135,000. ⁰⁰
695	8157060	_Irrigation System, Protection and Maintenance	Dlr	2,500.00	\$ 1. ⁰⁰	\$ 2,500. ⁰⁰
700	8167011	_Slope Restoration	Syd	5,994.00	\$ 12. ⁰⁰	\$ 71,928. ⁰⁰
705	8190159	Conduit, Schedule 80 PVC, 3 inch	Ft	50.00	\$ 30. ⁰⁰	\$ 1,500. ⁰⁰
710	8190244	Hh, Adj	Ea	1.00	\$ 800. ⁰⁰	\$ 800. ⁰⁰
715	8197050	_Handhole Assembly, 12 Inch x 18 Inch	Ea	1.00	\$ 1,200. ⁰⁰	\$ 1,200. ⁰⁰
720	8197050	_Handhole Assembly, 17 Inch x 30 Inch	Ea	1.00	\$ 2,000. ⁰⁰	\$ 2,000. ⁰⁰
725	8197050	_Handhole Assembly, 24 inch x 36 inch	Ea	1.00	\$ 2,400. ⁰⁰	\$ 2,400. ⁰⁰
730	8217050	_Monument Box, Adj	Ea	5.00	\$ 650. ⁰⁰	\$ 3,250. ⁰⁰
735	8230421	Water Shutoff, Adj, Case 1	Ea	7.00	\$ 650. ⁰⁰	\$ 4,550. ⁰⁰
740	8230431	Gate Box, Adj, Case 1	Ea	26.00	\$ 650. ⁰⁰	\$ 16,900. ⁰⁰
745	8230432	Gate Box, Adj, Case 2	Ea	5.00	\$ 650. ⁰⁰	\$ 3,250. ⁰⁰
TOTAL THIS PAGE						\$ 370,887. ⁷⁰

<u>Line No.</u>	<u>Item No.</u>	<u>Item Description</u>	<u>Unit</u>	<u>Estimated Quantity</u>	<u>Unit Price</u>	<u>Total Price</u>
750	8237050	_Gate Box, Special	Ea	10.00	\$ <u>700.⁰⁰</u>	\$ <u>7,000.⁰⁰</u>
755	8507050	_HMA Surface, Around Structure Cover, Rem	Ea	82.00	\$ <u>160.⁰⁰</u>	\$ <u>13,120.⁰⁰</u>
760	8507050	_Private Utility Box, Adj, Case 1	Ea	11.00	\$ <u>800.⁰⁰</u>	\$ <u>8,800.⁰⁰</u>
765	8507050	_Private Utility Box, Adj, Case 2	Ea	10.00	\$ <u>800.⁰⁰</u>	\$ <u>8,000.⁰⁰</u>
TOTAL THIS PAGE						\$ <u>36,920.⁰⁰</u>
TOTAL FROM PAGE ADDENDUM-1-1						\$ <u>575,886.⁰⁰</u>
TOTAL FROM PAGE ADDENDUM-1-2						\$ <u>319,774.⁷⁰</u>
TOTAL FROM PAGE ADDENDUM-1-3						\$ <u>1,048,735.²⁵</u>
TOTAL FROM PAGE ADDENDUM-1-4						\$ <u>2,913,825.⁵⁰</u>
TOTAL FROM PAGE ADDENDUM-1-5						\$ <u>880,817.⁶⁰</u>
TOTAL FROM PAGE ADDENDUM-1-6						\$ <u>601,481.²⁵</u>
TOTAL FROM PAGE ADDENDUM-1-7						\$ <u>214,672.⁰⁰</u>
TOTAL FROM PAGE ADDENDUM-1-8						\$ <u>370,887.⁷⁰</u>
TOTAL BASE BID						\$ <u>6,963,000.⁰⁰</u>

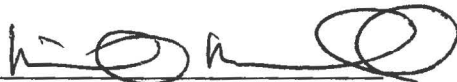
F. Authorized
negotiator

1900

CERTIFICATE OF SECRETARY

The undersigned, being the duly elected and acting Secretary of Cadillac Asphalt, LLC, a Michigan limited liability company, hereby certifies that the following are authorized to execute on behalf of Cadillac Asphalt, L.L.C., any and all contracts, lien documents and waivers with governmental and private entities.

Ahmad Osman	Julie Snurka	Bill Brownell	Jim Bliss
Dale McIntyre	Kyle Toteff	Jeremy Bagnell	Wanda Dwyer
Mike Verklan	Duane Gaedcke	Deven Rau	Philip Hamlin
Curt Medler	Brian Pawluchuk	Matt Daavettila	Cherylin Banas
Jason Teper	Rick Becker	Rob Mayer	Lisa Juleff
Dave Gaedcke	Stephen Burke		


Bill Brownell
Secretary

Date 3-21-22

6. Attachments

ATTACHMENT B
GENERAL DECLARATIONS

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

Ladies and Gentlemen:

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

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

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

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

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

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

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

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

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

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

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

SIGNED THIS 31st DAY OF March, 2022.

Cadillac Asphalt LLC

Bidder's Name

857 S. Wagner Rd
Ann Arbor, MI 48103

Official Address

(734) 216-7006

Telephone Number



Authorized Signature of Bidder

Philip Hamlin

(Print Name of Signer Above)

Wanda.Dwyer@CadillacAsphalt.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 _____, for whom _____, bearing the office title of _____, 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 Michigan, whom Philip Hamlin bearing the title of Estimating Manager 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 _____, 202_

(Print) Name _____ Title _____

Company:

Cadillac Asphalt LLC

Address:

857 S. Wagner Rd, Ann Arbor, MI 48103

Contact Phone (734) 216-7006 Fax (248) 449-2589

Email Wanda.Dwyer@CadillacAsphalt.com

ATTACHMENT D
PREVAILING WAGE DECLARATION OF COMPLIANCE

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

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

The Contractor agrees:

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

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

Cadillac Asphalt LLC

Company Name

X 

Signature of Authorized Representative

3/31/22

Date

Philip Hamlin, Estimating Manager

Print Name and Title

857 S. Wagner Rd, Ann Arbor, MI 48103

Address, City, State, Zip

(734) 216-7006

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 \$14.82/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$16.52/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

Check the applicable box below which applies to your workforce

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

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

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

Cadillac Asphalt
Company Name

51777 W 12 MILE RD
Street Address

X 
Signature of Authorized Representative Date

WIXOM MI 48377
City, State, Zip

PHILIP HAMLIN, ESTIMATING MANAGER
Print Name and Title

734 740 4382 / Philip.Hamlin@CadillacAsphalt.com
Phone/Email address

CITY OF ANN ARBOR LIVING WAGE ORDINANCE

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

\$14.82 per hour

If the employer provides health care benefits*

\$16.52 per hour

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

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

ENFORCEMENT

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

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

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

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

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

Revised 2/1/2022



ATTACHEMENT G

Vendor Conflict of Interest Disclosure Form

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

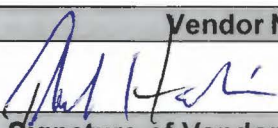
If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

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

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

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

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:

Cadillac Asphalt LLC		(734) 216-7006
Vendor Name		Vendor Phone Number
X 	3/31/22	Philip Hamlin
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

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

ATTACHMENT H

DECLARATION OF COMPLIANCE

Non-Discrimination Ordinance

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

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

The Contractor agrees:

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

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

Cadillac Asphalt LLC

Company Name

X 

3/31/22

Signature of Authorized Representative

Date

Philip Hamlin, Estimating Manager

Print Name and Title

857 S. Wagner Rd, Ann Arbor, MI 48103

Address, City, State, Zip

(734) 216-7006

Phone/Email Address

Questions about the Notice or the City Administrative Policy, Please contact:

Procurement Office of the City of Ann Arbor
(734) 794-6500

ATTACHMENT I

CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE

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

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

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

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

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

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

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

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