

Exhibit D- Safety

Independence Construction enforces the following supplemental safety regulations in addition to all federal, state, and local regulations, OSHA, the Subcontractors safety policy, and Independence Construction's safety program. The more strict regulation shall always prevail. The Subcontractor, as an expert in its work, has sole responsibility over all requirements for doing the work safely. Independence Construction is not responsible in any manner for the safety of the Subcontractor's work. This exhibit is not meant to be a comprehensive list of safety requirements or regulations. The Subcontractor must be familiar and in compliance with all OSHA, state and federal regulations, along with the standards set forth by Independence Construction.

1. The following items must be submitted before the start of the project:
 - a. Subcontractors Safety and Health manual
 - b. MSDS packet
 - c. Verification of drug tests within the last year
2. The following items must be submitted daily for the duration of the project:
 - a. Daily Job Safety Analysis (JSA)
 - b. Daily Sign In sheet (Attached to exhibit D)
 - c. Daily field Log (Exhibit L)
3. Subcontractors are required to provide all necessary safety equipment and training for their employees and work. The Subcontractor assumes liability for the proper use of this equipment and implementation of training.
4. Subcontractor shall have a written safety program in place with a disciplinary action enforcement plan for their employees. This must be provided before the start of the project as noted above.
5. Failure of Subcontractor to enforce these, and all applicable safety regulations, will result in disciplinary action and be grounds for dismissal.
6. Any Subcontractor with 25 to 50 employees on site will be required to have a full-time Safety Officer present during work activities. Subcontractors with 50 to 150 employees will be required to have two full time Safety Officers present during work activities.
7. Subcontractor will turn in a daily sign in sheet by 9:00 a.m. every day with all employees on site listed to the IC field office.
8. Subcontractor will turn in daily field log by 9:00 a.m. the following day to Independence Construction supervisor.
9. Subcontractor will hold and record a minimum of one safety meeting (toolbox talk) a week for all personnel and send a copy of the report to the Independence Construction supervisor.
10. Subcontractor will complete a daily Job Safety Analysis (JSA) for each task they will perform. Copies of the JSA's will be sent to the Independence Construction supervisor and reviewed with crew members before the task is done.
11. All injuries, near misses, property damage, and incidents will be reported to Independence Construction's supervisor immediately.

12. MSDS sheets for all materials, pursuant to the OSHA Hazard Communication Standards, must be submitted prior to the start of work. A copy of all MSDS sheets will be placed and kept in the job trailer.
13. Report all unsafe conditions or unsafe acts to your immediate supervisor and the IC supervisor immediately.
14. Any unsafe act by job personnel will be grounds for dismissal at the Independence Construction supervisor's sole discretion.
15. All employees must have proof of passing a drug test in the past year in accordance with Independence Construction policy. These must be provided before the start of the project.
16. Hard hats are required at all times for all personnel on the jobsite. Metal hard hats are not permitted.
17. In addition to hard hats, safety glasses, high visibility clothing, gloves, leather boots, long pants, and shirts with sleeves will be required at all times. No loose clothing or loss jewelry will be permitted.
18. Approved respirators are to be used when conditions warrant.
19. All exposed rebar and/or form pins must be covered to prevent impalement hazards.
20. Areas with overhead work must be properly barricaded. Working above others and other trades will not be permitted.
21. When work requires entering a confined space, it will be done according to the procedures listed in the confined space policies in the Independence Construction Safety Manual and in accordance with all other confined space regulations as listed in OSHA and by other governing authorities.
22. All ladders must be properly set up and secured at the top, extending at least 3 feet above landing. No metal ladders will be permitted. All damaged ladders must be immediately tagged and removed from the site or destroyed.
23. All employees will be required to tie-off with approved fall arrest systems above 6 feet, no exceptions.
24. Training must be given to all employees using fall protection, including how to select, use, inspect, and maintain fall protection equipment, per OSHA standards.
25. All workers must wear a full body harness and shock-absorbing lanyard when operating lifts. Scissor lifts with proper guarding are exempt from this rule only as allowed by OSHA standards.
26. All floor and roof openings must be protected with covers and/or guardrails. The cover must be able to support all traffic and be secured to prevent moving. It must be clearly marked "HOLE" and support a minimum of 200 pounds.
27. Exposed edges higher than 3 feet must have a guardrail system following all OSHA standards for guardrails including top rails, mid rails, and toeboards.
28. A limited access zone shall be established whenever a masonry wall is being constructed. The limited access zone shall be equal to the height of the wall, plus 4 feet, and run the entire length of the wall. Only employees actively engaged in constructing the wall are to be allowed in this zone. Refer to OSHA 1926.706 masonry construction regulations.

29. Guardrail systems are required on scaffold platforms 6 feet or more above a lower level. They must have a toe board, mid-rail, and handrail and be compliant with all other OSHA standards.
30. A ladder or stairs must be provided to access scaffold platforms more than 24 inches from another level. Do not climb cross braces or frames that do not have built in ladders.
31. A competent person must be present when scaffolds are constructed, in use, and dismantled. They shall inspect and tag the scaffold on a daily basis. A competent person must be designated in writing before the use of any scaffolding and must have proof of training.
32. Outriggers may not be used to stock materials on the backside of scaffolds.
33. All employees working on scaffolds should have proper training to safely use the scaffolding and the knowledge of OSHA standards pertaining to it.
34. Each Subcontractor is responsible for their own roof safety systems including warning lines and fall protection, per OSHA standards.
35. All electric power sources, tools and extension cords shall be properly grounded and protected by use of ground fault circuit interrupters.
36. Cords must have no missing pins, damage to insulation, tape, or cuts. All damaged cords shall be immediately removed from the site.
37. All tools must have proper guards and safety switches. Tools that are damaged, tampered with, or modified so as to make them unsafe will be removed from site.
38. Powder actuated tools will not be used by non-licensed operators or without proper personal protective equipment. Training certifications must be provided.
39. Hand tools (hammers, chisels, screwdrivers, axes, shovels, etc.) shall be kept well dressed.
40. Fire protection equipment is not to be tampered with or removed from assigned location.
41. All office trailers, tool trailers, fuel storage areas, equipment, and other areas around the site shall have the appropriate size and type of fire extinguisher. Employees shall be trained in the proper use of fire extinguishers.
42. Oxygen and fuel-gas cylinders must be property secured and stored per OSHA requirements and must have valve protection caps.
43. Hot work must be approved by Contractor. Hot work permit must be signed by IC supervisor before work may begin.
44. Appropriate signage must be present at all flammable/combustible material storage areas.
45. The jobsite must be kept clean at all times. Garbage must be routinely disposed of in dumpsters and proper housekeeping procedures should be followed including daily sweeping, keeping walkways clear, etc.
46. All spills of oil, diesel, gas, or any other hazardous material must be reported to IC superintendent immediately.

47. All underground and overhead utilities must be marked.
48. No employee, other than the operator shall ride on any mobile equipment. Seat belts must be worn at all times.
49. No employee is permitted to ride in the bed of pick-up trucks.
50. Only authorized and properly instructed employees shall operate machinery, equipment, tools, or vehicles. The appropriate certifications must be provided.
51. Inspections of equipment shall be performed daily before the start of work.
52. All trucks and mobile equipment shall have back-up warning devices and rollover protection as required by law.
53. Lockout/Tagout procedures must be followed when work is performed on equipment or machinery.
54. All crane operators must have and provide CCO certification.
55. It is the responsibility of the Subcontractor to make investigations and to have due diligence in finding and marking underground structures, voids, or inconsistencies before erecting a crane on that surface. This is to include underground utilities, tanks, culverts, etc.
56. Cranes to only be used to 70% of their capacity according to lift charts.
57. All cranes and lift equipment must have daily inspection logs and load charts kept in the machine. For inspection requirements reference OSHA 1926.1412. Inspection logs must be submitted to IC.
58. Before the starting operation of a crane the past yearly inspection, monthly inspection, and the last week of daily inspections shall be submitted to the IC superintendent.
59. Only a qualified rigger can rig material, per OSHA standards.
60. Only a qualified signaler can signal a crane, per OSHA standards.
61. All equipment must have the operator's manual.
62. All rigging must be inspected before each use. Damaged, worn, or otherwise uncompliant rigging must be tagged and removed from the site or destroyed.
63. Subcontractor is responsible for all underground utility marking and location prior to excavating, drilling, boring, etc. The Ohio Utility Protection Service must be notified.
64. Possession or use of alcoholic beverages (including beer) and/or unlawful drugs or substances on the jobsite is strictly forbidden.

65. Music devices, including radios and personal music players, are not permitted on the jobsite.

66. No deadly weapon may be brought onto the premises.