

United States Department of Labor

**Occupational Safety & Health
Administration**



**Partnership Agreement
Flintco, LLC**

**WPX Energy Office Building
Tulsa, Oklahoma**

BACKGROUND/IDENTIFICATION OF PARTNERS AND SITE

A. Background

Flintco, LLC, a construction firm with its headquarters in Tulsa, Oklahoma is the Construction Manager for the WPX Energy Office Building in Tulsa, Oklahoma.

The Oklahoma Area Office of the Occupational Safety and Health Administration (OSHA); Flintco; Oklahoma Department of Labor (ODOL) – OSHA Consultation; project subcontractors; and labor organizations recognize the need for a safe and healthy jobsite. The goal of this Partnership agreement is to help ensure that an injury free safety culture is established creating a safe environment for all workers, staff, the public and visitors of the project.

This Partnership is designed to not only address the hazards within the construction industry, but also to promote and recognize jobsites that demonstrate an effective safety and health program.

This document will serve to establish a cooperative effort in ensuring safety and maintaining an open line of communication between OSHA, ODOL – OSHA Consultation, Flintco, project subcontractors and labor organizations on this project.

Specifications and assignments within this Partnership document do not relieve the contractors from or lessen their safety & health responsibilities nor change any contractual obligations between Flintco, WPX or any of the project subcontractors. Nor does it take away any defenses, legal rights, or due process rights afforded contractors with respect to Agency enforcement action.

B. Project Description

The project includes 245,000 square feet of office space, 15,000 square feet of commercial space and nearly 700 parking spaces. The facade features a combination of brick, steel and glass and is designed to honor the area's curb appeal, culture and history through its use of materials and detailing. The 260,000 square foot campus will bridge Reconciliation Park with Guthrie Green, connecting the Arts District and historic Greenwood.

The WPX Energy Office Building's address is 222 North Detroit Ave. Tulsa OK, 74103.

The project is scheduled to begin in September of 2019 with an approximate construction duration of 24 months.

C. Identification of Partnership Organizations

Flintco, LLC
Project Trade Sub Contractors
OSHA – Oklahoma City Office

Pledge Support for the partnership

I. PURPOSE AND SCOPE

The goal of this Partnership Agreement is to help ensure the WPX Energy Office Building project will be a safe and healthy work environment for all workers, staff, the public, university employees and visitors. This project will set the example for future projects to come within the Tulsa area.

OSHA has identified the top four causes of fatalities in construction which are: falls, being struck by equipment or machinery, electrocution, and caught-in-between equipment or materials. Flintco has added an additional focus hazard of overexertion and ergonomic hazards that will be identified, corrected and tracked throughout the project in an effort to prevent injuries. Flintco calls this the “**Focus 5**”.

II. GOALS, STRATEGIES, AND MEASURES

The overall goal for this Partnership Agreement is to create an injury free safety culture, promote effective safety management systems, train, educate, job hazard recognition, hazard controls, self-inspection practices, abatement efforts, accountability measures and cooperative attitudes among all partners resulting in the prevention of injuries, illnesses, and incidents on the project.

Goals	Strategies	Performance Measures
<p>Zero injuries and illnesses on the project; Project injury/illness data below the current Bureau of Labor Statistics (BLS) National Average for NAICS 23 (all of construction)</p>	<p>Implementation of comprehensive safety and health management system for the site</p> <p>Provide a cool down area when temperatures exceed 85 degrees (f) as well as heating area in the winter months</p>	<p>Proactive safety metrics – Behavior based safety observations, weekly safety audits, near miss reporting, and education/training;</p> <p>The Project’s injury and illness data-Total Case Incident Rate (TCIR); Days Away, Restricted or Transferred (DART) Rate; Days Away From Work (DAFW) Rate will be tracked through Procore and compared with the most current BLS published data for NAICS 23 for each year. The 2016 BLS TCI, DART, and DAFW Rates for NAICS 23 are 3.2, 1.9 and 1.43, respectively, will be utilized as the baseline for the Partnership. The Project’s injury and illness data will be also compared to the baseline.</p> <p>A sign in sheet will be maintained at the cool down area to evaluate the usefulness of this area.</p> <p>The success of the phone policy will be determined by the number of documented non-compliance cases following site safety orientation.</p>
<p>Developing a Flintco/government partnership that will encourage involvement by the owner, construction manager and subcontractors in the improvement of safety and health performance.</p>	<p>Require regular involvement by the City of Tulsa, Flintco and subcontractors in the oversight of and improvement of S&H performance through completion of the project</p> <p>Review of site specific safety plans</p> <p>Preconstruction meetings with significant emphasis on safety to include Identifying Safety and Health professionals for</p>	<p>Verify by reviewing the number of subcontractors that have implemented and/or improved written safety and health management systems.</p> <p>Subcontractors will meet Safety submittal requirements including a written safety program that meets or exceeds Flintco’s Health and Safety program.</p>

	contractors and subcontractors.	
Implementing innovative strategies to eliminate serious accidents, including the four primary construction hazards (falls, struck-by, caught in, and electrical), and ergonomic hazards	<ol style="list-style-type: none"> 1. Provide all employees site-specific safety orientation in English and Spanish. 2. Provide OSHA 10-hour training classes on a quarterly basis. 3. Implement and enforce an ongoing site safety audit program (to include weekly site walk through with contractors and sub-contractors.) 4. Perform daily stretch and flex with all crews on the project. 5. Perform daily pre-task safety planning by all crews on the job site. 6. Create applicable safety awareness initiatives to help maintain focus on key areas. 7. Perform incident investigation and root cause analysis for any OSHA recordable and near miss incidents. 8. Require Job Hazard Analysis for every activity on site prior to the start of work on that activity. 9. Hold Weekly tool box meetings by crew. 10. Conduct daily huddle meetings in the field. 11. Corporate wide safety meetings every Friday. 	<p>Document the number of employees trained (including orientation and 10 & 30-hour courses).</p> <p>Document the number of hazards identified and abated during the safety audits, including ergonomic hazards.</p> <p>Offer OSHA 10-hour training to all field staff, and document attendance.</p> <p>Offer OSHA 30-hour training to supervisory people bi-annually and document attendance.</p> <p>Test employees after orientation. 70% correct required to be on site. Any incorrect answer will be discussed to insure employee understands requirement prior to reporting to job site. Maintain a safety sign in poster outside of the conference room that everyone signs after orientation.</p> <p>JHA's required with all Installation Work Packages (IWP's). Tracking of completed JHA's and Pre-Task Form will be accomplished through Procure.</p> <p>Document weekly tool box meetings with sign in sheets.</p> <p><u>Track</u> observations of subcontractor representatives in the daily meetings. Share lessons learned from other projects with the project team, which will be accomplished through weekly Safety call by</p>

	<p>12. Develop and hold monthly personal, important and relevant training of pertinent hazards which will be offered in the cool down trailer.</p> <p>13. Incorporate Virtual Reality (VR) safety training for current work taking place onsite.</p> <p>14. Utilize weekly drone flyovers to model and abate any foreseeable hazards associated with the project.</p> <p>15. Require new hires to have a “Mentor” they can ask questions to.</p> <p>16. Track hazards discovered and corrected.</p> <p>17. Produce a Final Project Report.</p> <p>18. Track positive observations.</p>	<p>project staff. This information will be part of Site safety meeting held weekly.</p> <p>Post relevant and current safety information in the form of weekly companywide Flintco Safety Blasts in common areas.</p> <p>Track employee involvement in VR training.</p> <p>Record foreseeable hazards identified by drone modeling and incorporate into weekly workplans.</p> <p>Require naming of mentor at orientation. The assigned Mentor Should be Senior positive role model.</p> <p>Track hazards abated through Procore. This information will be available to all Subcontractors after enrolling in Procore.</p> <p>Report on performance through publishing of all Performance Measures tracked on the project.</p> <p>Onsite Positive Notification System through the Safety App and Procore.</p>
<p>Provide for worker/union representation involvement</p>	<p>Provide worker/union representation involvement in weekly site safety meetings; site safety workarounds <u>Schedule On-Site OSHA Consultation visits</u> <u>Quarterly</u></p>	<p>Document the number of workers/union representatives involved in weekly site safety meetings; and site safety workarounds</p> <p>Track number of employees and subcontractors on site during visits along with Number of hazards Identified and corrected.</p> <p>Subcontractors will be encouraged to participate in consultation site visits.</p>

A. The overall success of the Partnership will be measured as follows:

1. The annual and total project aggregate TCIR, DART and DAFW Rates will be compared to the most currently published Bureau of Labor (BLS) National Average rates for construction (NAICS 23), with zero fatalities. The BLS 2016 rates for NAICS 23 are 3.2, 1.9 and 1.4, respectively for TCIR, DART and DAFW will serve as the baseline for the Partnership.
2. Project Injury/Illness data will be evaluated for trends in injuries and near misses, from year to year. Partners will seek to establish a Zero incident rate on the Project whereby it is understood that nearly all incidents are linked to human decision-making and therefore preventable when the proper considerations, assessments, controls and decisions are made. Such attitudes and efforts will achieve accident and injury rates well below the latest published BLS national average (2016) for the construction industry, NAICS 23.
3. Documented jobsite weekly inspections and observations, with an emphasis on hazard identification and remediation, and tracking the total number of hazards identified and corrected.
4. Records of training certifications/training rosters will be maintained. Report the total number of people trained. These may include, but not be limited to, OSHA 10 and 30 hour courses as well as the site orientation and other on-site training.
5. Evaluate the effectiveness of the 100% Fall Protection Plan, through the number of plans implemented and/or improved. Additional measurements of effectiveness may include injury/illness records and near misses for falls.
6. Safety and Health Programs will be maintained by Flintco. Reports to be made available quarterly, concerning the general effectiveness of the safety and health programs. Copies will be made available to all members of the Partnership for review.
7. Monthly “dashboard” reviews of key performance indicators and applicable metrics. This will be presented, upon request, to the City of Oklahoma City, OSHA Oklahoma Area Office, and ODOL – OSHA Consultation.

III. ANNUAL EVALUATION

The Partnership will be evaluated quarterly and will include data used to monitor the success of the Partnership efforts. On a quarterly basis, the Executive Committee comprised of Flintco’s Project Director and Safety Manager, appointed Safety Representatives from our Partnership members, a representative from Trade Subcontractors, a representative from ODOL – OSHA Consultation, and a representative from OSHA shall meet and discuss the program and make any modifications as required to continually improve the partnership. When an OSHA representative attends these meetings, the meeting will serve as an on-site non-enforcement verification visit by OSHA. A written evaluation will be completed annually and submitted to the Regional OSHA Office.

IV. OSHA STRATEGIC PARTNERSHIP (OSP) BENEFITS/INCENTIVES

Participant benefits from OSHA may include:

- A. In the event that a company performing work at the site is cited by OSHA, a maximum penalty reduction for good faith will be provided, in accordance with CPL 02-00-160, Field Operations Manual (FOM). In the event that the FOM is revised, OSHA shall provide such revised FOM provision to Flintco and the most current FOM will be utilized.
- B. Priority will be given to “phone and fax” investigations of all informal complaints in lieu of on-site inspections.
- C. Any non-serious violation observed during an OSHA inspection visit shall not be cited if it is immediately abated during the inspection.
- D. This Partnership requires frequent inspections of the worksite by Flintco, subcontractors and other members of the Partnership to identify and correct hazards. It also serves as a model to subcontractors and others by demonstrating how to implement a strong safety and health program on a large multi-employer jobsite. It also encourages a higher level of participation in the safety process by involving everyone on the jobsite. The knowledge gained from this Partnership will be applied to reduce injuries and illnesses at future work sites.
- E. OSHA Consultation will be available for consultation and job walks upon requests of Flintco or Subcontractors. Flintco will participate quarterly and it is required that all subcontractors participate as available quarterly.

V. OSHA INSPECTIONS/VERIFICATIONS

- A. OSHA will continue to investigate fatalities and catastrophes should they occur at the jobsite as well as alleged “imminent” danger situations per the FOM.
- B. OSHA will continue to investigate all complaints and referrals received in accordance with procedures contained in the FOM.
- C. OSHA will complete **at least one focused “monitoring” (on-site enforcement verification visit) inspection each year during the term of the Partnership.** These inspections will follow the most current FOM and the “Focused Inspection” protocol {Memorandum from James W. Stanley, “Guidance to Compliance Officers for Focused Inspections in the Construction Industry”, dated August 22, 1994 (Revision 2 issued September 20, 1995 and incorporated herein)} addressing hazards related to falls, struck by, caught-in, and electrical hazards. Inspections conducted in response to complaints, Local and/or National Emphasis Programs (LEP/NEP), or referrals will qualify as the monitoring inspection if, in addition to addressing the complaint/LEP/NEP/referral item(s), the compliance officer completes the focused inspection protocol for the worksite.

- D. **On-site non-enforcement verification visits** will be performed by OSHA representatives, by their participation in the quarterly Executive Safety Committee meetings.
- E. Flintco and subcontractors will periodically utilize ODOL - OSHA Consultation's on-site safety and health consultations at the jobsite. Flintco will participate quarterly in said consultations and it is required that all subcontractors participate as available quarterly.
- F. Flintco will permit OSHA access for any inspection to be made pursuant to Section VI paragraphs A, B, and C and will not require an inspection warrant for any such inspection. Flintco will be allowed a reasonable time to have a safety representative accompany OSHA on site.

VI. OSP MANAGEMENT AND OPERATIONS

Each subcontractor and their respective subcontractors with 30 or more employees working on the project at one time will be required to have a full-time safety person focused only on safety and will designate an employee to attend on-site project safety steering team committee meetings. The steering team will be comprised of the field personnel that each respective subcontractor designates and will meet during daily huddles to cover relevant safety issues/topics for the day. The project Safety Representative for each subcontractor will participate within the committee and will attend a general meeting at least quarterly to evaluate the progress of the Partnership. Subcontractors with less than 25 employees shall identify an individual who is responsible for safety requirements and issues associated with and/or affecting Subcontractor work activities. Subcontractors with 25 employees or more shall identify a Site Safety Representative, who is on site whenever any Subcontractor's work activities are taking place.

The project safety committee, which is comprised of Flintco project personnel and subcontractor safety representatives, will review the completed and summarized safety inspections, observations reported, near misses, injury and illness data of the site as part of the quarterly meeting. Identified hazards, abatement and best management practices will be discussed. OSHA may provide a representative to share current issues in construction risk control and provide input for improvement.

A. Flintco, LLC:

Flintco will take the lead role in administering the project specific safety program for The WPX Energy Office Building. Flintco will ensure implementation of the following:

1. Implement a comprehensive safety and health program, which includes:
 - a. Management commitment and employee involvement
 - b. Worksite analysis
 - c. Hazard control
 - d. Arrange for training assistance for subcontractors and their sub-tier contractors on-site.
 - e. Require subcontractor(s) to implement an appropriate Disciplinary Program for safety rule violations.

2. All Subcontractors and their contractors shall have an effective safety program in place and a copy of their company's written safety and health program and site-specific safety plan submitted and approved by Flintco before the start of any on-site work. These programs in addition to the Site Specific Safety Plan established for The WPX Energy Office Building will establish policy guidelines and behavioral expectations for the project.
3. Have the authority to enforce safety rules and regulations. This authority will include provisions to hold subcontractors and employees accountable and, if necessary, take appropriate action to enforce compliance with the established Project safety rules and regulations. A disciplinary action plan will be strictly enforced for those not complying with Flintco safety policies, rules and practices.
4. Work scope planning will take into consideration any exposures that the construction activity may create for workers, the public and visitors.
5. Where airborne silica exposure exists, Flintco will require the use of wet cutting techniques and/or dust collection systems in addition to the appropriate use of approved respiratory protection where warranted. Comply with Table-1 of the OSHA respirable crystalline Silica in construction regulation (1926.1153).
6. 100% fall protection is required whenever working at 6' or higher. Use of conventional fall protection methods will be employed (i.e. personal fall arrest / restraint systems, or guardrail systems) when performing all work that is at 6' or higher. This includes steel erection, roofing (other than roofing work within a properly erected six-foot perimeter warning line system), and other leading edge construction operations even when it may exceed OSHA requirements.
7. Guardrails or fall protection must be employed on all scaffolding over six feet.
8. Flintco and Subcontractors routinely evaluate the effectiveness of the Fall Protection Plan, and will take corrective action as needed. Information will be based off observations and deficiencies made in the Safety App and Procore in relation to fall protection.
9. Ground Fault Circuit Interrupters (GFCI) will be utilized at the power source throughout the project.
10. Back up alarms and fire extinguishers shall be present on all equipment other than pickup trucks.
11. OSHA-required trench and excavation protection shall be enforced along with an excavation permit for excavations/trenches 4' or deeper.
12. All workers, management and visitors shall wear ANSI approved hardhats, ANSI approved safety glasses with side-shields, gloves as appropriate, work boots and high

visibility vests or clothing at all times while on site. (Exception shall be inside the isolated on-site management offices or designated break areas.)

13. Cranes and associated operations: All crane operators working on the site, whether by subcontract, or provided as part of a lease or rental agreement, shall be qualified and trained in crane safety. Appropriate training shall be verified by Flintco before crane operation is permitted on the worksite. People performing rigging duties and crane signaling will be required to verify that proper training has been completed.
14. 100% tagline policy will be enforced with the lifting of all crane loads.
15. A proactive integrated project safety inspection protocol will be implemented to increase reporting of hazards and near-miss incidents. Multiple weekly site safety inspections will be documented by project management, site supervision, and project safety management.
16. Compile and maintain injury and illness data and make the data compilations available to all Partners, including OSHA. In addition, subcontractor's Experience Modification Rates (EMR) will be made available to OSHA upon request.
17. Review quarterly injury/incident reports with the Safety Committee including first aid and near miss reports.
18. As a goal, the elimination of work-related injuries from inadequate planning and execution by ensuring key job hazards are identified and controlled. Conduct and retain summary documentation of weekly toolbox talks and Jobsite Safety Analysis (JHA.)
19. Housekeeping initiatives will be introduced to maintain orderly storage of materials and removal of workplace trash and debris:
 - a. Eating, drinking and consumption of food products will only be allowed within designated controlled areas of the project site.
 - b. All trash and waste shall be removed and placed in appropriate provided receptacles.
 - c. Subcontractors will maintain an adequate number of trash containers throughout the floors and areas of construction. All trash will be moved into dumpsters provided at one location on site by Flintco.
 - d. Project has adopted a continuous clean-up strategy whereby subcontractors are to remove construction debris closely following work activity. Nails and screws are to be bent over or retracted following form stripping operations.
 - e. Access to work areas, ladders, stairs, buck hoist, and storage areas are to remain free and clear of obstructions.
 - f. Methods to control dust will be employed whenever possible (e.g. Wet/dry vacuums, misting, damp wiping, covering / tarping of materials, dust reducing sweeping compounds, etc...)

- g. Spills and loose materials that pose potential slip hazards are to be cleaned up immediately.
- h. Tools, equipment, and materials are to be brought and stored only when they are needed and removed from site when no longer required.
- i. Loose materials are to be contained, stacked, racked and otherwise kept in an orderly condition.
- j. Fire Extinguishers will be provided by subcontractors for their scope of work.
- k. Flammable storage cabinets are to be provided by subcontractors for all aerosols, and flammable liquids maintained within the building structure (Most job/toolboxes are not approved for this use).
- l. Material shall be secured to eliminate the possibility of accidental displacement due to impending inclement weather.

20. Employee training and safety meetings:

- a. All employees working at the project will receive a site-specific safety orientation from Flintco covering jobsite safety and health issues and procedures relative to the work being performed. A copy of the Project Safety and Health Work Rules will be provided, and signature pages maintained on file.
- b. Daily pre-task hazard prevention planning will be conducted by all crews. This planning, hazard recognition, and determination of controls will be documented daily on Pre-Task Safety Analysis (PTSA) forms. PTSA's will be available in the field for review and periodically audited by the Flintco management and project safety staff. PTSA records will be filed and maintained in the project trailer.
- c. Daily "Stretch and Flex" sessions will be conducted at the start of each day.
- d. Weekly safety meetings will be held by Flintco with each subcontractor and documentation will be maintained in the Flintco project office.
- e. Periodic job-wide safety meetings will be held and various guest speakers including OSHA, Flintco, Manufacturer Reps, Vendors, and subcontractor Supervision and Safety Personnel will be invited to participate. When an OSHA representative attends these meetings, the meeting will serve as an on-site non-enforcement verification visit by OSHA.
- f. Superintendents, foreman and site personnel designated as safety representatives shall, at a minimum, have completed the OSHA 30-hour construction outreach training course (or its equivalent). Field supervisory personnel and those acting in the capacity as a competent person shall have completed the OSHA 10-hour construction outreach training course for the construction industry (or its equivalent). Training is to be completed prior to commencement of work on-site or within 90 days of the start of work at Flintco's discretion. Records of training will be maintained by the Flintco or

subcontractor site safety manager and available for review by OSHA upon request.

- g. To help keep safety awareness at peak levels, safety commitment banners, warning signs, safety reminder signs such as “Wear Your Gloves” will be strategically placed around the job site.
- h. Additional craft specific hazard recognition education sessions will be conducted on an as-needed basis by the respective subcontractors through weekly toolbox talks.

- 21. Provide signage identifying the site as an OSHA Partnership Project.
- 22. In addition to OSHA’s severe injury notification requirements, Flintco will notify the local OSHA office of safety or health related events, which are likely to generate public attention and/or news media coverage. This notification will be provided in a timely manner and will include sufficient background and incident information for responding to agency and public inquiries.
- 23. Another goal of the Partnership is to create a working relationship between the OSHA Oklahoma Area Office, ODOL – OSHA Consultation and the other Partnership members. OSHA’s technical resources capability may facilitate greater understanding of issues and enhance effective prevention and control efforts. Flintco will utilize quarterly consultations from ODOL – OSHA Consultation.
- 24. Establish a Project Safety Committee with participation from project management, safety personnel and labor to review safety goals and objectives, audit safety performance of contractors, address the effectiveness of the project safety program, and make recommendations to improve on identified weakness in the safety management system.

B. Subcontractors:

- 1. Appoint an on-site person to act as a Safety representative to resolve jobsite safety matters and be the liaison to the Flintco Safety Manager.
- 2. Conduct daily pre-task safety analysis.
- 3. Participate in the daily stretch and flex program.
- 4. Conduct and document scheduled job site safety inspections weekly for those employees under their control. This is in addition to the general, on-scheduled, non-documented inspections that should occur daily. Findings will be documented through Procore and communicated during morning supervisor meeting.
- 5. Conduct all applicable equipment and vehicle inspections (documented).

6. Conduct and document jobsite safety meetings and make them available to Flintco and OSHA upon request.
7. Participate with Flintco during the weekly on-site safety inspections and if non-compliant activity or hazards are discovered, the affected subcontractor shall promptly abate the conditions.
8. The subcontractor shall provide communication directly to Flintco immediately if any injury, near miss, or unsafe condition has been identified.
9. Will receive a copy of all reports of job site inspections for their respective areas.
10. Will participate in the Positive Notification System for near misses, solutions, or ideas to enhance jobsite safety. Subcontractors will receive positive observations through the Safety App and recognized in weekly safety meetings.
11. This partnership does not preclude employees and/or employers from exercising any right provided under the OSH Act, nor does it abrogate any responsibility to comply with the Act.

C. OSHA & ODOL:

1. OSHA may participate in the quarterly Safety Committee meetings but will not participate in the weekly walk-around inspections. OSHA's participation in these quarterly meetings will serve as an on-site non-enforcement verification visit.
2. Compliance Assistant Personnel from the OSHA Oklahoma Area Office and ODOL – OSHA Consultation may aid with on-site and off-site safety and health training.
3. Give priority to the site when technical assistance is needed.
4. Audit the quarterly reports and make recommendations for improvement in meeting the Partnership Goals.
5. Review Partnership company safety and health programs, along with subcontractors as necessary, and provide technical assistance and recommendations for improvement.
6. Provide national statistics covering all areas of standards enforcement for distribution **to the Partners.**

VII. WORKER INVOLVEMENT - WORKER AND EMPLOYER RIGHTS

This Partnership does not preclude employees and/or employers from exercising any right provided under the OSH Act (the Act), nor does it abrogate any responsibilities of the Partnership participants to comply with rules and regulations adopted pursuant to the Act.

Flintco, LLC will ensure employee involvement by establishing an employee Safety Committee that will meet on a monthly basis to share the results of jobsite inspections, information concerning accidents and near misses, suggestions for improvement and recommendations for training for the general workforce. The Partnership members' management and supervisors will also continue to discuss near misses and daily safety audits during toolbox talks.

VIII. TERM OF PARTNERSHIP

This agreement shall be in effect until completion of the site and building construction activities, but in no case longer than three-years from the date the Partnership is signed.

Should any signatory of this Partnership elect to withdraw from the Partnership, the signatory will notify the other signatories in writing of its intent to withdraw. If OSHA chooses to withdraw its participation in the partnership, the entire agreement is terminated.

For non-signatory participants (subcontractors) of the strategic partnership, OSHA may terminate the participant's involvement at any time with written notice. Additionally, the participant may withdraw their participation from the strategic partnership at any time by providing thirty (30) days written notice to the signatories.

**United States Department of Labor
Occupational Safety & Health
Administration**

Based upon a mutual interest to protect construction workers in Oklahoma, the Parties below agree to the above terms of the Flintco, OSHA Partnering Agreement for the WPX Energy Office Building
Signed this **30th** day of **June** 2020.

Principal Participants:

Steven Kirby
Area Director
Occupational Safety & Health Administration
Oklahoma City Area Office

Russ Peevy
Vice President / Area Manager
Flintco, LLC

Leslie Osborn
Oklahoma Commissioner of Labor