



**University of Wisconsin – Eau Claire  
UW-Eau Claire New Health and Science Building**

**PARTNERING AGREEMENT**

**BETWEEN**

**UNITED STATES DEPARTMENT OF LABOR**

**OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)  
EAU CLAIRE AREA OFFICE**



**AND**

**MIRON CONSTRUCTION CO., INC.**



**AND**

**WISCONSIN ONSITE SAFETY AND HEALTH CONSULTATION PROGRAM**





- AON Risk Solutions
- International Brotherhood of Electrical Workers #14
- International Union of Elevator Constructors Local #9
- International Union of Operating Engineers, Operating Engineers Local #139
- Carpenters Local #1074
- Sprinkler Fitters Local #669, District 31
- International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local #512
- United Association of Plumbers and Steam Fitters Local #434
- Laborers International Union of North America Local #268
- Bricklayers and Allied Craftworkers Local Union #19
- Operative Plasterers and Cement Masons Local Union #599 Area 257

## **II. PURPOSE/SCOPE**

The purpose of this partnership is to provide a safe and healthy work environment for workers involved in the construction industry. Miron is committed to preventing all injuries, serious accidents, and fatalities during construction of the UW-Eau Claire New Health and Science Building Project in Eau Claire, Wisconsin, through increased training, implementation of best work practices, enhanced safety and health programs, and compliance with applicable OSHA standards and regulations.

This is a new higher education Health and Science Building on the University of Wisconsin-Eau Claire campus. The building is a cast-in-place concrete frame on a deep foundation system and will be connected to campus utilities. It is a five-story building with an additional 6<sup>th</sup>-floor level that includes mechanical equipment spaces, a greenhouse, and an observatory. The exterior enclosure is a rainscreen cavity wall with CMU and face brick, and curtainwall glazing systems. The building is by code a high-rise due to the size of the 6<sup>th</sup>-floor level enclosed area. Interior space includes teaching and research laboratories, offices, and support spaces for multiple departments. The ground level includes a planetarium.

## **III. GOALS/STRATEGIES**

The overall goal of the partnership is to create a working relationship that focuses on preventing work-related fatalities, eliminating serious workplace hazards, and establishing a foundation for the development of an effective safety and health program. Specific responsibilities for contractor compliance and involvement in the partnership for compliance, site audits, partnership improvements, and evaluations of partnership modifications and achievements are delineated in Section X of this document. Responsibilities are delineated for Miron, OSHA, Wisconsin Onsite Safety and Health Consultation Program, insurance risk consultants, and trade unions.

GOALS	STRATEGIES	MEASURES
<p>1) Maintain a project-wide injury and illness rate of 25% below the 2022 BLS Total Recordable Case (TRC) rate of 1.7 and Days Away from Work, Restricted or Transfer (DART) rate of 0.9 for the construction industry NAICS 2362 as the baseline.</p>	<p>Establish proactive measures for the common hazards found at construction sites.</p> <ul style="list-style-type: none"> <li>a. Provide all necessary engineering controls, administrative controls, and personal protective equipment.</li> <li>b. Provide a comprehensive Project Site Safety Orientation for all workers prior to allowing them to work on-site.</li> </ul>	<ul style="list-style-type: none"> <li>a. Miron will collect and calculate the following injury and illness data monthly for comparison to the national average: <ul style="list-style-type: none"> <li>- Total Recordable Case rate (TRC).</li> <li>- Days Away, Restricted or Transfer rate (DART).</li> </ul> </li> <li>b. Miron will compare the site's TRC and DART with the 2022 BLS data published TRC rate of 1.7 and DART rate of 0.9 for construction (NAICS 23).</li> </ul>
<p>2) Promote a cooperative relationship between labor and management and encourage employee participation to achieve a safe and healthy workplace.</p>	<ul style="list-style-type: none"> <li>a. Conduct daily Safety, Quality, Production (SQP) huddles and stretches, identifying tasks, conditions, and standards and discussing potential hazards.</li> <li>b. Keep open-door safety policy and encourage hazard reporting.</li> <li>c. Conduct hazard analysis during Pre-Task Safety Planning.</li> <li>d. Hold weekly project-wide stand-down meetings.</li> <li>e. Each subcontractor shall designate a Safety Advocate for the project, a craftsperson liaison in the field to be the go-to for risk-related questions/concerns.</li> </ul>	<ul style="list-style-type: none"> <li>a. Document the discussion on an SQP excellence huddle form or a photo of work board and store it in the project file.</li> <li>b. Track incoming safety issues, suggestion forms, and complaints and their resolution.</li> <li>c. Retain pre-task worksheets.</li> <li>d. Document attendance and topics for stand-downs.</li> <li>e. Identify the Safety Advocate by introducing them during a weekly stand-down meeting. This person will set aside a portion of each day to focus on site conditions, walking/working surfaces, and safety audits.</li> </ul>
<p>3) Identify and prevent the most common causes of workplace injuries and illnesses in the construction industry, including, but not limited to, falls, electrical safety, struck-by, caught in/between, silica, carbon monoxide, heat stress, cranes, and noise.</p>	<ul style="list-style-type: none"> <li>a. Implement a six-foot fall protection rule for the project.</li> <li>b. Implement an assured grounding conductor program for all temporary and permanent wiring, along with the use of ground fault circuit interrupters (GFCI).</li> <li>c. Ensure weather alerts and monitoring as appropriate.</li> <li>d. Area carbon monoxide monitoring is conducted when a combustion-emitting source is used inside an enclosed area.</li> <li>e. Require the use of ANSI Z89.1 Type II or Z89.1 ANSI Type 1 <u>and</u> EN12492 performance standards 4.2.1.2 (front energy absorption), 4.2.1.3 (side energy absorption), 4.2.1.4 (rear energy absorption), 4.2.3 (retention system strength), and 4.2.4 (retention system effectiveness) head protection system with chin strap secured.</li> </ul>	<ul style="list-style-type: none"> <li>a. Review six-foot fall protection requirements with all workers on-site and document training on the site orientation forms.</li> <li>b. Document compliance of assured grounding program for each contractor quarterly on the assured grounding certification letter.</li> <li>c. Weather will be tracked for the number of alerts and number of times the site modified work practices.</li> <li>d. Monitor carbon monoxide levels and take corrective actions when levels are elevated. At no time will levels above 35 ppm be allowed without immediate action.</li> <li>e. Monitor subcontractors' compliance with head protection requirements.</li> </ul>

GOALS	STRATEGIES	MEASURES
<p>6) Electronic (tablet)-based inspection documentation will be used at the first line supervisor level to document worksite hazards during the weekly project site audit.</p>	<ul style="list-style-type: none"> <li>a. When contractors are working on-site, they will participate in a weekly project site audit.</li> <li>b. Miron will mentor contractors on the audit process prior to performing a site audit.</li> </ul>	<ul style="list-style-type: none"> <li>a. Miron will develop and maintain the rotating schedule that will assign a specific contractor to perform the weekly audit.</li> <li>b. Miron will provide the tablet (if needed) and training on how to use the tablet and audit system.</li> </ul>
<p>7) Leadership development at all levels in all aspects of safety, quality, production, how it affects the project team culture, and the finished project for the client.</p>	<ul style="list-style-type: none"> <li>a. Conduct OSHA 10 and OSHA 30 courses for this project. These classes are available to all workers on-site.</li> <li>b. Implement a site-wide re-orientation program to engage first report leaders with their team members who do not meet the requirements defined in the <u>Project Orientation Checklist</u>. First report leaders will be required to personally engage with their workers who violated the project orientation checklist by conducting a one-on-one additional project orientation and provide subsequent documentation.</li> <li>c. Develop first line leaders for all teams of contractors by required attendance, open communication, and defining expectations for all workers on site during the initial orientation process. (A contractor supervisors must be involved in the project orientation of contractor employees and sub-tier contractors)</li> </ul>	<ul style="list-style-type: none"> <li>a. Course rosters will be used to track numbers receiving training.</li> <li>b. The re-orientation process will be tracked for trend analysis and documented for cultural value.</li> <li>c. Track attendance of first line leaders and sub-tier leaders during the initial orientation process for their workers and sub-tier contractors as they set their expectation for a successful, safe, productive work site.</li> </ul>

#### IV. SAFETY AND HEALTH MANAGEMENT SYSTEM

The Safety and Health Management System (SHMS) is a critical part of this OSP agreement in that it is an important aspect of collaboration between the project management team, supervisors, and the workers on-site. This SHMS will include, but not be limited to, the following core elements:

##### *Management Leadership Roles*

Miron will implement an SHMS patterned after OSHA's "Recommended Practices for Safety and Health Programs in Construction" that will encourage partnering employers to commit a high level of worker involvement to assist in monitoring and identifying worksite hazards on a continual basis to prevent accidents. The SHMS will be implemented at the initiation of the partnership and continue to be implemented during the entire duration of the partnership.

[https://www.osha.gov/shpguidelines/docs/8524\\_OSHA\\_Construction\\_Guidelines\\_R4.pdf](https://www.osha.gov/shpguidelines/docs/8524_OSHA_Construction_Guidelines_R4.pdf)

##### *Worker Participation*

All workers will be encouraged to report jobsite hazards and bring all potential hazards to the attention of Miron and/or supervisors when discovered for immediate response and correction. This will be accomplished through education on Miron's Speak Up, Listen Up, Recognize It program as part of site orientation. This will be encouraged in the following ways:

- Miron will hold a Project Site Safety Orientation with each worker prior to working on-site.
- Miron will provide a system to allow workers to report potential worksite hazards to Miron and/or supervisors upon discovery and stop work if necessary. Miron will require all workers to attend weekly stand-down meetings.
- Miron will participate in monthly safety audits and provide all subcontractors on-site with a copy of the safety audit reports for use in discussion with workers during toolbox talks.
- Daily project site audits will be performed by all subcontractors on a rotational basis by supervision. The site superintendent will provide a schedule at the beginning of each month.
- All subcontractors, with one of their non-supervisory workers, will conduct the weekly site inspection of the project site with the Miron iPad on a rotational basis. (Training on use will be provided by Miron.)
- All subcontractors with more than five workers on-site in the previous month will participate in the site monthly safety committee meeting.

##### *Hazard Identification and Assessment*

This project will always focus on safety and Miron, along with all signatory contractors, will enforce project site safety compliance to OSHA standards including, but not limited to, the following ways:

- Conduct daily site inspections and review all subcontractors, workers, and site conditions for safe practices.
- Take immediate action to correct any known or identified unsafe acts or conditions.
- Periodically monitor all workers, visitors, and others entering the worksite to ensure safe work practices are being followed.

##### *Hazard Prevention and Control*

Miron considers hazard prevention and control a process requiring continual efforts of monitoring and identifying hazards and taking corrective actions to always maintain a safe and healthy project site.

- Miron or the responsible contractor will ensure that hazard correction procedures are in place.
- Miron or the responsible contractor will ensure that employees know how to use and maintain personal protective equipment.

- Miron or the responsible contractor will ensure employees understand and follow safe work practices and procedures.

#### *Education and Training*

Miron understands that providing workers with an understanding of hazard recognition and control and actively involving them in the process can help to eliminate hazards before an incident occurs.

- Miron or the responsible contractor will ensure only properly authorized and instructed workers are allowed to perform a task.
- Miron or the responsible contractor will take reasonable measures to ensure workers do not perform a task in an unsafe manner.
- Miron or the responsible contractor will ensure that supervisors are trained to recognize hazards and understand their responsibilities.

#### *Program Evaluation and Improvement*

Miron understands that once a safety and health program is established, it should be evaluated to verify that it is being implemented as intended. After verification, employers should periodically, and at least annually, step back and assess what is working and what is not, and whether the program is on track to achieve its goals.

- Control measures are periodically evaluated for effectiveness.
- Processes are established to monitor program performance, verify program implementation, and identify program shortcomings and opportunities for improvement.
- Necessary actions are taken to improve the program and overall safety and health performance.

#### *Communication and Coordination for Employers on Multi-Employer Worksites*

Miron considers effective communication and coordination among contractors and their workers critical to a safe workplace.

- General contractors, contractors, subcontractors, and staffing agencies commit to providing the same level of safety and health protection to all workers.
- General contractors, contractors, subcontractors, and staffing agencies communicate the hazards present at the worksite and the hazards that contract workers may create on-site.
- General contractors establish specifications and qualifications for contractors, subcontractors, and staffing agencies.
- Prior to beginning work, general contractors, subcontractors, contractors, and staffing agencies coordinate work planning and scheduling to identify and resolve any conflicts that could impact safety or health.

## **V. WORKER INVOLVEMENT**

- Miron or the responsible contractor will ensure workers and/or their representatives are involved with daily and monthly site inspections.
- Miron or the responsible contractor will ensure workers and/or their representatives participate in monthly safety meetings as well as report any near-miss or unsafe conditions.
- Miron or the responsible contractor will provide support to all workers and/or their representatives by providing feedback on risks and assisting them in managing hazards. The weekly stand-down meeting is the vehicle for open dialogue and feedback.

## **VI. PERFORMANCE MEASURES**

Performance measures as outlined in section III will be used to assess the effectiveness of the partnership. Miron will gather and track data for the performance measures and share the information with OSHA and other partners.

## **VII. EVALUATION**

The program will be evaluated on an annual basis using the Strategic Partnership Annual Evaluation Format measurement system, as specified in Appendix C of OSHA Directive CSP 03-02-003.

It will be the responsibility of Miron to gather required data to evaluate and track the overall results and successes of the partnership program. This data will be shared with OSHA and the Wisconsin Onsite Safety and Health Consultation Program.

OSHA will conduct, write, and submit the annual evaluation with input received from the partners.

## **VIII. VERIFICATION PROCEDURES**

OSHA will conduct one unannounced enforcement verification inspection each year for the term of the project. These inspections will be conducted through normal enforcement inspection activity. Inspections conducted in response to reported accidents, complaints, Local Emphasis Programs, or referrals will qualify as the enforcement verification inspection if, in addition to addressing the accident/complaint/referral item(s), the compliance officer completes the focused inspection protocol for the worksite. These inspections include the potential for issuing citations and assessing penalties for violations.

Miron and its subcontractors will remain subject to OSHA inspections and investigations in accordance with agency procedures.

## **IX. INCENTIVES**

OSHA's Field Operations Manual details opportunities available during citation/case settlement for all employers who undergo on-site enforcement inspections. These opportunities are also available for partnering companies participating in the OSP program.

## **X. OSP MANAGEMENT AND OPERATION**

Miron and its subcontractors, in association with the U.S. Department of Labor/Occupational Safety and Health Administration – Eau Claire Area Office, Wisconsin Onsite Safety and Health Consultation, insurance risk consultants, and all listed unions, will form a partnership committee to monitor the implementation of this agreement. It will consist of a representative from each of the designated partners. Miron will serve as the chairperson and as OSHA's primary contact. The committee will review contractor compliance and involvement in the partnership; analyze worksite audits; make partnership improvements; and evaluate partnership modifications, achievements, and successes.

*Miron will:*

- Implement Miron Construction's comprehensive safety and health programs, which include.
  - a. management leadership roles,



- b. worker participation,
  - c. hazard identification and assessment,
  - d. hazard prevention and control,
  - e. education and training,
  - f. program evaluation and improvement, and
  - g. communication and coordination for employers on multi-employer worksites.
- Mentor subcontractors who have not yet developed their own safety and health program and, if necessary, refer them to OSHA and/or On-Site Consultation for assistance.
  - Enforce 100% fall protection for all fall hazards over six (6) feet.
  - Participate in the National Safety Fall Protection Stand-Down.
  - Share the responsibility for overseeing site safety, serving as a point of contact, and overseeing the partnership goals.
  - Ensure daily safety audits are conducted.
  - Ensure that all subcontractors participate in project safety meetings/toolbox talks on a weekly basis and document all attendance and topics.
  - Submit monthly reports to all partners, including first aid, injury, property damage, and near-miss statistics.
  - On-site non-enforcement verification reviews will be conducted as part of the monthly partnership meeting. A union representative can choose to be part of the inspection group. If non-compliant activity or hazards are discovered, immediate correction is required. Miron will document the corrective action taken and share this information during the quarterly update meetings. A referral for an enforcement inspection will be made if management refuses to correct a serious hazard identified during the non-enforcement verification visit.
  - Allow OSHA access to the site during inspection activities (monitoring and un-programmed activities such as fatalities and employee complaints).
  - Audit the partnership and make recommendations for improvement.
  - Share and make available to all workers project site inspections and near-miss incidents.
  - Require the use of appropriate personal protective equipment by everyone entering the worksite. Appropriate personal protective equipment will include leather work shoes/boots (dress shoes, tennis shoes, and any other types of shoes are not allowed on-site); ANSI-approved helmet style head protection (*ANSI Z89.1 Type 2 or ANSI Z89.1 Type 1 and EN12492 performance standards 4.2.1.2 (front energy absorption), 4.2.1.3 (side energy absorption), 4.2.1.4 (rear energy absorption), 4.2.3 (retention system strength), and 4.2.4 (retention system effectiveness)*); ANSI Z87.1 eye protection; and high-visibility reflective vests **or** high-visibility outer clothing (which will be always worn on the project site).

*OSHA will:*

- Participate in the monthly on-site safety inspections.
- Designate an Eau Claire Area Office contact to be used as a resource for technical issues, and who will be available to assist with safety and health training/toolbox meetings.

- Review Miron safety and health self-audits.

*On-Site Safety and Health Consultation Program will:*

- Appoint consultant(s) to the committee.
- Participate in monthly on-site safety and health inspections, as consultant availability permits.
- Provide/assist in training as resources permits.
- Provide industrial hygiene and safety consultation services upon request.

*Trade Unions will:*

- Represent all unions affiliated with the work trade scopes of this project.
- Assist in trade jurisdiction, work requirements, and offer additional OSHA-certified safety training to their respective union members.
- Assist in planning and implementation of all safety and health management systems.

## **XI. WORKER AND EMPLOYER RIGHTS**

This partnership does not preclude workers and/or employers from exercising any rights provided under the OSHA Act (or, for federal workers, 29 CFR 1960), nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

## **XII. OSP TERM**

This agreement will terminate on August 31, 2026, or at the completion of construction activities if that occurs sooner. If any signatory of this agreement wishes to terminate its participation prior to the established termination date, written notice of the intent to terminate must be provided to all other signatories.

If OSHA chooses to terminate its participation in the partnership, the entire agreement is terminated.

Changes to the OSP agreement may be implemented in writing if all parties agree that it is in the best interest of all members involved.

## **XIII. SIGNATORIES**

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

**Based upon a mutual interest to protect construction workers, the parties below agree to the above terms on the Miron Construction / OSHA Partnering Agreement for the UW-Eau Claire New Health and Science Building Project in Eau Claire, Wisconsin.**

Signed this \_\_\_\_ day of , 2024


Organization	Signatory
	<p><b>OSHA, Eau Claire Area Office – Area Director</b></p> <p>Signature: _____  Printed Name: <b>“Mitzy” Ruth Wright</b></p>
	<p><b>Miron Construction Co., Inc.</b></p> <p>Signature: _____  Printed Name: <b>David G. Voss, Jr.</b></p>
	<p><b>Miron Construction Co., Inc.</b></p> <p>Signature: _____  Printed Name: <b>Kevin Hildebrandt</b></p>
	<p><b>Wisconsin Onsite Safety and Health Consultation Program</b></p> <p>Signature: _____  Printed Name: <b>Danica Harrier</b></p>

## Union Representation








Organization	Signatory
	<p><b>International Brotherhood of Electrical Workers #14</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Jon Chermack</b></p>
	<p><b>International Union of Elevator Constructors Local #9</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Dave Aaserud</b></p>
	<p><b>International Union of Operating Engineers, Operating Engineers Local #139</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Aaron Raab</b></p>
	<p><b>North Central States Regional Council of Carpenters Local #1074</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Alex Martin</b></p>
	<p><b>Sprinkler Fitters Local #669, District 31</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Dan Driebel</b></p>
	<p><b>Sheet Metal Workers Union Local #18</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Craig Wagner</b></p>
	<p><b>Iron Workers Local #512</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Barry Davies</b></p>
	<p><b>United Association of Plumbers and Steam Fitters Local #434</b></p> <p>Signature: _____</p> <p>Printed Name: <b>Greg Erickson</b></p>

Organization	Signatory
	<b>Laborers International Union of North America Local #268</b> Signature: _____ Printed Name: _____
	<b>Bricklayer and Allied Craftworkers Local #19</b> Signature: _____ Printed Name: Tony Fox
	<b>Operative Plasterers and Cement Masons Local #599 Area 257</b> Signature: _____ Printed Name: Matt Ganhs





### Insurance Company/Risk Management

Organization	Signatory
	<b>AON Risk Solutions</b> Signature: _____ Printed Name: <b>Scott Brzezinski</b>








## Subcontractors




Organization	Signatory
 <p><b>Albert J. Lauer Inc.</b> Greenhouse Designers • Manufacturers • Builders</p>	<p><b>Albert J. Lauer Inc</b></p> <p>Signature: _____</p> <p>Printed Name. _____</p>
 <p><b>ALC APPLETON LATHING CORPORATION</b></p>	<p><b>Appleton Lathing Corporation</b></p> <p>Signature: _____</p> <p>Printed Name. _____</p>
 <p><b>Atkore</b></p>	<p><b>Atkore</b></p> <p>Signature: _____</p> <p>Printed Name. _____</p>
 <p><b>B&amp;B ELECTRIC Inc.</b></p>	<p><b>B&amp;B Electric Inc</b></p> <p>Signature: _____</p> <p>Printed Name. _____</p>
 <p><b>CECO</b></p>	<p><b>CECO Concrete Construction</b></p> <p>Signature: _____</p> <p>Printed Name. _____</p>
 <p><b>CORCORAN</b> GLASS &amp; PAINT</p>	<p><b>Corcoran Glass &amp; Paint Inc</b></p> <p>Signature: _____</p> <p>Printed Name. _____</p>
 <p><b>EAU CLAIRE BUSINESS INTERIORS</b></p>	<p><b>Eau Claire Business Interiors</b></p> <p>Signature: _____</p> <p>Printed Name _____</p>

Organization	Signatory
 <p><b>EC INSULATION</b> &amp; EXTERIORS <i>"Adding Value Inside &amp; Out"</i></p>	<p><b>Eau Claire Insulation</b></p> <p><u>Signature:</u></p> <p>_____</p> <p>Printed Name</p>
 <p><b>Green Oasis</b> EST. 1978</p>	<p><b>Green Oasis</b></p> <p><u>Signature:</u></p> <p>_____</p> <p>Printed Name</p>
 <p><b>Hooper</b> CORPORATION</p>	<p><b>Hooper Corporation</b></p> <p><u>Signature:</u></p> <p>_____</p> <p>Printed Name</p>
 <p><b>JWC</b> BUILDING SPECIALTIES INCORPORATED</p>	<p><b>KBK Services Inc_</b></p> <p><u>Signature:</u></p> <p>_____</p> <p>Printed Name</p>
 <p><b>KBK</b> SERVICES INC</p>	<p><b>KBK Services Inc_</b></p> <p><u>Signature:</u></p> <p>_____</p> <p>Printed Name</p>
 <p><b>KBK</b> SERVICES INC</p>	<p><b>KBK Services Inc_</b></p> <p><u>Signature:</u></p> <p>_____</p> <p>Printed Name</p>

Organization	Signatory
	<b>KONE Inc.</b> <u>Signature:</u> <hr/> Printed Name
	<b>Kremer Davis</b> <u>Signature:</u> <hr/> Printed Name
	<b>Michels Corporation</b> <u>Signature:</u> <hr/> Printed Name
	<b>Monarch Paving</b> <u>Signature:</u> <hr/> Printed Name



Organization	Signatory
<p>The Genuine. The Original.</p> 	<p><b>Overhead Door Company of the Chippewa Valley</b>  <u>Signature:</u>  _____  Printed Name</p>
	<p><b>Par-Loc, Inc.</b>  <u>Signature:</u>  _____  Printed Name</p>
	<p><b>Quality Roofing</b>  <u>Signature:</u>  _____  Printed Name</p>
	<p><b>Reger Companies</b>  <u>Signature:</u>  _____  Printed Name</p>
<p><b>Ryan Jack Painting Co., Inc.</b>  "Impressions last forever!"</p>	<p><b>Ryan Jack Painting</b>  <u>Signature:</u>  _____  Printed Name</p>
	<p><b>Skid Steer Guy LLC</b>  <u>Signature:</u>  _____  Printed Name</p>
	<p><b>Spacesaver Corporation</b>  <u>Signature:</u>  _____  Printed Name</p>
	<p><b>Swanson &amp; Youngdale</b>  <u>Signature:</u>  _____  Printed Name</p>

Organization	Signatory
 <p>VerHalen Commercial Interiors</p>	<p><b>VerHalen, Inc.</b> <u>Signature:</u> _____</p> <p>Printed Name</p>
 <p>WYNN O. JONES &amp; ASSOCIATES, INC.</p>	<p><b>Wynn O. Jones &amp; Associates, Inc.</b> <u>Signature:</u> _____</p> <p>Printed Name</p>
 <p>zone display cases</p>	<p><b>Zone Display Cases</b> <u>Signature:</u> _____</p> <p>Printed Name</p>