



**PARTNERING AGREEMENT BETWEEN UNITED STATES DEPARTMENT OF LABOR
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) BOISE AREA**

OFFICE

AND

ANDERSEN CONSTRUCTION COMPANY OF IDAHO, LLC



**ANDERSEN
CONSTRUCTION**

I. IDENTIFICATION OF PARTNERS

In a dynamic step towards elevating health and safety standards within the construction industry, Andersen Construction of Idaho, LLC ("Andersen") is proud to announce its strategic partnership with the Boise Area Office of the Occupational Safety and Health Administration ("OSHA"). This structured approach ensures that all partners are aligned with Andersen's safety protocols, fostering a safe and compliant working environment.

II. PURPOSE/SCOPE

Purpose:

The purpose of the partnership is to enhance workplace health and safety through a commitment to culture, proactive initiatives, implementation of best work practices, hazard identification and control, training, and education. The partnership aims to reduce occupational injuries, illnesses, and fatalities while promoting a culture of safety and regulatory compliance.

This Agreement shall serve to memorialize the commitment of the partnership in achieving this purpose by outlining Andersen's goals and objectives.

Scope:

This Agreement applies to Andersen worksites and projects within the state of Idaho and encompasses the following objectives, which have been adopted by Andersen as "The Five Tenets of Safety Success":

- 1. Cultural Development.** Develop a culture of psychological safety, employee, and trade partner leadership.
- 2. Planning for Safety.** Plan for the overall success of the project by engaging the entire team and making a dedicated pass at the safe execution of the work at all phases during logistics planning.
- 3. Integrated Approach.** Focus on planning safe and efficient workflow activities and strive to develop functional teams that address safety, quality, scheduling, and sequencing daily.
- 4. Measurement and Accountability.** Establish measurable goals and regularly evaluate the effectiveness of the partnership in reducing workplace incidents and improving safety performance.
- 5. Innovation.** Commit to ongoing evaluation and enhancement of safety and health initiatives to address emerging risks and maintain alignment with OSHA standards.

This Agreement and this partnership do not preclude workers and/or employers from exercising any right provided under the OSH Act (or for federal workers, 29 CFR 1960), nor does it abrogate any responsibility to comply with the Act.

III. GOALS/STRATEGIES/MEASURES

GOALS	STRATEGIES	MEASUREMENT
By December 31, 2026, Andersen Construction will achieve a Total Recordable Incident Rate (TRIR) below 2.25 - Progress will be measured quarterly using OSHA 300 log data and reflected in the Andersen Safety Scorecard. - Field engagement, targeted training, and hazard mitigation will be used to proactively reduce incident frequency. - Performance will be reviewed by senior leadership quarterly to ensure accountability and sustained focus.	- Strong Safety Culture at Every Level - Promote the mindset that safety is a shared responsibility, not a department. - Reinforce core values (e.g., "<i>We Do It Safely or We Don't Do It</i>") daily in meetings, signage, and leadership messaging. - Empower every team member to stop work if something is unsafe—without fear of retaliation. - Engaged and Visible Leadership - Safety starts at the top. Leaders must be present, approachable, and lead by example. - Conduct routine safety walks with foremen and superintendents—not to police, but to coach. - Use leadership safety observations (LSOs) to model expected behaviors and reinforce standards. - Robust Pre-Task Planning and Daily Huddles - Make pre-task plans (PTPs) meaningful-focused on real hazards, not just form completion. - Include the whole crew in the discussion and verify understanding. - Adjust the plan throughout the day as site conditions change. - Measure data collection and reporting and share outcome measures with OSHA partnership coordinator quarterly.	Quarterly TRIR Reporting - Data pulled from OSHA 300 logs, reviewed in the context of Andersen Safety Scorecard Scorecard-Driven Evaluation - TRIR performance is scored based on defined thresholds (<2.25 = 50 pts, etc.) providing a consistent, transparent benchmark Leadership Review and Action - Quarterly results are reviewed by project and company leadership teams, action plans required for those trending against established goal.

GOALS	STRATEGIES	MEASUREMENT
By the end of 2027, Andersen Construction will increase Safety Culture Scorecard to 90% or higher. - Measured through multiple objective metrics, mutually agreed to support positive cultural growth. - Progress reviewed quarterly during Safety Committee meetings. - Data tied to established metrics on jobsites for clarity and uniformity among participants.	Lagging Indicators show what <i>Has</i> (injuries, incidents): - TRIR (Total Recordable Incidence) - DART (Days Away, Restricted, or Transferred) - Lost Time Incident Rate (LTIR) - First aid and near miss counts - Workers' comp costs Leading Indicators show what you're doing to <i>prevent</i> incidents: - Comprehensive pre-task plans - Safety observations submitted - Near misses reported - Toolbox talks conducted - Corrective actions closed - Safety audits or inspections completed Key agenda items to review: - Status of open action items from previous meetings - Progress on safety goals and objectives - Updates on incident investigations or near misses - Completion rates of inspections, safety audits Include a segment where field reps or craft workers can share: - Feedback on new safety policies - Emerging risks or site concerns - Input on committee decisions Use plain terms when discussing safety metrics: - TRIR → "How many serious injuries per 100 workers" - DART → "Injuries that caused someone to miss work or have restrictions" - Near Misses → "Close calls that didn't cause injury—but could have" Strategy: Include definitions in weekly reports or crew briefings, so everyone understands the terms. Jobsite safety boards with daily or weekly stats (e.g., days since last incident, near misses this week) Use metrics as part of: Weekly safety meetings Foreman huddles Stand-downs after incidents or high-risk tasks	Safety Perception Survey: - Completion tracked every 3 years; full credit awarded for completion on cycle Safety Program Audits (CCMP / CSRM): - Annual completion tracked; full credit given when both are current and verified Advanced Training: - Average number of hours per employee tracked annually; ≥11 hours earns full credit Spot Audits: - Total number completed and submitted quarterly; performance assessed against volume and quality targets SSSP / ERP Compliance: - Reviewed quarterly; full points awarded when documentation is updated and actively in use across all sites

GOALS	STRATEGIES	MEASUREMENT
By the end of 2026, Andersen Construction will maintain 95% completion of required audits, inspections, and corrective actions to support proactive OSHA compliance. - Spot Audits: Tracked quarterly through the scorecard. - Corrective Actions: Monitored for timely closure. - SSSP/ERP Plans: Verified and up to date each quarter. - Program Audits: completed annually.	Spot Audits: PPE, housekeeping, working at heights, equipment inspections Behavior-Based Observations (BBOs): Focus on what people are doing right and wrong Corrective Action Logs: Include fields for description, responsible party, due date, and resolution date Strategy: Use dropdowns, photo fields, and required follow-up notes to speed up reporting and ensure consistency. No item should stay "open" without: - A named responsible person - A clear due date - A status (Open, In Progress, Closed) Review open items weekly during safety meetings or huddles and escalate overdue actions to project leadership. - Weekly: Review open corrective actions and observations with supers and PMs - Bi-weekly: Audit SSSP compliance (are plans updated, signed, and followed?) - Monthly: Spot audit data roll-up with trends, hot topics, and feedback loops Strategist Treat safety data like cost and schedule—review it with the same urgency.	Training Completion Rates - Percentage of employees meeting annual advanced training hours target Certification Tracking - Count of employees earning relevant safety certifications Knowledge Checks - Pre and post training quizzes used to assess retention Quarterly Reporting - Tracked and updated through Safety Culture Scorecard
By the end of 2026, Andersen Construction will ensure 100% of projects conduct and document monthly safety collaboration meetings involving both field staff and leadership.	Enhance Technical Safety Competency. - Equip Andersen Construction employees with advanced skills to handle complex safety equipment, procedures, and emergency responses. - Provide training specific to high-risk tasks or environments, such as working from heights, confined spaces, or handling hazardous materials. - Ensure employees stay current with the latest safety standards, regulations, and construction industry best practices. - Train employees in new tools, equipment, and technologies that can improve safety and efficiency on the job site. - Encourage employees to take personal ownership of safety by equipping them with the knowledge and skills to identify and mitigate risks. - Foster a culture where employees feel engaged and committed to continuous safety improvement. - Measure training participation and completion, assess employee knowledge and skills, and solicit feedback from participants on the relevance, quality and effectiveness of the safety training program. Outcome measures will be shared with the OSHA partnership coordinator quarterly.	Meeting Documentation - Agendas, notes and sign in sheets tracked, verified monthly Cross-Level Attendance - Both field, project and office leadership Issue Follow-Up - Safety concerns tracked and closed through standard workflows Scorecard Review - Participation reviewed quarterly for compliance

GOALS	STRATEGIES	MEASUREMENT
By the end of 2026, Andersen Construction will use Safety Scorecard data to identify and act on at least two leading indicator trends per quarter, driving targeted improvements in project safety.	Focus on measurable, proactive behaviors and activities that correlate with improved safety outcomes. Common leading indicators include: • Near Miss Reports (volume and type) • Safety Observations (good catches, unsafe conditions) • Toolbox Talk Participation • Pre-task Planning / JHA Completion Rates • Inspections / Audits Complete • Corrective Action Closure Rate • Stop Work Authority Use • Training Completion & Competency 2. Collect Data Consistently Make it easy for field teams to submit data using: • Mobile apps or tablets • QR code-accessible forms • Short, focused forms (2–5 minutes to complete) 3. Normalize the Data To spot meaningful trends, standardize your metrics by: • Crew size • Hours worked • Project phase or duration • Trade or subcontractor 4. Visualize Trends Over Time Use dashboards or charts to monitor: • Week-to-week or month-over-month trends • Frequency of specific observation types (e.g., housekeeping, fall protection) • Gaps or dips in reporting (which could indicate disengagement) 5. Cross-Compare Leading vs. Lagging Data Compare leading indicators to incident data: • Do crews with high observation participation have lower incidents? • Do projects with weak JHA compliance show higher first-aid cases? 6. Segment the Data by Location or Team Break down metrics by: • Project • Foreman or superintendent • Subcontractor • Trade 7. Hold Monthly Trend Review Meetings Review leading indicator data alongside incidents and open corrective actions. Ask: • Are we seeing more or fewer good catches? • Are observations translating to actions? • Where are we consistently falling short? Strategy: Empower project leaders to own their numbers and discuss what's working. 8. Use Data to Recognize and Reinforce When trends are positive: • Recognize teams publicly for strong participation or closure rates • Highlight "good catch of the month" or most improved team • Reward consistency in leading indicator reporting Strategy: Recognition drives momentum and keeps crews engaged in proactive reporting.	Quarterly Trend Reviews • Scorecard data analyzed by leadership and safety committee Action Plans • At least two corrective actions or improvement actions initiated each quarter based on identified trends Tracking Outcomes • Actions tied to specific metrics (e.g. Audit Gaps, Training numbers, severity rates) Documentation • Summary of trends and responses maintained, presented quarterly

IV. Andersen Construction: Safety Program Overview and Planning Philosophy

At Andersen Construction, safety isn't a manual—it's a mindset. Our site-specific safety plans (SSSPs) are not compliance checklists but working documents that reflect the conditions, challenges, and commitments unique to each project. These plans embody our core value: *We do it safely, or we don't do it.*

Safety Reference Manual (CSRM)

Each project's Safety Plan will include the following sections, which define Company safety policies, expectations, and practices. These sections also address risks and needs specific to the jobsite.

Site-Specific Safety Plan ("Safety Plan")

The Safety Plan is a site-specific document that outlines how the project will address health and safety for all employees and affected personnel. It serves as the guiding document for implementing safety protocols tailored to the unique conditions, hazards, and logistics of the jobsite.

Each Safety Plan is developed by the Project Team and reflects both company standards and project-specific conditions. The plan must be made available—upon request—to any federal or state regulatory authority and/or client representative.

While it draws from core expectations outlined in the Corporate Safety Reference Manual (CSRM), the Safety Plan is customized to account for the people, scope, schedule, and environment of the project.

Section A. Management and Worker Participation in Crisis Management

Outlines Andersen's overall safety approach, including leadership and workforce involvement. This section defines:

- The Company's Safety & Health Policy
- Safety responsibilities by role (project management, supervision, trades)
- Expectations for accountability and corrective action

This section sets the foundation for how safety is managed and communicated throughout the life of the project.

Section B. Hazard Identification and Assessment

Provides a comprehensive list of standard safety topics and risk areas relevant to all projects. These expectations are organized alphabetically and serve as baseline requirements for jobsite planning, hazard awareness, and ongoing review.

This section ensures consistent identification of common construction risks, and the controls associated with them.

Section C. Hazard Prevention and Control

Captures the unique conditions and controls required for the specific project. This is similar to how supplemental conditions work in a contract and includes:

- Project-specific safety team roles and coverage

- Site communication plans (radio use, emergency response, notifications)
- Shift Prep (pre-shift warm-up) approach
- Commissioning-phase safety protocols
- Plans for self-perform work
- Specialty work or high-risk task plans (e.g., demolition, structural steel, confined space)

The content in this section is created by the Project Team and tailored to the project's scope and site conditions.

Section D. Education and Training Matrix

Identifies training needs based on the hazards present and outlines any supporting plans required. This section includes:

- A Job Hazard Risk Assessment for the project
- Required training, certifications, or written plans for higher-risk scopes

Certain hazard types are classified as **high hazard** and require a task-specific work plan to be developed and reviewed **prior to work beginning**. This includes, but is not limited to:

- Confined space entry
- Structural steel erection
- Fall protection system installs/removal
- Energized work
- Crane critical lifts

Section E. Program Evaluation and Improvement / Crisis Management

This section includes the project's approach to emergency preparedness and crisis response. It covers:

- Project Emergency Contact List
- The Company's Crisis Management Plan
- Site-Specific Emergency Action Plan

The Corporate Crisis Management Plan outlines communication procedures, escalation protocols, and continuity measures. Emergency contact info and site-specific response plans should be created by the Project Team based on the actual site layout, location, and local response agencies.

Section F. Appendices

This optional section can be used to include any supplemental materials that support the Safety Plan—such as forms, checklists, matrices, or task-specific permits. These attachments are for quick reference and should be tailored to the needs of the project team.

Pre-Task Planning / Job Hazard Analysis (PTP/JHA)

In addition to the Site-Specific Safety Plan, each crew is required to utilize a Safety Pre-Task Plan (PTP) or Job Hazard Analysis (JHA) process. These documents are essential for identifying and controlling hazards before work begins.

A completed PTP or JHA must be submitted to the crew's supervisor **prior to starting any work**. At a minimum, the document must clearly address:

1. The specific tasks or operations to be performed
2. The hazards associated with those tasks
3. The controls that will be used to mitigate each hazard, including engineering controls, administrative controls, PPE, and any necessary training
4. How the task may impact other workers or contractors in the area

Review and Update Requirements

The PTP/JHA must be reviewed and updated:

- **At the start of the task or operation**
- **Whenever work conditions change**
- **At least weekly**
- **When new crew members are added to the scope**
- **Any time the supervisor or crew identifies the need for re-evaluation**

Weekly reviews must be documented, and any changes or updates to prior procedures must be clearly noted in the updated plan.

V. Worker Involvement and Project Team Responsibilities

Andersen Construction is committed to meaningful worker involvement in both our safety culture and our project execution. We believe that a successful safety program is not something done *to* workers—it's built *with* them.

This commitment is reflected in the following systems and expectations:

1. Safety and Health Policy Statement
2. Safety Steering Teams established at the company and project level
3. Clearly defined safety roles and responsibilities for the entire Project Team
4. Risk Assessment and Constructability Review guidance embedded in planning
5. Ongoing education and training requirements tied to identified hazards

Safety and Health Policy Statement

At Andersen, we strive to be **The Builder of Choice**—for clients, for communities, and for the people who choose to build their careers with us. This vision requires more than technical excellence—it demands a world-class commitment to safety.

We do not view safety as a priority that shifts with project pressures; we view it as a shared value that defines how we build, lead, and care for each other.

"We Do It Safely, or We Don't Do It."

This Core Value sets the tone for every Andersen Construction project. **Builder of Choice** means providing a workplace where safe practices are expected, supervisors plan and protect each task, and every employee is empowered to stop work if conditions are unsafe. Supervisors are accountable for jobsite safety, and management demonstrates daily commitment to the men and women who build our projects.

Seven Pillars of Success - Safety Excellence

To deliver on our vision, we measure ourselves against seven Pillars of Success. For safety, our target is simple: **Have an Excellent Safety Culture.**

Mission Statement

We continuously improve and clearly communicate a consistent, integrated approach to safety that unites every region, jobsite, and worker. Our mission is to reinforce a culture of safety excellence and reward exemplary performance.

Pillar-Strengthening Goals

1. **Leadership Commitment** – Safety is championed at every level.
2. **Early Risk Engagement** – Safety professionals add value in preconstruction by assessing risk and setting the Safety Plan and budget.
3. **Recognition & Celebration** – Outstanding safety behaviors are recognized and rewarded.
4. **Supervisor Development** – Field leaders receive best-in-class training in risk awareness and safety leadership.
5. **Incident- and Injury-Free Principles** – Our program is rooted in proven IIF practices.
6. **Industry Leadership** – Andersen is consistently recognized as a safety leader in construction.
7. **Safety Excellence** – We expect every employee to place the welfare of every worker above all other responsibilities.

Safety Steering Teams & Worker Engagement

Andersen Construction's safety program is built on leadership, accountability, and meaningful worker involvement. Our structure includes both executive and regional-level teams designed to engage field and office personnel in shaping a strong, proactive safety culture.

- **Executive Safety Steering Team**
Sets companywide safety strategy, reviews performance, and supports major initiatives.
- **Regional Safety Steering Teams**
Evaluate program health, provide real-time feedback, and ensure diverse operational perspective inform best practices.

Safety Committee

The Andersen Safety Committee exists to enhance our safety culture and reinforce the well-being of every employee. This group includes Superintendents, Senior Leadership, Project Staff, and Craft Workers working together to drive meaningful impact. The Committee's focus includes:

- **Guidance**
Provide expert insight and strategic direction on company safety policies and practices.
- **Leadership**
Model safety-first behaviors and reinforce expectations across teams and trades.
- **Trust**
Promote transparency, open communication, and collaboration on safety issues.

- **Vision**
Establish long-range goals that anticipate future risks and align with our mission as Builder of Choice.
- **Direction**
Deliver clear, actionable safety expectations that can be consistently applied across all projects.

Through this structure, we strengthen safety performance regionally and cross-regionally, ensuring lessons learned and successes are shared throughout the company.

Safety & Health Policy Support

This Safety & Health Policy is supported by:

1. **Defined Project Team safety responsibilities**
2. **Risk Assessment and Constructability Review processes**
3. **Comprehensive safety training aligned with job-specific risks**

Andersen's Senior Management is fully committed to building a better tomorrow—protecting our people, our communities, and the environments we touch through safe, thoughtful execution.

Idaho Region Safety Initiatives

Andersen Construction's Idaho region leads several key safety events each year designed to promote engagement, awareness, and long-term cultural strength. These initiatives reinforce our commitment to keeping every worker safe, valued, and empowered.

Event Focus:

- Raise awareness of fall hazards
- Reinforce critical fall prevention practices

Typical Activities Include:

- Jobsite safety talks and hands-on demonstrations
- Fall protection training and gear reviews
- Open dialogue with trade partners about site-specific challenges

Safety Week & Workforce Well-Being Month – *Value Every Voice*

Each spring, Andersen supports National Construction Safety Week and aligns it with our own month-long focus on workforce well-being. This effort goes beyond physical safety to promote a culture where everyone—employees, trade partners, and owners—feels heard, respected, and empowered to contribute.

Focus Areas:

- Psychological safety and inclusion
- Ownership of individual and team well-being
- Encouraging field-driven innovation and feedback

Safety Palooza

Safety Palooza is an annual full-day event where all employees come together to reconnect with Andersen's safety values. It serves as a reset and recommitment to the principles that guide safe work across the company.

Key Features:

- Educational breakout sessions
- Interactive safety demonstrations
- Group discussions around culture, lessons learned

Project Management Team Safety Responsibilities**Senior Management Team**

Includes Project Executives, Senior Project Managers, Senior Superintendents, and Regional EHS Managers.

Responsible for fostering a positive jobsite culture where all workers are treated with respect and go home safe. Expected to:

- Serve as role models for safety
- Conduct regular jobsite walks with documented inspections
- Participate in incident reviews
- Support project teams and critical trades
- Ensure safety planning is integrated into scheduling, budget, and design

Senior Superintendent

- Empower teams to take ownership of safety
- Lead weekly inspections and track issues to resolution
- Confirm site-specific safety plans and fall protection systems are in place
- Ensure PTPs, orientations, and weekly safety meetings are completed and documented
- Maintain clean, safe, and hazard-free jobsites
- Lead job-wide safety huddles and respond immediately to hazards

Regional EHS Manager

- Support development and review of site-specific safety plans
- Attend pre-bid and preconstruction meetings
- Partner with subcontractors on safety planning and site walks
- Investigate high-potential incidents and perform regular site assessments
- Track corrective actions, provide safety reports, and develop training

Project Manager

- Lead incident reviews and help manage safety documentation
- Ensure project engineers gather safety submittals from trade partners

Project Engineer

- Support safety meetings and documentation tracking
- Assist with collection of safety documents from trade partners

EHS Field Manager

- Support the team in plan development and hazard analysis
- Conduct regular site assessments and track corrective actions
- Lead orientations and safety briefings
- Perform exposure monitoring (e.g., noise, air quality) as needed
- Report on project safety status and lead training efforts

Superintendent

- Reinforce planning, preparation, and safe execution
- Support pre-task planning and policy compliance
- Lead safety meetings, orientations, and site huddles
- Address hazards immediately and help develop project safety plans

Foreman

- Reinforce pre-task planning and hazard recognition
- Lead by example on jobsite cleanliness and hazard correction
- Support site huddles, orientations, and safety plan execution
- Work closely with Superintendents and Safety Managers

All Employees

Employees are expected to take an active role in safety by participating in inspections, audits, hazard analyses, training, rule development, and safety system reviews to ensure their voice is part of the process. They are also expected to promote a respectful, inclusive, and safe environment. In addition, employees shall:

- Follow all safety rules, policies, and safe work practices
- Maintain a clean and orderly workspace
- Participate in safety meetings and speak up
- Exercise Stop Work Authority when unsafe conditions or behavior are observed

Risk Assessment & Constructability Review

Senior Superintendents, Senior Project Managers, and Regional EHS Managers are responsible for reviewing preconstruction checklists to assess project scope, identify risk exposures, and outline mitigation strategies. The process uses the **Hierarchy of Controls** and a **Risk Probability Matrix** to guide decisions.

Checklist items serve as a baseline, reflecting common scopes and anticipated hazards. Once the scope is clarified, the team transitions into detailed, site-specific safety planning and budgeting.

Public Safety and Security

Public safety is a critical part of early risk assessment. Project teams are encouraged to reference the **ANSI standard for Public Protection During Construction** when developing site-specific public safety plans.

Andersen projects often engage directly with neighboring properties. Maintaining strong relationships with neighbors is key to project success and site security. Teams should:

- Listen and respond to neighbor concerns
- Communicate our commitment to maintaining a safe, clean, and secure environment
- Treat neighborhood engagement as part of the overall risk mitigation strategy

Resources for Safe Planning and Execution

Andersen provides a comprehensive set of safety resources to assist field leaders with site-specific planning and safe execution. These include:

- Company Safety Manual
- Toolbox Talks / Safety Meeting Templates
- Safety Box with procedures and reference materials

Topics covered include lockout/tagout, emergency response, fall protection, electrical safety, respiratory protection, asbestos, lead, scaffolding, and more. These resources are available to all field personnel and can be shared with clients upon request.

Education and Training

Andersen Construction delivers safety training through multiple channels, including in-house instruction, online platforms, approved third-party vendors, and department-specific programs. Training requirements vary by job role, department, and project scope, and are managed in coordination with the Regional EHS Manager and the Learning & Development team.

Training Programs

- **Training Matrix**
A Master Training Matrix outlines mandatory and optional safety training for all job classifications and task groups. This matrix serves as the foundation for scheduling and compliance.
- **Programmed Training**
Recurring courses scheduled quarterly based on demand. Employees may register through internal systems or submit a Training Request Form.
- **Special Request Training**
Project-specific or one-off training needs should be submitted via the Training Request Form. These sessions are coordinated cross-regionally by the EHS Training Coordinator.
- **Vehicle & Fleet Driver Training**
Employees assigned company vehicles—or using personal vehicles for company business—must complete all training outlined in the Vehicle & Fleet Driver Policy.

Site-Specific Safety Orientation

All individuals working unescorted on a jobsite, including special inspectors, must complete a **mandatory Site-Specific Safety Orientation**. This includes:

- **Verification** of prior completion of the Field Safety Orientation or Trade Partner Orientation, as applicable
- **Project Briefing**, delivered remotely or in person, covering:
 - Site leadership and emergency contact info
 - Nearest hospital and occupational clinic locations
 - Site-specific protocols, rules, and logistics
 - Identified hazards specific to the project
 - Emergency response and evacuation plans
 - Location of safety equipment (first aid kits, fire extinguishers, eyewash stations, etc.)

Upon completion, each individual will receive a **project-specific orientation sticker** to be affixed to their hard hat, confirming they are cleared to work unescorted on site.

VI. Performance Measures

Performance will be measured using the goals, strategies, and metrics outlined in the partnership's tracking framework. Andersen will collect and maintain the necessary data and provide quarterly updates to OSHA, in alignment with Appendix B of the *Strategic Partnership Program for Worker Safety and Health* (OSHA Directive CSP 03-02-003).

VII. Annual Evaluation

An annual program evaluation will be completed using the OSHA Strategic Partnership Program Annual Activities Report and Evaluation format, as outlined in Appendix C of OSHA Directive CSP 03-02-003. Andersen is responsible for collecting and organizing the data required to assess overall progress and effectiveness.

OSHA will compile, write, and submit the final annual evaluation report, incorporating input from Andersen and other partners.

VIII. OSHA Verification Procedures

To ensure compliance with the OSP agreement, OSHA will conduct verification through three types of procedures:

- **Off-Site Verification**
Review of submitted data and documentation (e.g., Annual Evaluation Reports, OSHA Form 300 data, and quarterly updates) without a site visit.
- **On-Site Non-Enforcement Verification**
Includes a presentation by Andersen on partnership activities and a jobsite review by OSHA. The frequency of these reviews will be determined by OSHA and communicated in advance.
- **On-Site Enforcement Verification**
OSHA retains the right to conduct inspections that may result in citations or penalties. These may occur as part of planned or unplanned enforcement activity.

IX. Incentives

As outlined in OSHA's *Field Operations Manual*, employers participating in the Partnership may be eligible for citation and settlement opportunities during enforcement inspections. Additional incentives may include:

- Participation in audits and evaluations
- Invitations to speak at workshops or events
- Distribution of OSHA-provided educational and informational materials

X. PARTNERSHIP MANAGEMENT AND OPERATION

Andersen Construction Company of Idaho, LLC and the U.S. Department of Labor/Occupational Safety and Health Administration – Boise Area Office, will form a partnership committee to monitor the implementation of this agreement. It will consist of a representative from each of the designated partners. Andersen will serve as the implementation team and as OSHA's primary contact. The committee will review contractor compliance and involvement in the partnership; analyze jobsite audits; initiate

improvements; and evaluate modifications, achievements, and success of the partnership.

Andersen will:

- Complete and provide the OSHA Strategic Partnership Program Annual Partnership Activities Report and Evaluation.
- Share the partnership agreement with Andersen's Safety Steering Team, Senior Leadership, EHS Field Managers, and Construction Project Team Managers.
- Agree to allow OSHA representatives site access during inspection activities (monitoring and un-programmed activities such as fatalities and employee complaints).
- Audit the Partnership and make recommendations for improvement.
- Recommend the BSU Idaho Occupational Safety and Health Consultation Program to Trade partners to support their participation in a partnership agreement.

OSHA will:

- Participate in the partnership meetings and site reviews, as resources allow.
- Designate a Boise 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.
- Participate in Andersen annual Safety Week and Stand Down to Prevent Falls in Construction.
- Review the annual evaluation data for partnership continuous improvement.

XI. WORKER AND EMPLOYER RIGHTS

This partnership does not preclude workers and/or employers from exercising any rights provided under the OSH 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. PARTNERSHIP TERM

This agreement will terminate on December 10, 2028 (3 year term). 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 or Andersen chooses to terminate its participation in the partnership, the entire agreement is terminated. Any participant to this OSPP may withdraw from the agreement at any time after submitting written notification of intent providing a thirty-day written notice.

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

XIII. SIGNATORIES

Based upon a mutual interest to protect construction workers, the parties below agree to the above terms of Andersen Construction Company of Idaho, LLC and OSHA Partnering Agreement for the year of 2024 in Idaho.

	OSHA, Boise Area Office Signature: _____ Printed Name: David G. Kearns, Area Director
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	Andersen Construction Company of Idaho, LLC
	Signature: _____ Printed Name: Scott Apple, EHS Regional Manager, Idaho