

SAFETY AND LOSS PROGRAM

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Safety and Health Policy Part I

It is the policy of Gibraltar Construction Co., Inc. to provide and maintain safe and healthful working conditions and to follow operating practices that will safeguard all employees. Accident prevention and efficient production go hand-in-hand. All levels of management have primary responsibility for the safety and the well being of all employees. This responsibility can be met only by working continuously to promote safe work practices and to maintain property, tools and equipment in a safe operating condition.

Managers of Gibraltar Construction Co., Inc. are responsible and accountable to see that this policy and its procedures are followed and that all OSHA safety standards are met in their areas of control and responsibility.

Foremen are responsible and accountable for the safety of their Employees. This includes the correction of unsafe conditions, unsafe work practices, enforcement of established safety rules and procedures and housekeeping standards. The foremen are also responsible and accountable to see that their employees are provided with and wear or use and prescribed personal protective equipment that is deemed necessary for a particular job or operation.

The final responsibility for safety rests with the employees. Safe practices on the part of the employees must be part of all operations. Employees must follow safety precautions and rules to protect themselves and their fellow employees. Employees will be held accountable for their safety and for obeying those rules that have been designed for their protection. This also includes those safety regulations outlined in the OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970.

Disciplinary action, which may result in immediate dismissal, will be considered for employees found to be in violation of this Company's safety policies, rules, and procedures in accordance with Gibraltar Construction Co., Inc. Disciplinary Policy.



Medical Treatment Policy Part II

Policy

It is the policy of Gibraltar Construction Co., Inc. to provide its employees with the necessary and proper medical treatment for any personal injuries that may occur while in the course of employment with this company.

Reporting of Injuries

An injured employee shall immediately on the occurrence of an accident, or as soon as thereafter practical, notify his or her supervisor of the accident and/or injury.

Medical Instructions

The supervisor or an authorized company representative will provide the injured employee with the instructions for obtaining necessary medical treatment

Unable to Contact Supervision

If the injured employee is unable to contact his or her supervisor immediately for reporting an accident or receiving medical treatment then he or she is to call (410)573-1000 and report the accident and/or injury.

Authorized Company Physician

Physician and treatment facilities have been authorized to treat Gibraltar Construction Co., Inc. employees for on the job injuries. The representative contacted at (410)573-1000 will provide you with an authorized physician or treatment facility in your area.

Emergency Room Treatment



The severity of an injury may necessitate that an employee visit the nearest hospital emergency room for treatment. If this occurs and follow-up treatment is necessary, contact your supervisor and an authorized company physician will be offered for treatment.

Substance Abuse Policy Part III

Gibraltar Construction Co., Inc.'s "drug-free" requirement is based on the fact that measurable amounts of a controlled substance in a person's body may affect the person to a certain degree. Gibraltar Construction Co., Inc. will not tolerate even a small risk that the use of a controlled substance by an employee may endanger the safety of such employee, his co-workers, customers or the general public. For this reason, any controlled substance use that produces a measurable amount of such controlled substance in an employee's body will render the employee UNFIT FOR DUTY and will be grounds for disciplinary action.

Premises are referred to within this policy, is defined as Gibraltar Construction Co., Inc. job sites, property, facilities, land, buildings, automobiles, and trucks, whether owned, leased, or used.

The use, possession, ingestion, concealment, transportation, promotion, or sale of the following items or substances is strictly prohibited from all Gibraltar Construction Co., Inc. premises:

1. ILLEGAL DRUGS, CONTROLLED SUBSTANCES, AND ANY OTHER DRUGS WHICH MAY AFFECT EMPLOYEE'S SENSES OR MOTOR FUNCTIONS.
2. UNAUTHORIZED ALCOHOLIC BEVERAGES
3. UNAUTHORIZED ITEMS
 - Stolen Property
 - Drug Paraphernalia
4. PRESCRIPTION DRUGS- except under the following conditions:
 - A. Employees shall inform their supervisor prior to using prescribed drugs on the job and provide a physician's release for work assignment.
 - B. Each vial shall be in the employee's name.
 - C. Each prescription shall be not older than (1) year of the date issued.
 - D. Employees shall only possess amount of medication authorized by his prescription.

NOTE:

Gibraltar Construction Co., Inc. at all times reserves the right to have its company physician determine if a prescription, drug or medication accordingly produces



hazardous effects and will restrict the use of any such drug or medication accordingly. This may also include restricting the employee's work activity or presence at the premise.

URINE SPECIMEN SCREENING:

Gibraltar Construction Co., Inc. will be required to undergo urine specimen under the following conditions:

1. Pre-employment: In an effort to prevent controlled substance users from entering the workplace, Gibraltar Construction Co., Inc. requires all new applicants to undergo a pre-employment urine analysis. Applicants are not considered for employment if they do not satisfy the requirements of the tests.
2. Re-employment: Employees seeking re-employment will be required to undergo the testing outlined under Pre-employment.
3. Reasonable suspicion: Gibraltar Construction Co., Inc. may require that an employee submit a urine specimen when the supervisor and/or an appropriate company official finds there is reason to suspect that an employee may be using a controlled substance. This suspicion might include, but not limited to an unsteady gait, loud or slurred speech, or a pattern of absenteeism or tardiness.
4. Periodic: All employees or groups of employees will be subject to unannounced urine specimen screening.
5. Post-accidents: Employees who sustain an occupational on-the-job injury or are involved in a company vehicular accident may be required to provide a urine specimen immediately following the incident. If circumstances prevent the employee from providing a urine specimen for drug analysis immediately, then the employee must provide a urine specimen within 32 hours following the incident or be terminated from employment. The only exception to this policy for unusual circumstances (i.e., employee hospitalized, etc.) must be approved by the president of the company or his designee.
6. Random: Employees will be required to provide a urine specimen for analysis on a random basis. The monthly statement will be at a rate to ensure at least 25% of the total number of employees is tested on an annual basis. Employees selected to provide a urine specimen any one month will not be exempted from the selection process for the remainder of the year.



NOTICE OF DISCIPLINARY ACTION:

No employee urine specimen will be conducted without the employee's written consent. However, any Gibraltar Construction Co., Inc. employee who refuses to submit to a urine specimen screen or is found in the possession, use or transportation of any controlled substance, contraband, and unauthorized possession of Gibraltar Construction Co., Inc. property, or any of the previously mentioned controlled substances or unauthorized items, will be terminated from employment.

Applicants who test positive on the urine specimen will not be considered for employment. Employees who test positive on a Periodic, Reasonable Suspicion, Post-Accident or random drug screen will be suspended for a minimum of five (5) working days without pay. Upon returning to work, the employee must show negative on a urine drug screen and sign a Return-To-Work Agreement that is satisfactory to Gibraltar Construction Co., Inc. If the result of the retest is positive, the employee will be discharged immediately.

Employees who dispute results of the tests may request further testing of the same urine sample at their expense. These further tests must be performed by the original laboratory or another one accredited by the College of American Pathologists or N.I.D.A certified and is mutually acceptable by Gibraltar Construction Co., Inc. and the employee. If there is no such request from the employees for retest, or if the retest results are positive, the employees will be disciplined in accordance with this policy.

The policy is made for the maximum safety and well being of all Gibraltar Construction Co., Inc. employees, the general public and our customers. Your assistance and cooperation for the achievement of this goal is vitally important.



PERSONAL PROTECTION PART IV

POLICY:

It is the policy of Gibraltar Construction Co., Inc. to require that its employees wear personal protection to prevent or minimize the severity of personal injuries. All safety equipment must conform to applicable ANSI standards.

HEAD PROTECTION:

Gibraltar Construction Co., Inc. requires that all of its employees wear hard hats when overhead activity is being performed.

The company will furnish a hard hat to each employee. Replacement hats are the responsibility of the employees.

EYE PROTECTION:

Gibraltar Construction Co., Inc. requires that all of its employees wear safety glasses with side shields where the work activity could cause an eye injury. This activity includes, but is not limited to, the following:

- Demolition
- Grinding
- Overhead drilling
- Gluing
- Power saws (portable & stationary)

Gibraltar Construction Co., Inc. will furnish the first set of safety glasses. Replacement pairs are the responsibility of the employee.

FOOTWEAR:

Gibraltar Construction Co., Inc. requires that all of its employees wear substantial work shoes that provide ankle support and resistance to puncture wounds. **Western**



type boots, tennis, and sneaker type shoes are not allowed to be worn on the job sites.

HEARING PROTECTION:

Gibraltar Construction Co., Inc. requires its employees to wear hearing protection when operating high noise level machinery, equipment or job tasks where high impact noise levels occur (i.e., powder actuated tools, jack hammering, grinding, etc.) Gibraltar Construction Co., Inc. will furnish hearing protection. Employees performing such tasks must request the hearing protection from the supervisor.

REPLACEMENT OF EQUIPMENT:

If any employee loses company issued personal protection equipment or forgets to bring it to the job site or if it's determined that the equipment will be reissued at the employees' expense. The employee will be requested to sign an authorization slip to have the cost of the equipment deducted from his or her next pay check. Any employee leaving the employment of Gibraltar Construction Co., Inc. must return all company issued personal protection equipment to his foreman and/or supervisor. Failure to do so will result in the cost of the equipment being deducted from the employee's pay check.



Respiratory Protection

Part V

Gibraltar Construction Co., Inc. will furnish its employees with respiratory protection when required. Whenever it is determined through analytical methods that employees may be potentially overexposed, in accordance with OSHA standards, to dusts, mists, fumes or chemicals, proper respiratory protection will be defined and employees will be required to wear the equipment.

Whenever an overexposure to dusts, mists, fumes or chemicals is defined, Gibraltar Construction Co., Inc. will develop a Site-Specific Respiratory Protection Program.

Respirators are an effective method of protection against designated hazards when properly selected and worn. Respirator use is encouraged, even when exposures are below the exposure limit, to provide an additional level of comfort and protection for workers. However, if a respirator is used improperly or not kept clean, the respirator itself can become a hazard to the worker. Sometimes, workers may wear respirators to avoid exposures to hazards, even if the amount of hazardous substance does not exceed the limits set by OSHA standards. If you are provided respirators for your voluntary use, or if you provide your own respirator, you need to take certain precautions to be sure that the respirator itself does not present a hazard.

You should do the following:

1. Read and heed all instructions provided by the manufacturer on use, maintenance, cleaning and care, and warnings regarding the respirators limitations.
2. Choose respirators certified for use to protect against the contaminant of concern, NIOSH, the National Institute for Occupational Safety and Health of the U. S. Department of Health and Human Services, certifies respirators. A label or statement of certification should appear on the respirator or respirator packaging. It will tell you what the respirator is designed for and how much it will protect you. Employees are prohibited from using respirators which require physical fitness testing unless they are medically cleared.
3. Do not wear your respirator into atmospheres containing contaminants for which your respirator is not designed to protect against. For example, a respirator designed to filter dust particles will not protect you against gases, vapors, or very small solid particles of fumes or smoke.



4. Keep track of your respirator so that you do not mistakenly use someone else's respirator.
5. If the areas of work have been determined to contain levels of containments which are unsafe for our employees, no access will be allowed until the said areas have been cleared.

SAFETY RULES PART VI

Violations of any safety rule established by this company, including, but not limited to, the rules set out below, may result in the employee being suspended or terminated from employment.

1. REPORT all accidents and injuries to a Gibraltar Construction Co., Inc. supervisor immediately.
2. Report all unsafe conditions to a Gibraltar Construction Co., Inc. supervisor immediately.
3. HARD HATS must be worn when overhead activity is being performed.
4. EYE PROTECTION must be worn where the work activity could cause any eye injury.
5. WORK SHOES must be worn that support the ankle and guard against puncture wounds. Western type boots, tennis and sneaker type shoes are not allowed to be worn on any job sites.
6. THE POSSESSION, ingestion, concealment, transportation, promotion or sale of the following items or substances are strictly prohibited from all job sites:
 - Illegal drugs, controlled substances (including trace amounts), look-alikes and designer drugs
 - Unauthorized alcoholic beverages
 - Unauthorized firearms and weapons
 - Stolen property
 - Drug paraphernalia
 - Unauthorized prescription drugs
7. HORSEPLAY, fighting or provoking a fight is prohibited on the job site
8. GOOD HOUSEKEEPING must be maintained at all times.
9. LOOSE CLOTHING must not be worn around moving machinery.
10. TRIPPING HAZARDS must be avoided by placing cords, ropes, etc. out of walkways and stairways.
11. HEATERS and open flames must be kept away from combustible materials.
12. COMPRESSED AIR hoses must never be pointed at anyone or used to clean clothing.
13. GUARDS must be in place on all equipment (stationary and mobile) before the equipment is used.



14. BARICADES must be installed where the drop-off is 6 feet or more unless other systems are used that comply with OSHA standards.
15. SAFETY HARDNESS AND LANYARDS must be worn when working from areas not barricaded and elevated 6' or more above the ground or floor level.
16. STRAIGHT LADDER must:
 - Extend above the landing 3 feet if used for access.
 - Be tied off at the top or secured at the foot of ladder
 - Be placed so that the ladder foot is placed 25% of ladder length away from structure base
17. STEP-LADDER must
 - Not be used as straight ladders
 - Not use the top 2 steps, which includes the top, for standing
18. ELECTRICAL EQUIPMENT must be grounded using a 3-wire grounded extension cord and receptacle. Tools with 2-wire cords must be double insulated. Electrical equipment must be attached to Ground Fault Interrupters (GFI) when used.
19. ELECTRICIAN EXTENSION and portable equipment cords must be visually inspected each day for insulation damage and/or exposed conductors. Electrical continuity tests on the ground conductor must be performed on all cords at intervals not to exceed 3 months and marked on the male end of the cord with a band of tape as follows:
 - 1st Quarter (Jan-Mar) White tape
 - 2nd Quarter (Apr-Jun) Green tape
 - 3rd Quarter (July- Sept) Red tape
 - 4th Quarter (Oct-Dec) Orange tape
20. POWER SOURCES such as electricity, steam, compressed air and/or hydraulics must be locked out by the employee before working on the equipment as follows:
 - A lock must be placed on the switch or valve that completely de-energizes the equipment.
 - Electrical equipment must be locked out at the main switch and not the control panel start and stop button.
 - A lock out red tag must be attached to the lock that identifies the person working on the equipment
 - The one key for the lock must be in the possession of the mechanic or employee working on the equipment.
21. UNAUTHORIZED operation, repair or adjustment of machinery or equipment is prohibited.



EMPLOYEE DISCIPLINARY POLICY PART VII

POLICY:

Safety rules and procedure have been established by this company for the protection of all employees. All employees are required to adhere to these rules and procedure while on Gibraltar Construction Co., Inc. premises.

An employee's disregard for adhering to the policies, rules and procedure which, under most circumstances, will provide a written warning to the employee that describes the violation that has occurred. It is the intent of Gibraltar Construction Co., Inc. to discuss the violation with the employee and provide necessary instructions for the proper safe procedure.

However, if Gibraltar Construction Co., Inc. determines that an employee knew the proper rule, procedure or policy and willfully disregarded it, the employee may be terminated immediately.

Employee disciplinary action will be considered for any employee who is found to be in violation of the company's safety policies, rules and procedures in accordance with the following schedule.

First violation will result in a written warning to the employee.

Second violation within a year period may result on the employee being terminated from employment.

Third violation within a year period may result in the employee being terminated from employment.

A copy of all employee disciplinary action must be sent to the company office to be included in the employee's personnel file.

Employees who violate the SUBSTANCE ABUSE POLICY will be subject to disciplinary action outlined in that policy.



Accident Reporting and Investigation Procedure Part VIII

All injuries, accidents and vehicular accidents occurring or caused by Gibraltar Construction Co., Inc. employees must be reported to supervision immediately upon occurrence. Supervision is responsible for questioning the employee and recording all information relating to the injury or accident. Supervision is also responsible for completing the necessary report forms so the insurance company can be notified. It is important that the initial reports be completed and forwarded immediately.

Worker Compensation Claims:

An “Employee Injury Report” must be completed for all accidents. A response to all items must be completed before the report can be processed. The completed report will be faxed or mailed directly to the Safety Director for follow-up action.

The Safety Director may request that supervision assist in setting up a “Formal Investigation”. A formal investigation will be considered for the following situations:

1. Accidents that result in employee injuries and the severity of the injuries prevent the employees from returning to their jobs or regular duties.
2. Employees who allege that they were injured on the job, but failed to report the alleged accident at the time of occurrence.
3. A serious incident that occurred and did not result in an employee injury or serious injury, but the incident had the potential to cause a severe injury or fatality.

Vehicular Accidents:

Supervision must complete the necessary form immediately so that the insurance company can be notified of the claim. Following the initial reporting, the Safety Director must be contacted so a complete investigation can be scheduled.



DAMAGE REIMBURSEMENT POLICY

PART IX

It is the policy of Gibraltar Construction Co., Inc. to require reimbursement payment from employees whose negligence results in a financial loss to Gibraltar Construction Co., Inc. These losses can be related to the vehicles, property and/or equipment damage.

Reimbursement of up to \$500.00 will be required for all chargeable vehicle, property and/or equipment losses.

The management of Gibraltar Construction Co., Inc. will investigate all losses relating to vehicular, property and equipment damage. As a result of the investigation, a determination will be made by management if the incident or accident is "CHARGEABLE" to the employee involved.

In some instances Gibraltar Construction Co., Inc. provides lodging to employees. If any damages are incurred during the duration of an employees' stay at a location, the employee will be responsible for costs incurred for any repair or replacement at time of departure.



SAFETY TRAINING MEETINGS

PART X

Safety and Training Meetings will be conducted for all employees on a weekly basis. The meetings will be conducted by Gibraltar Construction Co., Inc. supervision at the job site on each Friday.

The meeting topic and contents will be furnished one month in advance for supervision's review. The supervisor has the option to change or replace any meeting topic that he determines to be timely and appropriate. For example, supervision may elect to discuss a recent serious accident.

Safety meetings are considered training sessions under OSHA. It is important to document training sessions. The employees attending the safety meeting must sign the reverse side of the meeting topic sheet.



VEHICLE OPERATION POLICY

PART XI

It is the policy of Gibraltar Construction Co., Inc. to allow only those employees to operate its vehicles who possess current acceptable driving records and have demonstrated their ability to operate a vehicle safely. Gibraltar Construction Co., Inc. will maintain its fleet in a safe condition and drivers are expected to report all unsafe conditions to their foremen and/or supervisors immediately.

GENERAL REQUIREMENTS FOR DRIVERS

1. All applicants or transfer employees for vehicular operation positions must satisfy the requirements of a drug screen as outlined under Gibraltar Construction Co., Inc.'s Substance Abuse Policy.
2. Employees may not drive company owned vehicles if:
 - Their current driving records show a DWI or DUI within the previous 5 year period.
 - Their current driving records show 3 or more serious violations within the previous 3 year period.
3. MVR's may be obtained and evaluated for all drivers on a periodic basis.
4. Seatbelts must be worn at all times when operating vehicles.
5. No smoking in company vehicles.
6. Report all defects, accidents and/or vehicle damage immediately. Vehicle damage not previously reported will be charged to the current driver when the damage is discovered.
7. Report traffic citations, license revocation or suspension immediately to supervision.
8. Do not make any statements concerning an accident other than to police officers or company representatives. Under no circumstances, admit accident liability.
9. **Do not allow any unauthorized riders or passengers in company trucks.**
10. Do not wear earphones of any type while operating company vehicles.
11. Mobile cell phones must not be used when the vehicle is in motion.
12. All vehicles must be kept clean and orderly at all times. Vehicles must be locked when not in use.



13. It is the vehicle operator's responsibility to regularly check fluid levels and inspect for deficiencies. Any vehicle in need of repairs must be reported to supervision at once.
14. Company trucks are to be used for company business only. Any accident, damage, or fines incurred while not on company business will be the sole responsibility of the employee and could, at supervision's discretion, be reason for immediate termination.
15. Any fines resulting from speeding or any other traffic violation while operating a company vehicle will be the sole responsibility of the employee. Parking citations will be reviewed on a case-by-case basis.

DWI and/or DUI CITATIONS

If during the course of your employment with Gibraltar Construction Co., Inc. you incur a DWI/DUI you will no longer be allowed to operate company vehicles. If after 3 years you have no further violations, management will reconsider your position.

SERIOUS VIOLATION CITATION(S)

One Serious Violation within a 3 year period - A warning letter will be issued to the employee

Two Serious Violations within a 3 year period - A warning letter will be issued to the employee and a recommendation to complete a defensive driving course.

Three Serious Violations within a 3 year period - The employee will be required to complete a defensive driving course and present a certificate of completion to management within a specified time period and a warning that any further serious violations will result in disqualification.

Four or more Serious Violations within a 3 year period - Disqualification

Serious Violations Include:

- Driving while intoxicated (DUI)
- Driving while under the influence of alcohol or drugs (DUI)
- Failure to stop when involved in an accident
- Reckless Driving
- Speeding 10 MPH or more over the speed limit
- Driving while suspended or revoked
- Attempting to elude a police officer
- Failure to obey traffic control devices or traffic signs
- Following too closely

CERTIFICATES OF INSURANCE

Certificates of Insurance (COI) must be obtained for all employees that are paid a vehicle allowance and for any employees that have occasion to use their personal vehicles for company business.



The employee's vehicle insurance policy must have a minimum Bodily Injury Limit of \$100,000.

HAZARD COMMUNICATION TRAINING PART XII

The purpose of this section is to inform you of the nature of the materials which are an integral part of our construction operation.

The Hazard Communication Standard was developed by OSHA with the goal of reducing the possibility of chemically caused illnesses and injuries by providing employees with as much information necessary to understand the hazards of any chemicals that may be used in your work. The standard requires that we have a written Hazard Communication Program which includes information on container labeling, material safety data sheets, and an employee training program. Our program also includes information on the chemicals used by our company, chemical hazards you might be exposed to if assigned to a non-routine task, hazards associated with chemicals in unlabeled pipes, and the way we will inform outside contractors of hazards their employees might be exposed to or which you might be exposed when they perform work in our operation.

Before continuing, let's outline a few things about this program which are important. First, although the word "hazardous" will be used, keep in mind that we are talking about things like Portland cement, aggregated, admixtures, even pigments, which most of you have worked with for most of your lives, rarely with bad effects. Second, and the real point to this training, is that knowing even a little more about some of these commonly used materials will make you aware of the potential for problems, and help you reduce or totally eliminate safety and health problems when you use these materials. You are the ones using these materials; it's up to you to take this information and make your job as safe as possible.

As mentioned, there are three parts to our Hazard Communication Program; Container Labelling, Material Safety Data Sheets, and Training.

Container Labelling

The standard states that chemical manufacturers and distributors cannot ship containers of chemicals unless they are properly labeled with the identity of the hazardous chemical or material. It is our policy not to accept, even on a trial basis,



any shipments without proper labeling. Labels on containers should tell you what chemical is in the container, what hazard may be present, and the name and address of the manufacturer.

Material Safety Data Sheets

MSDS, as they are referred to, are technical bulletins prepared by companies who make chemicals or distribute materials. They should contain the following information: The identity of the material-including chemical and common names; physical and chemical characteristics of the chemical; known acute and chronic health effects and related health information on the chemical; exposure limits: whether the chemical is considered to be a carcinogen-this is, whether it can cause cancer; precautionary measures to take when using the chemical; emergency and first aid procedures; and the name and address of the person who prepared the information.

In general, most MSDS's will have eight separate sections, each presenting different information on the particular chemical. Here is a brief explanation of the types of information found on a MSDS.

- Section One-Name of material, who made or supplied it, and their address and phone number, and the chemical name or other common names used.
- Section Two-Lists any hazardous ingredients found in the material.
- Section Three-Shows various physical characteristics of the chemical, including its appearance and odor, boiling point, solubility in water, evaporation rate, vapor density, etc.
- Section Four-Fire and explosion hazard information such as flash point, how best to extinguish a fire involving the chemical, and other special fire fighting procedures.
- Section Five-Reactivity, which is basically how the chemical reacts with other ingredients and which combinations to avoid.
- Section Six-Health Hazard information such as the acute and chronic hazards, signs and symptoms of exposure, effects of overexposure, and emergency and first aid procedures.
- Section Seven-Precautions for safe handling use and gives procedures to follow in the event of a spill or leak.
- Section Eight-Control measures such as any special protection recommended or required. This could include protective clothing, goggles, gloves, etc.

All Material Safety Data Sheets will not follow exactly the same format, but will contain essentially the same type of information.

Copies of MSDS's received by us will be kept in the safety books in the site office. The MSDS's along with our entire Hazard Communication Program, are available to any employee for review in the GCCI main office. Please contact your supervisor if you need any information or call the office.

Let us know if you have any questions on MSDS.

Training



We have identified several of the basic non-routine tasks which employees might be asked to perform. Specific procedures to be followed when performing these tasks will be explained in detail by your supervisor. These procedures, based on manufacturer's recommended practices, must be followed to minimize the chance of illness or injury resulting from the performance of that work.

ACKNOWLEDGEMENT

I have received my copy of the Safety and Loss Control Manual that outlines the policies and procedures of the company, and I have read and I understand the information contained in the manual.

I also understand that Gibraltar Construction Co., Inc. may conduct investigative activities as part of the background review of my prospective and continued employment. My signature on this Acknowledgement form indicates that I have read and understand these activities as described in this manual and authorize them to be performed.

Since the information in the manual is necessarily subject to change as situations warrant, and is understood that changes in the manual may supersede, revise, or eliminate one or more of the policies in this manual. These changes will be communicated to me by my supervisor or through official notices. I accept responsibility for keeping informed of these changes.

I understand that misrepresentation or omission of facts herein is cause for termination. If employed.

I have read and understand the attached application and have answered all portions of the application truthfully and correctly with no omissions.

Employee Signature

Date

____Name (Please Print)

Date of Birth

October 25, 2010

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Social Security Number

Drivers License Number/State/Expiration

