

PRESIDENT'S COMMITMENT

OSCAR RENDA CONTRACTING (ORC) owes its success to the dedication, effort, and skill of its employees. Accordingly, we recognize a non-negotiable duty and moral responsibility to employ the best available resources to ensure our worker's protection to the highest degree feasible from dangers inherent to construction worksites. This duty is first and foremost amongst the principles on which we are founded. Our objective is that each employee arrives home safely and is able to share the success of ORC with their loved ones as well as with the community at large. In order to achieve this goal, we have implemented The Project Safety, Health, and Environmental Program which provides an administrative structure within which we and our Contractors may realize a record of **Zero Incidents and Accidents**. The Program provides for the safety and health of our employees, other individuals affected by their activities, and for the protection of property and the environment. Additionally, the Program provides for coordination among the various Contractors' individual programs, monitoring of Contractors' conformance with their individual programs, and initiation of corrective actions when non-conformance is identified. Administration and reporting will reveal the effectiveness of the Program. Key elements of the Program include:

- Safety Orientation and Training
- Pre-Project / Pre-Task Planning
- Alcohol and Substance Abuse Program
- Accident / Incident Investigations
- Safety Incentive Program

Our philosophy is simple: Safety performance is a function of education, commitment, and enforcement.

The key to our success is the talent and dedication of our Team Members. We believe in and promote excellence through continuous improvement and innovation. Each member of our team will be offered the opportunity to obtain and improve necessary skills, using the latest technology, to accomplish both professional and personal goals. Not only does this empower the individuals, but it also ensures that each team working is trained in state-of-the-art techniques, which will enhance our projects and create safe work environments.

Weekly Toolbox Safety Meetings and Daily Job Hazard Analysis (JHA) reinforce this philosophy. All team members, management, and craftsmen are held accountable for safety through effective performance evaluations. This assessment process encompasses project incentives, bonus opportunities and the potential for promotion and advancement. As a result, we have consistently realized hundreds of thousands of accident-free employee-hours. This commitment, paired with our efforts in education, has clearly demonstrated the effectiveness of our devotion to keeping ORC employees and work-sites safe.

It is our policy to provide a work environment that minimizes the accident risks inherent to construction site employment. With this policy in mind, our company has employed a full-time Safety Director since 1964. The training of supervisory personnel, the safety of equipment on site, personnel safety attire, project safety plans, and weekly toolbox meetings have all contributed to improving employee safety awareness and to the achievement of superior ratings for employee accident prevention on our projects.

The Safety Department of ORC stands ready to assist field management at all times to arrive at mutually acceptable procedures which will provide a safe workplace for our employees. We recognize that a well-managed project is one where safety is a significant factor in successful, on-time, within-budget completion.

ORC management teams shall strictly enforce project safety and health programs and all federal, state, and local safety laws.



Frank Renda
President