

**April 26, 2007**

**TO ALL: EMPLOYEES, SUBCONTRACTORS, SUPPLIERS AND CUSTOMERS**

**SUBJECT: SAFETY IN THE WORKPLACE AND ON THE JOB SITE**

**Each of us has a moral, ethical and legal responsibility to provide a safe and healthful workplace for our employees. At Grunloh Construction, Inc. this is not just a goal.....it is a requirement.**

**To meet this requirement we have formulated the following written policy governing our operations:**

**It is a condition of contract with Grunloh Construction, Inc. that all employees adhere faithfully to the requirements of this policy and safety rules, instructions and procedures issued in conjunction with it. Failure to do so will result in disciplinary action as outlined in the attached policy.**

**It is a condition of all subcontracts the purchase orders issued by Grunloh Construction, Inc. that this policy and the safety rules, instructions and procedures issued in conjunction with it, as well as all applicable state, federal and local codes and regulations be adhered to. Failure to comply is a breach of contract.**

**All visitors to any site including but not limited to suppliers, owners representatives, agents or the architect or engineer, regulatory authorities and the insurance company representative shall be required to follow all safety rules and regulations in effect during their visit.**

**Grunloh Construction, Inc. will make every effort to ensure that the operations of other contractors not under our control do not endanger the safety of our employees. To this end all employees are required to report hazardous activities of other employees to supervision immediately.**

**The Job Superintendents and Supervisors have my full support in enforcing the provisions of this policy.**

**Sincerely,**

**Tom Grunloh  
Grunloh Construction, Inc.**