GENERAL SAFETY RULES

THE GENERAL SAFETY RULES ARE THE BASIC RULES THAT APPLY TO ALL TRI-CONSTRUCTION COMPANY EMPLOYEES WHILE ON THE JOB. IN ADDITION, THERE ARE NUMEROUS SAFETY RULES AND PROCEDURES THAT APPLY TO SPECIAL CONDITIONS. THESE WILL BE REVIEWED WITH THE EMPLOYEE ON A CASE BASIS WHEN APPLICABLE. ANY QUESTIONS REGARDING ANY SAFETY RULES WILL BE DIRECTED TOWARD COMPANY SUPERVISION.

- 1. APPROVED HARD HATS IN GOOD CONDITION SHALL BE STANDARD HEADGEAR ON ALL JOB SITES. METAL HATS WILL NOT BE PERMITTED.
- 2. SAFETY GLASSES WITH SIDE SHIELDS SHALL BE WORN ON ALL JOB SITES.
- 3. CHEMICAL GOGGLES SHALL BE WORN IN AREAS OF HIGH EYE HAZARDS OR REQUIRED BY DESIGNATED SIGNS.
- 4. EMPLOYEES SHALL CARRY APPROVED MOUTH BIT RESPIRATORS IN GOOD CONDITION WHERE APPLICABLE.
- 5. FACE SHIELDS & LONG SLEEVE SHIRTS TUCKED IN SHALL BE WORN WHEN GRINDING, CHIPPING, OR BREAKING INTO PIPELINES.
- 6. EMPLOYEES SHALL WEAR SHIRTS WITH SLEEVES, LONG TROUSERS OR OVERALLS ON THE JOB SITES.
- 7. WEARING CANVAS SHOES, SANDALS OR SNEAKERS IS NOT PERMITTED. SAFETY TOED FOOTWEAR REQUIRED.
- 8. WEARING JEWELRY ON THE JOB SITE IS NOT PERMITTED. ONLY WATCHES ARE ALLOWED.
- 9. SAFETY HARNESSES SHALL BE WORN AND SECURED FOR ELEVATED WORK WHERE NO PROTECTION IS AVAILABLE TO PREVENT THE WORKER FROM FALLING.
- 10. SMOKING IS PERMITTED IN DESIGNATED AREAS ONLY.
- 11. NO WORK SHALL BE PERFORMED IN THE PLANTS WITHOUT THE PROPER PERMIT.
- 12. EMPLOYEE SHALL KNOW ALL PLANT RULES AND ALARM SYSTEMS AT HIS JOB SITE.
- 13. EMPLOYEE SHALL UNDERSTAND AND OBEY LOCKOUT/TAGOUT RULES.
- 14. ALL UNSAFE WORKING CONDITIONS SHALL BE REPORTED TO THE FOREMAN IMMEDIATELY.
- 15. TOOLS SHALL BE USED ONLY FOR THE PURPOSE FOR WHICH THEY ARE DESIGNED.
- 16. DEFECTIVE TOOLS OR EQUIPMENT SHALL BE TAKEN OUT OF SERVICE IMMEDIATELY AND REPAIRED.
- 17. EMPLOYEE SHALL NOT OPERATE ANY EQUIPMENT OR VEHICLE UNLESS PROPERLY QUALIFIED.
- 18. ALL CLIMBING DEVICES SHALL BE CHECKED BEFORE USAGE. A STRAIGHT LADDER SHALL BE SECURED AT THE TOP. A SECOND EMPLOYEE SHALL SECURE THE LADDER AT THE BASE.
- 19. HORSEPLAY SHALL NOT BE TOLERATED.
- 20. DO NOT REPORT TO WORK WHILE UNDER THE INFLUENCE OF ALCOHOL OR ILLEGAL DRUGS. (SEE ALSO: DRUG, ALCOHOL, AND CONTRABAND INTERDICTION POLICY)
- 21. EMPLOYEE IS EXPECTED TO APPLY COMMON SENSE IN CARRYING OUT THE DUTIES OF HIS JOB.
- 22. SUPERVISION SHALL REPORT ALL INJURIES TO MANAGEMENT IMMEDIATELY.
- 23. ANY EMPLOYEE DEVELOPING A JOB RELATED INJURY OR ILLNESS DURING / AFTER WORK HOURS SHALL CONTACT THEIR SUPERVISOR OR A MEMBER OF MANAGEMENT IMMEDIATELY AND SEEK IMMEDIATE TREATMENT.
- 24. ALL EMPLOYEES ARE EXPECTED TO PARTICIPATE IN ALL SAFETY PROGRAMS AS DIRECTED BY THE COMPANY OR A CUSTOMER.

I UNDERSTAND THE GENERAL SAFETY RULES AND THAT WORKING SAFELY IS A CONDITION OF EMPLOYMENT AT TRI-						
CONSTRUCTION CO., INC.						
APPLICANT SIGNATURE	DATE					



TRI-CONSTRUCTION COMPANY. INC.

5550 HIGHWAY 332 EAST • POST OFFICE BOX 3100 • FREEPORT, TEXAS 77541 TELEPHONE: (979) 233-7211 • FAX: (979) 233-5621

APPLICATION FOR EMPLOYMENT

TRI-CONSTRUCTION COMPANY, INC. IS AN INDUSTRIAL GENERAL CONTRACTOR ALL PROSPECTIVE EMPLOYEES SHALL REALIZE THAT EMPLOYMENT IS NOT FOR A DEFINITE PERIOD OF TIME AND MAY BE TERMINATED FOR ANY REASON.

PROVIDE THE INFORMATION REQUESTED. FAILURE TO DO SO SHALL RESULT IN DISQUALIFICATION OF YOUR APPLICATION.

A CANDIDATE FOR EMPLOYMENT WITH TRI-CONSTRUCTION COMPANY, INC MUST SATISFY THE FOLLOWING – "PRE-EMPLOYMENT REQUIREMENTS":

- COMPLETE THE APPLICATION
- COMPREHEND ENGLISH COMPREHENSION OF ENGLISH IS A REQUIREMENT OF OUR CUSTOMERS IN ORDER TO UNDERSTAND THE IMPORTANCE OF "SAFETY IN THE WORKPLACE". YOU MAY BE REQUIRED TO ANSWER VERBAL AND WRITTEN QUESTIONS TO DETERMINE YOUR COMPREHENSION.
- COMPLY WITH THE COMPANY DRUG/ ALCOHOL/ CONTRABAND INTERDICTION POLICY: THE COMPANY DRUG/ ALCOHOL/ CONTRABAND INTERDICTION POLICY WILL BE EXPLAINED TO YOU. YOU MUST READ AND SIGN A PRE-EMPLOYMENT DRUG SCREEN REQUIREMENT AND AN EMPLOYEE CONSENT FORM AGREEING TO COMPLY WITH THE SAID POLICY.
- COMPLETE THE NECESSARY SAFETY INDOCTRINATIONS:
 CONTRACTOR SAFETY COUNCIL (GENERIC AND PLANT SPECIFIC)
 TRI-CON (GENERAL, HAZ COM, LOCK-OUT / TAG-OUT, OTHER)
- COMPLETE OTHER QUESTIONNAIRES AND DOCUMENTS:

W4 SAFETY HANDBOOK

I9 ORIENTATION VERIFICATION

EMPLOYMENT REQUIREMENTS CRAFT CERTIFICATION PROGRAM

COMPLETE BACKGROUND SCREEN (IF APPLICABLE) APPROVED BY PLANT SECURITY

IF YOU QUIT WITHIN THE FIRST SIX WEEKS, ALL BACKGROUND, SAFETY TRAINING AND OTHER PRE-EMPLOYMENT CHARGES WILL BE DEDUCTED FROM YOUR LAST PAY CHECK.

I HAVE REVIEWED AND UNDERSTAND THE TRI-CONSTRUCTION COMPANY INC.'S PRE-EMPLOYMENT REQUIREMENTS.

APPLICANT SIGNATURE	DATE	

SOCIAL SECURITY NO.:		TX DL or I	D NUMBER:		
NAME:					
LAST	FIRST		MIDDLE		
ADDRESS:					
CITY:		STATE:		ZIP:	
CELL PHONE: ()		_ E-MAIL:			
ARE YOU OVER 18 YEARS OF AGE?	YES □ NO □				
DO YOU HAVE A LEGAL RIGHT TO W	ORK IN THE UNITED	STATES? YES□	NO □		
WHAT CLASS IS YOUR DRIVERS LICEI	NSF?				
					_
HAVE YOU EVER BEEN ARRESTED (O	THER THAN A MINOI	R TRAFFIC VIOLATI	ION)?		
YES NO IF SO, EXPLAIN					
EDUCATIONAL BACKGROUND:		NAME	LOC	ATION	
HIGH SCHOOL					
COLLEGE					
TRADE SCHOOL					
ANY OTHER FORMAL TRAINING THA	T APPLIES TO THE JO	B YOU ARE APPLY	ING FOR:		
DERSONAL DESERVACE NOT DELAT					
PERSONAL REFERENCES NOT RELATIVE NAME	ADDRESS	!		PHONE	
			()	
			()	
POSITION OR POSITIONS APPLYING	FOR: 1)			-	
	2)			_	
	3)			_	
WHAT IS YOUR NCCER STATUS? NO	ONE ACCECC	:רו רבוידיר	IED 🗆		
CA	RD #:				

Dates	Name &	Job Title	Reason for	Phone	Pay
From To	Address	Supervisor	Leaving	Number	Rate
			1		
ARE YOU A PREVIOU	JS EMPLOYEE? YES □ NO □ IF	YES, WHAT YEARS?			
HOW DID VOLLHEAD	R ABOUT US? NEWSPAPER□ W	/EDSITE COTUED C			
HOW DID YOU HEAD	RABOUTUS: NEWSPAPER W	ZEBSITE LI OTHER LI			
DO YOU HAVE A TW	/IC CARD: YES □ NO □ Expirati	on Date:			
	FETY CARD FROM CONTRACTORS'		ORT? (Circle)		
Basic Plus or Ref. Dow Site	Yes No Date:Yes No Date:	_			
	Yes No Date:				
ANSWER THE FOLLO	OWING TWO QUESTIONS BY CIRCL	ING <u>YES</u> - OR - <u>NO</u> -, AND WRIT	E YOUR INITIALS ON THE LIN	NE PROVIDED.	
	/ORK IN DOW CHEMICAL (TEXAS D /ORK IN SHINTECH INC. (FREEPORT		(INITIAL) (INITIAL)		
	TORK IN SHINTEEN INC. (FREEPORT				
IN CASE OF EM	IERGENCY PLEASE NOTIFY	:			
NAME:		PHONE: ()	·	
ADDDECC.		CITY	CTATE:	710.	
ADDRESS:		CITY:	SIAIE:	ZIP:	
I hereby authori	ze investigation of all facts c	ontained in this application	on and agree to hold th	nis Employer harmle	ess. In
addition, I autho	orize Tri-Construction Co., In	c. to investigate my past	and present work, char	acter, education, m	nilitary
•	ds to ascertain any and all ir	-			
	edge that falsification of said persons and corporations s		_		
	that my employment is not				
company.	, , ,	•	,	,	
APPLICANT SIG	·NATUDE		 DA		

INTERVIEWED BY: ______ DATE: _____ TIME: _____