

# Request for Quotation

TRC HEAD START Building Management Service

Transition Resources Corporation

5/2/2024

600 Corporation Drive Suite 105  
Pendleton, IN 46064



## Submission Details

### Submission Deadlines

All submissions for responding to this request must be submitted on paper or electronically, as stated below, no later than:

**5/31/2024**

**4:30 PM**

### Submission Delivery Address

The delivery address to be used for submissions in person or mailed is:

**Danita Jennings  
600 Corporation Drive Suite 105  
Pendleton, IN 46064**

The address for electronic submissions is.

[djennings@transitionresources.org](mailto:djennings@transitionresources.org)

### Submission of Quote

If quote is mailed or hand delivered, please provide two (2) copies. Please use fonts no smaller than 10 points.

### Submission Questions and Clarifications

Questions on any topics covered in this Request for Quote may be emailed to:

**Gordon Upchurch**

Email: [gupchurch@transitionresources.org](mailto:gupchurch@transitionresources.org)

Questions will only be accepted through email.

## Introduction

Transition Resources Corporation (**TRC**) is accepting quotes from qualified companies to Conduct Building Management Services consisting of Construction, Electrical, HVAC, Integrated Pest Management (IPM), Kitchen Services, Landscaping, Snow Removal, & Salting, Plumbing, Roofing, and Vehicle services. Location, permits, quality labor, finishes and materials will be expected in all portions of this bid process for our facilities.

## Business Overview & Background

Telamon Corporation is a multi-state, multi-funded private non-profit organization which was organized in 1965 to provide assistance to those in need. Among those are farmworkers and their families, children born into poverty, at-risk youth, elderly, homeless, and dislocated workers. In Indiana, we do business as Transition Resources Corporation because there was already a for-profit Telamon Corporation operating in Indiana in 1987 when TRC incorporated in the state and began providing services.

# Request for Quote

Transition Resources Corporation (TRC) is a 501(c)(3) not-for-profit organization. Transition Resources operates the National Farmworker Jobs Program providing employment and training services to migrant and seasonal farmworkers throughout the state of Indiana; provides the Jobs for America's Graduates (JAG) opportunity to high school students in Marion County; delivers a HUD-approved Housing Counseling program; and operates Head Start programs in Delaware and Madison counties.

**MISSION:** Our **Mission** is to disrupt the cycle of poverty by empowering families to overcome the barriers to success.

## Purpose, Specifications/Scope, Timeline & Budget

### Purpose

Transition Resources Corporation (TRC) is accepting quotes from qualified companies to Conduct Building Management Services consisting of Construction, Electrical, HVAC, Integrated Pest Management (IPM), Kitchen Services, Landscaping, Snow Removal, & Salting, Plumbing, Roofing, and Vehicle services. Locations, permits, quality labor, finishes and materials will be expected in all portions of this bid process for our facilities.

### Specifications & Project Scope

The scope of this project includes qualified and experienced licensed electrical contractors with proven experience in electrical installations and repairs at various Head Start, Early Learning, Pre-K facilities. The electrical service activities encompass all rules and regulations of OSHA, International Building Code, International Existing Building Code, International Fire Code, National Electric Code and City minimum standards. This RFP will require a proposal for time and material for repairs/services performed. The initial term of a contract awarded because of this RFP shall be **for a period of three years, with an intended contract from June 17<sup>th</sup>, 2024-2027** TRC Head Start may, at its sole discretion, renew the contract for two additional one-year periods upon written notice to the contractor, with any renewal beginning upon the anniversary date of the contract. Exercise of the renewal option shall be made, if at all by TRC Head Start not less than thirty (30) days prior to the end of the Contract term. The renewal period will be under the same terms and conditions as the original contract. The pricing for the first contracted year (12 months) shall remain as bid for the entire year. Any price increases for subsequent years must be submitted to the TRC / Telamon Corporate Office no later than ninety (90) days prior to a change. If, at any time, the TRC / Telamon Corporate Office determines it is in its best interest to discontinue use of these services the TRC / Telamon Corporate Office reserves the right to cancel the contract to be awarded by giving thirty (30) days advance written notice. TRC Head Start is receiving qualified, licensed contractors who specialize in heating and cooling services, to furnish all professional services, equipment, labor, and materials necessary to provide preventative maintenance services and some or all repairs for all TRC Head Start buildings. This RFP will require two (2) proposals: 1) a lump sum proposal for preventative maintenance services and 2) a proposal for time and material for repairs/services performed outside of a preventative maintenance agreement. The initial term of a contract awarded as a result of this RFP shall be **for a period of three years, with an intended contract from June 17<sup>th</sup>, 2024**. TRC Head Start may, at its sole discretion, renew the contract for two additional one-year periods upon written notice to the contractor, with any renewal beginning upon the anniversary date of the contract. Exercise of the renewal option shall be made, if at all by TRC Head Start not less than thirty (30) days prior to the end of the Contract term. The renewal period will be under the same terms and conditions as the original contract. The pricing for the first contracted year (12 months) shall remain as bid for the entire year. Any price increases for subsequent years must be submitted to TRC / Telamon Corporate Office no later than ninety (90) days prior to a change. If, at any time, TRC / Telamon Corporate Office determines it is in its best interest to discontinue use of these services TRC / Telamon Corporate Office reserves the right to cancel the contract to be awarded by giving thirty (30) days advance written notice. Provide TRC / TELAMON with the necessary labor, materials, vehicles, equipment, and supervision for a comprehensive Integrated Pest Management (IPM). The Contractor shall provide a process for achieving an environmentally sound and

## Request for Quote

adequate suppression of all pest species that have the potential to affect public health, impede operations, or damage property whereby the focus is on the identification, coordination, and utilization of non-chemical pest prevention strategies, including housekeeping and maintenance interventions with defined least-toxic pesticides only used as a last resort. All materials, supplies, equipment, or services supplied as a result of this Contract shall comply with the applicable U.S. and Occupational Safety and Health Act (O.S.H.A.). It shall be the responsibility of the offeror to make a complete survey of the services covered and required in this contract. The offeror shall also inspect the premises before submitting an offer. The regular service consists of performing the surveillance, recordkeeping, trapping, and pesticide application components of an IPM as described in the Contractor's detailed IPM and Service Schedule for each building. Only those companies holding a current Pest Control Applicator and Pest Control Consultant License and meeting all requirements of the Code of Pesticide Use Control shall be considered for the award of this contract. (The entire contents of the Regulations Pertaining to the Pesticide Applicator's Law in Indiana, and all subsequent changes thereto during the term of this contract are hereby incorporated into this contract and made an integral part hereto.) All offerors shall be further licensed to operate under Category VII (Industrial, Institutional, Structural and Health Related Pest Control) of the regulations pertaining to Pesticide Applicators Law. Within Category VII, the requirement that all offerors must be specifically licensed in sub-category b (Termite Control) is expressly not a part of this contract and no such license is required.), TRC / Telamon Head Start owns and operates several properties in Delaware and Madison Co IN. TRC Head Start seeks the services of a qualified contractor to provide landscaping, snow removal and salting services at these properties between June 2024 and June 2027. Proposals are being solicited from companies to perform landscaping, snow removal and salting services listed in these specifications on behalf of TRC Head Start. Work will be done on a scheduled basis, as detailed in this request, and further agreed to between the parties. Due to payment requirements of TRC / Telamon grants and other funding sources, bills for services must detail billed costs by individual property. Services are to be billed monthly with payment being made within thirty (30) days thereafter. The Contractor is responsible for making site visit to the properties prior to submitting its bid. Failure to view the property shall not relieve the Contractor from honoring its bid prices(s). TRC / Telamon is seeking well-qualified and capable vendor(s) to provide comprehensive plumbing services. Plumbing Services will be required for multiple locations within Delaware and Madison County, as requested by the TRC / Telamon Property Coordinator. TRC / Telamon does not guarantee any minimum or maximum amount or projects to any vendor(s) awarded under this contract. TRC / Telamon reserves the right to enter into multiple contracts with the selected vendor(s) under this RFP. Scope of Work Typical services performed under this contract may include new installation, and repair services. Additional services performed may include emergency service calls for repairs on an as needed basis. Services will include all work efforts necessary to complete a project including parts, equipment, labor, materials, and lifts to repair or replace plumbing issues at any and all locations, to original design specifications or conditions acceptable to TRC / Telamon. The Contractor(s) will perform all required administration, management, and quality assurance to ensure proper execution of repair and new projects. All work performed shall be coordinated with the TRC / Telamon Property Coordinator as applicable to the location of the work. The scope of work required under this RFP is to provide all necessary planning, design, materials and other required professional and construction related services for the complete preventative maintenance systems in accordance with the Indiana Building Code and all applicable sections. The guide specifications herein incorporated form the basis of the required work under this RFP. These specifications acknowledge that different systems may occur with each and every building type. These specifications provide guidance regarding the construction standards that Proposers are expected to adhere to regarding the overall level of quality that Delaware and Madison County expects on all roofing projects. The Specifications shall be as follows: Roofing Shingles- NOA #09-0922.12, GAF, Elk Timberline Prestique 40 and Timberline Cool Series Shingles, similar or better. Flat Roofs-GAF Materials NOA# 07-1219.09. Contractor shall make all necessary arrangements with the utility companies concerned for protection of their lines during the work period. The contractor shall exercise extreme caution to eliminate any possibility of damage to any utilities. Prior to commencing of any work at each site the Contractor shall locate and mark any existing gas lines, water lines, sprinkler heads, fire hydrants, sewers, septic tanks, drain fields, wells, drainage structures, telephone, and power cables, buried markers and other utilities that may be endangered by or be a hazard to the repairs. Restoring any damage to property to its original condition, at the Contractor's expense, as acceptable to Delaware and Madison County. The contractor shall protect all existing and newly installed work, materials, equipment, improvements performed under this contract. Contractor must have immediate access to all equipment, tools, and personnel necessary to perform all functions of the repairs, maintenance, and



## Request for Quote

Installations the job may require. This includes but is not limited to kettles, buckets and interior lifts, compressors, saws, Nailers, other miscellaneous tools, and materials etc., necessary to perform required work. All materials provided and work performed shall fully conform to all applicable local, state, and federal regulations and codes. All materials incorporated into the work shall be new, unless otherwise approved by authorized TRC/ Telamon State Director or Property Coordinator. The contractor shall follow the manufacturer's operating and maintenance instructions for all work performed. Contractors shall make every effort to keep any interrupted normal operations to an absolute minimum and shall be coordinated with authorized TRC / Telamon personnel.

The selected bidder will be responsible for is accepting quotes from qualified companies to Conduct Building Management Services consisting of Construction, Electrical, HVAC, Integrated Pest Management (IPM), Kitchen Services, Landscaping, Snow Removal, & Salting, Plumbing, Roofing, and Vehicle services. Location, permits, quality labor, finishes and materials will be expected in all portions of this bid process for our facilities. **Specifications & Project Scope** The scope of this project includes

qualified and experienced licensed electrical contractors with proven experience in electrical installations and repairs at various Head Start, Early Learning, Pre-K facilities. The electrical service activities encompass all rules and regulations of OSHA, International Building Code, International Existing Building Code, International Fire Code, National Electric Code and City minimum standards. This RFP will require a proposal for time and material for repairs/services performed. The initial term of a contract awarded because of this RFP shall be for a period of **three years, with an intended contract from June 17th, 2024-2027** TRC Head Start may, at its sole discretion, renew the contract for two additional one-year periods upon written notice to the contractor, with any renewal beginning upon the anniversary date of the contract. Exercise of the renewal option shall be made, if at all by TRC Head Start not less than thirty (30) days prior to the end of the Contract term. The renewal period will be under the same terms and conditions as the original contract. The pricing for the first contracted year (12 months) shall remain as bid for the entire year. Any price increases for subsequent years must be submitted to the TRC / Telamon Corporate Office no later than ninety (90) days prior to a change. If, at any time, the TRC / Telamon Corporate Office determines it is in its best interest to discontinue use of these services the TRC / Telamon Corporate Office reserves the right to cancel the contract to be awarded by giving thirty (30) days advance written notice. TRC Head Start is receiving qualified, licensed contractors who specialize in heating and cooling services, to furnish all professional services, equipment, labor, and materials necessary to provide preventative maintenance services and some or all repairs for all TRC Head Start buildings. This RFP will require two (2) proposals: 1) a lump sum proposal for preventative maintenance services and 2) a proposal for time and material for repairs/services performed outside of a preventative maintenance agreement. The initial term of a contract awarded as a result of this RFP shall be for a period of **three years, with an intended contract from June 17th, 2024-2027**. TRC Head Start may, at its sole discretion, renew the contract for two additional one-year periods upon written notice to the contractor, with any renewal beginning upon the anniversary date of the contract. Exercise of the renewal option shall be made, if at all by TRC Head Start not less than thirty (30) days prior to the end of the Contract term. The renewal period will be under the same terms and conditions as the original contract. The pricing for the first contracted year (12 months) shall remain as bid for the entire year. Any price increases for subsequent years must be submitted to TRC / Telamon Corporate Office no later than ninety (90) days prior to a change. If, at any time, TRC / Telamon Corporate Office determines it is in its best interest to discontinue use of these services TRC / Telamon Corporate Office reserves the right to cancel the contract to be awarded by giving thirty (30) days advance written notice. Provide TRC / TELAMON with the necessary labor, materials, vehicles, equipment, and supervision for a comprehensive Integrated Pest Management (IPM). The Contractor shall provide a process for achieving an environmentally sound and adequate suppression of all pest species that have the potential to affect public health, impede operations, or damage property whereby the focus is on the identification, coordination, and utilization of non-chemical pest prevention strategies, including housekeeping and maintenance interventions with defined least-toxic pesticides only used as a last resort. All materials, supplies, equipment, or services supplied as a result of this Contract shall comply with the applicable U.S. and Occupational Safety and Health Act (O.S.H.A.). It shall be the responsibility of the offeror to make a complete survey of the services covered and required in this contract. The offeror shall also inspect the premises before submitting an offer. The regular service consists of performing the surveillance, recordkeeping, trapping, and pesticide application components of an IPM as described in the Contractor's detailed IPM and Service Schedule for each building. Only those companies holding a current

## Request for Quote

Pest Control Applicator and Pest Control Consultant License and meeting all requirements of the Code of Pesticide Use Control shall be considered for the award of this contract. (The entire contents of the Regulations Pertaining to the Pesticide Applicator's Law in Indiana, and all subsequent changes thereto during the term of this contract are hereby incorporated into this contract and made an integral part hereto.) All offerors shall be further licensed to operate under Category VII (Industrial, Institutional, Structural and Health Related Pest Control) of the regulations pertaining to Pesticide Applicators Law. Within Category VII, the requirement that all offerors must be specifically licensed in sub-category b (Termite Control) is expressly not a part of this contract and no such license is required.), TRC / Telamon Head Start owns and operates several properties in Delaware and Madison Co IN. 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The contractor shall protect all existing and newly installed work, materials, equipment, improvements performed under this contract. Contractor must have immediate access to all equipment, tools, and personnel necessary to perform all functions of the repairs, maintenance, and installations the job may require. This includes but is not limited to kettles, buckets and interior lifts, compressors, saws, Nailers, other miscellaneous tools, and materials etc., necessary to perform required work. All materials provided and work performed shall fully conform to all applicable local, state, and federal regulations and codes. All materials incorporated into the work shall be new, unless otherwise approved by authorized TRC/ Telamon State Director or Property Coordinator. The contractor shall follow the manufacturer's operating and maintenance instructions for all work performed. Contractors shall make every effort to keep any interrupted normal operations to an absolute minimum and shall be coordinated with authorized TRC / Telamon personnel.

## Request for Quote

Properly maintaining our fleet of vehicles for TRC /Telamon Head Start with a preventive maintenance service contract. We also will need all services including Check tire pressure and rotate tires, Check the motor oil, check other important fluids, check other important fluids, Test the headlights and taillights, Check, and replace windshield wipers, Check the engine air filter, Check the cabin air filter, Test the battery, inspect the brakes, Check belts and hoses, and wash your car. Depending on our specific vehicle: -certain maintenance can be done every 3,000 to 10,000 miles.

Oil changes Tire

rotation.

Wiper replacement Brake pad

replacement

However, there are other things that will need immediate attention if they happen, to prevent major issues – some of these include:

Check-engine lights Broken headlights Low tire pressure Chassis,

steering and suspension system lubrication Transmission fluid.

Fuel filter.

Spark plugs, plug wires, etc. Exhaust

system.

We'll need a service contract for 3 years at multiple

locations for TRC / Telamon Head Start.

Properly Maintaining Facilities Kitchen Preventive Maintenance commercial kitchen equipment including but not limited to ovens, fryers, steamers, dishwashers, coolers, freezers, ice machines, reach-ins coolers, garbage disposals, exhaust fans, etc.... We'll need a service contract for 3 years at multiple locations for TRC / Telamon Head Start. The following criteria must be met to achieve a successful project:

- Bulleted List of Required Project Criteria
- TRC / Telamon Head Start.

is seeking a comprehensive as needed Electrical services for new installations and repairs a TRC / Telamon Head Start facilities will be required.

the Contractor to supply all equipment, tools, materials, mechanical machinery, and all labor and safety equipment to perform electrical services for new installations and repairs.

Contractor to provide as-needed electrical services to the TRC / Telamon Head Start Facilities.

- All work to be performed will be completed in a professional workmanlike manner in accordance with all rules and regulations of OSHA and the City/State adopted building, fire, and electrical codes.
- The Contractor shall follow all required regulations concerning lockout/tagout procedures.



## Request for Quote

- The Contractor shall have a minimum of 3 years' experience in commercial three-phase and single-phase electrical system installations and repairs including standby generators.

- The contractor must comply with all the following requirements.

- Master Electrical License
- Must be available 24/7 and be able to respond to emergency calls within 60 minutes.

Carry the minimum liability

insurance prescribed by TRC / Telamon Head Start.

- policy. (see description of project for insurance requirements)

- Contractor's employee requirements:

- Employees shall be qualified journeyman-level electricians.
- An electrician helper may be an apprentice.
- Training on NFPA 70E (electrical safety in the workplace).
- Working Hours: All preventive maintenance work shall occur between 6:00 A.M. and 4:30 P.M. unless otherwise authorized by State Director or Property Coordinator  
CONTRACTOR for HVAC to -

- Provide uniformed personnel to perform preventive maintenance tasks.
- 1. Provide all supplies and equipment necessary to perform tasks listed below.
- 2. Track and report all duties performed to the Property Coordinator
- 3. Submit copies of maintenance tasking records when invoicing the TRC / Telamon
- 4. Repair any damage to facilities incurred during the performance of prescribed preventive maintenance and/or optional repair services.
- 5. Removal and disposal of all waste resulting from such maintenance and/or optional repair services.
- 6. Maintain the work area in a professional manner.
- 7. Notify the Property Coordinator of any irregularities found.

The contractor shall schedule all preventive maintenance tasks with a minimum of 48-hour notice with the Property Coordinator

The following services will be performed once, during seasonal start-up of the equipment:

Replace filters within the first two weeks of March Check evaporator coil. Check/clean drain pan. Check fan and motor bearings. Lubricate as required. Check belt condition and tension. Replace as needed. Check drives and pulleys for tightness.

Check system for oil and refrigerant leaks by visual inspection. Check oil supply and refrigerant charge.

Check operation of refrigeration controls.

Check the general condition and operation of compressor(s). Check oil pump operation and oil level.

Check discharge and suction pressures. Make pump down capacity check. Check operation of damper motors and controls Check operation of expansion valves. Check and calibrate thermostat operation.

Check operation of starters and controls. Check wiring for loose connections. Adjust and tighten linkages on all dampers.

Check operation and settings of unloaders. Check amperage and voltage of compressors.

The following services will be provided mid-way through the cooling season:

Replace filters within the first two weeks of June Check evaporator coil condition. Check and clean drain



# Request for Quote

panas required.

Verify drain piping is free of debris and drains properly. Check and clean condenser coils as required. Check belt condition and tension. Replace as needed. Check fan and motor bearings. Lubricate as required. Check general operation of unit and controls. Check refrigerant charge.

Check for vibration and noise.

Check oil pressure and oil level if applicable. Check temperature drop across coil.

The following services will be performed during or shortly after seasonal start-up of the equipment:

Replace filters within the first two weeks of September. Check fan motor bearings. Lubricate as required.

Check belt condition and tension. Replace as needed. Check drives and pulleys for tightness.

Check operation of damper motors and controls. Check and tighten linkages as required.

Check burner condition.

Check heat exchanger condition. Check gas pressure. Check flame signal.

Check fan and limit operation. Check stack and flue condition.

Check and tighten all electrical connections. Check operation of vent motors.

The following services will be performed midway through the heating season:

Replace filters within the first two weeks of December. Check fan and motor bearings.

Lubricate as required. Check belt condition and tension. Replace as needed. Check fan and limit operation.

Check burner condition.

Check heat exchanger condition. Check operation of vent motors. Check flame signal. Adjust if required.

Check general operation of heating system.

## 2. **Integrated Pest Management**

The Contractor shall develop a written Integrated Pest Management (IPM) and Service Schedule for each facility and/or site within ten (10) working days after the initial site inspection. The IPM should emphasize and specify non-pesticide methods of intervention (i.e., portable vacuums as standard method for initial cleanouts of cockroach infestations, for swarming (winged) insects, termites, and spiders; trapping devices as primary intervention for indoor fly control). After development of the IPM and Service Schedule, the Contractor shall submit them to the Contract Monitor for approval prior to initiation. Following receipt of the Contractor's IPM and Service Schedule, the Contract Monitor will render a decision within ten (10) working days regarding the acceptability. If the IPM is disapproved, the Contractor shall have three (3) working days to submit a revised plan and schedule. The Contractor shall be on-site to implement the IPM and Service Schedule within five (5) working days following notice of approval.

The IPM and Service Schedule must address any structural or operational changes that would facilitate the pest management effort. Additionally, the IPM must identify the proposed methods for control, including the least toxic pesticides that may be used by accepted common name (generic name); site-specific methods of application proposed for use in or around the building; and rationale for each type of use. Proposed trapping devices for insects and rodents should also be included. The IPM should describe in detail the Contractor's means for monitoring pest populations in and around the building (see Section C on Monitoring and Inspection).

After a complete initial inspection and treatment is finished, each area of the facility shall be serviced. The frequency of inspections and treatment by the Contractor shall depend on the specific pest control needs of each area. The coverage shall include the entire complex of each facility including all garbage and trash disposal areas, food preparation areas and dining areas.

## 3. **Pests Included and Excluded**

The IPM specified by this contract shall suppress indoor populations of rats, mice, cockroaches, ants, flies, stinging

# Request for Quote

insects, and any other arthropod pests not specifically excluded from the contract. Populations of these pests that are located outside of the specified buildings, but within the property boundaries of the buildings, are included.

Populations or infestations of the following pests are excluded from this contract: birds, bats, snakes, other vertebrates other than commensal rodents, termites (and other wood-destroying organisms), mosquitoes and pests located outside buildings that primarily feed on outdoor vegetation. However, individuals of all the above pests that are incidental invaders inside buildings shall be controlled under the terms of the contract.

## 4. **Monitoring and Inspection**

The IPM shall establish a monitoring and inspection plan to identify infested zones and allow an objective assessment of pest population levels. The Contractor shall continue monitoring and inspecting throughout the duration of this contract. The coverage shall include the entire complex, including garbage and trash disposal areas on each of the hospital grounds.

## 5. **Population Control Methods**

The Contractor shall not apply any pest management method which has not been included in the IPM and approved in writing by the Contract Monitor. Least-toxic pesticides are only to be used as a last resort. Any request for preventive pesticide treatments of inside and outside areas where inspections indicate a potential insect or rodent infestation that poses an immediate threat to public health and where other options have been exhausted or shown to be unreasonable will be evaluated by the Contract Monitor on a case-by-case basis. Pesticides shall not ever be applied by schedule. Every preventive pesticide treatment is subject to review and can be eliminated at any time by the Contractor Monitor. The Contractor shall not store any pesticides or application equipment at any of the facilities without the written approval of the contract monitor or his designee.

When used in food or patient residential areas, rodent bait stations shall be covered, or tamper proofed. Bait stations shall not be placed in areas where they would be accessible to the patients at any facility. If snap traps are used in patient accessible areas, they shall be of a design that fingers cannot reach the snap trap.

## 6. **Structural Modifications**

Structural modifications for pest suppression will not be the responsibility of the Contractor. However, the Contractor shall be responsible for notifying the Contractor Monitor, in writing, about structural modifications deemed necessary to eliminate pest harborage or prevent pest access.

## 7. **Recordkeeping**

The Contractor shall be responsible for maintaining a complete and accurate pest management log. The Contractor shall maintain a separate logbook for each hospital specified in this contract. Each logbook shall be kept on the school property and updated on each visit by the Contractor.

The Contractor shall provide monthly inspection reports to the Contract Monitor. The report shall list all needs for treatment and location of infestation that are identified during inspection. It shall also identify the conditions that have led to the infestations and include recommended actions for eliminating or reducing the causes of the infestations.

The Contract Monitor shall maintain a complaint log containing the time, location, and description of any pest and/or rodent sighting or infestation and any other complaint situation occurring since the Contractor's last visit. At the time of each scheduled visit, the Contractor shall first consult this complaint log and perform all appropriate corrective measures prior to commencing any regularly scheduled activities.

The logbook shall contain at a minimum, the following items:

- A copy of the Service Schedule for each building.
- Pest surveillance data sheets which record, in a systematic fashion, the number of pests or other indicators of pest population levels revealed by the Contractor's monitoring plan for the building; for example, number and location of sticky traps with cockroaches, number and location of rodents trapped or carcasses

# Request for Quote

removed, number and location of new rat burrows observed, etc.

- Specific housekeeping and maintenance recommendations for preventing identified pest pressures related to specific areas.
- In the event a least-toxic pesticide is used, a copy of the current label, EPA registration number, and Safety Data Sheet (SDS) for each pesticide used in the building. The SDS will also be provided to the Contract Monitor.
- A diagram noting the location of all rodent traps and bait stations in or around the premises.
- The Contractor shall supply a Pest Control Work and Inspection Report Form. These forms will be supplied to advise the Contractor of routine service requests and to document the performance of all work, including emergency work. Upon completion of a service visit to the building, the Contractor's representative performing the service shall complete, sign, and date the form and return it to the logbook on the same or succeeding day that the services are rendered.
- The Contractor's Service Report forms shall document the arrival and departure time of the Contractor's representative performing the service, and all information on pesticide application required by statute. These report forms may incorporate some or all the pest surveillance data and locations of rodent traps and bait stations required in items (iii) and (iv) above.
- The Contractor, during each visit shall, in addition, maintain a recommended non-pesticide management form, which identifies the conditions that are contributing to pest problems in the facility, and suggested corrective action.

## 8. **Special Requests and Emergency Service**

If the Contract Monitor determines that extra service calls are needed, the Contractor shall respond to such calls within 24 hours. On occasion, it may be requested that the Contractor perform corrective action, special or emergency service(s) which are beyond routine needs or regular service requests. The Contractor shall be onsite and respond to the corrective action, special service(s) or emergency service(s) conditions within one (1) working day after receipt of the request. If such services cannot be completed within one (1) working day of the response, the Contractor shall immediately notify the Contract Monitor and indicate an anticipated completion date. The Contractor will maintain a work reception center that is open during normal working hours.

If it becomes necessary to perform work on days or at times other than those arranged in advance or on holidays, special permission must be obtained in writing at least two (2) days in advance from the Contract Monitor or designee.

## 9. **Manner and Time to Conduct Services**

The Contractor shall consult the complaint log prior to each inspection and/or treatment. To better plan his activities before making the scheduled visits, the Contractor may telephone to inquire about the contents of the complaint log.

During each visit, the Contractor or his representative shall secure an authorized signature from each individual unit indicating completion of specified pest control measures. This verification shall be presented to the Contract Monitor following the completion of services.

Certain areas within some buildings require special instructions for people entering the building. Any restrictions associated with these special areas will be explained to the Contractor by the Contract Monitor. The Contractor shall adhere to these restrictions and incorporate the restrictions into the detailed IPM and Service Schedule for the specific building and/or site.

## 10. **Initial Inspection**

Within a specific time following the commencement of this contract, the Contractor shall make a complete and thorough inspection of all areas within the scope of this contract.

## 11. Employee Experience

The offeror shall list the name(s) and certificate number(s) of the Certified Applicator(s) used under this contract.

The contractor shall provide, at his or her own expense, available supervision over the work being performed and shall be held solely responsible for the conduct and performance of his or her employees involved in the contract.

### **Landscaping**

TRC / Telamon Head Start seeks a qualified contractor who will perform landscaping at the various properties.

1. Mowing operations shall be performed completely once per week throughout the contract period.
2. Mowing operations shall be performed to ensure a smooth surface appearance without scalping or allowing excessive cuttings to remain.
3. All equipment shall be adjusted to proper cutting heights and shall be adequately sharpened.
4. Walkways shall be cleaned immediately following each mowing.
5. Accumulation of leaves shall be removed weekly from all landscaped areas, including flower beds, planters, and lawn areas.
6. Mechanical edging of grass shall be performed after each mowing.
7. All flower beds, planters, and flower boxes shall be maintained in a clean, crisp, and healthy-looking condition.
8. Appropriate mulches must be used prior to planting annuals.
9. Dead or diseased plants are to be removed promptly from all beds and replaced immediately. Broken, damaged, or unsightly flowers or plant parts are to be removed promptly.
10. Beds shall be maintained free of weeds and grass, and no individual weed or grass shall remain more than one week.
11. Weeds shall be removed from building surfaces, sidewalks, and parking areas on at least a weekly basis.
12. The successful bidder will be required to meet the Property Coordinator prior to a contract being signed.
13. **Spring cleaning must be completed by May 31, and must include mulching, clearing of branches and leaf debris, edging of grass at sidewalks and parking lots, flower bed mulching and lawn care.**
14. **Fall cleaning must be completed after October 1 but before November 1, and must include raking of leaves, pruning of bushes, weeding of flower beds, edging of grass at sidewalks and parking lots.**
15. **All vegetation must be removed from exterior of buildings, including roofing, siding, foundation areas, as well as fencing and gates; any low hanging tree branches must be trimmed back to allow for unobstructed sidewalk clearance.**
16. **All debris generated must be removed from the site and properly disposed of per site visit.**

TRC / Telamon Head Start seeks a qualified contractor who will conduct snow removal from the various properties owned and leased by TRC / Telamon Head Start.

1. For overnight snow falls of 1-3, 4-6, 7-9, 10-15 or more, snow removal must be accomplished prior to 6 AM Monday to Fridays at all school locations.
2. In cases of multiple or extended snow falls, snow removal and/or salting could be required more than once per day to ensure safe negotiation of sidewalks and parking lots.
3. **On weekdays, every effort should be made to clear and/or salt walkways and parking lots at office sites before 6:00am to ensure that employees can safely enter / exit each building and parking lot.**
4. Contractors are required to keep a daily log of services that at a minimum indicates building name, time of treatment, weather conditions, and type of treatment.
5. The successful bidder will be required to spread salt or other ice melting material in sufficient



quantities at the time of plowing, shoveling, or icing event to render the area safe for children, families, and staff.

6. Successful bidders will be required to tour each property with a property coordinator prior to a contract being signed.

## Plumbing Services

- Repair and replace water and sanitary sewer piping, (PVC, CPVC, galvanized pipe, copper tubing, and stainless-steel piping), unclog sewer lines.
- Repair and replace gas lines, including excavation if required (backhoe services)
- Replacement and modification of storm sewer, sanitary sewer, domestic water, deionized water and R.O. water systems.
- Welding for pipefitting: Pipefitter must be certified to comply with ASME Boiler Pressure Vessel Code.
- Remove and/or install faucets, sink and tub drains, soldered copper pipe, cut and thread piping, remove and/or install soldered, threaded, Viega ProPress systems, remove and/or reinstall plastic PVC piping and fittings on an as needed basis, including emergency work and repairs. All plumbing work to comply with plumbing code.
- Repair of water Distribution Main, up to 12 inches in size of C-900 PVC, Ductile iron pipe and mechanical joint fittings.
- The Respondent shall also provide electric and gas water heater installation, repair and/or replacement.
- The Respondent shall have a variety of solutions and ready access to the parts and materials for each subproject installation or repair.
- The Respondent is responsible for providing all plumbing equipment and materials necessary to complete the work unless specifically excluded in the specific project scope.
- Respondents may be required to work in confined spaces. Proper safety and personnel protective equipment shall be utilized.
- There are two levels of response anticipated, normal and emergency. Normal requests are associated with planned work. Emergency requests will be designated as an emergency by TRC / Telamon Head Start when making the request. All requests not specifically identified by TRC / Telamon Head Start as emergency are normal requests.

### 1. Contractor Responsibility:

- The awarded contractor(s) must provide at their own expense all equipment, materials, supplies, tools, etc. necessary to perform the required services.
- The contractor shall, prior to commencing work, thoroughly examine and become familiar with the area(s) and associated facilities to ensure the service can be completed in an orderly, safe manner. In addition, the contractor shall always maintain a safe work environment. The technician shall report immediately to the property coordinator the existence of unsafe condition(s) which will compromise the performance of service. Safety will be the sole responsibility of the contractor. The contractor shall take all necessary precautions for the safety of TRC / Telamon Head Start when and contractor's employees and the public and shall always erect and properly maintain all necessary facility safeguards for the protection of the contractor's employees and the public. If necessary, the Contractor shall post signs warning against hazards in and around the work site.
- Work performed must comply with all applicable OSHA standards.
- Work areas shall be clearly marked, and contractors shall provide signs,

## Request for Quote

markers, and barricades as required to identify and minimize any dangers or hazards.

All accumulated debris, scrap materials, or defective parts removed in the performance of the service shall be disposed of in strict compliance with all applicable environmental rules, regulations, codes, ordinances, and laws.

1. Roofing Contractor must have immediate access to all equipment, tools, and personnel necessary to perform all functions of the repairs, maintenance, and installations the job may require. This includes but is not limited to kettles, buckets and interior lifts, compressors, saws, Nailers, other miscellaneous tools, and materials etc., necessary to perform required work. All materials provided and work performed shall fully conform to all applicable local, state, and federal regulations and codes. All materials incorporated into the work shall be new, unless otherwise approved by authorized County personnel. The contractor shall follow the manufacturer's operating and maintenance instructions for all work performed. Contractors shall make every effort to keep any interrupted normal operations to an absolute minimum and shall be coordinated with authorized TRC / Telamon Head Start personnel.

1. The Specifications shall be as follows:

a. Roofing Shingles- NOA #09-0922.12, Gaf, Elk Timberline Prestique 40 and Timberline Cool Series Shingles, similar or better.

b. Flat Roofs-GAF Materials NOA# 07-1219.09

2. Quality: All materials used for the manufacture or construction of any supplies, materials or equipment shall be new. The items proposed must be new, unless recycled materials are certified by Proposer, the latest model, of the best quality, and highest-grade workmanship and has been certified by the product manufacturer as acceptable for the installation required meeting the requirements of agencies such as EPA, UL, Factory Mutual, ASTM who may govern the certification of recycled products for reintroduction into building systems.

3.

Kitchen and Vehicle Services Properly Maintaining Facilities Kitchen Preventive Maintenance commercial kitchen equipment including but not limited to ovens, fryers, steamers, dishwashers, coolers, freezers, ice machines, reach-ins coolers, garbage disposals, exhaust fans, etc.... We'll need a service contract for 3 years at multiple locations for TRC / Telamon Head Start.

Properly maintaining our fleet of vehicles for TRC /Telamon Head Start with a preventive maintenance service contract. We also will need all services including Check tire pressure and rotate tires, Check the motor oil, check other important fluids, check other important fluids, Test the headlights and taillights, Check, and replace windshield wipers, Check the engine air filter, Check the cabin air filter, Test the battery, Inspect the brakes, Check belts and hoses, and wash your car. Depending on our specific vehicle; -certain maintenance can be done every 3,000 to 10,000 miles.

**A Pre-Bid meeting will be held on May 13<sup>th</sup>, 2024, at 10 A.M. They will be held at TRC Head Start Muncie 3900 E Wysor St Muncie, IN 47303 Then move on to Anderson Head Start Locations**

Listed below are estimated dates and times of actions related to the RFQ.

Date	Event
May 2, 2024	Issue RFQ
May 13, 2024	Facilities walkthrough
May 31, 2024	Proposals due on or before 4:30 P.M.
June 5-7, 2024	Review of RFPs
June 10, 2024	Winning bidder approval
June 17, 2024	Contract

**Timeline**

All proposals in response to this RFP are due no later than **Time** on Friday, May 31, 2024

Evaluation of proposals will be conducted from Wednesday, June 05, 2024 until Friday, June 07, 2024. If additional information or discussions are needed with any bidders during this window, the bidder(s) will be notified.

The selection decision for the winning bidder will be made no later than Monday, June 10, 2024.

Upon notification, the contract negotiation with the winning bidder will begin immediately.

Notifications to bidders who were not selected will be completed by Wednesday, June 12, 2024.

**Project Timeline:**

The Project begin date is scheduled for Monday, June 17, 2024 and the completion for Thursday, June 17, 2027.

**Budget**

All proposals must include proposed costs to complete the tasks described in the project scope. Costs should be detailed individually per scope of work on a separate attachment . Pricing should be listed on each job. In-kind contribution should be identified and itemized.

***IN-KIND CONTRIBUTION for Head Start TRC /Telamon Building Management***

***Services project:***

The Administration for Children and Families (ACF) requires all Head Start grantees such as Transition Resources Corporation to provide contributions equal to 25% of their total Federal Head Start funding (or 20% of the total Federal and non-Federal combined). Transition Resources Corporation is asking for an in-kind contribution from the Contractor selected that might range from 30%-50% of Base bid.

**In-kind is defined** as property or services that benefit a grant supported project or program (such as the Head Start Program) and are contributed by non-Federal third parties without charge to the grantee. In-kind contributions may consist of the value of real property and equipment and the value of goods and services directly benefiting the grant program and specifically identifiable to it.

NOTE: All costs and fees must be clearly described in each proposal.

## Bidder Qualifications

Bidders should provide the following items as part of their proposal for consideration:

- List items want bidder to submit – references, staff and qualifications, work samples, timeframe for completion of project, etc.

## Terms and Conditions

TRC reserves the right to reject all bids. Transition Resources Corporation is an equal opportunity employer and service provider.

## Evaluation Criteria

Transition Resources Corporation will evaluate all proposals based on the following criteria. To ensure consideration for this Request for Proposal, your proposal should be complete and include all the following criteria:

- Overall proposal suitability: proposed solution(s) must meet the scope and needs included herein and be presented in a clear and organized manner.
  - Organizational Experience: Bidders will be evaluated on their experience as it pertains to the scope of this project.
  - Previous work: Bidders will be evaluated on examples of their work pertaining to web site design and hosting as well as client testimonials and references.
  - Value and cost: Bidders will be evaluated on the cost of their solution(s) based on the work to be performed in accordance with the scope of this project.
  - Technical expertise and experience: Bidders must provide descriptions and documentation of staff technical expertise and experience.
- 
- Overall Project Design & Proposed Solution – **25 pts**
  - Pricing –**30 pts**
  - Expertise and Experience – **25 pts**
  - In-Kind contribution or Cost saving measures - **20 pts**



# Bid Form

(TRC/Telamon HEAD  
START Building Facilities  
Services)

RFQ Due Date: May 31st, 2024, 4:30 p.m. EST

<b>Bidder (Firm):</b>	
<b>Address (Street):</b>	
<b>City, State, Zip</b>	
<b>Phone:</b>	
<b>Firm's Contact:</b>	
<b>Phone Number:</b>	
<b>Email Address:</b>	
<b>IN-KIND</b>	<p>IN KIND CONTRIBUTION for Head Start facility remodel project The Administration for Children and Families (ACF) requires all Head Start grantees such as TRC/Telamon Corporation to provide contributions equal to 25% of their total Federal Head Start funding (or 20% of the total Federal and non-Federal combined). TRC/Telamon Corporation is asking for an in-kind contribution from the Contractor that might range from 30% to 50% of Base Hourly Rate.</p> <p><i>In-kind is defined as property or services that benefit a grant supported project or program (such as the Head Start Program) and are contributed by non-Federal third parties without charge to the grantee. In-kind contributions may consist of the value of real property and equipment and the value of goods and services directly benefiting the grant program and specifically identifiable to it.</i></p>
<b>Total Amount of In-Kind Proposed by Bidder:</b>	\$
<b>Total Project Cost:   \$</b>	
<b>Date</b>	<b>Signature</b>



Dear Partner,

If you choose not to bid, please complete the questionnaire below and return it via email to Danita Jennings, Administrative Assistant to the Director listed on the cover of the RFP/BID. The email is [djennings@transitionresources.org](mailto:djennings@transitionresources.org). The purpose of gathering this information is to permit Transition Resources Corporation (TRC) an opportunity to analyze no bid rationale and is greatly appreciated.

- If you decline to provide information requested below, your company may be considered unresponsive and not interested in receiving future invitations to bid and shall be removed from consideration of future opportunities.

Thank you,

Jama Donovan,  
TRC Head Start Director

**\*\*\*No Bid Questionnaire\*\*\***

---

*Please mark the following that apply to your No-Bid status.*

\_\_\_\_\_ Item or Service not supplied by our company.

\_\_\_\_\_ Bid specifications-give reason(s) such as: too restrictive, not clear, etc...

---

\_\_\_\_\_ In-kind expectations. Please be specific: \_\_\_\_\_

\_\_\_\_\_ Past experience with TRC- give specifics such as: payment delay, bid process, administrative problems, etc...

---

\_\_\_\_\_ Insufficient time allowed to prepare and respond to bid request.

\_\_\_\_\_ Bid requirement \_\_\_\_\_ too large or \_\_\_\_\_ too small for our company.

\_\_\_\_\_ Priority of other business opportunities limit time/other resources available to deliver or perform according to bid specifications.

\_\_\_\_\_ Other reason(s) – Please specify \_\_\_\_\_

Continued on page 2

Company Name: \_\_\_\_\_

Company Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Typed/Printed Name & Title: \_\_\_\_\_

Signature: \_\_\_\_\_

**If you are “No-Bidding” this opportunity, please return this document page 1 and page 2 only. There is no need to include the proposal body.**



### Transition Resources Locations:

TRC / Muncie (Claypool) Head Start  
IN201-23  
3900 E Wysor St  
Muncie, IN 47303

TRC / Mitchell Early Childhood & FC  
2809 W. Purdue Ave.  
Muncie, IN 47304

TRC / Teddy Bear Childcare  
1600 W Cowing Dr.  
Muncie, IN 47304

TRC / Udder Angels Childcare  
625 W Adams St.  
Alexandria, IN 46001

TRC / ACS D26  
IN206-38  
325 W. 38th Street  
Anderson, IN 46013

TRC / Anderson Head Start  
IN202-24  
812 W. 13th Street  
Anderson, IN 46016

TRC / Impact Center  
IN204-28  
630 Nichol Avenue  
Anderson, IN 46016

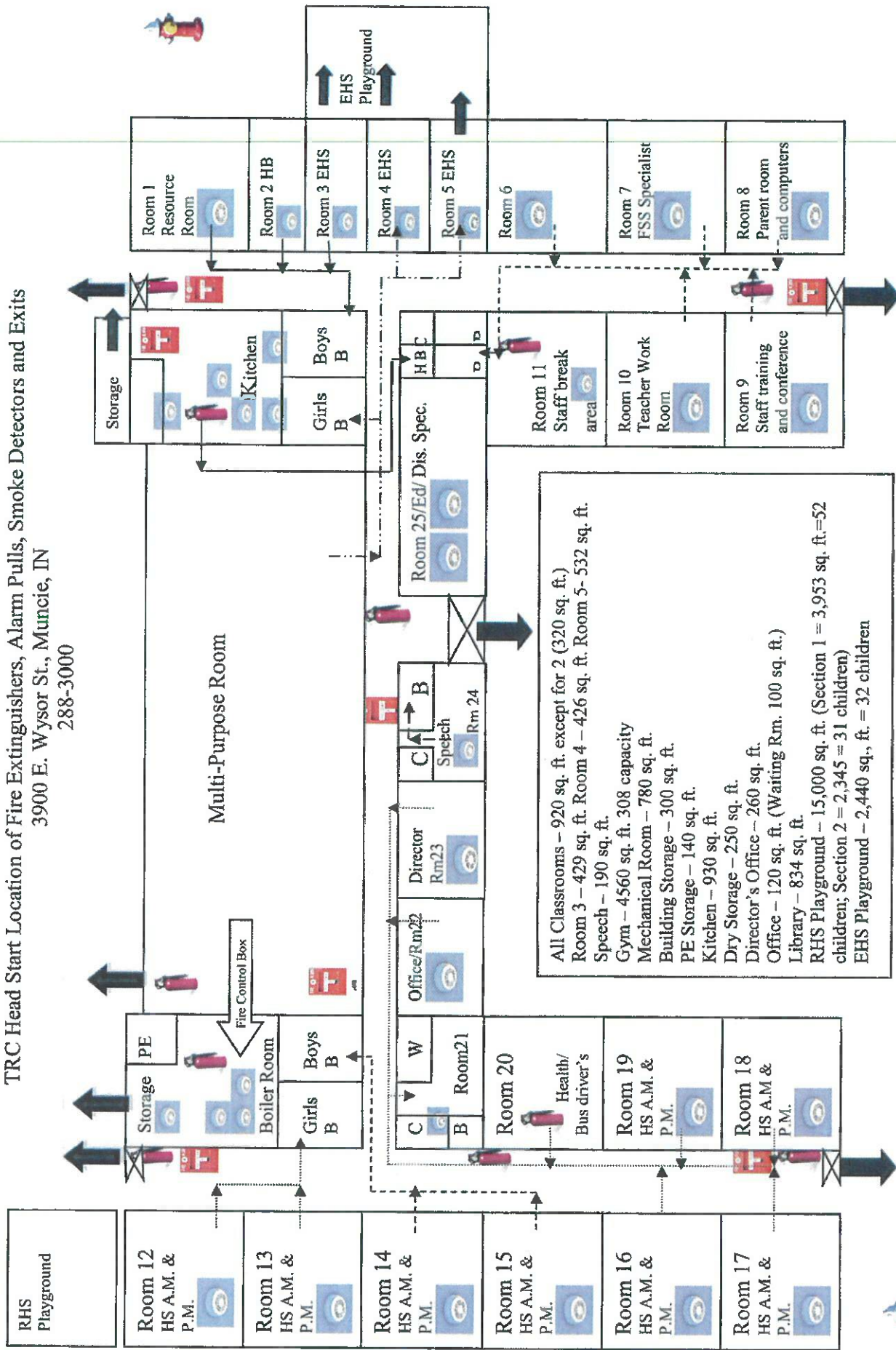
TRC / Glad Tidings Church  
IN203-25  
2604 N Scatterfield Rd  
Anderson, IN 46012

Transition Resources Corporation (Main Office ) IN200-01  
600 Corporation Drive Suite 105  
Pendleton, IN 46064



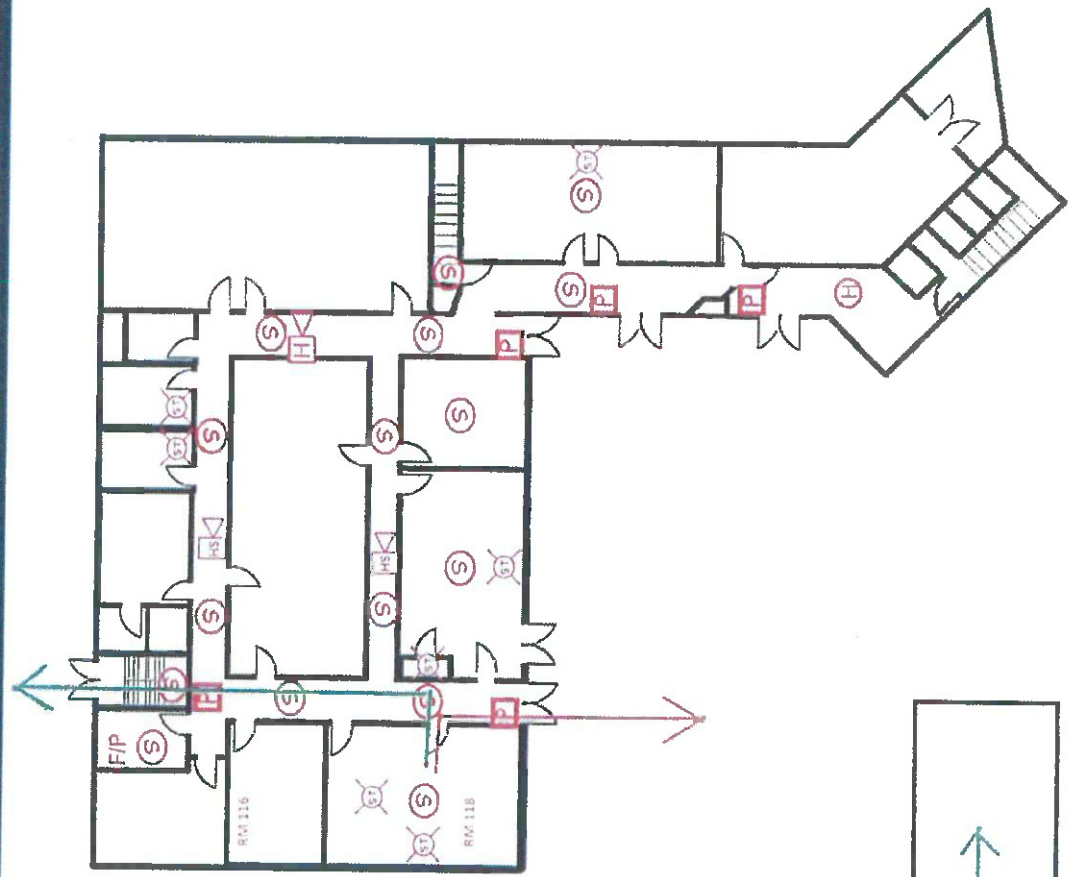


TRC Head Start Location of Fire Extinguishers, Alarm Pulls, Smoke Detectors and Exits  
 3900 E. Wycor St., Muncie, IN  
 288-3000









Sonitrol of Anderson

TRC - HEADSTART

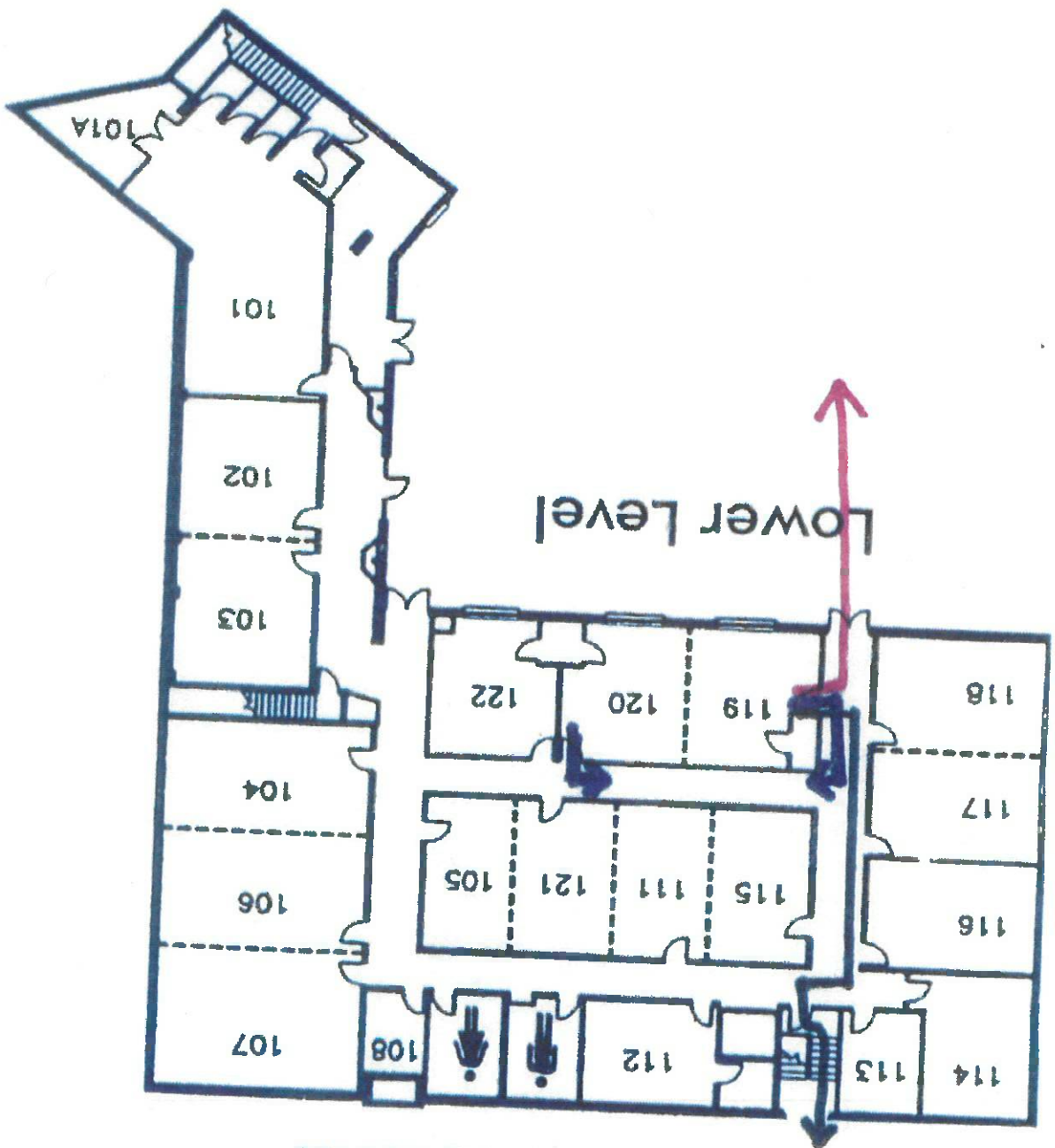
DATE: 03-14-18

Fire Equipment Map

ACCOUNT # 1607

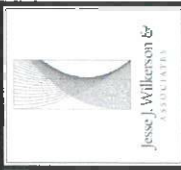
Page 1 of 1

TRC TORNADO AND FIRE ROUTES



- TORNADO ROUTES
- FIRE PRIMARY EXIT
- FIRE SECONDARY EXIT





Jesse J. Willenson & Associates

ROOM 105, 106

TRC  
Renovation of the Robinson  
Elementary School  
630 Nichol Avenue  
Anderson, Indiana

DATE: November 15, 2014  
DRAWN BY: JMW/PAC

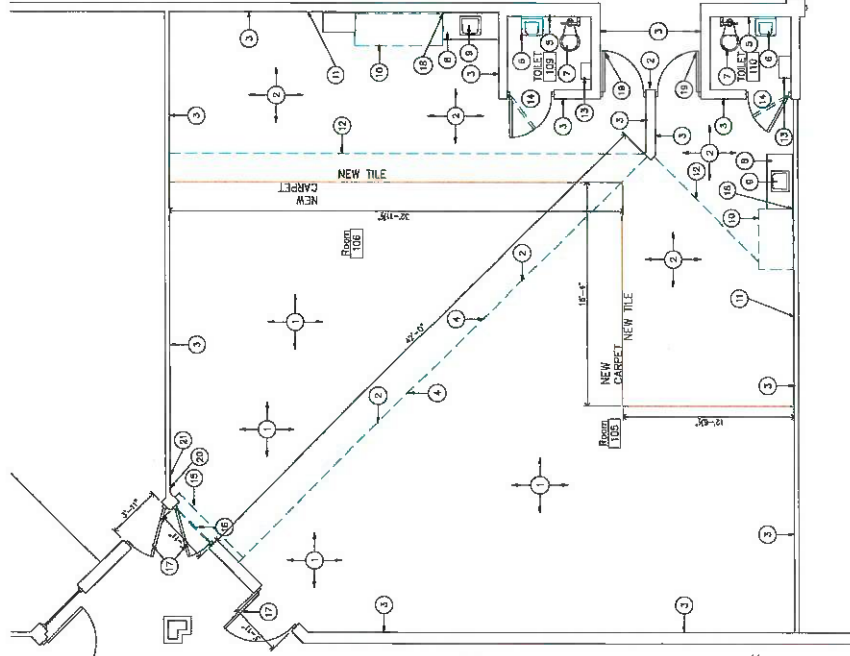
Anderson, IN, USA  
SHEET  
A1  
CLASSROOM  
REMODEL

**GENERAL NOTES**

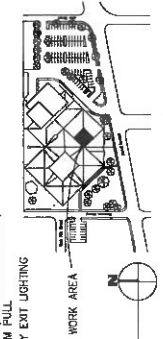
- CABINETS: ALL CABINETS ARE AW CUSTOM GRADE QUALITY PLASTIC LAMINATE OVER PARTICLEBOARD, PLYWOOD, OR MEDIUM-DENSITY FIBERBOARD. REVEAL OVERLAY CONSTRUCTION. CAP EXPOSED PLASTIC LAMINATE FINISH EDGES WITH PLASTIC LAMINATE OF THE SAME FINISH AND PATTERN. SCRIBING AND SITE CUT TO FIT. DO NOT USE 1/4" RADIUS CORNERS. ALL CABINET CORNERS SHALL BE CUT TO FIT. PROVIDE ALL FILLER PANELS INCLUDING TOP AND BOTTOM PIECES. CABINET MANUFACTURERS: ARMSTRONGS, CARDELL, HOMECREST, MERRILLAT, WILLSHIRE OR SHOP FABRICATED.
- CABINET HARDWARE: MIN. TWO 5-INCH WIDE BUTT-HINGES AND A 4" WIRE RAIL FOR EACH DOOR AND HEAVY-DUTY FULL-EXTENSION STEEL DRAWER SLIDES WITH STEEL BALL BEARINGS AND A 4" WIRE PULL FOR EACH DRAWER. FINISH FOR EXPOSED HARDWARE: SATIN CHROMIUM PLATED.
- SET AND SECURE MATERIALS AND COMPONENTS IN PLACE. PLUMB AND LEVEL. CONTRACTOR SHALL PROVIDE BLOOMING FOR ALL WALL MOUNTED ITEMS.
- USE EXPOSURE ATTACHMENTS IN CONCEALED LOCATIONS FOR WALL MOUNTED COMPONENTS. USE CONCEALED JOINT FASTENERS TO ALIGN AND SECURE ADJOINING CABINETS AND COUNTER TOPS.
- COUNTERTOPS: PLASTIC LAMINATE ON PARTICLEBOARD MADE WITH EXTERIOR GLUE OR MEDIUM-DENSITY FIBERBOARD MADE WITH EXTERIOR GLUE OR EXTERIOR-GRADE PLYWOOD. CALLS SPACE BETWEEN BACKPLAST AND WALL.
- PREPARE GROUDES AND FRAMES TO RECEIVE DOOR HARDWARE USING TEMPLATES PROVIDED BY HARDWARE SUPPLIER.

**PLAN NOTES**

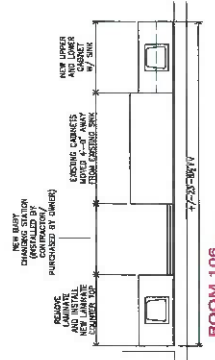
- REMOVE EXISTING CARPET. INSTALL NEW CARPET (SEE SPECIFICATIONS)
- REMOVE EXISTING VCT. INSTALL NEW VCT (SEE SPECIFICATIONS)
- REMOVE EXISTING CARPET. INSTALL NEW CARPET (SEE SPECIFICATIONS)
- REMOVE EXISTING FOLDING WALL AND COMPONENTS. INSTALL NEW STUD WALL WITH DRYWALL, MUD AND PAINT. COLOR SELECTED BY OWNER. INSTALL ELECTRICAL OUTLETS PER CODE (SEE SPECIFICATIONS)
- INSTALL EXISTING MIRROR ABOVE NEW SINK. REPAIR ALL HOLES IN WALL
- REMOVE EXISTING SINK. INSTALL NEW SINK (SEE SPECIFICATIONS)
- REMOVE EXISTING TOILET. INSTALL NEW TOILET (SEE SPECIFICATIONS)
- REMOVE EXISTING COUNTER TOP AND REPLACE WITH NEW LAMINATE COUNTER TOP (SEE SPECIFICATIONS)
- REPLACE FAUCETS, AND DRINKING FOUNTAIN SPOUTS ON OPPOSITE SIDE OF SINKS
- MOVE EXISTING CABINETS 4'-0" AWAY FROM SINK ALONG WALL
- INSTALL BASE CABINET AND UPPER CABINET NEXT TO EXISTING (MOVED) WALL CABINET. ROUGH-IN FOR NEW VANITY AND TOP WITH SIMILAR SINK AS EXISTING FOR SINK INSTALLATION BY CONTRACTOR. WATE AND DRAIN LINES TO RUN THROUGH EXISTING CABINETS
- EXISTING FLOOR LINE BETWEEN CARPET AND VCT. REMOVE FLOORING
- REMOVE WALL MOUNTED HAND TOWEL DISPENSER AND WALL MOUNTED WASTE BASKET
- TAKE EXISTING DOOR AND MAKE INTO TWO LEAF DOOR WITH SECURING BOTTOM AND TOP
- REMOVE EXISTING PIPING AND CAP AT WALL
- REMOVE EXISTING WINDOW AND ALL TRIM. INSTALL DOOR IN PLACE OF WINDOW (SEE SPECIFICATIONS)
- REMOVE EXISTING DOOR. REPLACE WITH NEW DOOR AND PANIC HARDWARE (STATION PURCHASED BY OWNER)
- REMOVE OLD DOOR HARDWARE. INSTALL NEW DOOR HARDWARE HARDWARE PROVIDED BY OWNER (SEE SPECIFICATIONS)
- INSTALL NEW EMERGENCY EXIT LIGHTING
- INSTALL EMERGENCY EXIT LIGHTING



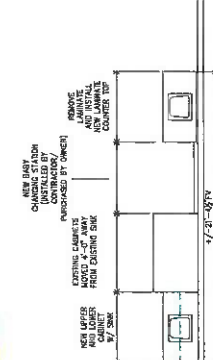
**FLOOR PLAN**  
Scale: 1/16" = 1'-0"



**KEY**  
Scale: 1/8" = 1'-0"



**ROOM 106  
CABINET PLAN**  
1 NTS



**ROOM 105  
CABINET PLAN**  
2 NTS

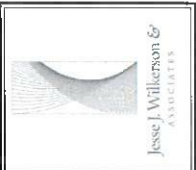
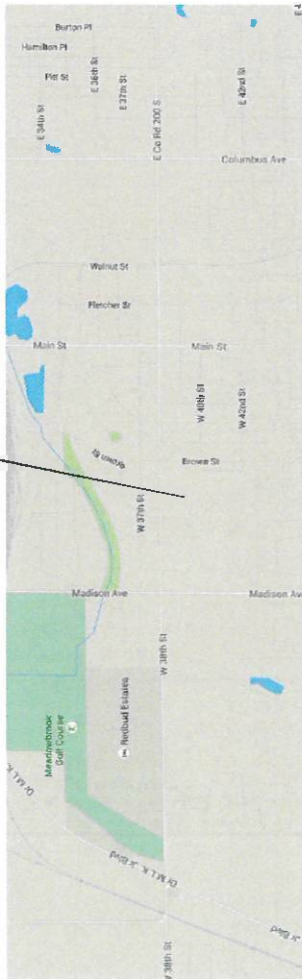
# TRC

**Renovation of ACS  
Ebbert School  
325 W 38th Street  
Anderson, IN 46013**

**Code Information:**

3,360 S.F. Classroom Renovation  
Const. Type III  
Occupancy, E

INTERIOR RENOVATIONS FOR:  
**HEAD START**  
325 W 38th Street  
Anderson, IN 46013



**HEAD START  
ROOMS**

This work shall be subject to the provisions of the Indiana Building Code, Indiana State Board of Building and Safety, and the Indiana State Board of Professional Engineers and Land Surveyors. The contractor shall be responsible for obtaining all necessary permits and for compliance with all applicable codes and regulations.

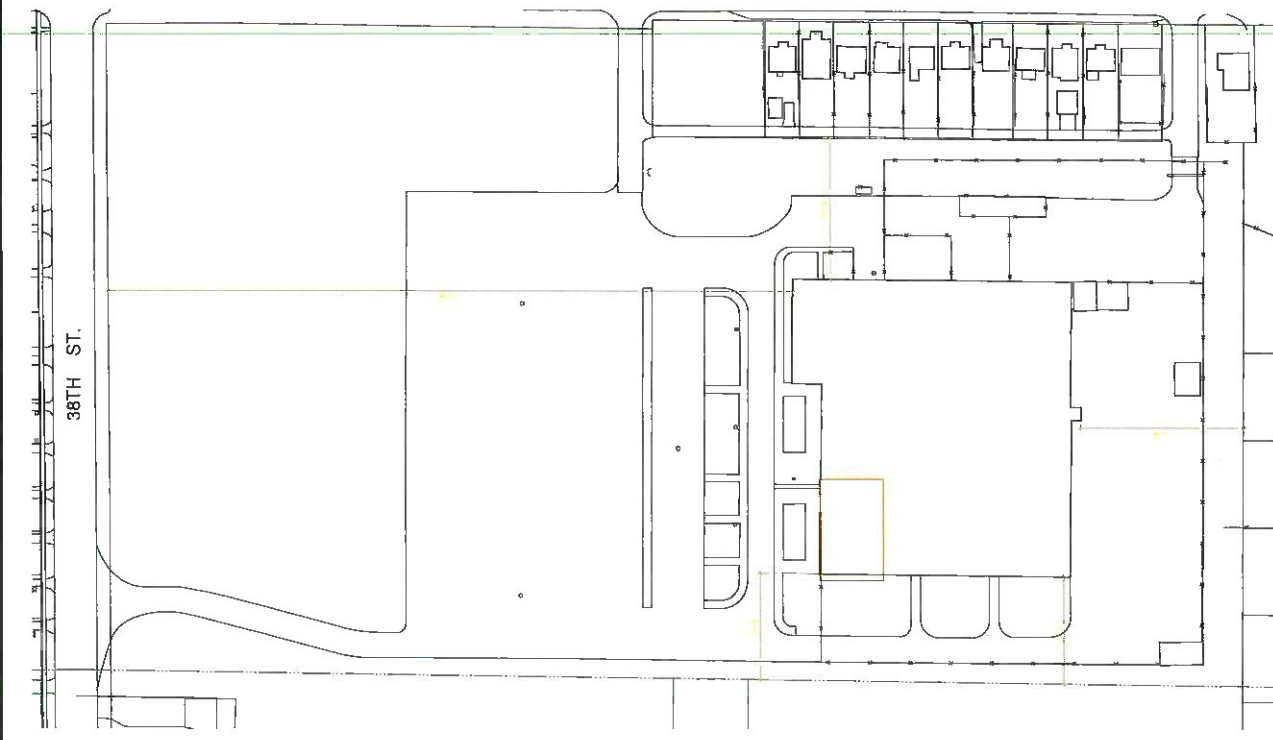
**TRC**  
Renovation of ACS  
Ebbert School  
325 W 38th Street  
Anderson, IN 46013

DATE: July 13, 2013  
Drawn by: JWC / JAC / PAS

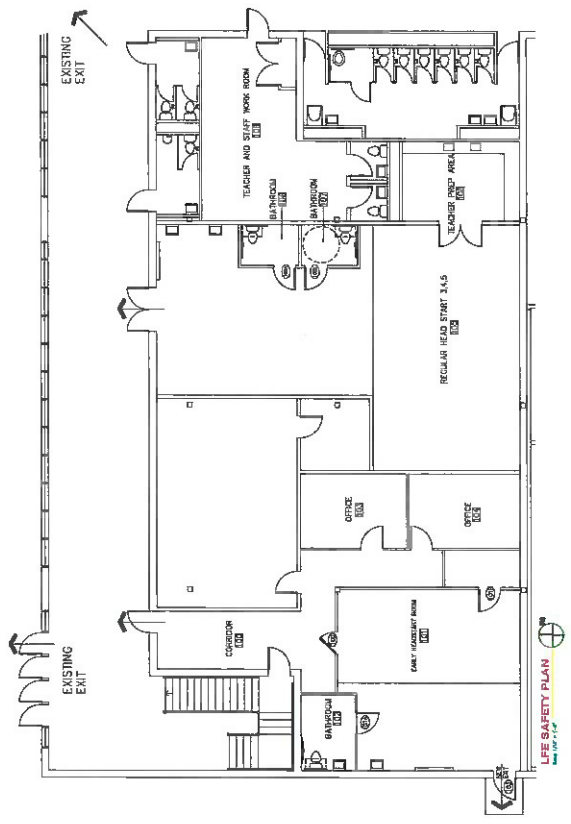
Anderson, IN, USA

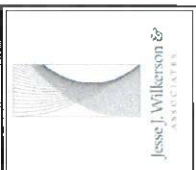
SHEET

**C100**  
CLASSROOM  
REMODEL



**Site Plan**  
Scale: 1" = 60'-0"





HEAD START  
ROOMS

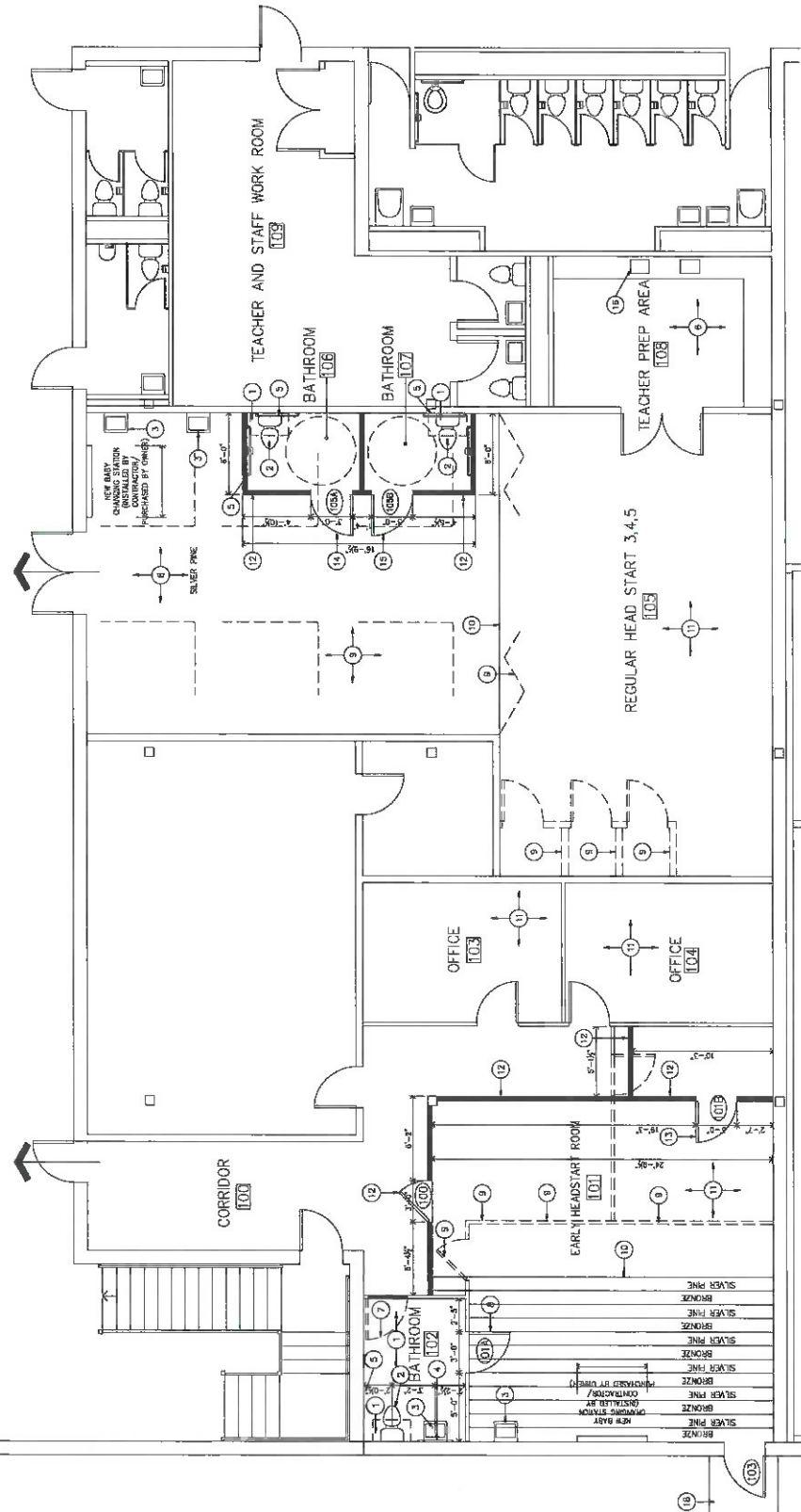
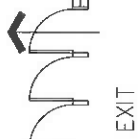
TRC  
Renovation of ACS  
Ebbett School  
325 W 38th Street  
Anderson, IN 46013

Date: July 13, 2019  
Drawn by: JMW/JAC/PAS

Anderson, IN, USA  
SHEET  
**A100**  
CLASSROOM  
REMODEL

GENERAL NOTES

1. SET AND SECURE MATERIALS AND COMPONENTS IN PLACE, PLUMB AND LEVEL. CONTRACTOR SHALL PROVIDE BLOCKING FOR ALL WALL MOUNTED ITEMS.
2. USE FIXTURE ATTACHMENTS IN CONCEALED LOCATIONS FOR WALL MOUNTED COMPONENTS. USE CONCEALED JOINT FASTENERS TO ALIGN AND SECURE ADJOINING CABINETS AND COUNTER TOPS.
3. PREPARE DOORS AND FRAMES TO RECEIVE DOOR HARDWARE USING TEMPLATES PROVIDED BY HARDWARE SUPPLIER.



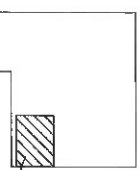
**FLOOR PLAN**  
Scale: 1/8" = 1'-0"

1. 10' Overhead cabinet with lock.
2. Gender Vitreous China Toilet 21-601 10" Rough-in
3. Wall mounted handicap accessible sink with acid protectors
4. 18" x 20" mirror with 1/2" x 1/2" x 1/2" (13 x 13 x 13 mm) 20 gauge type 304 satin finish stainless steel channel
5. (Typical) 42" Grab bar mounted 36" above finish floor along transfer side of the toilet and 12" min. / 36" max. grab bar along back of toilet
6. Vinyl Composite Tile/ Color to be selected by Owner, installed by Contractor
7. Remove existing door, fill frame area, drywall and paint to match existing or proposed
8. Install Door 101A (3'-0"W x 6'-8"H), 2 leaf door w/ external lock (surface mounted)
9. Remove (Demolish and remove debris from site)
10. Remove (Demolish and remove debris from site)
11. Carpet, color and style, to be selected
12. Install new MTL stud wall with 5/8" drywall both sides, paint color selected by owner, installed by contractor.
13. Install 3'-0" x 6'-8" Closet Door #101B
14. Install Door 101A (3'-0"W x 6'-8"H), 2 leaf door w/ external lock (surface mounted)
15. Install Door 101A (3'-0"W x 6'-8"H), 2 leaf door w/ external lock (surface mounted)
16. Install new sink inside existing sink. See Plumbing Drawings for placement.
17. Install 3'-0" x 6'-8" door with Hollow MTL core, listed panic hardware, and exitator light (wall mounted post)
18. Install 3'-0" x 6'-8" door with Hollow MTL core, listed panic hardware, and exitator light (wall mounted post)

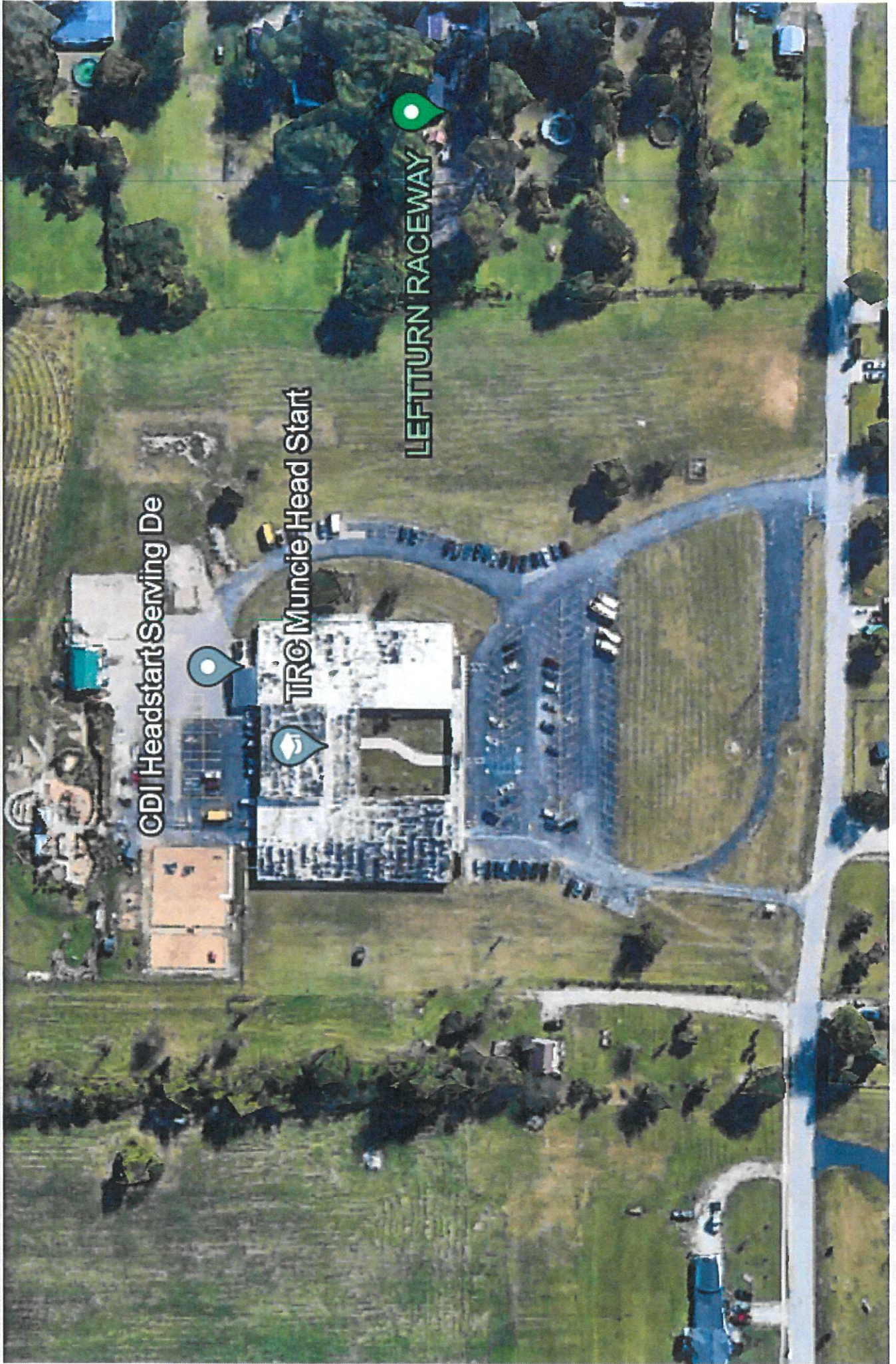


KEY  
See R.I.S.

WORK AREA



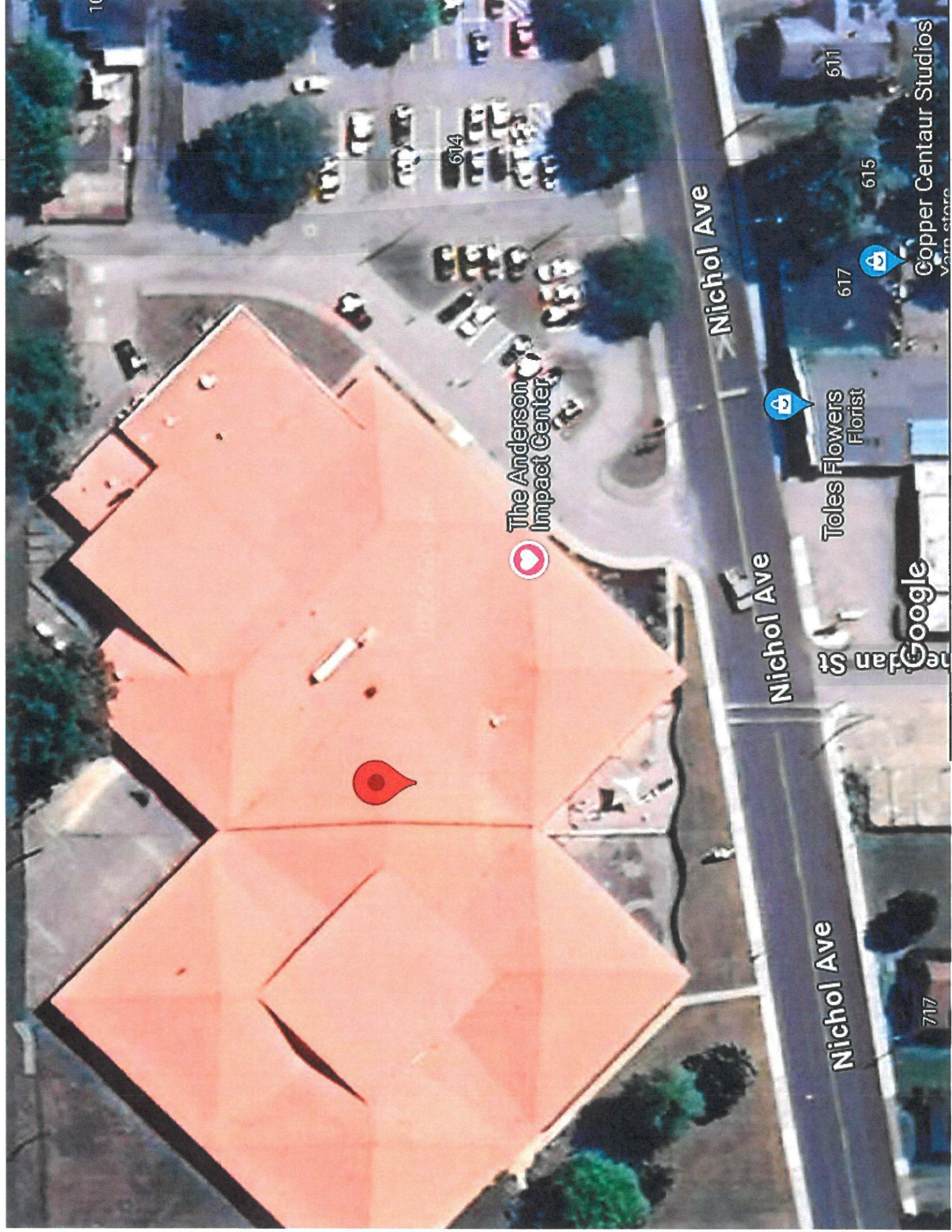












The Anderson  
Impact Center

Nichol Ave

Nichol Ave

Nichol Ave

Toles Flowers  
Florist

Google

Copper Centaur Studios

614

611

615

617

717





Anderson Area  
Career Center

50 m



**TELAMON CORPORATION**  
**Transition Resources Corporation**

**Procurement Contract Provisions**

The following provisions, as applicable, are conditions and assurances agreed and certified to by the contractor upon acceptance of a contract to provide certain goods or services, and are made part thereof.

1. The contractor shall comply with Executive Order 11246, as amended by Executive Order 11375, "Amending Executive Order 12466 Relating to Equal Employment Opportunity," and as supplemented by regulations at 41 CFR Part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

2. All contracts and subgrants more than \$2000 for construction or repair of facilities awarded by recipients and subrecipients are subject to the Copeland "Anti-Kickback" Act, 18 U.S.C. 874, as supplemented by Department of Labor regulations, (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient shall be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which s/he is otherwise entitled.

3. When required by Federal program legislation, all construction contracts awarded by recipients and subrecipients of more than \$2000 are subject to the Davis-Bacon Act, (40 U.S.C., 276a to a-7) and as supplemented by Dept of Labor regulations (29 CFR part 5, "Labor Standards Provisions Applicable to Contracts Governing Federally Financed and Assisted Construction". Under this Act contractors are required to pay wages to laborers and mechanics at a rate not less than the minimum wages specified in the current wage determination made by the Secretary of Labor. In addition, contractors are required to pay wages not less than once a week. Copies of these provisions are attached and made part of this contract.

**Weekly payroll information recorded on Optional Form WH-347 or its equivalent (also attached) must be submitted to the local Telamon project official for inclusion with billing information.**

4. Where applicable, all contracts awarded by recipients more than \$2000 for construction contracts and more than \$2500 for other contracts that involve the employment of laborers or mechanics are required to comply with sections 102 and 107 of the Contract Work Hours and Safety Standards Act, (40 U.S.C. 327-333) as supplemented by Department of Labor regulations (29 CFR part 5). Section 102 requires the contractor to compute the wages of every mechanic and laborer based on a standard work week of 40 hours. Work more than the standard work week is permissible provided that the payment of wages more than 40 hours at 1 1/2 times the basic pay rate. Section 107 provides that no laborer or mechanic shall be required to work in surroundings or under working conditions that are unsanitary, hazardous, or dangerous.

5. Any inventions resulting from experimental, developmental or research work shall be subject to 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements."

6. Recipients of contracts and subgrants more than \$100,000 agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, (42 U.S.C., 7401 et seq.) and the Federal Water Pollution Control Act, as amended (33 U.S.C. 1251 et seq.).

7. Contractors who bid for an award of more than \$100,000 must file, with Telamon, a certification of compliance with restrictions of the Byrd Anti-Lobbying Amendment, (31 U.S.C., 1352), that it has not and will not use federally appropriated funds to pay any person or organization for influencing or attempting to influence a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant or other award covered by the amendment. Contractors shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award.

8. Contractors shall certify that they are not prohibited from receiving procurement awards pursuant to Executive Orders 12549 and 12689, "Debarment and Suspension", and do not appear on the General Services Administration's "List of Parties Excluded from Federal Procurement or No procurement Programs."

9. Contractors shall provide a current Certificate of Insurance naming Telamon Corporation as an additional insured, and which verifies general liability and Workers Compensation coverage. In West Virginia in lieu of a Workers Compensation certificate of insurance, a valid current Certificate of coverage from the WV Workers Compensation Commission is required.

CONTRACTOR: \_\_\_\_\_

DATE: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

## Copeland Act Contract Provisions

### (1) Purpose:

This part prescribes "anti-kickback" regulations under section 2 of the Act of June 13, 1934, as amended (40 U.S.C. 276c), popularly known as the Copeland Act. This part applies to any contract which is subject to Federal wage standards and which is for the construction, prosecution, completion, or repair of public buildings, public works or buildings or works financed in whole or in part by loans or grants from the United States. The part is intended to aid in the enforcement of the minimum wage provisions of the Davis-Bacon Act and the various statutes dealing with federally assisted construction that contain similar minimum wage provisions, including those provisions which are not subject to Reorganization Plan No. 14 (e.g., the College Housing Act of 1950, the Federal Water Pollution Control Act, and the Housing Act of 1959), and in the enforcement of the overtime provisions of the Contract Work Hours Standards Act whenever they are applicable to construction work. The part details the obligation of contractors and subcontractors relative to the weekly submission of statements regarding the wages paid on work covered thereby; sets forth the circumstances and procedures governing the making of payroll deductions from the wages of those employed on such work; and delineates the methods of payment permissible on such work.

### (2) Weekly statement with respect to payment of wages.

- (a) As used in this section, the term employee shall not apply to persons in classifications higher than that of laborer or mechanic and those who are the immediate supervisors of such employees.
- (b) Each contractor or subcontractor engaged in the construction, prosecution, completion, or repair of any public building or public work, or building or work financed in whole or in part by loans or grants from the United States, shall furnish each week a statement with respect to the wages paid each of its employees engaged on work covered by this part 3 and part 5 of this chapter during the preceding weekly payroll period. This statement shall be executed by the contractor or subcontractor or by an authorized officer or employee of the contractor or subcontractor who supervises the payment of wages, and shall be on form WH 348, "Statement of Compliance", or on an identical form on the back of WH 347, "Payroll (For Contractors Optional Use)" or on any form with identical wording. Sample copies of WH 347 and WH 348 may be obtained from the Government contracting or sponsoring agency, and copies of these forms may be purchased at the Government Printing Office.
- (c) The requirements of this section shall not apply to any contract of \$2,000 or less.
- (d) Upon a written finding by the head of a Federal agency, the Secretary of Labor may provide reasonable limitations, variations, tolerances, and exemptions from the requirements of this section subject to such conditions as the Secretary of Labor may specify. [29 FR 97, Jan. 4, 1964, as amended at 33 FR 10186, July 17, 1968; 47 FR 23679, May 28, 1982]

### (3) Submission of weekly statements and the preservation and inspection of weekly payroll records.

- (a) Each weekly statement required under Sec. 3.3 shall be delivered by the contractor or subcontractor, within seven days after the regular payment date of the payroll period, to a representative of a Federal or State agency in charge at the site of the building or work, or, if there is no representative of a Federal or State agency at the site of the building or work, the statement shall be mailed by the contractor or subcontractor, within such time, to a Federal or State agency contracting for or financing the building or work. After such examination and check as may be made, such statement, or a copy thereof, shall be kept available, or shall be transmitted together with a report of any violation, in accordance with applicable procedures prescribed by the United States Department of Labor.

- (b) Each contractor or subcontractor shall preserve his weekly payroll records for a period of three years from date of completion of the contract. The payroll records shall set out accurately and completely the name and address of each laborer and mechanic, his correct classification, rate of pay, daily and weekly number of hours worked, deductions made, and actual wages paid. Such payroll records shall be made available at all times for inspection by the contracting officer or his authorized representative, and by authorized representatives of the Department of Labor.

(Reporting and recordkeeping requirements in paragraph (b) have been approved by the Office of Management and Budget under control number 1215-0017)

#### **(4) Payroll deductions permissible without application to or approval of the Secretary of Labor.**

Deductions made under the circumstances or in the situations described in the paragraphs of this section may be made without application to and approval of the Secretary of Labor:

- (a) Any deduction made in compliance with the requirements of Federal, State, or local law, such as Federal or State withholding income taxes and Federal social security taxes.
- (b) Any deduction of sums previously paid to the employee as a bona fide prepayment of wages when such prepayment is made without discount or interest. A bona fide prepayment of wages is considered to have been made only when cash or its equivalent has been advanced to the person employed in such manner as to give him complete freedom of disposition of the advanced funds.
- (c) Any deduction of amounts required by court process to be paid to another, unless the deduction is in favor of the contractor, subcontractor, or any affiliated person, or when collusion or collaboration exists.
- (d) Any deduction constituting a contribution on behalf of the person employed to funds established by the employer or representatives of employees, or both, for the purpose of providing either from principal or income, or both, medical or hospital care, pensions or annuities on retirement, death benefits, compensation for injuries, illness, accidents, sickness, or disability, or for insurance to provide any of the foregoing, or unemployment benefits, vacation pay, savings accounts, or similar payments for the benefit of employees, their families and dependents: Provided, however, That the following standards are met:
  - (1) The deduction is not otherwise prohibited by law;
  - (2) It is either:
    - (i) Voluntarily consented to by the employee in writing and in advance of the period in which the work is to be done and such consent is not a condition either for the obtaining of or for the continuation of employment, or
    - (ii) Provided for in a bona fide collective bargaining agreement between the contractor or subcontractor and representatives of its employees;
  - (3) No profit or other benefit is otherwise obtained, directly or indirectly, by the contractor or subcontractor or any affiliated person in the form of commission, dividend, or otherwise; and
  - (4) The deductions shall serve the convenience and interest of the employee.
- (e) Any deduction contributing toward the purchase of United States Defense Stamps and Bonds when voluntarily authorized by the employee.
- (f) Any deduction requested by the employee to enable him to repay loans to or to purchase shares in credit unions organized and operated in accordance with Federal and State credit union statutes.
- (g) Any deduction voluntarily authorized by the employee for the making of contributions to governmental or quasi-governmental agencies, such as the American Red Cross.
- (h) Any deduction voluntarily authorized by the employee for the making of contributions to Community Chests, United Givers Funds, and similar charitable organizations.
- (i) Any deductions to pay regular union initiation fees and membership dues, not including fines or special assessments: Provided, however, That a collective bargaining agreement between the contractor or subcontractor and representatives of its employees provides for such deductions and the deductions are not otherwise prohibited by law.
- (j) Any deduction not more than for the "reasonable cost" of board, lodging, or other facilities meeting the requirements of section 3(m) of the Fair Labor Standards Act of 1938, as amended, and part 531 of this title. When such a deduction is made the additional records required under Sec. 516.25(a) of this title shall be kept.



- (k) Any deduction for the cost of safety equipment of nominal value purchased by the employee as his own property for his personal protection in his work, such as safety shoes, safety glasses, safety gloves, and hard hats, if such ~~equipment is not required by law to be furnished by the employer, if such deduction is not violative of the Fair Labor Standards Act or prohibited by other law,~~ if the cost on which the deduction is based does not exceed the actual cost to the employer where the equipment is purchased from him and does not include any direct or indirect monetary return to the employer where the equipment is purchased from a third person, and if the deduction is either
- (1) Voluntarily consented to by the employee in writing and in advance of the period in which the work is to be done and such consent is not a condition either for the obtaining of employment or its continuance; or
  - (2) Provided for in a bona fide collective bargaining agreement between the contractor or subcontractor and representatives of its employees.

## **(5) Payroll deductions permissible with the approval of the Secretary of Labor.**

Any contractor or subcontractor may apply to the Secretary of Labor for permission to make any deduction not permitted under Sec. 3.5. The Secretary may grant permission whenever he finds that:

- (a) The contractor, subcontractor, or any affiliated person does not make a profit or benefit directly or indirectly from the deduction either in the form of a commission, dividend, or otherwise;
- (b) The deduction is not otherwise prohibited by law;
- (c) The deduction is either
  - (1) Voluntarily consented to by the employee in writing and in advance of the period in which the work is to be done and such consent is not a condition either for the obtaining of employment or its continuance, or
  - (2) Provided for in a bona fide collective bargaining agreement between the contractor or subcontractor and representatives of its employees; and
- (d) The deduction serves the convenience and interest of the employee.

## **(6) Applications for the approval of the Secretary of Labor.**

Any application for the making of payroll deductions under Sec. 3.6 shall comply with the requirements prescribed in the following paragraphs of this section:

- (a) The application shall be in writing and shall be addressed to the Secretary of Labor.
- (b) The application need not identify the contract or contracts under which the work in question is to be performed. Permission will be given for deductions on all current and future contracts of the applicant for a period of 1 year. A renewal of permission to make such payroll deduction will be granted upon the submission of an application which makes reference to the original application, recites the date of the Secretary of Labor's approval of such deductions, states affirmatively that there is continued compliance with the standards set forth in the provisions of Sec. 3.6, and specifies any conditions which have changed in regard to the payroll deductions.
- (c) The application shall state affirmatively that there is compliance with the standards set forth in the provisions of Sec. 3.6. The affirmation shall be accompanied by a full statement of the facts indicating such compliance.
- (d) The application shall include a description of the proposed deduction, the purpose to be served thereby, and the classes of laborers or mechanics from whose wages the proposed deduction would be made.
- (e) The application shall state the name and business of any third person to whom any funds obtained from the proposed deductions are to be transmitted and the affiliation of such person, if any, with the applicant.

**(7) Action by the Secretary of Labor upon applications.**

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The Secretary of Labor shall decide whether or not the requested deduction is permissible under provisions of Sec. 3.6; and shall notify the applicant in writing of his decision.

**(8) Prohibited payroll deductions.**

Deductions not elsewhere provided for by this part and which are not found to be permissible under Sec. 3.6 are prohibited.

**(9) Methods of payment of wages.**

The payment of wages shall be by cash, negotiable instruments payable on demand, or the additional forms of compensation for which deductions are permissible under this part. No other methods of payment shall be recognized on work subject to the Copeland Act.

**(10) Regulations part of contract.**

All contracts made with respect to the construction, prosecution, completion, or repair of any public building or public work or building or work financed in whole or in part by loans or grants from the United States covered by the regulations in this part shall expressly bind the contractor or subcontractor to comply with such of the regulations in this part as may be applicable. In this regard, see Sec. 5.5(a) of this subtitle.

# Davis-Bacon Act Contract Provisions

## (1) Minimum wages:

- (i) All laborers and mechanics employed or working upon the site of the work (or under the United States Housing Act of 1937 or under the Housing Act of 1949 in the construction or development of the project), will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics.

Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph (a)(1)(iv) of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in Sec. 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided that the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph (a)(1)(ii) of this section) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

- (ii) (A) The contracting officer shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. The contracting officer shall approve an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:
  - (1) The work to be performed by the classification requested is not performed by a classification in the wage determination; and
  - (2) The classification is utilized in the area by the construction industry; and
  - (3) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.
- (B) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the contracting officer agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by the contracting officer to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.
- (C) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the contracting officer do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the contracting officer shall refer the questions, including the views of all interested parties and the recommendation of the contracting officer, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.
- (D) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs (a)(1)(ii) (B) or (C) of this section, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.



- (iii) Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in ~~the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.~~
- (iv) If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.

## (2) Withholding:

Telamon Corporation shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees, and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the site of the work (or under the United States Housing Act of 1937 or under the Housing Act of 1949 in the construction or development of the project), all or part of the wages required by the contract, the (Agency) may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.

## (3) Payrolls and basic records:

- (i) Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work (or under the United States Housing Act of 1937, or under the Housing Act of 1949, in the construction or development of the project). Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in section 1(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5(a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs.
- (ii) (A) The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to the (write in name of appropriate Federal agency) if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant, sponsor, or owner, as the case may be, for transmission to the (write in name of agency). The payrolls submitted shall set out accurately and completely all of the information required to be maintained under Sec. 5.5(a)(3)(i) of Regulations, 29 CFR part 5. This information may be submitted in any form desired. Optional Form WH-347 is available for this purpose and may be purchased from the Superintendent of Documents (Federal Stock Number 029-005-00014-1), U.S. Government Printing Office, Washington, DC 20402. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors.

- (B) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:
- (1) That the payroll for the payroll period contains the information required to be maintained under Sec. 5.5(a)(3)(i) of Regulations, 29 CFR Part 5 and that such information is correct and complete;
  - (2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in Regulations, 29 CFR part 3;
  - (3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.
- (C) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph (a)(3)(ii)(B) of this section.
- (D) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under section 1001 of title 18 and section 231 of title 31 of the United States Code.
- (iii) The contractor or subcontractor shall make the records required under paragraph (a)(3)(i) of this section available for inspection, copying, or transcription by authorized representatives of the (write the name of the agency) or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, the Federal agency may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

#### (4) Apprentices and trainees:

- (i) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.



- (ii) Trainees. Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.
- (iii) Equal employment opportunity. The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.

## **(5) Compliance with Copeland Act requirements:**

The contractor shall comply with the requirements of 29 CFR Part 3, which are incorporated by reference in this contract.

## **(6) Subcontracts:**

The contractor or subcontractor shall insert in any subcontracts the clauses contained in 29 CFR 5.5(a)(1) through (10) and such other clauses as the Department of Labor may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in 29 CFR 5.5.

## **(7) Contract termination: debarment:**

A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract, and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

## **(8) Compliance with Davis-Bacon and Related Act requirements:**

All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR parts 1, 3, and 5 are herein incorporated by reference in this contract.

## **(9) Disputes concerning labor standards:**

Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and the contracting agency, the U.S. Department of Labor, or the employees or their representatives.

## **(10) Certification of eligibility:**

- (i) By entering into this contract, the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).
- (ii) No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).
- (iii) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

## **(11) Contract Work Hours and Safety Standards Act:**

- (i) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.
- (ii) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (11)(i) of this section the contractor and any subcontractor responsible therefore shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (11)(i) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (11)(i) of this section.
- (iii) Withholding for unpaid wages and liquidated damages. Telamon Corporation shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (11)(ii) of this section.
- (iv) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (11)(i) through (iv) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (11)(i) through (iv) of this section.

## **(12) Record Retention and Maintenance:**

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In addition to the clauses contained in paragraph (11) the contractor or subcontractor shall maintain payrolls and basic payroll records during the course of the work and shall preserve them for a period of three years from the completion of the contract for all laborers and mechanics, including guards and watchmen, working on the contract. Such records shall contain the name and address of each such employee, social security number, correct classifications, hourly rates of wages paid, daily and weekly number of hours worked, deductions made, and actual wages paid. Further, the records to be maintained under this paragraph shall be made available by the contractor or subcontractor for inspection, copying, or transcription by authorized representatives of

Telamon Corporation, the Department of Labor, or any other duly authorized representative and the contractor or subcontractor will permit such representatives to interview employees during working hours on the job.







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Note: These Instructions may be found online at [www.dol.gov](http://www.dol.gov). From the DOL home page, follow the sequence of links listed below in yellow to find the Instructions page.

April 1, 2003 [DOL Home](#) > [ESA](#) > [WHD](#) > [Forms](#) > [WH-347 Instructions](#)

## Instructions For Completing Payroll Form, WH-347

**General:** The use of the WH-347 payroll form is not mandatory. This form has been made available for the convenience of contractors and subcontractors required by their Federal or Federally aided construction-type contracts and subcontracts to submit weekly payrolls. Properly filled out, this form will satisfy the requirements of Regulations, Parts 3 and 5 (29 CFR, Subtitle A), as to payrolls submitted in connection with contracts subject to the Davis-Bacon and related Acts.

This form meets needs resulting from the amendment of Davis-Bacon Act to include fringe benefits provisions. Under this amended law, the contractor is required to pay not less than fringe benefits as predetermined by the Department of Labor, in addition to payment of not less than the predetermined rates. The contractor's obligation to pay fringe benefits may be met either by payment of the fringes to the various plans, funds or programs or by making these payments to the employees as cash in lieu of fringes.

This payroll provides for the contractor's showing on the face of the payroll all monies to the employees, whether as basic rates or as cash in lieu of fringes and provides for the contractor's representation in the statement of compliance on the rear of the payroll that he is paying to other fringes required by the contract and not paid as cash in lieu of fringes. Detailed instructions concerning the preparation of the payroll follow:

**Contractor or Subcontractor:** Fill in your firm's name and check appropriate box.

**Address:** Fill in your firm's address.

**Column 1 - Name, Address, and Social Security Number of Employee:** The employee's full name and Social Security Number must be shown on each weekly payroll submitted. The employee's address must also be shown on the payroll covering the first week in which the employee works on the project. The address need not be shown on subsequent weekly payrolls unless the address changes.

**Column 2 - Withholding Exemptions:** This column is merely inserted for the employer's convenience and is not a requirement of Regulations, Part 3 and 5.

**Column 3 - Work Classifications:** List classification descriptive of work actually performed by employees. Consult classification and minimum wage schedule set forth in contract specifications. If additional classifications are deemed necessary, see Contracting Officer or Agency representative. Employee may be shown as having worked in more than one classification provided accurate breakdown of hours so worked is maintained and shown on submitted payroll by use of separate entries.

**Column 4 - Hours worked:** On all contracts subject to the Contract Work Hours Standard Act enter as overtime hours worked in excess of 8 hours per day and 40 hours a week.

**Column 5 - Total:** Self-explanatory

**Column 6 - Rate of Pay, including Fringe Benefits:** In straight time box, list actual hourly rate paid the employee for straight time worked plus in cash in lieu of fringes paid the employee. When recording the straight time hourly rate, any cash paid in lieu of fringes may be shown separately from the basic rate, thus \$3.25/.40. This is of assistance in correctly computing overtime. See "Fringe Benefits" below. In overtime box shown overtime hourly rate paid, plus any cash in lieu of fringes paid the employee. See "Fringe Benefits" below. Payment of not less than time and one-half the basic or regular rate paid is required for overtime under the Contract Work Hours Standard Act of 1962. In addition to paying no less than the predetermined rate for the classification which the employee works, the contractor shall pay to approved plans, funds or



programs or shall pay as cash in lieu of fringes amounts predetermined as fringe benefits in the wage decision made part of the contract. See "FRINGE BENEFITS" below.

**FRINGE BENEFITS - Contractors who pay all required fringe benefits:** A contractor who pays fringe benefits to approved plans, funds, or programs in amounts not less than were determined in the applicable wage decision of the Secretary of labor shall continue to show on the face of the payroll the basic cash hourly rate and overtime rate paid to his employees just as he has always done. Such a contractor shall check paragraph 4(a) of the statement on the reverse of the payroll to indicate that he is also paying to approved plans, funds or programs not less than the amount predetermined as fringe benefits for each craft. Any exceptions shall be noted in section 4(c).

**Contractors who pay no fringe benefits:** A contractor who pays no fringe benefits shall pay to the employee, and insert in the straight time hourly rate column of the payroll, an amount not less than the predetermined rate for each classification plus the amount of fringe benefits determined for each classification in the applicable wage decision. Inasmuch as it is not necessary to pay time and a half on cash paid in lieu of fringes, the overtime rate shall be not less than the sum of the basic predetermined rate, plus the half time premium on basic or regular rate, plus the required cash in lieu of fringes at the straight time rate. In addition, the contractor shall check paragraph 4(b) of the statement on the reverse of the payroll to indicate that he is paying fringe benefits in cash directly to his employees. Any exceptions shall be noted in Section 4(c).

#### Use of Section 4(c), Exceptions

Any contractor who is making payment to approved plans, funds, or programs in amounts less than the wage determination requires is obliged to pay the deficiency directly to the employees as cash in lieu of fringes. Any exceptions to Section 4(a) or 4(b), whichever the contractor may check, shall be entered in section 4(c). Enter in the Exception column the craft, and enter in the Explanation column the hourly amount paid the employee as cash in lieu of fringes and the hourly amount paid to plans, funds, or programs as fringes. The contractor shall pay, and shall show that he is paying to each such employee for all hours (unless otherwise provided by applicable determination) worked on Federal or Federally assisted project an amount not less than the predetermined rate plus cash in lieu of fringes as shown in Section 4(c). The rate paid and amount of cash paid in lieu of fringe benefits per hour should be entered in column 6 on the payroll. See paragraph on "Contractors who pay no fringe benefits" for computation of overtime rate.

**Column 7 - Gross Amount Earned:** Enter gross amount earned on this project. If part of the employees' weekly wage was earned on projects other than the project described on this payroll, enter in column 7 first the amount earned on the Federal or Federally assisted project and then the gross amount earned during the week on all projects, thus \$63.00/\$120.00.

**Column 8 - Deductions:** Five columns are provided for showing deductions made. If more than five deductions should be involved, use first 4 columns; show the balance deductions under "Other" column; show actual total under "Total Deductions" column; and in the attachment to the payroll describe the deduction contained in the "Other" column. All deductions must be in accordance with the provisions of the Copeland Act Regulations, 29 CFR, Part 3. If the employee worked on other jobs in addition to this project, show actual deductions from his weekly gross wage, but indicate that deductions are based on his gross wages.

**Column 9 - Net Wages Paid for Week:** Self-explanatory

**Totals -** Space has been left at the bottom of the columns so that totals may be shown if the contractor so desires.

**Statement Required by Regulations, Parts 3 and 5:** While this form need not be notarized, the statement on the back of the payroll is subject to the penalties provided by 18 USC 1001, namely, possible imprisonment of 5 years or \$10,000.00 fine or both. Accordingly, the party signing this statement should have knowledge of the facts represented as true.

Space has been provided between items (1) and (2) of the statement for describing any deductions made. If all deductions made are adequately described in the "Deductions" column above, state "See Deductions column in this payroll." See paragraph entitled "FRINGE BENEFITS" above for instructions concerning filling out paragraph 4 of the statement.

**U.S. Department of Labor**  
Frances Perkins Building  
200 Constitution Avenue, NW  
Washington, DC 20210

1-866-4-USWAGE

TTY: 1-866-487-9243

"General Decision Number: IN20240002 04/19/2024

Superseded General Decision Number: IN20230002

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State: Indiana

Construction Type: Building

Counties: Adams, Allen, Bartholomew, Benton, Blackford, Boone, Carroll, Cass, Clinton, DeKalb, Delaware, Fountain, Fulton, Grant, Hamilton, Hancock, Hendricks, Howard, Huntington, Jay, Johnson, Madison, Marion, Miami, Monroe, Montgomery, Morgan, Noble, Shelby, Steuben, Tippecanoe, Tipton, Wabash, Warren, Wells, White and Whitley Counties in Indiana.

BUILDING CONSTRUCTION(does not include single family homes and apartments up to and including 4 stories)

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	. Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	. Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination,

	if it is higher) for all hours spent performing on that contract in 2024.
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The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/05/2024
1	02/16/2024
2	02/23/2024
3	03/22/2024
4	04/05/2024
5	04/19/2024

ASBE0018-004 06/01/2023

BARTHOLOMEW, BENTON, BOONE, CARROLL, CLINTON, DELAWARE, FOUNTAIN, HAMILTON, HANCOCK, HENDRICKS, HOWARD, JOHNSON, MADISON, MARION, MONROE, MONTGOMERY, MORGAN, SHELBY, TIPPECANOE, TIPTON, AND WARREN COUNTIES:

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR (includes application of all insulating materials, protective coverings, coatings and finishings to all types of mechanical systems).....	\$ 35.70	22.28
HAZARDOUS MATERIAL HANDLER (includes preparation, wettings, stripping, removal, scrapping, vacuuming, bagging & disposing of all insulation materials, whether they contain asbestos or not, from mechanical systems).....	\$ 23.00	14.40



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ASBE0041-002 07/01/2023

ADAMS, ALLEN, BLACKFORD, DE KALB, GRANT, HUNTINGTON, JAY,  
MIAMI, NOBLE, STEUBEN, WABASH, WELLS AND WHITLEY COUNTIES:

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR (includes application of all insulating materials, protective coverings, coatings and finishings to all types of mechanical systems).....	\$ 32.35	21.53
HAZARDOUS MATERIAL HANDLER (includes preparation, wettings, stripping, removal, scrapping, vaccuming, bagging & disposing of all insulation materials, whether they contain asbestos or not, from mechanical systems).....	\$ 32.35	21.53

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ASBE0075-003 06/01/2023

CASS, FULTON and WHITE COUNTIES

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR (includes application of all insulating materials, protective coverings, coatings and finishings to all types of mechanical systems).....	\$ 39.00	27.54
HAZARDOUS MATERIAL HANDLER (includes preparation, wetting, stripping, removal, scrapping, vaccuming, bagging & disposing of all insulation materials, whether they contain asbestos or not, from mechanical systems).....	\$ 39.00	27.54

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BOIL0374-002 01/01/2023

	Rates	Fringes
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BOILERMAKER.....\$ 41.06 34.07

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BRIN003-001 06/01/2023

INDIANAPOLIS  
BOONE, HANCOCK, HENDRICKS, JOHNSON, MARION, MONTGOMERY, MORGAN  
and SHELBY COUNTIES

	Rates	Fringes
Bricklayer, Stone Mason, Pointer, Caulking.....	\$ 36.24	17.39
TERRAZZO FINISHER.....	\$ 23.38	13.15
TERRAZZO WORKER/SETTER.....	\$ 36.38	17.24
Tile & Marble Finisher.....	\$ 24.33	13.16
Tile, Marble Setter.....	\$ 35.63	17.23

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BRIN004-004 06/01/2023

FORT WAYNE  
ADAMS, ALLEN, DEKALB, HUNTINGTON, NOBLE, STEUBEN, WELLS AND  
WHITLEY COUNTIES:

	Rates	Fringes
BRICKLAYER (STONE MASON, MARBLE MASONS, POINTER, CLEANER, AND CAULKER).....	\$ 34.41	21.42
Terrazzo Grinder Finisher.....	\$ 30.00	16.78
Terrazzo Worker Mechanic.....	\$ 34.41	21.42
Tile Setter & Marble Mason Mechanic.....	\$ 30.00	16.78
Tile, Marble & Terrazzo Finisher.....	\$ 30.00	16.78

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BRIN004-021 06/01/2023

BARTHOLOMEW and MONROE COUNTIES

	Rates	Fringes
Bricklayer, Stonemason.....	\$ 34.17	17.54
TERRAZZO FINISHER.....	\$ 23.38	13.15
TERRAZZO WORKER/SETTER.....	\$ 36.38	17.24
Tile & Marble Finisher.....	\$ 24.33	13.16
Tile & Marble Setter; Mosaic Worker.....	\$ 35.63	17.23

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BRIN0011-001 06/01/2023

LAFAYETTE

BENTON, CARROLL, CLINTON, FOUNTAIN, TIPPECANOE, WARREN and  
WHITE COUNTIES

	Rates	Fringes
Bricklayer, Stonemason, Pointer, Caulker & Cleaner.....	\$ 33.75	20.12
TERRAZZO FINISHER.....	\$ 23.38	13.15
TERRAZZO WORKER/SETTER.....	\$ 36.38	17.24
Tile & Marble Finisher.....	\$ 24.33	13.16
Tile & Marble Setter; Mosaic Worker.....	\$ 35.63	17.23

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BRIN0018-001 06/01/2023

CASS, FULTON, GRANT, HOWARD, MIAMI and WABASH COUNTIES

	Rates	Fringes
Bricklayer, Stonemason, Pointer, Caulker & Cleaner.....	\$ 34.00	19.71
Terrazzo Worker Finisher.....	\$ 35.50	23.62
TERRAZZO WORKER/SETTER.....	\$ 33.50	23.62
Tile & Marble Finisher.....	\$ 34.50	23.62
Tile, Marble Setter.....	\$ 34.50	23.62

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BRIN0019-001 06/01/2023

MUNCIE CHAPTER

BLACKFORD, DELAWARE, HAMILTON, JAY, MADISON AND TIPTON COUNTIES:

	Rates	Fringes
Bricklayer, Stonemason, Pointer, Caulker & Cleaner.....	\$ 33.83	20.14
TERRAZZO FINISHER.....	\$ 23.38	13.15
TERRAZZO WORKER/SETTER.....	\$ 36.38	17.24
Tile & Marble Finisher.....	\$ 23.38	13.15
Tile & Marble Setter; Mosaic Worker.....	\$ 35.63	17.23

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CARP0215-001 06/01/2023

BENTON, CARROLL, CLINTON, TIPPECANOE, WARREN AND WHITE



COUNTIES:

	Rates	Fringes
CARPENTER.....	\$ 33.84	24.21
MILLWRIGHT.....	\$ 34.39	25.09

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 CARP0232-001 06/01/2023

ALLEN, DEKALB, NOBLE, STEUBEN and WHITLEY COUNTIES

	Rates	Fringes
Carpenter & Piledrivermen.....	\$ 30.70	233.38

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 CARP0615-001 06/01/2023

ADAMS, CASS, FULTON, GRANT, HOWARD, HUNTINGTON, MIAMI, TIPTON,  
 WABASH and WELLS COUNTIES

	Rates	Fringes
Carpenter & Piledrivermen.....	\$ 30.37	22.49

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 CARP0912-001 06/01/2023

	Rates	Fringes
CARPENTER		
ZONE 2: BOONE, FOUNTAIN, HENDRICKS, MONROE, MONTGOMERY AND MORGAN COUNTIES		
Carpenters, Drywall.....	\$ 34.10	23.39
Millwright.....	\$ 35.00	25.00
ZONE 4: BLACKFORD, DELAWARE, JAY AND MADISON COUNTIES		
Carpenters, Drywall.....	\$ 33.81	23.39
Millwright.....	\$ 35.00	25.00

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 CARP0912-002 10/01/2023

HAMILTON, HANCOCK, JOHNSON (Townships of White River, Pleasant  
 and Clark), MARION

	Rates	Fringes
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Carpenters:

Carpenters, Drywall		
Installers, Piledrivers.....	\$ 35.61	23.26
Millwright.....	\$ 35.00	25.00
Soft Floor Layers.....	\$ 33.47	20.07

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CARP0999-008 10/01/2023

BARTHOLOMEW, JOHNSON (Townships of Union, Hensley, Franklin, Nineva, Needham and Blue River), SHELBY COUNTIES

Rates Fringes

Carpenters:

Carpenters, Drywall		
Installers, Piledriver.....	\$ 33.06	24.32
Millwright.....	\$ 35.00	25.00
Soft Floor Layers.....	\$ 33.47	20.07

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CARP1029-001 06/01/2023

ADAMS, ALLEN, CASS, DEKALB, ELKHART, FULTON, GRANT, HOWARD, HUNTINGTON, KOSCIUSKO, LAGRANGE, MARSHALL, MIAMI, NOBLE, ST. JOSEPH, STEUBEN, TIPTON, WABASH, WELLS and WHITLEY COUNTIES

Rates Fringes

MILLWRIGHT.....	\$ 32.55	27.94
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ELEC0305-002 12/01/2023

ADAMS, ALLEN, DE KALB, HUNTINGTON, NOBLE, STEUBEN, WELLS, and WHITLEY COUNTIES

Rates Fringes

ELECTRICIAN.....	\$ 38.31	27.43%+10.66
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ELEC0481-005 05/31/2023

BARTHOLOMEW, BOONE, HAMILTON, HANCOCK, HENDRICKS, JOHNSON, MADISON, MARION, MONTGOMERY, MORGAN AND SHELBY COUNTIES

Rates Fringes

ELECTRICIAN.....\$ 40.20 26.31

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ELEC0538-006 06/01/2023

FOUNTAIN AND WARREN COUNTIES:

	Rates	Fringes
ELECTRICIAN.....	\$ 39.09	24.37

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ELEC0668-002 01/01/2024

BENTON, CARROLL, CASS, FULTON, TIPPECANOE and WHITE COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 36.99	22.68

FOOTNOTE: a. PAID HOLIDAYS: New Years Day, Memorial Day, July 4th, Labor Day, Veterans Day Thanksgiving Day and Christmas Day

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ELEC0725-006 06/01/2022

MONROE COUNTY

	Rates	Fringes
Communication Technician.....	\$ 30.00	18.07

Includes the installation, operation, inspection, maintenance, repair and service of radio, television, recording, voice sound and vision production and reproduction apparatus, equipment and appliances used for domestic, commercial, education, entertainment and private telephone systems.

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ELEC0725-011 10/01/2022

MONROE COUNTY:

	Rates	Fringes
ELECTRICIAN.....	\$ 40.00	21.96

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ELEC0855-003 06/01/2023

BLACKFORD, DELAWARE, AND JAY COUNTIES



	Rates	Fringes
ELECTRICIAN.....	\$ 35.30	20.25

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 ELEC0873-002 03/01/2022

CLINTON, GRANT, HOWARD, MIAMI, TIPTON AND WABASH COUNTIES:

	Rates	Fringes
ELECTRICIAN.....	\$ 36.59	20.12

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 ELEV0034-001 01/01/2023

BARTHOLOMEW, BENTON, BLACKFORD, BOONE, CARROLL, CASS, CLINTON, DELAWARE, FOUNTAIN, FULTON, GRANT, HAMILTON, HANCOCK, HENDRICKS, HOWARD, JAY, JOHNSON, MADISON, MARION, MIAMI, MONROE, MONTGOMERY, MORGAN, SHELBY, TIPPECANOE, TIPTON, WARREN and WHITE COUNTIES

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 55.30	37.335+a+b

a) PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Vetern's Day, Thanksgiving Day, the Friday after Thanksgiving, and Christmas Day.

b) Employer contributes 8% of regular hourly rate to vacation pay credit for employee with more than 5 years of service; 6% for less than 5 years' service.

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 ELEV0044-002 01/01/2023

ADAMS, ALLEN, DeKALB, HUNTINGTON, NOBLE, STEUBEN, WABASH, WELLS, WHITLEY COUNTIES

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 57.26	37.335+a+b

a) PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving, and Christmas Day.

b) Employer contributes 8% of regular hourly rate to vacation

pay credit for employee with more than 5 years of service;  
6% for less than 5 years' service.

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ENGI0103-001 04/01/2021

BENTON, CARROLL, CASS, CLINTON, GRANT, HOWARD, MIAMI,  
TIPPECANOE, TIPTON, WABASH, and WHITE COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 37.08	19.96
GROUP 2.....	\$ 36.13	19.96
GROUP 3.....	\$ 32.08	19.96
GROUP 4.....	\$ 28.38	19.96

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: A-Frame Winch Truck, Air Compressors over 600 cu.ft., Air Tugger, Autograde (CMI), Auto Patrol, Backhoe, Ballast Regulator (RR), Batcher Plant (electrical control concrete), Bending Machine (pipe), Bituminous Plant (engineer), Bituminous Plant, Bituminous Mixer Travel Plant, Bituminous Paver, Bituminous Roller, Buck Hoist, Bull Dozer, Cable Way, Chicago Boom, Clamshell, Concrete Mixer (21 cu. ft. or over), Concrete Paver, Concrete Pump(crete), Crane, Craneman, Crusher Plant, Derrick, Derrick Boat, Dinkey, Dope Pots (pipeline), Dragline, Dredge Operator, Dredge Engineer, Drill Operator,, Elevating Grader, Elevator, Ford Hoe (or similar type equipment), Forklift, Formless Paver, Gantry Crane, Gradall, Grademan, Grout Pump, Helicopter Crew, Heterington Paver, High-Lift, Hoist, Hopto, Hough Loader (or similar type), Hydro Crane, Hydro Hammer, Locomotive Crane, Locomotive, Mechanic, Mobile Mixer, Motor Crane, Mucking Machine, Multiple Tamping Machine (rr), Overhead Crane, Pile Driver, Pulls, Push Dozer, Push Boats, Roller (sheep foot), Ross Carrier, Scoop, Shovel, Side Boom, Swing Crane, Tail Boom, Tar Machine (pipeline), Throttle Valve, Tower Crane, Trench Machine, Welder (heavy duty), Truck Mounted Concrete Pump, Truck-Mounted Drill, Well Point, Whirleys

GROUP 2: Air Compressor (up to 600 cu. ft.), Brakeman, Bull Float, Concrete Mixer (over 10s and under 21s), Concrete Spreader or Puddler, Deck Engine, Drill Helper, Electric Vibrator Kompactor (earth or rock), Finishing Machine, Gireman, Greaser (on grease facilities servicing heavy equipment), Material Pump, Motor Boats, Motor Crane Oiler,

Portable Loader, Post Hole Digger, Power Broom, Rock Roller, Roller-Wobble Wheel (earth or rock), Spike Machine (RR) Seamen Tiller, Spreader Rock, Sub Grader, Tamping Machine, Truck Mounted Drill Oiler, Welding Machine, Widener (apsco or similar type)

GROUP 3: Air Compressor 210 cu ft & over, Bituminous Distributor, Chair Cart, Concrete Curing Machine, Concrete Saw, Dope Pot Power Agitated, Flex Plane, Form Grader, Hydrohammer, Jacks Hydraulic Power Driven, Paving Joint Machine, Post Hole Digger, Roller Earth, Throttle Valve, Track Jack Power Driven, Tractor Farm Type, Truck Crane Driver

GROUP 4: Air Compressor (under 200 cu. fr. per min), Bituminous Distributor, Cement Gun, Concrete Saw, Conveyor, Deck Hand Oiler, Earth Roller, Form Grader, Generator, Guardrail Driver, Heater, Oiler, Paving Joint Machine, Power Traffic Signals, Steam Jenny, Vibrator, Water Pump, ""JLG"" Lifts and ""Scissor"" Lift or similar machine

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 ENGI0103-002 04/01/2021

BLACKFORD, DELAWARE, HAMILTON, HANCOCK, JAY, JOHNSON, MADISON, MARION, and SHELBY COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 37.08	19.96
GROUP 2.....	\$ 36.13	19.96
GROUP 3.....	\$ 32.08	19.96
GROUP 4.....	\$ 28.30	19.96

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Air Compressor (pressurizing shafts, tunnels & drivers); Air Tugger; Auto Patrol; Back Filler; Back Hoe; Boom Cat; Boring Machine; Bull Dozer; Caisson Drilling Machine; Cherry Picker; Compactor (with dozer blade); Concrete Mixer (dual drum); Concrete plant; Concrete Pump; Crane with all attachments; Crane- Electric overhead; Derrick; Ditching Machine (18' and over); Dredge; Elevators (when hoisting material or tools); Fork Lift (machinery); Formless Paver; Generator (power for welders of compressor); Gradall; Helicopter; Helicopter Winch Operator; High Lift-Front End Loader; Hoist-Material and/or Personnel over 3 Floors; Locomotive; Mechanic on job site;



Mucking Machine; Panel Board Concrete Plant; Pile Driver; Push Cat; Scoop & Tractor; Scraper-Rubber Tired; Spreader-Tractor Mounted; Straddle Carrier-Ross Type; Sub Base Finish Machine (C.M.I. or smiliar); Tower Crane; Tractor with Backhoe (over 1/2 yard); Welder (craft)

GROUP 2: A Frame Truck; Batcher Plant (automatic dry batch); Bending Machine-Power Driven; Bituminous Mixer; Bituminous Paver; Bituminous Plant Engineer; Boatman; Bull Float; Compactor or Tamper-Self Propelled; Concrete Mixer (21 cu. ft. or over); Concrete Spreader-Power Driven; Dinkey Engine; Ditching Machine; Ditching Machine (less than 18"); Drilling Machine; Finish Machine & Bull Float; Finishing Machine; Fireman-Pile Driving and Boilers; Fork Lift-Masonry & Material; Gunite Machine; Head Greaser; Hoist-Material and/or personnel 3 floors and under; Mechanic in shop; Mesh Depresser-Mesh Placer; P.C.C. Concrete Belt Placer; Ruller-Asphalt, stone & sub base; Sheepsfoot Roller- Self Propelled; Shop Mule; Spreader or Base Paver-Self Propelled; Sub Grader; Throttle valve with air compressor or boiler; Tractor with Backhoe (1/2 yard & under); Tractor-high lift-farm type; Tractor-Industrial Type; Tractor with Winch; Well Points; Winch Trick

GROUP 3: Air Compressor (210 cu. ft. & over); bituminous Distributor; Chair Cart; Concrete Curing Machine; Concrete Saw; Dope Pot Power Agitated; Flex Plane; Form Grader; Hydrohammer; Jacks-Hydraulic-Power Driven; Minor Equipment opr. 3,4, or 5; Paving Joint Machine; Post Hole Digger; Roller-Earth; Throttle Valve; Track Jack-Power Driven; Tractor-Farm Type; Truck Crane Driver

GROUP 4: Air Compressor (less than 210 cu. ft.); Concrete Mixer (under 21cu. ft.); Conveyor; Generator; Mechanical Heater; Oiler; Operator-2 pieces of miner equipment; Power Broom; Pump; Welding Machine

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 ENGI0103-007 04/01/2021

ADAMS, ALLEN, DEKALB, HUNTINGTON, STEUBEN, WELLS, and WHITLEY COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 37.08	19.96
GROUP 2.....	\$ 36.13	19.96
GROUP 3.....	\$ 32.08	19.96

GROUP 4.....\$ 28.30

19.96

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POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Air Tugger; Auto Patrol, Back Filler; Back Hoe; Boom Cat; Boring Machine; Bull Dozer; Caisson Drilling Machine; Cherry Picker; Compactor (with dozer blade); Concrete Mixer (dual drum); Concrete Plant; Concrete Pump; Crane with all attachments; Crane Electric overhead; Derrick; Ditching Machine (18" and over); Dredge; Fork Lift (machinery); Formless Paver; Gradall; Helicopter; Helicopter Winch Operator; High Lift Front End Loader; Hoist Material and/or personnel over 3 floors; Locomotive; Mechanic on Job Site; Mucking Machine; Panel Board Concrete Plant; Pile Driver; Push Cat; Scoop & Tractor; Scraper Tubber Tired; Skid Steer Machine (grading and back hoe); Spreader Tractor Mounted; Straddle Carrier Ross Type; Sub Base Finish Machine (C.M.I. or similar); Tower Crane; Tractor with backhoe (over 1/2 yard); Welder for Craft Work.

GROUP 2: A-Frame Truck; Batcher Plant (automatic dry batch); Bending Machine Power Driven; Bituminous Mixer; Bituminous Paver; Bituminous Plant Engineer; Boatman; Bull Float; Compactor or Tamper Riding Only; Concrete Mixer (21 cu. ft. or over); Concrete Spreader Power Driven; Dinkey Engine; Ditching Machine (less than 18" riding only); Drilling Machine; Elevators (when hoisting material or tools); Finish Machine and bull Float (excluding trowelling machine); Fireman Pile Driving and Boilers; Gunite Machine; Head Greaser; Hoist Material and/or personnel 3 floors and under; Mesh Depressor Mesh Placer; P.C.C. Concrete Belt Placer; Roller Asphalt, Stone & Sub Base; Sheepsfoot Roller Self Propelled; Shop Mule; Spreader or Base Paver Self Propelled; Sub Grader; Throttle Valve with Air Compressor or Boiler; Tractor with Backhoe (1/2 yard & under); Tractor High Lift Farm Type; Tractor Industrial Type; Tractor with Winch; Winch Truck.

GROUP 3: Bituminous Distributor; Chair Cart; Concrete Cuting Machine; Dewatering Sytems; Dope Pot Power Agitated; Flex Plane; Fork Lift (masonry and material); Form Grader; Hydrohammer; Jacks Hydraulic Power Driven; Paving Joint Machine; Post Hole Digger (machine Mounted); Roller Earth; Skid Steer Machine (fork lift and trasporting); Throttle Valve; Track Jack Power Driven; Tractor Farm Type.

GROUP 4: Air Compressor (pressurizing shafts, tunnels and divers); Air Compressor (over 210 cu. ft.); Concrete Saw; Conveyor; Generators; Oiler; Operating minor equipment; Power Broom; Truck Crane Driver; Welding Machines over 300

amps (2 or more).

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ENGI0150-017 06/01/2023

FULTON and NOBLE COUNTIES

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 32.15	35.80
GROUP 2.....	\$ 30.80	35.80
GROUP 3.....	\$ 30.00	35.80
GROUP 4.....	\$ 29.20	35.80
GROUP 5.....	\$ 26.60	35.80

POWER EQUIPMENT OPERATOR CLASSIFICATIONS:

GROUP 1: Mechanic, Asphalt Plant, Asphalt Spreader, Auto Grader; Batch Plant, Benoto (requires 2 Engineers), Boiler and Throttle Valve, Boring Machine (road), Bulldozers (with engines of 140 net horse power or more) Caisson Rigs, Central Redi-mix Plant, Concrete Conveyor Systems, Concrete Power (over 27E cu. ft.), Concrete Paver (27E cu. ft. and under), Concrete Pumps/Grout concrete placer (Truck Mounted), Concrete Tower, Cranes and backhoes (all), Cranes, Hammerhead Tower, Creter Crane, Derricks (all), Forklift (capble of hoisting and mechanically moving forks horizontally), Grader, Elevating, Highlift Shovels or Front End Loaders (over 3 yd bucket), Hoists (2 or more drums), Locomotives (all), Laser screed, Motor Patrol, Pile Drivers and Skid Rig, Pre-Stress Machines, Pump Cretes & Similar Types, Rock Drill (Self-Propelled), Rock Drill (self propelled Truck Mounted), Scoops (tractor drawn), Slip-Form Paver, Tournapull, Tractor with Boom & Side Boom, Trenching Machine (12 or more inches in width), Combination Backhoe Front End Loader Machine with backhoe 1/2 yd bucket or attachments.

GROUP 2: Air Compressor (600 cu. ft. and over), Bob Cat (over 3/4 cu. yd.), Boilers, Broom (all powered propelled), Bull Dozers with engines of less than 140 net horsepower, combination backhoe front end loader 1/2 yf bskhhoe or under, Compressor and Throttle Valve, Concrete Breaker (truck mounted), Concrete Mixer (of moore than 21 cu. ft. capacity), Forklift (with fixed or tilt mast), Greaser Engineer, Highlift shovel or front endloader 3 yd bucket and under, Hoists (1 drum), Hydrulic Boom Truck, Post Hole Digger (vehicle mounted), Pump Cretes (squeeze crete type pumps, Gypsum, bulker , Rollers(all), Steam Generators,



Stone Crushers, Straddle Buggies, Tractors, Winch Trucks (with "a" frame).

GROUP 3: Buck Hoist, Combination (small equipment operator), Conveyor (portable), Grouting Machine, Hoist Elevators (material and personnel), Hydraulic Power Units, Grouting and Pile Driving, Stud Welder, Trenching Machines less than 12 inches in width, Welding Machines (8 through 15).

GROUP 4: Bobcat (up to and including 3/4 cu. yd.), Compressor (over 210 cu. ft. and less than 600 cu. ft.), Generator (over 50 kw.), Heaters, Mechanical, Hoists (all elevator, permanent installation), Hoist (automatic), Hoist (tugger single drum), Oilers, Pumps, Well Points and electric submersible, Small Rubber Tired End Loaders (1/4 cu. yd. and under), Tractors (farm type) Welding Machines (2 through 8).

GROUP 5: Bobcats and forklifts (commercial or residential).

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ENGI0181-004 04/01/2023

BARTHOLOMEW COUNTY

	Rates	Fringes
Power equipment operators:		
GROUP A.....	\$ 38.53	19.22
GROUP B.....	\$ 30.40	19.22

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP A: A-frame winch truck, articulating dump, autograde (CMI), auto patrol, ballast regulator (RR), batcher plant (electrical control concrete), bending machine (pipe), bituminous plant (engineer), bituminous plant, bituminous mixer travel plant, bituminous paver, bituminous roller, boring machine, buck hoist, bull dozer, cable way, Chicago boom, chimney hoist, clamshell, concrete mixer (21 cu.ft. or over), concrete paver, concrete pump (crete), construction elevator (Allmac or similar) creane, creaneman, crawler backhoe, bcreawler high-lift, crusher plant, derrick, derrick boat, dinkey, directional/boring machine, dope pots (pipeline), double drum tugger (electric or air), dragline, dredge operator, dredge engineer, drill operator, elevating grader, extendable boom forklift, formless paver, gantry crane, gator (or similar type tiller), gradeall, grader, grademan, greaser (on grease facility servicing heavy equipment), G.P.S. System (on

equipment within the classificaitons), grout pump, head greaser, helicopter crew, Hetherington paver, hoist (motorized, gas or disel), hydraulic crane, ghdro blaster, Industrial type forklift (over 9,000 lbs.), laser concrete screed, laser or remote controlled equipment (within the classifications), locomotive crane, locomotive, mechanic, mobile mixer, botor creane, mucking machine, multiple tamping machine (RR) overhead crane, pile driver, pulls, push dozer, push boats, roller (sheep foot), rough terrain crain, R.T. backhoe, R.T. endloader, Ross carrier, scoop, shovel, side boom, skidsteer loader (bobcat or similar type), swing crane, tail boom, tar machine (pipeline), tower crane, trench machine, welder (heavy duty), truck mounted concrete pump, truck-mounted drill, vacuum truck, well point, whirleys

GROUP B: Air compressor (1 or more, 600 cfm and over), air compressor with throttle valve, bituminous distributor, brakeman, bullfloat, cement gun, concret mixer, concrete say, soncrete spreader or puddlers, conveyor, deck hand oiler, deck engine, drill helper, earth roller electric vibrator compactor (earth or rock), elevator (in-plant, automatic), finishing machine fireman, form grader, generator, guard-rail driver, heater, oiler, Industrial type forklift (9,000 lbs and under), aterail pump, motor boats, paving joint machine, post hole digger, power broom, power traffic signals, rock roller, rock spreader, Roller (earth or rock), spike machine (RR), steam jenny, sub grader, taping machine, gruck crane oiler, truck mounted drill oiler Tugger (one-drum, air or electric)vibrator, vibro-piling hammer- hydraulic hammer or auger, water pump, widener (apsco or similar type) welding machine, JLG lifts and scissor lifts or similar machine.

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 ENGI0841-008 04/01/2023

BOONE, FOUNTAIN, HENDRICKS, MONROE, MONGOMERY, MORGAN, and WARREN COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 33.90	23.00
GROUP 2.....	\$ 26.75	23.00

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Power Cranes, Draglines, Derricks, Shovels,

Gradalls, Mechanics, Tractor Highlift, Tournadozer.  
Concret Mixers with Skip Tournamixer, Two-Drum Machine,  
One-Drum Hoist with Tower or Boom, Cableways, Tower  
Machines, Motor Patrol, Boo Tractor, Boom or Winch Truck,  
Winch or Hydraulic Boom Truck, Truck Crane, Tournapull,  
Tractor Operating Scoops, Bulldozer, Push Tractor, Asphalt  
Planer, Finishing Machine on Asphalt, Large Rollers on  
Earth, Rollers on Asphalt Mix, Ross Carrier or Similar  
Machine, Gravel Processing Machine, Asphalt Plant Engineer,  
Paver Operator, Farm Tractor with Half Yard Bucket and/or  
Backhoe Attachments, Dredge Engineer, or Dredge Operator,  
Central Mix Plant Engineer, CMI or Similar Type Machine,  
Truck or Skid Mounted Concrete Pump, Tower Crane, Engine or  
Rock Crusher Plant, Concrete Plant Engineer, Ditching  
Machine with Dual Attachment, Tractor Mounted Loaders,  
Cherry Picker, Hydro Crane, Standard or Dinkey Locomotives,  
Scoopmobiles, Euclid Loader, Soil Cement Machine, Back  
Filler, Elevating Machine, Power Blade, Drilling Machines  
including Well Testing, Caissons, Shaft or any similartype  
Drilling Machines, Motor Driven Paint Machine, Pipe  
Cleaning Machine, Pipe Wrapping Machine, Pipe Bending  
Machine, Apsco Paver, Boring Machine, (Equipment Greased),  
Barber-Greene Loaders, Formless Paver, (Well Point System),  
Concrete Spreader, Hydra Ax, Span Saw and Similar Types,  
Marine Scoops, Brush Mulcher, Brush Burner, Mesh Placer,  
Tree Mover, Helicopter Crew (3), Piledriver-Skid or  
Crawler, Stump Remover, Root Rake, Tug Boat Operator,  
Refrigerating Machine, Freezing Operator, Chair Cart-Self  
Propelled, Hydra Seeder, Straw Blower Power Sub Grader,  
Bull Float, Finishing Machine, Self-Propelled Pavement  
Breaker (Backhoe Attached), Lull (or Similar Type Machine),  
Two Air Compressors, Compressors Hooked in Manifold,  
Overhead Crane, Chip Spreader, Mud Cat, Sull-Air Fork Lifts  
(Except when used for Landscaping Work), Soil Stabilizer  
(Seaman Tiller, Bo Mag, Rago Gator and Similar types or  
Equipment), Tube Float, Spray Machine, Curing Machine,  
Concrete or Asphalt Milling Machine, Snooper Truck Operator.

GROUP 2: Concrete Mixers without Skips, Rock Crusher,  
Ditching Machine Under 6', Curbing Machine, One Drum  
Machines without Tower or Boom, Air Tugger, Self-Propelled  
Concrete Saw, Machin- Mounted Post Hole Digger, Two to Four  
Generators, Water Pumps, or Welding Machines, with 400 ft.,  
Air Compressor 600 cu. ft. and Under, Rollers on Aggregate  
and Seal Coat Surfaces, Fork Lifts (When used for  
Landscaping Work), Concrete and Blacktop Curb Machine, Farm  
Tractor with less than Half Yard Bucket, One Water Pump,  
Iolers, Air Valves or Steam Valves, One Welding Machine,  
Truck Jack, Mud Jack, Gunnite Machine, House Elevators when  
used for Hoisting Material, Engine Tenders, Wagon Drill,



Flex Plane, Conveyor, Siphons nad Pulsometer, Switchman, Fireman on Paint Pots, Fireman on Asphalt Plants, Distributor Operators on Trucks, Tampers, Self-Propelled Power Broom, Striping Machine (motor driven), Form Tamper, Bulk Cement Plan Equipment Greaser, Deck Hands, Truck Crane Oiler Driver, Cement Blimps, Form Grader, Temporary Heat, Throttle Valve, Farm Tractor, Super Sucker (and similar type of equipment). FOOTNOTE: Employees operating booms from 149 ft. to 199 ft. including jib, shall receive an additional seventy five cents (.75)per hour above the rate. Employees operating booms over 199 ft. including jib, shall receive an additional one dollar and twenty-five cents (\$1.25) per hour above the regular rate.

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 IRON0022-004 06/01/2023

BARTHOLOMEW; BENTON, BOONE; CARROLL; CASS; CLINTON; DELAWARE (S 2/3); FOUNTAIN; FULTON (SW 1/4 OF COUNTY); GRANT (SW PORTION); HAMILTON; HANCOCK; HENDRICKS; HOWARD; JOHNSON; MADISON; MARION; MIAMI; MONROE; MONTGOMERY; MORGAN; SHELBY; TIPPECANOE; TIPTON; WARREN AND WHITE COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 35.45	25.39

The following holidays shall be observed: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday, unless the legal observance of these holidays is changed by law.

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 IRON0147-004 06/01/2023

ADAMS, ALLEN, BLACKFORD, DEKALB, DELAWARE (NORTHEAST THIRD OF COUNTY), FULTON (EASTERN PART), GRANT (EXCLUDING SOUTHWEST PORTION), HUNTINGTON, JAY, MIAMI (NORTHEAST HALF), NOBLE (EXCLUDING NORTHEAST TIP), STEUBEN, WABASH, WELLS, and WHITLEY COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 33.00	25.59

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 IRON0292-006 06/01/2023

FULTON (Remainder of County) and NOBLE (Northeastern Tip)  
 COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 35.15	24.45

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 LAB00120-001 06/01/2023

MARION and SHELBY COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 27.24	17.50
GROUP 2.....	\$ 27.99	17.50
GROUP 3.....	\$ 28.74	17.50

LABORER CLASSIFICATIONS

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for Masons and Plasterers); Mechanic Tenders; Window Washers and cleaners; Railroad Workers; Masonry Wall Washers; Portable Water pumps with discharge up to (3) inches; Flag & Signal Person; Waterproofing; Handling of Creosot Lumber or like treated material (excluding railroad material); Asphalt Rakers and Lutemen; Kettlemen; Air Tool Operators; Pneumatic Tool Operators; Air and Electric Vibrators and Chipping Hammer Operators; Earth Compactors Jackmen and Sheetmen working Ditches deeper than (6) ft.in depth; Laborers working in ditches (6) ft.in depth or deeper; Assembly of Unicrete Pump; Chain Saw and Demolition Saw; Tile Layers (sewer or field) and Sewer Pipe Layer (metallic or non-metallic); Motor driven Wheelbarrows and Concrete Buggies; Hyster Operators; Pump Crete Assemblers; Concrete Conveyor Assemblers; Core Drill Operators; Cement, Lime or Silica Clay Handlers (bulk or bag); Handling of Toxic Materials damaging to clothing; Pneumatic Spikers; Deck Engine and Winch Operators; Water Main and Cable Ducking (metallic and non-metallic); Screed Man or Screw Operator on Asphalt Paver; Asbestos Removal and Hazardous Waste Removal.

GROUP 2: Plaster Tenders; Mortar Mixers; Welders (Acetylene or electric); Cutting Torch or Burner; Cement Nozzle Laborers; Cement Gun Operator; Scaffold Builders when working for Plasterers and Masons; Water Blast Machine.

GROUP 3: Dynamite men, Mason Tenders; Drillers-air track or wagon drilling for explosives.

LAB00204-001 06/01/2023

FOUNTAIN, HENDRICKS, and WARREN COUNTIES

	Rates	Fringes
Laborers:		
Caisson and Tunnel Work in Compressed and Free Air		
GROUP 1.....	\$ 23.18	16.00
GROUP 2.....	\$ 23.93	16.00
GROUP 3.....	\$ 24.18	16.00
GROUP 4.....	\$ 23.13	16.00
LABORERS		
GROUP 1.....	\$ 26.03	17.50
GROUP 2.....	\$ 26.78	17.50
GROUP 3.....	\$ 27.53	17.50

LABORER CLASSIFICATIONS

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for Masons and Plasterers); Mechanic Tenders; Window Washers and cleaners; Railroad Workers; Masonry Wall Washers; Portable Water pumps with discharge up to (3) inches; Flag & Signal Person; Waterproofing; Handling of Creosot Lumber or like treated material (excluding railroad material); Asphalt Rakers and Lutemen; Kettlemen; Air Tool Operators; Pneumatic Tool Operators; Air and Electric Vibrators and Chipping Hammer Operators; Earth Compactors Jackmen and Sheetmen working Ditches deeper than (6) ft.in depth; Laborers working in ditches (6) ft.in depth or deeper; Assembly of Unicrete Pump; Chain Saw and Demolition Saw; Tile Layers (sewer or field) and Sewer Pipe Layer (metallic or non-metallic); Motor driven Wheelbarrows and Concrete Buggies; Hyster Operators; Pump Crete Assemblers; Concrete Conveyor Assemblers; Core Drill Operators; Cement, Lime or Silica Clay Handlers (bulk or bag); Handling of Toxic Materials damaging to clothing; Pneumatic Spikers; Deck Engine and Winch Operators; Water Main and Cable Ducking (metallic and non- metallic); Screed Man or Screw Operator on Asphalt Paver, Asbestos Removal, Hazardous Waste Removal.

GROUP 2: Plaster Tenders; Mortar Mixers; Welders (Acetylene or electric); Cutting Torch or Burner; Cement Nozzle Laborers; Cement Gun Operator; Scaffold Builders when



working for Plasterers and Masons; Water Blast Machine.

GROUP 3: Dynamite men, Mason Tenders; Drillers-air track or wagon drilling for explosives.

LABORER CLASSIFICATIONS For CAISSON AND TUNNEL WORK In COMPRESSED and FREE AIR

GROUP 1: Cage Tenders, Dump Men, Flagman, Signalman, Top Laborers, Rod Men.

GROUP 2: Concrete Repairmen, Lock Tenders (pressure side), Motor men, Muckers, Grout Machine, Track Layers, Air Hoist, Key Board, Agitator Car, Car Pushers, Concrete Laborers, Grout Laborers, Lock Tenders (free air side), Steel Setters, Tuggers, Switchmen.

GROUP 3: Mucking Machine, Laser Beam, Liner Plate & Ring Setter, Shield Drivers, Power Knife, Welders Burners, Pipe Jacking Machine, Skinners, Maintenance Technician, Miner, Bricklayer Tenders, Concrete Blowers, DRillers, Erectors, Form Men, Jackhammermen, Mining Machine.

GROUP 4: Dynamite Men, Drillers air track or wagon drilling for explosives.

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LAB00213-001 06/01/2023

ADAMS, ALLEN, DEKALB, HUNTINGTON, NOBLE, STEUBEN, WABASH, WELLS AND WHITLEY COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 24.13	17.30
GROUP 2.....	\$ 25.63	17.30
GROUP 3.....	\$ 25.13	17.30

LABORERS CLASSIFICATION

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for Masons and Plasterers); Mechanic Tenders; Window Washers and cleaners; Railroad Workers; Masonry Wall Washers; Portable Water pumps with discharge up to (3) inches; Flag & Signal Person; Waterproofing; Handling of Creosot Lumber or like treated material (excluding railroad material); Asphalt Rakers and Lutemen; Kettlemen; Air Tool Operators; Pneumatic Tool Operators;

Air and Electric Vibrators and Chipping Hammer Operators;  
 Earth Compactors Jackmen and Sheetmen working Ditches  
 deeper than (6) ft.in depth; Laborers working in ditches  
 (6) ft.in depth or deeper; Assembly of Unicrete Pump; Tile  
 Layers (sewer or field) and Sewer Pipe Layer (metallic or  
 non-metallic); Motor driven Wheelbarrows and Concrete  
 Buggies; Hyster Operators; Pump Crete Assemblers; Core  
 Drill Operators; Cement, Lime or Silica Clay Handlers (bulk  
 or bag); Handling of Toxic Materials damaging to clothing;  
 Pneumatic Spikers; Deck Engine and Winch Operators; Water  
 Main and Cable Ducking; Screed Man or Screw Operator on  
 Asphalt Paver; Chain and Demolition Saw Operators;  
 Concrete Conveyor Assemblers

GROUP 2: Plaster Tenders; Mortar Mixers; Welders (Acetylene  
 or electric); Cutting Torch or Burner; Cement Nozzle  
 Laborers; Cement Gun Operator; Scaffold Builders when  
 working for Plasterers; Water Blast Machine

GROUP 3: Dynamite men-drillers-air track or wagon drilling  
 for explosives

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 LAB00274-001 06/01/2023

BENTON, BOONE, CARROLL, CASS, CLINTON, FULTON, HOWARD, MIAMI,  
 MONTGOMERY, TIPPECANOE, TIPTON, and WHITE COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 26.08	17.50
GROUP 2.....	\$ 26.83	17.50
GROUP 3.....	\$ 27.58	17.50

LABORER CLASSIFICATIONS

GROUP 1: Building and construction laborers; Scaffold  
 builders (other than for masons or plasterers); Railroad  
 Workers; Masonry Wall Washers (interior & exterior); All  
 Portable Water Pumps with Discharge of Up to Three (3)  
 Inches; Handling of Creosote Lumber or Like Treated  
 Material (excluding railroad material); Asphalt Rakers and  
 Lutemen; Earth Compactors; Jackmen and Sheetmen Working  
 Ditches Deeper than Six (6) Feet in Depth; Laborers Working  
 Ditches Six (6) Feet in Depth or Deeper; Assembly of  
 Unicrete Pump; Tile Layers (sewer or field) and Sewer Pipe  
 Layers (metallic or non-metallic); Motor Driven  
 Wheelbarrows and Concrete Buggies; Hyster Operators; Pump

Crete Assemblers; Core Drill Operators; Cement, Lime or Silica Clay Handler (bulk or bag); Handling of Toxic Material Damaging to Clothing; Pneumatic Spikers; Deck Engine and Winch Operators; Water Main and Cable Ducking (metallic and non-metallic); Screed Man or Screw Operator on Asphalt Paver; Chain Saw and Demolition Saw Operators; Concrete Saw; Concrete Conveyor Assemblers; Applying of Curing Compound; Sinking of Wellpoints; Dewatering Header Systems

GROUP 2: Plaster Tenders; Mortar Mixers; Welders (acetylene or electric); Cutting Torch or Burner; Cement Nozzle Laborers; Cement Gun Operators; Scaffold Builders for Plasterers; Scaffold Builders for Masons; Water Blast Machine Operators, Air and Electric Vibrators and Chipping Hammer Operators; Asbestos Removal; Hazardous Waste Removal; All Boiler Setters Laborers, including Expediters, Bottom Men and Bell Men.

GROUP 3: Dynamite man, Mason Tenders; Drillers-air track or wagon for explosives.

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LAB00741-003 06/01/2023

BARTHOLOMEW, JOHNSON, MONROE, and MORGAN COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 25.98	17.50
GROUP 2.....	\$ 26.73	17.50
GROUP 3.....	\$ 27.48	17.50

LABORERS CLASSIFICATIONS

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for masons or plasterers); Railroad Workers; Masonry Wall Washers (interior & exterior); Portable Water Pumps with Discharge up to three (3) inches; Handling of Creosote Lumber or Like Treated Material (excluding railroad material); Asphalt Rakers and Lutemen; Earth Compactors; Jackmen and Sheetmen Working Ditches Deeper than Six (6) Feet in Depth; Laborers Working Ditches Six (6) Feet in Depth or Deeper; Assembly of Unicrete Pump; Tile Layers (sewer or field) and Sewer Pipe Layers (metallic or non-metallic); Motor Driven Wheelbarrows and Concrete Buggies; Hyster Operators; Pump Crete Assemblers; Core Drill Operators; Cement, Lime or Silica Clay Handler (bulk or bag); Handling of Toxic Material Damaging to

Clothing; Pneumatic Spikers; Deck Engine and Winch Operators; Water Main and Cable Ducking (metallic and non-metallic); Screed Man or Screw Operator on Asphalt Paver; Chain Saw and Demolition Saw Operators; Concrete Saw; Concrete Conveyor Assemblers; Applying of Curing Compound; Sinking of Wellpoints; Dewatering Header Systems

GROUP 2: Plaster Tenders; Mortar Mixers; Welders (acetylene or electric); Cutting Torch or Burner; Cement Nozzle Laborers; Cement Gun Operators; Scaffold Builders for Plasterers; Scaffold Builders for Masons; Water Blast Machine Operators; Air Tool Operators and all Pneumatic Tool Operators, Air and Electric Vibrators and Chipping Hammer Operators; Asbestos Removal; Hazardous Waste Removal; Biler Setters Laborers, including expediters, bottom men and bell men.

GROUP 3: Dynamite men; Mason Tenders; Drillers-air track or wagon drilling for explosives

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 LAB01112-001 06/01/2023

BLACKFORD, DELAWARE, GRANT, HAMILTON, HANCOCK, HENRY, JAY, & MADISON COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 25.66	17.50
GROUP 2.....	\$ 26.41	17.50
GROUP 3.....	\$ 27.16	17.50

LABORER CLASSIFICATIONS

GROUP 1: Building and construction laborers, scaffold builders (other than for masons of plasterers), mechanic tenders, window washers and cleaners, railroad workers, masonry wall washers, portable water pumps with discharge up to 3 inches, signal & flag person, Waterproofing, hauling of creosote lumber or like treated material (excluding railroad material), asphalt rakers and lutemen, kettlemen, air tool operator, pneumatic tool operator, air & electric vibrators and chipping hammer operator, earth compactors, jackman & sheetmen in ditches more than 6 feet deep, laborers in ditches 6' deep or deeper, assembly of uncrete pump, tile layers (sewer or field), sewer pipe layers, motor- driven wheelbarrows and concrete buggies, hyster operator, pumpcrete assemblers, core drill



operator, cement, lime or silica clay handlers, handling of toxic materials damaging to clothing, pneumatic spikers, deck engine & winch operator, water main & cable ducking, screed man or screw operator on asphalt paver, chain saw & demolition saw operator, concrete conveyor assembler

GROUP 2: Plaster tenders; mortar mixers; welders (acetylene or electric); cutting torch or burner; cement nozzle laborers; cement gun operators; scaffold builders for plasterers; scaffold builders for masons; water blast machine operator; Air tool Operators and all Pnuematic Tool Operators, Air and Electric Vibrators and Chipping Hammer Operators; Asbestos removal; Hazardous waste removal; All Boiler Setters Laborers, including expediters, bottom men and bell men.

GROUP 3: Mason Tenders and Dynamite men-drillers-air track or wagon drilling for explosives

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 PAIN0047-003 06/01/2023

BARTHOLOMEW, BOONE, HAMILTON, HANCOCK, HENDRICKS, JOHNSON, MARION, MONROE, MORGAN AND SHELBY COUNTIES:

	Rates	Fringes
PAINTER		
Brush and Roller.....	\$ 29.52	15.89
Spray and Sandblasting.....	\$ 30.52	15.89

-----  
 PAIN0080-001 06/01/2023

BENTON, CARROLL, CASS, CLINTON, FOUNTAIN, MONTGOMERY TIPPECANOE AND WARREN COUNTIES

	Rates	Fringes
PAINTER		
Brush and Roller.....	\$ 28.68	17.51
Spray and Sandblasting.....	\$ 29.63	17.51

-----  
 PAIN0091-005 06/01/2023

FULTON COUNTY

	Rates	Fringes
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PAINTER

Brush & Roller, Drywall Taping & Finishing, Vinyl/Paper Hanging.....\$ 30.00	17.60
Spray.....\$ 30.50	17.60

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PAIN0460-002 06/01/2023

WHITE COUNTY

	Rates	Fringes
Painters:		
Brush & Roller.....\$ 38.50		28.76
Drywall Finisher.....\$ 39.30		28.76

-----  
PAIN0469-001 06/01/2023

ADAMS, ALLEN, DEKALB, GRANT, HUNTINGTON, NOBLE, STEUBEN,  
WABASH, WELLS, and WHITLEY COUNTIES

	Rates	Fringes
Painters:		
Brush, Roller, Paperhanger, & Drywall Finishing.....\$ 24.05		15.32
Lead Abatement.....\$ 30.24		15.32
Spray & Sandblast Pot Tenders and Ground Personnel.....\$ 22.86		14.30
Spray, Sandblast, Power Tools, Waterblast, & Steam Cleaning.....\$ 25.04		15.32

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PAIN0669-001 05/01/2023

BLACKFORD, DELAWARE, FAYETTE, FRANKLIN, HENRY, HOWARD, JAY,  
MADISON, MIAMI, RANDOLPH, RUSH, TIPTON, UNION and WAYNE COUNTIES

	Rates	Fringes
Painters:		
Brush; Roller; Paperhanging; Drywall Finishers.....\$ 23.70		15.79
Spray/Waterblasting; Sandblasting.....\$ 24.70		15.79

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PAIN1165-010 07/01/2023

FULTON COUNTY

	Rates	Fringes
GLAZIER.....	\$ 31.22	21.57

-----  
PAIN1165-013 07/01/2023

ADAMS, ALLEN, BLACKFORD, DEKALB, GRANT, HUNTINGTON, JAY, NOBLE,  
STEUBEN, WABASH, WELLS, WHITLEY

	Rates	Fringes
GLAZIER.....	\$ 28.00	17.82

-----  
PAIN1165-016 01/01/2023

BARTHOLOMEW, BENTON, BOONE, CARROLL, CASS, CLINTON, DELAWARE,  
FOUNTAIN, HAMILTON, HANCOCK, HENDRICKS, HOWARD, JOHNSON,  
MADISON, MARION, MIAMI, MONROE, MONTGOMERY, MORGAN, SHELBY,  
TIPPECANOE, TIPTON, WARREN, and WHITE COUNTIES

	Rates	Fringes
GLAZIER.....	\$ 31.92	19.43

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PLAS0101-002 06/01/2018

FULTON COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 28.84	14.48
PLASTERER.....	\$ 26.81	12.40

-----  
PLAS0101-003 06/01/2014

ADAMS, ALLEN, DEKALB, HUNTINGTON, NOBLE, STEUBEN, WELLS AND  
WHITLEY COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 23.38	11.94
PLASTERER.....	\$ 25.69	11.75

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PLAS0692-006 06/01/2023

AREA #46

BARTHOLOMEW, BOONE, HENDRICKS, JOHNSON, MARION, MONROE, MORGAN  
and SHELBY COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 29.89	16.63

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PLAS0692-007 06/01/2023

AREA #75

MONROE COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 30.00	17.05

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PLAS0692-009 06/01/2023

AREA #83

BLACKFORD, DELAWARE, GRANT, HAMILTON (Northern Part), HANCOCK  
(Northern Part), JAY, MADISON, TIPTON, and WABASH COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 29.25	19.34
PLASTERER.....	\$ 28.14	15.90

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PLAS0692-015 06/01/2023

AREA #121

BENTON, CARROLL, CASS, CLINTON, FOUNTAIN, HOWARD, MIAMI,  
MONTGOMERY, TIPPECANOE, WARREN, WHITE and VERMILLION (Northern  
Part) COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 31.25	20.20
PLASTERER.....	\$ 27.71	16.40

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PLAS0692-023 06/01/2023

AREA #532

BOONE, HAMILTON (SOUTH HALF OF COUNTY NORTH TO NEW ROUTE INDIANA #32 INCLUDING NOBLESVILLE); HANCOCK COUNTY (SOUTHERN AND WESTERN PART OF HANCOCK COUNTY, NORTH TO BUT NOT INCLUDING FORTVILLE); HENDRICKS, JOHNSON, MARION and MORGAN COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...\$	32.00	19.56
Slip Form Shift Work.....\$	33.00	19.56
Swinging/Suspended Scaffold.\$	32.25	19.56

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PLAS0821-001 05/01/2019

BARTHOLEMEW AND SHELBY COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...\$	24.58	14.99

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\* PLUM0136-006 04/01/2024

MONROE COUNTY

	Rates	Fringes
Plumbers and Pipefitters.....\$	43.82	21.20

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PLUM0157-002 07/01/2023

BENTON, CARROLL, CLINTON, FOUNTAIN, MONTGOMERY, TIPPECANOE, WARREN AND WHITE COUNTIES:

	Rates	Fringes
Plumbers and Pipefitters.....\$	40.95	21.65

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PLUM0166-001 06/01/2023

ADAMS, ALLEN, BLACKFORD, DE KALB, GRANT, HUNTINGTON, NOBLE, STEUBEN, WABASH, WELLS, and WHITLEY COUNTIES

Rates Fringes

Plumber and Steamfitter.....\$ 40.81 19.41

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PLUM0172-002 06/01/2023

CASS and FULTON COUNTIES

Rates Fringes  
Plumber, Pipefitter,  
Steamfitter.....\$ 39.69 22.71

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PLUM0440-002 06/04/2023

BARTHOLOMEW, BOONE, HAMILTON, HANCOCK, HENDRICKS, HOWARD,  
JOHNSON AND MARION COUNTIES; MIAMI COUNTY (SOUTH OF A STRAIGHT  
LINE WHERE ROUTE 218 ENTERS W. BOUNDARY); MORGAN, SHELBY and  
TIPTON COUNTIES

Rates Fringes  
Plumbers and Pipefitters.....\$ 43.00 18.89

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PLUM0440-003 06/04/2018

DELAWARE, JAY and MADISON COUNTIES

Rates Fringes  
Plumber and Steamfitter.....\$ 37.67 16.79

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ROOF0023-003 06/01/2023

ALLEN, DEKALB, NOBLE, STEUBEN, and WHITLEY COUNTIES

Rates Fringes  
ROOFER  
COMPOSITION.....\$ 33.55 19.33  
SLATE & TILE.....\$ 35.05 19.33

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ROOF0023-007 06/01/2023

FULTON COUNTY

Rates Fringes  
ROOFER  
COMPOSITION.....\$ 33.05 19.33  
SLATE & TILE.....\$ 35.05 19.33

-----  
ROOF0023-010 06/01/2023

ADAMS, HUNTINGTON, MIAMI, WABASH, and WELLS COUNTIES

	Rates	Fringes
ROOFER		
COMPOSITION.....	\$ 33.55	19.33
SLATE & TILE.....	\$ 35.05	19.33

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ROOF0119-003 09/01/2023

BARTHOLOMEW, BOONE, HAMILTON, HANCOCK, HENDRICKS, JOHNSON,  
MARION, MONROE, MORGAN and SHELBY COUNTIES

	Rates	Fringes
Roofers:.....	\$ 30.00	12.84

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ROOF0119-005 09/01/2023

	Rates	Fringes
ROOFER.....	\$ 30.00	12.84

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\* SFIN0669-002 04/01/2024

	Rates	Fringes
SPRINKLER FITTER.....	\$ 45.40	27.29

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SHEE0020-003 07/01/2023

	Rates	Fringes
Sheet metal worker (HVAC Duct Work).....	\$ 34.58	29.98

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SHEE0020-004 07/01/2022

BARTHOLOMEW, BOONE, DELAWARE, HAMILTON, HANCOCK, HENDRICKS,  
JOHNSON, MADISON, MARION, MONROE, MORGAN, SHELBY AND TIPTON  
COUNTIES

	Rates	Fringes
Sheet metal worker (Including		

HVAC Duct Work).....\$ 38.83 23.84

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SHEE0020-016 07/01/2023

FULTON COUNTY

	Rates	Fringes
SHEET METAL WORKER.....	\$ 38.40	28.05

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SHEE0020-020 07/01/2023

BENTON, CARROLL, CLINTON, FOUNTAIN, MONTGOMERY, TIPPECANOE,  
WARREN AND WHITE COUNTIES

	Rates	Fringes
Sheet metal worker (Including HVAC Duct Work).....	\$ 39.78	26.33

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TEAM0135-001 06/01/2023

BARTHOLOMEW, BENTON, BLACKFORD, CARROLL, CASS, CLINTON,  
DELAWARE, FOUNTAIN, GRANT, HOWARD, JAY, MADISON, MARION, MIAMI,  
MONROE, MONTGOMERY, TIPPECANOE, TIPTON, WABASH, WARREN, & WHITE  
COUNTIES

	Rates	Fringes
TRUCK DRIVER		
GROUP 1.....	\$ 31.54	a
GROUP 2.....	\$ 32.04	a
GROUP 3.....	\$ 32.24	a
GROUP 4.....	\$ 32.39	a
GROUP 5.....	\$ 32.89	a

A: \$36.40 PER DAY & 450.00 PER WEEK.

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Single Axle Trucks, seven (7) cu. yds. or less than  
ten and one-half (10 1/2) tons, dumpsters, scoop-mobiles  
five (5) cu.yds. and under or less than seven and one-half  
(7 1/2) tons, mixer trucks three (3) cu.yds. and under, air  
compressors and welding machines, including those pulled by  
separate units, batch trucks-wet or dry- 2""34-E"" batches or  
less, truck driver helpers, warehousemen, mechanic's  
helpers, greasers and tiremen, all pick-up trucks and other



vehicles. Drivers on dumpsters or similar dumpsters, mounted on four (4) wheel truck rated two (2) cu.yds. or less, and small pallet type fork-lift operator and drivers on pallet jacks or similar type equipment.

GROUP 2: Drivers on tandem axle eighteen (18) cu.yds. or twenty- four (24) tons gross, six (6) wheel trucks, Koehring or similar dumpsters, tract trucks, Euclids, hug bottom dumps, tournapulls, tounatrailers, tournarockers, or similar equipment when used for transportation purposes under nine (9) cu.yds. or less than thirteen and one-half (13 1/2) tons, tandems and semi-trailer service trucks, mixer trucks over three (3) cu.yds. and including six and one-half (6 1/2) cu.yds., fork lift, four (4) wheel A-frame trucks when used for transportation purposes, four (4) wheel winch trucks, pavement breakers, batch trucks-wet or dry- over 2 up to and including 4-""34-E"" batches two (2) men oil distributors, fork-lift under four (4) ton and vacuum trucks.

GROUP 3: Koehring or similar dumpsters, tract trucks, semi-trailer water trucks, Euclids, hug bottom dumps, tournapulls, tounatrailers, tournarockers, tractor trailers, tandems, Q- frame winch trucks, hydrolift turcks or similar equipment when used for transportation purposes, mixer trucks over six and one- half (6 1/2) cu.yds, batch trucks wet or dry over 4 - ""34-E"" batches single equipment operated by employees withing this Bargaining unit. Six (6) wheel pole trailers and one (1) man oil distributors, fork-lift over four (4) ton and mobile mixers.

GROUP 4: Drivers on heavy equipment over sixteen (16) cu.yds. or twenty-four (24) ton, such as Koehring or similar dumpsters, tract trucks, Euclids, hug bottom dumps, tournapulls, tournarockers or similar equipment when used for transportation purposes, pole trailers over six (6) wheels, water pulls, low-boy trailers tandem axles, quad axle or more no-weight limitation, diesel and/or heavy equipment mechanics.

GROUP 5: Mechanic furnishing his own tools.

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TEAM0135-012 04/01/2023

HAMILTON, HANCOCK, HENDRICKS, JOHNSON, MORGAN, AND SHELTY  
COUNTIES

Rates

Fringes

TRUCK DRIVER		
Group 1.....	\$ 31.54	a
Group 2.....	\$ 32.04	a

A: \$36.40 PER DAY & \$450.00 PER WEEK

TRUCK DRIVER CLASSIFICATIONS:

- GROUP 1: Truck Driver Helper
- GROUP 2: Truck Driver on Fork Lifts & Truck Driver on Tandem, Semi, or Tri-axle

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TEAM0364-002 06/01/2023

FULTON COUNTY

	Rates	Fringes
TRUCK DRIVER		
GROUP 1.....	\$ 31.75	A+B
GROUP 2.....	\$ 31.95	A+B
GROUP 3.....	\$ 32.25	A+B
GROUP 4.....	\$ 32.75	A+B

FOOTNOTE:

- a. FRINGE BENEFITS: \$422.50 per week
- B. HOLIDAYS: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

TRUCK DRIVER CLASSIFICATIONS

- GROUP 1: Pick-up Trucks
- GROUP 2: Single Axle Trucks
- GROUP 3: Tandem, Tri-axle and Fuel Trucks
- GROUP 4: Semi-trailer Trucks

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TEAM0414-001 07/01/2023

ADAMS, ALLEN, DEKALB, HUNTINGTON, NOBLE, STEUBEN, WELLS, AND WHITLEY COUNTIES

	Rates	Fringes
TRUCK DRIVER		

Group 1.....	\$ 37.42	797.88/WK
Group 2.....	\$ 37.61	797.88/WK
Group 3.....	\$ 37.71	797.88/WK
Group 4.....	\$ 37.81	797.88/WK
Group 5.....	\$ 37.91	797.88/WK

TRUCK DRIVER CLASSIFICATIONS:

- GROUP 1: Truck Driver Helper
- GROUP 2: Truck Driver on Fork Lifts
- GROUP 3: Truck Driver on Tandem, Semi, or Tri-axle
- GROUP 4: Truck Driver on Water Trucks and Mechanic
- GROUP 5: Truck Driver Euclid/Earth Movers

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

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The body of each wage determination lists the classification

and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers



Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator

(See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

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The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

## VENDOR CODE OF CONDUCT

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Telamon/Transition Resources Corporation aspires to be more than just a good company – it aspires to be a great company. Toward that goal, we are committed to our mission of improving lives and improving communities. Telamon/Transition Resources Corporation has established company standards that include ethical business practices and regulatory compliance. These standards apply to all of our employees, directors and officers. Similarly, Telamon/Transition Resources Corporation expects its vendors to embrace this commitment by complying with and training its employees on the Telamon/Transition Resources Vendor Code of Conduct.

Vendors and their employees, agents and subcontractors (collectively referred to as “Vendors”) must adhere to this Vendor Code of Conduct while conducting business with or on behalf of Telamon/Transition Resources Corporation. Vendors must promptly inform their Telamon/Transition Resources contact (or a member of Telamon/Transition Resources management) when any situation develops that causes the Vendor to operate in violation of this Code of Conduct. While Telamon/Transition Resources Vendors are expected to self-monitor and demonstrate their compliance with this Code of Conduct, Telamon/Transition Resources may audit Vendors or inspect Vendors’ facilities to confirm compliance. Telamon/Transition Resources may require the immediate removal of any Vendor representative(s) or personnel who behave in a manner that is unlawful or inconsistent with this Code of Conduct or any Telamon/Transition Resources policy. Compliance with this Code of Conduct, and attending training on this Code of Conduct, as may be offered by Telamon/Transition Resources, is required in addition to any other obligations in any agreement a Vendor may have with Telamon/Transition Resources Corporation.

### DEFINITIONS

Vendor means any individual or entity seeking to or doing business with Telamon/Transition Resources within the scope of this Code, including, without limitation, contractors, consultants, suppliers, manufacturers seeking to act as the primary contracting party, officers and employees of the foregoing, as well as any subcontractors, consultants and subsuppliers at all lower tiers.

Gift means the transfer, without equivalent consideration, of anything of benefit, tangible or intangible, having more than a nominal value, including but not limited to, loans, forbearance, services, travel, gratuities of any kind, favors, money, meals, refreshments, entertainment, hospitality, promises, tickets to entertainment or sporting events, weekend trips, golf outings, loans of equipment, or other thing or benefit. A Gift need not be intended to influence or reward any individual or entity.

Family Member means any person living in the same household as a Telamon/Transition Resources Employee, domestic partner, and any person who is a direct descendant of the Telamon/Transition Resources Employee’s Grandparents or the spouse of such descendant.

# VENDOR CODE OF CONDUCT

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Contract means oral or written communication with any officer, member of the Board or other employee of Telamon/Transition Resources, other than the Designated or Single Point of Contact, where it could be reasonable inferred that such contact was intended to influence, or could reasonably be expected to influence, the subject of the procurement.

Employee means any officer or employee of Telamon/Transition Resources and also includes any member of the Board of Directors.

## BUSINESS PRACTICES AND ETHICS

Telamon/Transition Resources Corporation Vendors must conduct their business interactions and activities with integrity and must, without limitation:

Business Records: Honestly and accurately record and report all business information and comply with all applicable laws regarding their completion and accuracy. Create, retain, and dispose of business records in full compliance with all applicable legal and regulatory requirements. Be honest, direct, and truthful in discussions with regulatory agency representatives and government officials.

Gifts: Avoid gifts to Telamon/Transition Resources Corporation employees because even a well-intentioned gift might constitute a bribe under certain circumstances, or create conflicts of interest. Do not offer anything of value to obtain or retain a benefit or advantage for the giver, and do not offer anything that might appear to influence, compromise judgment, or obligate the Telamon/Transition Resources employee.

Conflicts of Interest: Avoid the appearance of or actual improprieties or conflicts of interests. Vendors must not deal directly with any Telamon/Transition Resources employee whose spouse, domestic partner, or other family member or relative holds a significant financial interest in the Vendor. In the course of negotiating the Vendor agreement or performing the Vendor's obligations, dealing directly with a Vendor personnel's spouse, domestic partner, or other family member or relative employed by Telamon/Transition Resources is also prohibited.

## HEALTH AND SAFETY

Telamon/Transition Resources Vendors are expected to integrate sound health and safety management practices into all aspects of business, and must, without limitation:

Provide a safe and healthy work environment and fully comply with all safety and health laws, regulations, and practices including those applicable to the areas of occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food and housing. Adequate steps must be taken to minimize the causes of hazards inherent in the working environment.



## VENDOR CODE OF CONDUCT

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Prohibit the use, possession, distribution, or sale of illegal drugs while on Telamon/Transition Resources-owned or -leased property.

By signing below, the vendor represents it is in compliance with the policy as stated above.

\_\_\_\_\_  
Vendor Name (please Print)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Vendor Signature

\_\_\_\_\_  
Date

**UNCONDITIONAL WAIVER AND RELEASE  
UPON FINAL PAYMENT**

The undersigned has been paid in full for all labor, services, equipment or material furnished to \_\_\_\_\_  
Telamon Corporation for the job located at: \_\_\_\_\_  
except for final payment of \$ \_\_\_\_\_ and does hereby release any right to a mechanic's  
lien, stop notice, or any right against a labor and material bond on the job.

This document also releases \_\_\_\_\_ from liability with subcontractors  
signed below. (Contractor)

Dated: \_\_\_\_\_

Company Name: \_\_\_\_\_

\_\_\_\_\_  
Signature of Authorized Person Title

**NOTICE TO PERSONS SIGNING THIS WAIVER: This document waives your rights unconditionally and states that you have been paid for giving up those rights. This document is enforceable against you if you sign it, even if you have not been paid.**

**THE UNDERSIGNED HAVE PERFORMED/PROVIDED EITHER LABOR, SERVICES, EQUIPMENT, OR MATERIALS ON THE PROJECT DESCRIBED ABOVE AND HAVE BEEN PAID IN FULL TO DATE**

\_\_\_\_\_  
(Company Name) (Title)

\_\_\_\_\_  
(Signature of Subcontractor) (Date)

\_\_\_\_\_  
(Company Name) (Title)

\_\_\_\_\_  
(Signature of Subcontractor) (Date)

\_\_\_\_\_  
(Company Name) (Title)

\_\_\_\_\_  
(Signature of Subcontractor) (Date)

\_\_\_\_\_  
(Company Name) (Title)