

GENERAL SAFETY RULES

THE GENERAL SAFETY RULES ARE THE BASIC RULES THAT APPLY TO ALL TRI-CONSTRUCTION COMPANY employees while on the job. In addition, there are numerous safety rules and procedures that apply to special conditions. These will be reviewed with the employee on a case basis when applicable. Any questions regarding any safety rules will be directed toward company supervision.

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

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

APPLICANT SIGNATURE

DATE



TRI-CONSTRUCTION COMPANY INC.

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

APPLICATION FOR EMPLOYMENT

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

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

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

- COMPLETE THE APPLICATION
- COMPREHEND ENGLISH - COMPREHENSION OF ENGLISH IS A REQUIREMENT OF OUR CUSTOMERS IN ORDER TO UNDERSTAND THE IMPORTANCE OF “SAFETY IN THE WORKPLACE”. YOU MAY BE REQUIRED TO ANSWER VERBAL AND WRITTEN QUESTIONS TO DETERMINE YOUR COMPREHENSION.
- COMPLY WITH THE COMPANY DRUG/ ALCOHOL/ CONTRABAND INTERDICTION POLICY: THE COMPANY DRUG/ ALCOHOL/ CONTRABAND INTERDICTION POLICY WILL BE EXPLAINED TO YOU. YOU MUST READ AND SIGN A PRE-EMPLOYMENT DRUG SCREEN REQUIREMENT AND AN EMPLOYEE CONSENT FORM AGREEING TO COMPLY WITH THE SAID POLICY.

A PRE- EMPLOYMENT URINE DRUG SCREEN TEST MUST BE TAKEN AND PAID FOR BY EACH PROSPECTIVE EMPLOYEE. THE FEE IS DUE AT THE TIME OF TESTING. IF POSITIVE TEST RESULTS ARE OBTAINED, A SECOND METHODOLOGY TEST MAY BE PERFORMED ON THE SAME POSITIVE URINE SAMPLE WITHIN A 24-HOUR PERIOD. THE PROSPECTIVE EMPLOYEE MUST ALSO PAY FOR THE SECOND TEST. PROSPECTIVE EMPLOYEES RECEIVING NEGATIVE RESULTS ON THE FIRST OR SECOND TEST WILL BE REIMBURSED ALONG WITH THE SECOND WEEKS PAY (80 HOURS).

- COMPLETE THE NECESSARY SAFETY INDOCTRINATIONS:
CONTRACTOR SAFETY COUNCIL (GENERIC AND PLANT SPECIFIC)
TRI-CON (GENERAL, HAZ COM, LOCK-OUT / TAG-OUT, OTHER)
- COMPLETE OTHER QUESTIONNAIRES AND DOCUMENTS:
W4
I9
EMPLOYMENT REQUIREMENTS
SAFETY HANDBOOK
ORIENTATION VERIFICATION
CRAFT CERTIFICATION PROGRAM
- COMPLETE BACKGROUND SCREEN (*IF APPLICABLE*) APPROVED BY PLANT SECURITY.
IF YOU QUIT WITHIN THE FIRST SIX WEEKS, ALL BACKGROUND, SAFETY TRAINING AND OTHER PRE-EMPLOYMENT CHARGES WILL BE DEDUCTED FROM YOUR LAST PAY CHECK.

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

APPLICANT SIGNATURE

DATE

INTERVIEWED BY: _____ DATE: _____

WORK HISTORY (START WITH MOST CURRENT POSITION)

Dates From To	Name & Address	Job Title Supervisor	Reason for Leaving	Phone Number	Pay Rate

ARE YOU A PREVIOUS EMPLOYEE? YES _____ NO _____ IF YES, WHAT YEARS? _____

HOW DID YOU HEAR ABOUT US? NEWSPAPER _____ WEBSITE _____ OTHER _____

DO YOU HAVE A SAFETY CARD FROM CONTRACTORS' SAFETY COUNCIL OF BRAZOSPORT? (circle)

Yes No Generic Date
Yes No Dow Site Date
Yes No Shintech Site Date

ANSWER THE FOLLOWING TWO QUESTIONS BY CIRCLING YES - OR - NO -, AND WRITE YOUR INITIALS ON THE LINE PROVIDED.

I AM ELIGIBLE TO WORK IN DOW CHEMICAL (TEXAS DIVISION) YES NO _____(INITIAL)

I AM ELIGIBLE TO WORK IN SHINTECH INC. (FREEPORT SITE) YES NO _____(INITIAL)

COMMENTS:

IN CASE OF EMERGENCY PLEASE NOTIFY:

NAME: _____ PHONE: () _____

ADDRESS: _____ CITY : _____ STATE _____ ZIP: _____

I hereby authorize investigation of all facts contained in this application and agree to hold this Employer harmless. In addition, I authorize Tri-Construction Co., Inc. to investigate my past and present work, character, education, military and police records to ascertain any and all information which may be pertinent to my employment qualifications. I hereby acknowledge that falsification of said facts shall be cause for dismissal. I agree to release from liability or responsibility all persons and corporations supplying said information. In the event I am employed by Tri-Construction Co., Inc., I agree that my employment is not for a definite period and may be terminated at any time at the will of the company.

APPLICANT SIGNATURE

DATE