



SECTION 41

SUBCONTRACTOR MANAGEMENT PLAN



1. GENERAL REQUIREMENTS

1. All tier subcontractors wishing to perform work for Maul Electric, Inc. are required to be pre-qualified prior to bid award and requalify every three years thereafter. The pre-qualification/requalification process is performed by Maul Electric, Inc. utilizing data provided directly to Maul Electric, Inc by the subcontractors.

Subcontractors/potential bidders will submit the required documents to the appropriate Maul Electric, Inc. contact(s) as instructed. Both Maul Electric, Inc Safety Director and Project Manager will evaluate submitted documents and notify the subcontractor of the results. The following documentation will be required to be submitted by each contractor for the pre-qualification/requalification process:

- a) Experience Modification Rate (EMR) letter from their insurance carrier for the last three years.
 - b) Last three years OSHA 300 and 300A logs or loss runs.
 - c) Copy of their company Health and Safety Program.
 - d) Current copy of Certificate of Insurance.
2. Maul Electric, Inc. recognizes that there may some variability in the recording of OSHA related injuries by contractors. As such, Experience Modification Rate (EMR) will be given more weight with regard to statistical qualification. A subcontractor with an EMR below 1.05 will be allowed to bid on Maul Electric, Inc projects. If the contractor's EMR is above 1.05, but below 1.25, bidding is allowed provided that OSHA Recordable Rate and OSHA Days Away from Work Rate are below 125% of the national averages, and both the EMR and OSHA rates show an improving trend over the last three years. A subcontractor not meeting the statistical limits may submit a written action plan as to how their organization plans to improve safety and performance. That plan must be reviewed by the Maul Electric, Inc Safety Director. A subcontractor with OSHA or equivalent ratings at or below the National Average will be considered to have an acceptable safety performance.
 3. Every subcontractor shall submit a copy of their health and safety program for review. The program shall include specific details of:
 - a) Fire Prevention
 - b) Hazard Communication
 - c) Substance Abuse
 - d) Accident Management
 - e) Employee Safety Training



- f) New Employee Orientation
 - g) Hazardous Energy Control
 - h) Fall Protection
 - i) Employee Discipline and Management Commitment to Safety
4. Maul Electric, Inc shall determine that selected bidders are qualified. Maul Electric, Inc shall notify the subcontractors of when the pre-bid meeting is being held and that their attendance is mandatory. All subcontractors shall be thoroughly familiar with the contents of the Maul Electric, Inc safety expectations. A pre-construction meeting shall be held for every project. Subcontractors awarded the bid will be required to have their Project Manager and/or Supervisor attend the preconstruction meeting. The subcontractor shall present their site-specific safety plan, job hazard analysis (JHA), and site logistics plan for the project at this meeting. The meeting shall be held at least two weeks prior to the project when feasible at a location indentified by Maul Electric, Inc. A review of project guidelines shall be performed at this meeting along with specific project related requirements.
5. All subcontractors shall incorporate a written Job Hazard Analysis (JHA) process. The JHA process shall address all anticipated or scheduled work activities anticipating potential hazards and unsafe conditions **BEFORE THE WORK BEGINS**, and will develop, communicate and implement appropriate precautions that could prevent accidents and avoid injuries.
6. All subcontractors are required to attend Maul Electric, Inc safety orientation prior to working on the project. Maul Electric, Inc client may require an additional orientation. Safety orientation shall be scheduled through Maul Electric, Inc. Safety Director.
7. All subcontractors shall be required to conduct toolbox talks on a weekly basis on a topic specific to work activities. All subcontractors are also required to conduct document audits of the project on a daily basis and provide the results of those audits to Maul Electric, Inc Project Manager by the end of each day. Included in the audit shall be specific measures instituted to remedy any safety violation. Site safety walks are required periodic throughout the day.



8. Maul Electric, Inc shall complete a subcontractor evaluation scorecard for each subcontractor when the subcontractor has completed their work on the project. The evaluation will assist Maul Electric, Inc to determine future subcontractor and/or employee work on Maul Electric, Inc projects.