


<b><i>HEALTH AND SAFETY MANUAL</i></b>		
Title: Subcontractor Management Plan		
Approved by: Greg Savoy		Rev. 11/1/08

1 Purpose/Scope:

This Program describes the process used by the Company to select qualified subcontractors and manage them efficiently.

This Program sets forth the processes for managing and integrating project activities, and provides methods and guidance for the selection and management of subcontractors using proven processes and methods that assure successful program execution.

The scope of this Program begins at the pre-proposal stage and continues through subcontract execution, performance management, and closeout.

2 Responsibilities:

2.1 Responsibilities:

2.1.1 Managers shall ensure that subcontractors will be pre-qualified by reviewing their safety programs, safety training documents, and safety statistics.

Also, subcontractors will be selected by the following safety metrics criteria:

- TRIR
- EMR
- DART

3 Requirements:

3.1 Subcontractors will be included in pre-job meetings or kick-off meetings and the Company safety orientation.

3.2 Subcontractors will be included in tailgate meetings , JSA (Job Safety Analysis) assessments and on-the-job safety inspections.

3.3 A post-job safety performance will be conducted after completion of project.

4 References:

None.

5 Exhibits:

None.