

March 31, 2014

**EH&S POLICY NOTICE (*High Visibility Apparel*)**

Effective immediately C&T is implementing a 100% high visibility apparel policy on our construction projects. This policy applies to any C&T employee entering a construction project regardless of the reason or length of stay.

- Exception: *Construction projects that are solely fit-up or interior finish type projects where no motorized mobile equipment (earthmoving equipment, aerial lifts, scissor lifts, forklifts, etc.) is being utilized.*

Subcontractors will also comply with this policy on all future projects commencing after the date of this notice.

**Selection of High Visibility Apparel:**

- Tasks performed outside of the right-of-way of a road during any time of day.
  - Apparel must be a high visibility shirt, vest, or jacket. However, apparel does not need to be ANSI approved.
- Tasks performed within the right-of-way of a road.
  - Daytime
    - Minimum of ANSI Class II High-Visibility Apparel
  - Nighttime (0:30 minutes prior to sunset until 0:30 after sunrise)
    - ANSI Class III High-Visibility Apparel only

C&T will furnish high visibility apparel (Vests Only) to our employees at no cost.

High visibility apparel will be purchased by the C&T EH&S department and distributed to the projects as required. Individual C&T projects should not purchase high visibility apparel unless approved by the C&T EH&S Department. All C&T eye protection equipment is intended solely for C&T employees only. Subcontractors are responsible for providing personal protective equipment to their respective employees in accordance with the OSHA standards.

If you have any questions please feel free to contact me.

Sincerely,

Lyle Gurley  
EH&S Director