

**TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS**

**EXHIBIT PAR
STANDARD EXHIBITS FOR CONTRACTS**

The attached documents listed below are hereby made a part of this Exhibit:

1. Certification for Safety Rules, Environmental Rules, and Substance and Alcohol Abuse Program (Revised 5-18-2020)
2. Direct Payment Exemption Certificate (Revised 1-1-2016)
3. Invoicing Standards for Contracts (Revised 6-19-2003)
4. General Field Procedures (Revised 5-18-2020)
5. Reporting of Contractor Hours and Safety Statistics (Revised 10-31-12)
6. Security and Loss Control Policy (Revised 6-24-04 Rev.1)
7. Contractor Worker Assessment and Training – Key Points of Participation Policy (1-1-17)
8. Contract Employee Background Checks (Revised 1-1-17)

TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS

EXHIBIT PAR-1
CERTIFICATION FOR SAFETY RULES, ENVIRONMENTAL RULES, AND
SUBSTANCE AND ALCOHOL ABUSE PROGRAM
(Revised 5-18-2020)

Contractor will assure all of its employees the Contractor provides for services at the TotalEnergies Petrochemicals & Refining USA, Inc., Port Arthur, Texas, have reviewed the following as part of the TotalEnergies Petrochemicals & Refining USA, Inc., Port Arthur, Texas site-specific training;

- Current TotalEnergies Petrochemicals & Refining USA, Inc. Safety Rules & Environmental Regulations-Contractor Responsibilities. Additional copies of the publication are available from the Industrial Safety Training Council (ISTC) or TotalEnergies Petrochemicals & Refining USA, Inc. Safety Group.
- TotalEnergies Petrochemicals & Refining USA, Inc., Port Arthur, Texas, requires all Contractor vehicles entering the Refinery gates to be identified with the Contractor's company name. The company name must be clearly legible; a minimum of 2" high letters, and located on both sides and back of each vehicle.
- All on-site Contractors are required to have daily safety meetings, documented and submitted to the TotalEnergies Petrochemicals & Refining USA, Inc., Port Arthur, Texas Coordinator overseeing that project/work. It is a requirement of the Contractor to use engineering controls and PPE for the job task(s) they are performing. All electrical contractors are required to conduct housekeeping inspections of all their active Port Arthur jobs and provide a written inspection report to their Port Arthur Coordinator on a monthly basis.
- TotalEnergies Petrochemicals & Refining USA, Inc. reserves the right to conduct on-site (Port Arthur, Texas) safety audits as well as the Contractor's business location which will include, but not be limited to, the Contractor's relevant information on employees, contract personnel, health, safety, environmental regulatory, and systems issues.
- Contractor has formally adopted the Southeast Texas Plant Managers Forum Contractor Substance and Alcohol Abuse Program October 2009 Edition or that the Contractor's current program has been approved by TotalEnergies Petrochemicals & Refining USA, Inc. via ISNetworld.

NOTE: A copy of the Southeast Texas Plant Managers Forum Contractor Substance and Alcohol Abuse Program October 2009 Edition can be obtained from TEPRI Purchasing or at www.ISNetworld.com.

EXHIBIT PAR-2

STATE OF TEXAS

Direct Payment Exemption Certificate

Limited Sales, Excise, and Use Tax

Direct payment authorization number: 1-75-0990403-7

The undersigned hereby claims exemption from the payment of state, local, and MTA sales and use taxes upon its purchases of taxable items from:

Vendor Name

Address

This certificate will remain in effect until the seller is otherwise notified.

DESCRIPTION OF ITEMS PURCHASED. IF THIS SPACE IS LEFT BLANK, THIS CERTIFICATE COVERS EVERYTHING ON THE ATTACHED ORDER, INVOICE OR BILLING.


This certificate does not cover:

- (1) Purchases of taxable items to be resold.
- (2) Sales or rentals to any purchaser other than the permit holder.
- (3) Sales or rentals of motor vehicles subject to the motor vehicle sales and use tax (Chapter 152) and interstate motor carrier sales and use tax (Chapter 157).
- (4) Materials or supplies used, transferred, or consumed by a provider of a nontaxable service.

The permit holder agrees not to permit others (including its contractors and repairmen) to use the undersigned's direct payment authorization to purchase materials tax-free. This certificate is not valid for lump-sum new construction projects to improve real property.

The Undersigned agrees to accrue and pay the tax to the Comptroller of Public Accounts as required by the statute.

Permit Holder: TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.

Authorized Signature: 

Date: January 1, 2016

TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS

EXHIBIT PAR-3
INVOICING STANDARDS FOR CONTRACTS
(Revised 6-19-2003)

A. GENERAL

1. The **original** invoice must be sent to the email or address noted on Purchase Orders, and must contain:
 - a. A Purchase Order Number (e.g. 65000XXXXX) on all invoices. ***The invoice line item must reference the correct purchase order line item.***
 - b. appropriate support documents, and
 - c. conform to B and C below, as appropriate.
2. Failure to do so will delay payment and result in return of invoice for correction.
3. **Payment terms are as noted on purchase order unless alternate payment terms are negotiated.**
4. Year-end invoices: TEPRI's Accounting practice requires that the invoice for any and all work performed in a calendar year be received by Port Arthur Accounts Payable on or before the **final** work day of the **current** calendar year.

B. FIXED PRICE CONTRACTS

1. Unless otherwise agreed, Contractor shall render TEPRI an invoice at the completion of work as follows:
 - Total contract value under \$10,000 - invoice for 100%.
 - Total contract value \$10,000 and over - invoice for 100%, less 10% retainage. An invoice for the final 10% should be submitted 30 days after completion and ***must include the attached certification that all third party bills have been paid.***
2. When agreed to in the contract, Contractor may render an invoice for a portion of contract price (progress payment). The first invoice shall be directly proportional to the amount of work completed, less 10% retainage of the total contract value. Subsequent invoices shall be directly proportional to the percent of work completed during the invoice period.

C. REIMBURSABLE CONTRACTS

1. Unless otherwise agreed, Contractor shall render TEPRI an invoice at the completion of work as follows or once per month:
 - Total contract value under \$100,000 - invoice for 100%.
 - Total contract value \$100,000 and over - invoice for 100%, less 10% retainage. For jobs requiring retainage, the net invoice is considered the "final invoice." An invoice for the final 10% should be submitted 30 days after completion and ***must include the attached certification that all third party bills have been paid.***
 - Exceptions to this policy may be made for Professional Service contracts.
2. **Contractor labor and Contractor owned equipment** must be supported as follows:
 - a. Work performed on-site: A daily time sheet signed by TEPRI's supervisor.
 - b. Work performed in Contractor office: A timesheet showing dates and times charged.
 - c. All timesheets must contain names and disciplines that **correspond to the contract rate sheet.**
3. **Materials and third party equipment** must be supported by invoices from the third party.

**TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS**

**EXHIBIT PAR-3
INVOICING STANDARDS FOR CONTRACTS**

CERTIFICATION ALL THIRD PARTY BILLS HAVE BEEN PAID

This will certify that all third party bills incurred under the subject TotalEnergies Petrochemicals & Refining USA, Inc. Contract have been paid. In return for the release of retainage under this Contract, we agree to indemnify TotalEnergies Petrochemicals & Refining USA, Inc. for any third party claims involving non-payment of third party invoices for materials or services supplied under this Contract.

I further certify that I am authorized to make this commitment.

Contract Number

Contractor

By (signature)

Printed Name

Title

Date

TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS

EXHIBIT PAR-4
GENERAL FIELD PROCEDURES

(Revised 5-18-2020)

The following general field procedures shall apply to all contractors working at TotalEnergies Petrochemicals & Refining USA, Inc., Port Arthur, Texas unless specifically exempted by an amendment to these procedures. These are additive to any requirements specific to the Work provided in other parts of the Contract.

A. COORDINATION OF WORK

Contractor will be required to coordinate its activities with TEPRI and other contractors working in the Refinery so as not to interfere with Refinery operations.

B. TEPRI SHALL PROVIDE

1. TEPRI's Representative as a contact at the Contractor's jobsite.
2. Non-potable water for construction and test purposes. Contractor shall be responsible for distribution.
3. Potable water (Port Arthur city water) can be supplied upon request (excluding bottle drinking water).
4. Utilities (electric power, etc.) only, as provided in the Work scope.
5. Parking facilities for personal cars of Contractor's employees.
6. Dumpster and disposal service for Contractor use in disposal of trash. (Contractor is responsible for segregating material into proper dumpster.) Failure to properly segregate these materials or to overfill a dumpster is the responsibility of Contractor and will require Contractor to correct the oversight at Contractor's cost.

C. CONTRACTOR SHALL PROVIDE AS REQUIRED BY TEPRI

1. A competent, full-time superintendent on-site who is fully authorized to act for the Contractor (if required), and to receive orders for the proper continuance of Work.
2. Sanitary facilities (chemical toilets) as required.
3. Sand and fire blankets, where required by TEPRI's Fire and Safety Group, in areas for hot work.
4. Provision for all material and equipment off-loading.
5. Drinking water and ice.
6. All temporary area lighting required by Work.

D. CONTRACTOR & SULFUR GATES USE

1. During normal business hours, Contractor's driving personal or company vehicles into the Refinery will be required to use the Contractor Gate for entry/exit. Outside normal business hours, approved Contractor personnel will be permitted to use the Main Gate to enter or exit the Refinery.
2. Only the following vehicles will be permitted to travel through the Sulfur Gate:
 - a. TEPRI company vehicles
 - b. TEPRI employee personal vehicles (TEPRI mirror tag required)
 - c. Sulfur trucks
 - d. ATV's (TEPRI & Contractor)
 - e. Bicycles (TEPRI & Contractor)
 - f. During normal business hours, approved contractors that travel to and from the Grandview trailers are permitted to use the Sulfur Gate.

E. WORKING HOURS UNLESS OTHERWISE AGREED

1. Will be the same as the Refinery's standard work hours (7:30AM to 4PM) Monday thru Friday, UNLESS NOTIFIED OTHERWISE.
2. Overtime will be worked only with prior approval of TEPRI's representative.
3. Holidays will be worked only with prior approval of TEPRI's representative.

F. CONTRACTORS, VENDORS, VISITORS, AND GUESTS

1. All contractors, vendors, visitors and guests must sign in and out at the Contractor's Gate or the Main Gate before entering and leaving the Refinery. Maps of the plant showing the main buildings, operating unit locations and evacuation routes are available from the guard. This information is provided during the Visitor Orientation.
2. Truck drivers entering one of the loading racks are to be handled per the Visitor Orientation.

**TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS**

**EXHIBIT PAR-5
REPORTING OF CONTRACTOR HOURS AND SAFETY STATISTICS**

(Revised 10-31-2012)

OSHA regulation 1910.119(h)(2) places the following requirement on the Employer (TotalEnergies Petrochemicals & Refining USA, Inc.) “The employer, when selecting a contractor, shall obtain and evaluate information regarding the contract employer’s safety performance and programs”.

To satisfy this requirement, TotalEnergies Petrochemicals & Refining USA, Inc. (“TEPRI”) requires each contractor to submit hours to ISNetworld, www.isnetworld.com, per the following guidelines:

1. Contractors actually having performed work at TEPRI, Port Arthur, Texas.
2. Submit hours to ISNetworld no later than the 10th calendar day of each month.
3. “Total Hours” submitted must include *both* those worked by the general contractor (contractor having a contract directly with TEPRI and any hours recorded by subcontractors employed by the general contractor.
4. If a contractor is working both as a general contractor to TEPRI and as a subcontractor for other contractors, this contractor must report only the general contractor hours to ISNetworld. The hours worked, as a subcontractor to other contractors must be reported to the general contractor employing his services who will include those on his own report to ISNetworld.
5. In the event of any recordable injuries, a copy of the accident report and any completed OSHA reports shall be submitted to the TEPRI Field Contact. *Note:* This does not change the need to supply accident reports as referenced in Section 1, Injury and Accident Reports, of the TEPRI, Port Arthur, Texas Safety Rules & Environmental Regulations-Contractor’s Responsibilities.
6. Failure to submit hours to ISNetworld shall be grounds for contract cancellation and exclusion from future work consideration.

Thank you for your immediate attention to the Safety Reporting Requirements listed above.

Questions regarding this form should be directed to your TEPRI Field Contact or the TEPRI Health Supervisor.

TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS

EXHIBIT PAR-6
SECURITY AND LOSS CONTROL POLICY

(Revised 6-24-04 Rev.1)

Note - This policy addresses measures related to normal operating conditions. The Department of Homeland Security, under the jurisdiction of the United States Coast Guard, regulates TotalEnergies Petrochemicals & Refining USA, Inc., Port Arthur, Texas (TEPRI) security functions. The requirements of the Security Department are addressed within the TEPRI Facility Security Plan for various levels designated by the U.S. Coast Guard Captain of the Port. The Facility Security Plan is in compliance with Federal Regulations 33CFR101, 33CFR105 and MARSEC Directive 105-3, effective July 1, 2004.

1.0 Objective

To provide a safe and loss free environment for personnel working within the parameters of the TEPRI and administrative offices (facility) by utilizing security inspections. To protect the assets of the TEPRI, and the assets of those companies and individuals working within the facility. To provide guidelines for conducting or participating in security inspections, in an effort to allow inspections to proceed in a timely manner to minimize delays and reduce conflict.

2.0 Scope

2.1 Alcoholic beverages, narcotics or illegal drugs are not allowed on TEPRI property. Firearms are not allowed in Restricted Areas of the TEPRI Facility. Tools, equipment, or other property belonging to TEPRI shall not be allowed to exit the facility without the proper Work Order for repairs, gate pass, written consent, or documentation. TEPRI reserves the right to inspect all vehicles (cars, pickups, trucks, trailers, or vans) and containers within vehicles or carried by pedestrians (rolled-up clothing, lunch kits, toolboxes, coolers, cardboard boxes, paper or plastic bags, packages, briefcases, tote bags, back packs, etc.) entering or leaving the Refinery. TEPRI also reserves the right to ask pedestrians to empty their pockets during security inspections. Reasonable inspections will normally be conducted as vehicles or pedestrians enter or exit the facility; however, inspections of vehicles, containers, lockers, etc. may be conducted at any time inside Company owned or controlled facilities.

2.2 All contractors, vendors, or visitors with or without electronic access to the facility will be subject to security inspections at the discretion of TEPRI security or supervision at any time. Company owned vehicles will be subject to security inspections at the discretion of TEPRI security or supervision at any time, and will be included for random selection as well. All other vehicles or pedestrians will be subject to both random and probable cause security inspections when entering or exiting the facility or the administrative offices.

2.3 Random security inspections will be facilitated utilizing the electronic Facility Access Control System. A Programmable Logic Controller (PLC) connected to the Facility Access Control System will generate random numbers used to activate (“flag”) various designated points of ingress and egress for security inspection purposes. Designated points of ingress or egress will have yellow lights positioned so that they are easily seen. When a designated location is “flagged” for a security inspection, the yellow light at that location will be activated to signal the vehicle or pedestrian to submit to a security inspection.

2.4 Probable Cause security inspections may be conducted any time there is a reasonable suspicion that a vehicle or individual is attempting to enter the facility with alcoholic beverages, narcotics, illegal drugs, or firearms, or any time there is a reasonable suspicion that a vehicle or individual is attempting to exit the refinery with tools, equipment, or other property not belonging to the individual, or belonging to the individual's employer.

3.0 Responsibilities

3.1 Anyone Entering or Exiting the Facility:

3.1.1 This Security Inspection Policy will be available to all employees, contractors, vendors, and visitors, and anyone entering the facility will be subject to the provisions of this Policy. Anyone entering or exiting the facility shall be subject to a reasonable inspection of personal possessions, such as, but not limited to, vehicles (cars, pickups, trucks, trailers, or vans), containers (rolled-up clothing, lunch kits, toolboxes, coolers, cardboard boxes, paper or plastic bags, packages, briefcases, tote bags, back packs, etc.), and the contents of an individual's pockets. Anyone subject to a Security Inspection is responsible for anything in his/her possession at the time of an inspection. The driver of a vehicle or an individual with a container will be responsible for opening any and all compartments or containers and removing any articles so that an entire compartment or container can be inspected. Individuals must also empty the contents of their pockets if asked to do so. The individual responsible for a vehicle or container that is being inspected will be the only one who will handle his or her personal possessions.

3.1.2 Anyone bringing personal tools, equipment, or other belongings into the facility, which could possibly be later misconstrued as TEPRI property, should properly document such tools, equipment, or other belongings on forms provided by a Security Officer or Supervisor prior to entering the facility. Discovered items that, in the opinion of a Security Officer or Supervisor in charge of an inspection, appear to be suspicious (tools or equipment for which there is no permit, work order, gate pass, or documentation; containers; firearms; illegal drugs; or alcohol) may be seized pending notification of the Security Supervisor, Human Resource Department, or the Shift Supervisor. Discovered alcoholic beverages, narcotics, illegal drugs, or firearms will be seized and reported to the Security Supervisor and the Human Resource Department, and the responsible individual will not be allowed to enter the facility.

3.1.3 No conflicts between an individual and a Security Officer or Supervisor shall justify refusal by the individual to submit to a reasonable inspection. Any conflicts arising from participation in a security inspection should be reported to either the Security Supervisor or the Human Resource Department.

3.1.4 For contractors, vendors, and visitors, refusal to allow an inspection will result in exclusion from the property. For TEPRI employees, refusal to allow an inspection will be grounds for disciplinary action up to and including discharge. TEPRI employees carrying or attempting to carry alcoholic beverages, narcotics, illegal drugs, or firearms into the facility will be subject to discharge.

3.2 Vehicles (cars, pickups, trucks, trailers, or vans):

All Company owned or leased vehicles must be prepared to submit to a reasonable inspection any time they enter or exit the facility whether the inspection is at the discretion of security personnel or prompted by random selection. All contractor, vendor, or visitor

vehicles must be prepared to submit to a reasonable inspection any time they enter or exit the facility. All other vehicles will be subject to random or probable cause security inspections. Vehicles subject to random or probable cause security inspections must enter and exit the facility through authorized gates only. Random selection of vehicles will be achieved utilizing the Facility Access Control System. The Facility Access Control System will randomly “flag” (by means of an activated yellow light) vehicles either entering or leaving the facility for inspection. A Security Officer or Supervisor will have vehicles that are “flagged” for inspection pull into a designated area for the inspection, or an inspection can be conducted wherever the vehicle stops when it is “flagged”. Drivers and passengers will be required to follow instructions given by Security Officers or Supervisors to successfully accommodate reasonable inspections.

3.3 Pedestrians:

3.3.1 Contractors, vendors, or visitors entering or exiting the facility on foot must be prepared to submit to a reasonable inspection any time they enter or exit the facility. All other pedestrians will be subject to random or probable cause security inspections. Pedestrians subject to random or probable cause security inspections must enter and exit the facility through the pedestrian turnstiles only. The Administrative Offices must not be used as access for reporting to or from work when the job site is within the refinery. Employees who work in the administrative offices must report to work at the beginning of the workday and leave work at the end of the workday through the “main lobby” of the administrative offices only. Random selection of pedestrians will be achieved utilizing the Facility Access Control System. The Facility Access Control System will randomly “flag” (by means of an activated yellow light) pedestrians leaving the facility or administrative offices for inspection. An individual selected for a security inspection, must be prepared to open all containers (rolled-up clothes, lunch kits, toolboxes, coolers, cardboard boxes, paper or plastic bags, packages, briefcases, tote bags, back packs, etc.) and empty the contents of his/her pockets for reasonable inspections by Security Officers or Supervisors.

3.4 Employees, Contractors, Vendors, or Visitors must be prepared to:

3.4.1 Follow the Security Officer or Supervisor’s instructions in securing a vehicle or container for inspection. This is a safety critical activity, which could affect not only the safety of the individual in control of the vehicle or container, but the safety of others in the area as well.

3.4.2 Show proper courtesy to the Security Officer or Supervisor at all times.

3.4.3 Follow the Security Officer or Supervisor’s instructions for opening lunch kits, toolboxes, containers, etc., and for moving seats, and materials.

3.4.4 Prepare rolled-up clothes, lunch kits, toolboxes, coolers, cardboard boxes, paper or plastic bags, packages, briefcases, tote bags, back packs, or other containers for inspection by opening the containers and removing any articles that could obstruct the Security Officer or Supervisor’s view

**TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS**

EXHIBIT PAR-7

**CONTRACTOR WORKER ASSESSMENT AND TRAINING PROGRAMS
Key Points of Participation Policy**

Golden Triangle Business Roundtable and
Associated Builders & Contractors of Southeast Texas

(Revised 1-1-2017)

TotalEnergies Petrochemicals & Refining USA, Inc. (“TEPRI”) recognizes the benefits of having trained and qualified contract construction and maintenance workers employed in our facilities and the need to assure an adequate supply of qualified contract workers in the future. TEPRI also supports the community approach to provide craft training through Associated Builders & Contractors of Southeast Texas’ Construction Training Center (“ABCSETX”). TEPRI follows the OSHA requirements; therefore, TEPRI agrees to the following points:

1. TEPRI will use only construction/maintenance contractor employees who:
 - a. have completed or are in training for apprentice/craft training, or
 - b. have been assessed through a recognized craft assessment process.

2. TEPRI will use contractors committed to training and assessments as a factor for on-going performance evaluation and for evaluation and selection in pre-qualification.
 - a. For Pre-Qualification – a description of the contractor’s overall company program and investment in training, as well as workforce staffing plan and craft skill level breakdown by journeyman, helper and apprentice categories regarding craft training and assessment through the standardized Pre-Qualification Form.
 - b. For Resident Contractors – a periodic reporting by the contractor to the owner on craft training and assessment status on employees at their site through the standardized PQF.

3. TEPRI and contractors shall conduct periodic audits to ensure compliance.

Apprentice/Craft Training is defined as having the requisite field experience and having completed or be in training relevant to the craft, the National Center for Construction Education and Research (NCCER) **standardized craft training curriculum (a/k/a Contren Learning Series “Wheels of Learning”)** or Department of Labor (DOL), Bureau of Apprenticeship Training Program.

For a list of Assessments/Certifications available through ABCSETX, log on to the NCCER website: www.nccer.org.

TEPRI requires all contractors to continue NCCER skills assessing those craftspersons who have no verifiable training documentation (e.g., confirmation of their skill sets, written and performance assessments taken, training level(s)/completions, certifications, etc.).

TOTALENERGIES PETROCHEMICALS & REFINING USA, INC.
PORT ARTHUR, TEXAS

EXHIBIT PAR-8
Contractor Employee Background Checks
(Revised 1-1-2017)

1. TEPRI requires a background check for all personnel performing Work at the Work Site. The background check is for the purpose of determining whether access will be granted to the Work Site and is not for employment purposes. TEPRI will not make any employment decisions regarding these personnel; all employment decisions shall be made solely by Contractor or its subcontractors.
2. Contractor shall use the background screening company selected by the local Safety Council listed below to perform background checks required under this Contract. A background check completed by the same background screening company in another location may also be acceptable. Please coordinate with the local Safety Council.
3. Contractor shall ensure a background check has been completed for each person performing Work at the Work Site. Background checks expire two (2) years from the date completed. Upon expiration, Contractor shall ensure a new background check is completed promptly and individuals with an expired background check will be denied entry to the Work Site until a new background check has been ordered and completed.
4. For background checks completed after the effective date of this Exhibit, Contractor shall immediately remove from the Work Site any person whose background check results are what is known as a “graded package” result of 05 (Felonies), 06 (Felony and Misdemeanor) or 07 (Prohibited Party). If Contractor becomes aware of any information about any person performing Work at the Work Site that would likely disqualify that person under the above standard, Contractor shall immediately contact the local Safety Council and request a new background check.
5. It shall be the sole responsibility of Contractor to ensure full compliance with the Fair Credit Reporting Act, 15 U.S.C. 1681 et seq. (the “Act”), including management of pre-adverse and adverse actions under the Act, for all personnel performing Work at the Work Site. Contractor shall defend, indemnify, and hold the Indemnitees harmless from any liabilities, including penalties, which might be imposed by reason of an asserted or established violation of the Act.
6. Contractor shall pay all costs for the background checks required under this Contract.
7. To the extent that Contractor is permitted to subcontract any of the Work under this Contract, Contractor shall require each subcontractor to fully comply with this Exhibit.
8. For more information contact your Safety Council.
Industrial Safety Training Council
3749 Highway 69 North
Beaumont, TX 77705
409-724-2565, www.istc.net