

G&M Services LLC

Concrete Cutting & Life Safety

Slab Sawing - Wall Sawing - Wire Sawing - Core Drilling - Firestop - Photoluminescence

7525 Connelley Drive Suite T-U Hanover, MD 21076

Phone - (410) 787-8828 Fax - (410) 787-8830

To Our Future Business Partners,

We at G&M Services appreciate the opportunity to present our stable of construction services to your company. Throughout our 20 years of existence, G&M's goal has always been to build relationships through Loyalty, Hard Work, and Dedication. We understand our company's business success is based on the relationship between improved quality and improved productivity, and strive to achieve this on every project. We believe in Execution, Teamwork, Commitment to Efficiency, and Customer Satisfaction and work to improve our Customers' financial position in addition to our own through these principles.

We look forward to working together as we move into the future.

Thank you,

Andrew Tomlinson
President / Manager
G&M Services, LLC
G&M Services of Virginia, LLC
G&M Services of Georgia, LLC
G&M Construction Services, LLC



- Concrete Core Drilling
- Concrete Sawing
- Firestop Installation
- Concrete Scanning (GPR)





EXECUTIVE SUMMARY

G&M Services, LLC started in March of 1999 as a partnership between Chris Gilliam and Tony Manning, specializing in concrete cutting and hollow-core drilling services. Their previous experience working in the field and at supply houses gave them the confidence to break out on their own, as they knew they could perform the work better than their competition. Their focus was on establishing long-term relationships with plumbing, electrical, mechanical, and general contractors devising unique solutions to get jobs done in a safe manner at a fair price.

Thanks to the repeat business and recommendations of our many loyal customers, G&M Services has continued to grow in size and scope. Firestop system installation services were added to the company's mix in 2008, and in 2010 G&M became FM4991 Certified, one of the first in the northeast, as well as certified with specific manufacturers such as Hilti, 3M, and Specified Technologies and is now a UL Qualified Firestop Contractor. In 2018, the company increased its bonding capacity to \$4,000,000 and has developed working capital reserves to handle virtually any size project in the market. In 2019 the company began to offer thermal and moisture protection services, becoming an ABAA Accredited Contractor, focusing on exterior insulation and barrier systems. We are drug-free and have employees capable of getting security clearances to handle even the most sensitive job sites. G&M also enjoys a strategic partnership with Concrete Visions, LLC, to provide concrete GPR scanning services to become a "One stop shop" for our customers. With over 60 employees, there is no job within our scope G&M cannot handle.

Our primary market includes commercial, institutional, and government construction projects covering the northern Virginia, Washington D.C., and Maryland areas. In 2018 the company established an office in Dumfries, Virginia (dba G&M Services of Virginia, LLC), to reach the Richmond and eastern Virginia regions and achieved "Class A" contractor status. G&M is also authorized to work in Georgia (dba G&M Services of Georgia, LLC), North Carolina, West Virginia, Tennessee, and Pennsylvania (dba G&M Construction Services, LLC). We are a Union contractor, signatories with Plumbers Local 5, Steamfitters Local 602, Insulators Local 24, Carpenters Local 197, and members of the Mechanical Contractors Association of Metropolitan Washington. G&M Services has membership in the National Safety Council, the Washington Building Congress, the Maryland Construction Network, Firestop Contractors International Association (FCIA), the Air Barrier Association of America (ABAA), and the Concrete Sawing and Drilling Association (CSDA). G&M Services holds Platinum status with Hilti and The Blue Book, holding the #1 spot in the Baltimore region and the #3 spot in the Washington D.C. / Northern Virginia region for concrete cutting services, and the #1 spot in both regions in firestopping services.

Tony took over complete ownership of the company in 2014 due to Chris's passing. In 2018, he decided to step back from managing the business to focus on other personal and business endeavors, and management of the company passed to Andrew Tomlinson, a prior outside advisor who has been a consultant with the company since 2011. Andrew's specialty areas include business growth, developing

operational and management controls, and increasing business value. Andrew's experience includes turnaround positions with Cash America, Staples, and PC Micro Direct of Ohio, along with over 12 years of management consulting for medium and small businesses, primarily contractors, across the United States. Over the years with G&M, Andrew developed and assisted with the implementation of various performance metrics, dashboard reporting, cash management controls, job costing, and cost-to-complete accounting procedures. He also developed performance-based incentive programs for all employees to help drive continued excellence. Andrew is the designated and qualified individual on all contractor licenses, has a Master Certificate in Business and Project Management through World of Concrete, and has been NASCLA accredited. To support his vision, Andrew's Executive Team includes:

Second in command is Todd McKee, Vice President of Concrete Operations. Todd is a military veteran (Marines) and has been with G&M Services since 2001 starting in the field as a Core Drill / Sawcut Operator, working his way up through management as an Operations Manager then Vice-President. Todd oversees his division's budget, all estimating and operations functions within his division and has over 24 years' experience in construction.

Mike Kaspersky has been with the company since 2010 and is the Vice President of Life Safety Operations, including firestop, insulation, and photoluminescent system installation and his division's budget. Mike is also a military veteran (Navy), and has over 23 years' experience in firestop system installation. He is the "Designated Responsible Individual" for the FM certification and is endorsed by top management at Hilti and various 3rd Party Inspection Firms for his expertise and quality of work in the field.

Contractor Licenses:

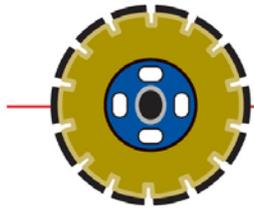
Virginia Class A: 2705169708

West Virginia: WV057907

Philadelphia, PA: 3527-052394

Tennessee Class BC-B: 73408

(Licenses not required for commercial work in: Pennsylvania; Maryland and the District of Columbia require business licenses only; Not required in Georgia and North Carolina as a subcontractor under a licensed contractor)



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Phone - (410) 787-8828 Fax - (410) 787-8830

Concrete Operations Pricing

Robert "Todd" McKee

Senior Vice President – Concrete Operations

410-787-8828 Ext 242– office

410-271-6044 – cell

tmckee@gmservices.ws

Concrete Operations Scheduling

Brian Drapeaux

Assistant Project Manager / Dispatch

410-787-8828 – office Ext 248 – office

410-382-9535– cell

bdrapeaux@gmservices.ws

Concrete Operations Field Supervisors

Ed Martin

Superintendent

410-409-3804 – cell

emartin@gmservices.ws

Steve Knapp

Superintendent

410-382-1816 – cell

sknapp@gmservices.ws

Sales and Customer Relations

Ed Pricener

Business Development Manager – MD, PA

240-646-6678 – cell

epricener@gmservices.ws

Ralph Ambrosio

Business Development Manager – VA, D.C.

703-966-8269 – cell

rambrosio@gmservices.ws

Estimating

Steve Allen

Estimator

410-787-8828 Ext 238 - office

sallen@gmservices.ws

Safety Director

Dave Hamilton

Safety Director

410-404-7763 – cell

dhamilton@gmservices.ws

Firestop and Life Safety Pricing

Mike Kaspersky

Vice President – Life Safety Operations

410-787-8828 Ext 231 - office

443-618-8881 – cell

mkaspersky@gmservices.ws

Life Safety Scheduling

Daniel Beltran

Project Manager – Firestop

410-787-8828 – office Ext 243 – office

443-827-3424– cell

dbeltran@gmservices.ws

Greg Mauk

Project Manager – Insulation and Moisture Protection

410-787-8828 – office Ext 227 – office

443-591-8493– cell

gmauk@gmservices.ws

Life Safety Field Supervisors

Tim Washington

Superintendent - Firestop

410-935-9724 – cell

twashington@gmservices.ws

Kenny Washington

Superintendent – Thermal and Moisture Protection

443-890-4974 – cell

kwashington@gmservices.ws

Corporate Finance

Shneekie Freeland

Finance Manager

410-787-8828 Ext 251– office

sfreeland@gmservices.ws

Stefanie Manning

Controller

410-787-8828 Ext 224– office

smanning@gmservices.ws

Iyke Okoro, Sr.

Contract Manager

410-787-8828 Ext 230 - office

iokoro@gmservices.ws





G&M Services LLC

Concrete Cutting & Life Safety

Organization Chart



G&M Services Of Virginia LLC

Concrete Cutting & Life Safety



G&M Construction Services LLC

Concrete Cutting & Life Safety

PRESIDENT / MANAGER
Andrew Tomlinson

VP - LIFE SAFETY OPERATIONS
Mike Kaspersky

FINANCE MANAGER
Shneekie Freeland

VP - CONCRETE OPERATIONS
Todd McKee

SAFETY MANAGER
Dave Hamilton

SENIOR ESTIMATOR
Steve Allen

FIRESTOP PROJECT MANAGER
Danny Beltran

TMP PROJECT MANAGER
Greg Mauk

CONTROLLER / LIFE SAFETY ADMIN
Stefanie Manning

CC ASSISTANT PM
Brian Drapeaux

RELATIONSHIP MANAGER (VA,DC)
Ralph Ambrosio

FIRESTOP FIELD SUPERINTENDENT
Tim Washington

TMP FIELD SUPERINTENDENT
Kenny Washington

ACCOUNTING ASSISTANT
Lynn Ciezobka

CONCRETE FIELD SUPERINTENDENT
Eddie Martin

WAREHOUSE SUPERVISOR
Matt Acree

RELATIONSHIP MANAGER (MD, PA)
Ed Pricener

FS Mechanics
FS Apprentices
FS Improvers
Subcontractors

Installers

CONTRACT ADMINISTRATOR
Iyke Okoro, Sr

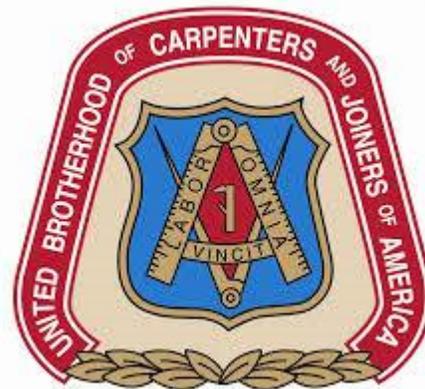
CONCRETE FIELD SUPERINTENDENT
Steve Knapp

Warehouse Tech

Operators
Apprentices



UNION STRONG





Proud Member



PROJECT: MGM NATIONAL HARBOR
CONTRACTOR: THE WHITING-TURNER CONTRACTING COMPANY (AND OTHERS)
CONTRACT AMOUNT: \$1,727,001
BONDED?: YES
SCOPE: Installation of Firestop systems for various penetrations through fire-rated walls, partitions, and CMU walls; infill embeds on hotel floors; miscellaneous concrete core-drilling and saw cutting

PROJECT: IMF BUILDING
CONTRACTOR: WELCH AND RUSHE (AND OTHERS)
CONTRACT AMOUNT: \$1,149,884
BONDED?: YES
SCOPE: Installation of Firestop systems for all MEP penetrations through fire-rated walls, partitions, and CMU walls; miscellaneous concrete core-drilling and saw cutting



PROJECT: FORT MEADE PTN 24649
CONTRACTOR: HENSEL PHELPS CONSTRUCTION (AND OTHERS)
CONTRACT AMOUNT: \$877,351
BONDED?: YES
SCOPE: Installation of Firestop systems for all MEP penetrations through fire-rated walls, partitions, and CMU walls



PROJECT: MCC1 DATACENTER
CONTRACTOR: DYNALECTRIC COMPANY
CONTRACT AMOUNT: \$389,120
BONDED?: NO
SCOPE: Installation of Firestop systems for various penetrations through fire-rated walls and partitions; miscellaneous concrete core-drilling and saw cutting

PROJECT: German Embassy
CONTRACTOR: WELCH AND RUSHE; GRUNLEY CONSTRUCTION COMPANY
CONTRACT AMOUNT: \$311,648
BONDED?: YES
SCOPE: Installation of Firestop systems for various penetrations through fire-rated walls, partitions, and CMU walls; miscellaneous concrete core-drilling and saw cutting



PROJECT: UMBC CENTER
CONTRACTOR: BARTON MALOW COMPANY
CONTRACT AMOUNT: \$308,594
BONDED?: NO
SCOPE: Installation of Firestop systems for all various penetrations through fire-rated walls, partitions, and CMU walls; install fire-resistive joints for CMU at Ground, Level 1, Level 2, Level 3, and all Stair Shafts



Master Audit Certificate of Compliance Program

Providing a site specific firestop
management system audit

Let UL audit your site specific firestop installations to determine conformance with our 10 Element Program Requirements

Firestop systems serve as critical safeguards against the spread of heat, fire, gases or smoke through breaches in floors and walls. Proper materials are required for system success and correct installation is critical. UL currently certifies products being used in firestop installations. UL also provides a voluntary Qualified Firestop Contractor Program which holds contractors to our stringent quality management system. The Master Audit Certificate of Compliance (MACC) Program is an optional additional extension of UL's Qualified Firestop Contractor Program.

The (MACC) Program provides stakeholders the confidence that the firestop systems installation on their building was completed by a UL Qualified Firestop Contractor (UL QFCP) and audited to our stringent 10 Element Program Requirements. The (MACC) is a tool that can be requested by architects, contractors and building owners.

Why obtaining a Master Audit Certificate of Compliance is important

UL empowers trust by leveraging a global network of technical experts and our trusted brand to deliver firestop inspection services that enable contractors and their customers to gain regulatory approval, demonstrate compliance and mitigate risk. The easiest way to verify that your firestop installation was completed by a UL Qualified Firestop Contractor and audited to our stringent 10 Element Program Requirements is through the MACC program.

UL's Master Audit Certificate of Compliance Program drives confidence and trust

BENEFITS INCLUDE:

- **A Jobsite Specific Management System Audit** – Our audit provides verifies processes were followed to properly installed firestop systems.
- **A Renewable Jobsite Specific Certificate** – After completion of a successful audit, we issue a jobsite specific certificate that is renewable for the building owner.
- **Improved Firestop Systems Documentation** – The MACC certificate in conjunction with the firestop systems documentation, builds the fire-resistance inventory required by the 2018 International Fire Code for passive fire and smoke protection features.



For more information, please visit [UL.com/firestopcontractor](https://www.ul.com/firestopcontractor) or contact us by email at FireSafetyQuote@ul.com or by phone at 877.ULHELPS

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September 17, 2018

Letter of Recommendation – Firestop Division

To Whom it may Concern:

I am pleased to write a recommendation letter for G&M Services – Firestop Division

Global FPG has had the pleasure of working with Mike Kaspersky and his staff on numerous projects over the past 10 years. They have displayed an exceptional level of workmanship and compliance, during the installation of firestop listed systems to engineering judgment while using various firestop manufactures. G&M Services are without a doubt highly qualified installation firm.

Global FPG scope of work as 3rd Party Firestop Inspector is to validate the installation of the installers onsite as per the IBC Code requirement; ASTM E 2174 “Standard Practice of Onsite Inspection of Installed Firestops” and ASTM E2393 “Standard Practice of Onsite Inspection of Installed Fire Resistive Joint Systems and Perimeter Fire Barrier.

Given our experience working on multiple projects, we are happy to recommend them as the firestop installer, with the depth of their knowledge combined with a proven reliability qualifies them as an installer for the most complex details to basic listed systems.

Please feel free to call or email me with any questions.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "PTESCHE", written in a cursive style.

Patrick Tesche
President
GLOBAL Fire Protection Group, LLC
Mobile: +01.610.299.5497
Office: 1.855.456.2250 ext.201
www.globalfpg.com
Intertek Firestop Inspector IQP#100928



April 29th, 2019

Re: G&M Services, LLC

To Whom It May Concern:

We represent G&M Services, LLC relative to their bonding requirements and serve as attorney in fact for their surety, The Guarantee Company of North America USA.

G&M Services, LLC has a bonding program that includes capacity parameters of \$2,000,000 per project with aggregate capacity of \$4,000,000.

As is customary, The Guarantee Company of North America USA reserves the right to perform normal underwriting at the time of any bond request, including without limitation, prior review and approval of relevant contract documents and bond forms.

Both we and The Guarantee Company of North America USA feel privileged to have G&M Services, LLC as our mutual client and we can confidently recommend them to you for your next project.

Very truly yours,

HMS INSURANCE ASSOCIATES, INC.

A handwritten signature in blue ink, appearing to read "William Francik". The signature is fluid and cursive, written over a light blue horizontal line.

William Francik, CPCU, AFSB
Account Executive



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

7/23/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER HMS Insurance Associates, Inc. 20 Wight Ave Suite 300 Hunt Valley MD 21030	CONTACT NAME: Ben Hartka	
	PHONE (A/C No. Ext): 443 632 3317	FAX (A/C, No):
E-MAIL ADDRESS: bhartka@hmsia.com		
INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A: National Union Fire Insurance of Pittsburgh PA		19445
INSURER B: Travelers Property Casualty Co. of America		25674
INSURER C: New Hampshire Insurance Company		23841
INSURER D: Westchester Surplus Lines Insurance Company		10172
INSURER E:		
INSURER F:		

INSURED G&MSERV-01
 G&M Services, LLC
 7525 Connelley Drive, Suite T&U
 Hanover MD 21076

COVERAGES

CERTIFICATE NUMBER: 487807359

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:			GL9925606	8/1/2020	8/1/2021	EACH OCCURRENCE	\$ 2,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 500,000
							MED EXP (Any one person)	\$ 25,000
							PERSONAL & ADV INJURY	\$ 2,000,000
							GENERAL AGGREGATE	\$ 4,000,000
							PRODUCTS - COMP/OP AGG	\$ 4,000,000
								\$
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			CA4544920	8/1/2020	8/1/2021	COMBINED SINGLE LIMIT (Ea accident)	\$ 2,000,000
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
								\$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			ZUP81N00610	8/1/2020	8/1/2021	EACH OCCURRENCE	\$ 5,000,000
							AGGREGATE	\$ 5,000,000
								\$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N		WC039326846	8/1/2020	8/1/2021	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER	
		Y	N/A				E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
D	Pollution Policy			G7096627A 002	8/14/2020	8/14/2021	Per Loss Aggregate Retention	\$1,000,000 \$2,000,000 \$2,500

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Workers Compensation 3.A states: MD, DC, VA, WV, PA
 Evidence of Insurance

CERTIFICATE HOLDER**CANCELLATION**

Evidence of Insurance	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE 

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G&M Services, LLC Safety Record

Written Safety Program and/or policy in place Yes
 Written Drug Policy Yes
 Employ full time Safety Professional Yes

OSHA Information:	2018	2017	2016	2015	2014	2013	2012
Total Hours Worked	91155	95,229	65,882	85733	39,988	58,664	68,057
Total Number of Cases with days away from work (H)	2	0	0	0	0	0	1
Total Number of Cases with job transfer/restriction (I)	0	2	1	0	0	0	0
Total Number of Other Recordable Cases (J)	0	0	0	2	0	0	0
Total Recordable Cases	2	2	2	2	1	0	1
Lost Time Incident Rate	4.39	0	0	0	0	0	0
Recordable Incident Rate (TRIR)	4.39	4.20	6.07	4.67	2.37	0	2.94
Modification Rate (EMR)	0.71	0.70	0.72	0.69	0.90	0.92	0.95



Advanced Safety Certificate

In recognition of your achievements in continuous learning and dedication to Occupational Safety and Health

David Hamilton, Jr.

has successfully completed the National Safety Council
Advanced Safety Certificate

7.8 CEUs

Lorraine Martin

Lorraine Martin
President and CEO
National Safety Council

December 2019

Course Completion Date

Eliminating Preventable Deaths®



**SAFETY AND HEALTH PROGRAM
MANUAL FOR G&M SERVICES LLC**



CORPORATE SAFETY AND HEALTH PROGRAM MANUAL **TABLE OF CONTENTS**

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2. Safety Commitment Policy
3. Assigned Responsibility
4. Audit/Inspection Procedures
5. Bloodborne Pathogens
6. Concrete And Masonry
7. Confined Spaces
8. Cranes, Hoists, and Rigging
9. Compressed Gas Cylinders, Welding, and Cutting
10. Disciplinary Program
11. Documented Safety Meetings/Training
12. Electrical Safety
13. Emergency Action Plan
14. Equipment Maintenance/Inspection
15. Fall Protection
16. Fire Protection And Prevention
17. First Aid and Medical Services
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19. General Safety Rules
20. Hand And Power Tools
21. Hazard Communications
22. Hearing Conservation Program
23. Housekeeping
24. Incident Investigation
25. Job Safety And Health Analysis
26. Lockout Tagout
27. New Employee Orientation
28. Office Safety
29. Personal Protective Equipment
30. Recordkeeping
31. Respiratory Protection
32. Scaffolding
33. Stairways and Ladders
34. Vehicle Operating Policy
35. Sawing Safety Program
36. Transitional Work / Return to Work Policy
37. Drug and Alcohol Policy
38. Silica Control Plan
39. Heat and Cold Stress Program
40. Compressed Air and Gases

SAFETY AND HEALTH

Every employee is entitled to a work place that is free of unsafe conditions, unsafe acts, and health hazards. If total elimination of these three factors is not possible, then the employer has the responsibility to provide the proper safeguards. When unsafe conditions, unsafe acts, and health hazards are allowed to exist and result in employee injury--everyone loses.

The employee loses because of the injury, pain suffered, lost wages and limited social activity. The employer loses because the services of an experienced employee must be hired as a replacement and damaged equipment must be repaired or replaced. The loss total for accidents seems endless and in most cases is never fully defined. Accidents produce a "lose-lose" situation for everyone involved.

Safety and Health is not automatic, nor is it a function that can be superimposed at our facility. Safety and Health is a program that must be preplanned, implemented, enforced and provided with a feedback system.

Management must define the Safety and Health program goals during the preplanning stage. Unless this is done, the program will most likely result in an action-reaction type program. If the goals are only to prevent injuries and satisfy OSHA regulations, then management will never maximize its return on investment. A complete Safety and Health program or loss control program will address all loss areas that include:

- * employee injuries
- * health claims
- * fire protection
- * untrained employees
- * disaster situations
- * job security
- * equipment damage
- * material damage

The high cost of accidents makes it a necessity for all employers to maintain an effective Safety and Health program.

SAFETY COMMITMENT POLICY



1.0 SAFETY COMMITMENT POLICY

- 1.1. In the efforts of G & M Services to establish and maintain a safe and healthful workplace for all employees, the following safety program with all set forth policies have been established.
- 1.2. Safety is not only a company goal, but also a requirement of G & M Services. Management will be held responsible and accountable to establish and maintain all company safety rules and policies that shall meet all Federal, State, and Local standards that apply to G & M Services.
- 1.3. It is a condition of employment with G & M Services that all employees abide by all safety rules and policies, instructions, and procedures set forth. Failure to abide by these safety rules and policies shall result in disciplinary action as stated in the company reprimand section of this manual.
- 1.4. All contractors and/or suppliers working for or with G & M Services, shall abide by the same company safety rules and policies as all employees of G & M Services. Failure to follow any part of the safety rules or policies shall be considered a breach of contract terms.
- 1.5. ALL visitors or guests shall be required to follow all policies, safety rules, and procedures of G & M Services. It shall be the responsibility of all supervisors to implement and enforce all safety rules, policies, and programs. Supervisory personnel shall have the full support in enforcing all provisions of the company policy and procedure manual.

A handwritten signature in black ink, appearing to read "Andrew Tomlinson", is written over a faint, circular watermark or stamp.

Andrew Tomlinson
Company President / Manager

G&M Services, LLC Orientation and Training Program

Orientation - Department Head

Safety Commitment Policy
Assigned Responsibilities
Disciplinary Program
Drug and Alcohol Program
Vehicle Operating Policy
CSDA Videos (CC Employees Only)

Phase I

OSHA 10 Training
Respirable Crystalline Silica Awareness in Construction (LS Employees Only)
Respirable Crystalline Silica in Construction (CC Employees Only)
Fall Protection In Construction
Hazard Communication Advanced (HazCom)

Phase II

Back Injury Prevention and Safe Lifting Techniques
Bloodborne Pathogens
Cold Stress
Concrete and Masonry
Confined Spaces in Construction: An Introduction
Crane Safety Basics
Defensive Driving Techniques
Electrical Safety
Emergency Action Planning Awareness
Fire Prevention
General Housekeeping on the Jobsite
Hand and Power Tools
Heat Stress
Job Hazard Analysis
Motorized Mobile Platforms
Noise and Hearing Protection
Office Safety
OSHA 300 Recordkeeping and Reporting
Personal Protective Equipment
Respirator Basics for All Industries
Rigging
Scaffold User Guidelines

Sexual Harassment for Employees

Slips, Trips, and Falls

Stairways and Ladders

Welding / Hot Work

Lockout / Tagout

Phase III - Warehouse Manager Training

Equipment Maintenance and Inspection

Lockout / Tagout

Waste Disposal / Spill Protection

Phase IV - Safety Director Training

Audit / Inspection Procedures

Documented Safety Meetings

First Aid / Medical Services

Floors, Wall Openings, & Stairways

Incident Investigation

Sawing Safety Program



Certificate of Compliance

This certificate is issued for the following:

Approval as a Fire Stop Contractor

Prepared for:

G&M Services LLC
7525 Connelley Dr Drive, Suite T-U
Hanover, MD 21076

FM Approvals Class: 4991

Approval Identification: 3039918

Approval Granted: June 30, 2010

To verify the availability of the Approved product, please refer to www.approvalguide.com or www.roofnav.com

Said Approval is subject to satisfactory field performance, continuing Surveillance Audits, and strict conformity to the constructions as shown in the Approval Guide, an online resource of FM Approvals.

Cynthia E Frank

Cynthia E. Frank
AVP - Manager, Materials
FM Approvals
1151 Boston-Providence Turnpike
Norwood, MA 02062



Member of the FM Global Group



Certificate of Compliance

as a

DESIGNATED RESPONSIBLE INDIVIDUAL

Is hereby granted on this day May 14, 2018 to:

Mike Kaspersky
G&M Services LLC

for successfully meeting all test criteria.

FM Approvals hereby certifies that the individual shown above met all test criteria contained in Approval Standard 4991, Approval of Firestop Contractors, to qualify as a Designated Responsible Individual (DRI).

Said recognition is subject to satisfactory field performance, accumulation of Continuing Education Units and periodic written re-examinations.

A handwritten signature in cursive script that reads 'Phillip J. Smith'.

Phillip J. Smith
VP - Manager, Materials
FM Approvals
1151 Boston-Providence Turnpike
Norwood, MA 02062



Member of the FM Global Group

Expires on July 1, 2021



Certificate Number:1071

QUALIFIED FIRESTOP CONTRACTOR CERTIFICATE

Company Name: G&M Services LLC

File number: R39722

Issued: March 26, 2019

Expires: December 31, 2020

**Address: 7525 Connelley Dr. Suite U
Hanover, MD 21076**

Telephone: 410-787-8828

Email Address: atomlinson@gmservices.ws

This company has demonstrated that it complies with UL's Qualified Firestop Contractor Program Requirements. This certificate is not transferable and expires on December 31st of the following Year. This certificate may be displayed, copied and shared with others but must be used in its entirety.

Only those companies listed in UL's online Directory for the Qualified Firestop Contractor Program at **www.ul.com/contractor** are considered eligible for this program and to use this Certificate and the UL Qualified Firestop Contractor Program Marking (shown here) in its advertising and promotional material in accordance with marking guidelines provided at www.ul.com/contractor.



**Underwriters
Laboratories**

**Qualified Firestop
Contractor Program**

Underwriters Laboratories reserves the right to void this certificate at any point. This certificate does not indicate compliance with any UL product certification program.

For additional information regarding the Qualified Firestop Contractor Program, please visit **www.ul.com/contractor**

MEMBER CERTIFICATE

G&M Services, LLC

IS A MEMBER IN GOOD STANDING WITH THE

AIR BARRIER ASSOCIATION OF AMERICA INC.

THE MEMBER AGREES TO ACTIVELY CHAMPION THE AIR BARRIER INDUSTRY WHILE SUSTAINING HIGH INDUSTRY STANDARDS, PROFESSIONALISM AND ABIDING BY THE PRINCIPLES OF ABAA.



510-1161

MEMBER #

A handwritten signature in black ink, appearing to be a stylized name, positioned above a horizontal line.

AIR BARRIER ASSOCIATION OF AMERICA INC.

air barrier
abaa
association of
america



ACCREDITED CONTRACTOR CERTIFICATE



THIS CERTIFICATE ACKNOWLEDGES

G&M Services, LLC

AS A LICENSED ACCREDITED CONTRACTOR IN GOOD STANDING WITH THE

AIR BARRIER ASSOCIATION OF AMERICA INC.

THE ACCREDITED CONTRACTOR AGREES TO UPHOLD AND ABIDE BY THE PRINCIPLES OF THE AIR BARRIER ASSOCIATION OF AMERICA INC. AS OUTLINED IN THE QUALITY ASSURANCE PROGRAM FOR AIR BARRIERS. THE ACCREDITED CONTRACTOR AGREES TO ACTIVELY CHAMPION THE AIR BARRIER INDUSTRY WHILE SUSTAINING HIGH INDUSTRY STANDARDS AND ENCOURAGING ONGOING PROFESSIONAL DEVELOPMENT. THE ACCREDITED CONTRACTOR AGREES TO INSTALL AIR BARRIERS IN A MANNER WHICH WILL COMPLY WITH THE ABAA QUALITY ASSURANCE PROGRAM.

THIS CERTIFICATE IS VALID UNTIL DECEMBER 31, 2019

ACCREDITED SINCE **Nov 2019**

QUALITY ASSURANCE PROGRAM MANAGER



STATE OF TENNESSEE
DEPARTMENT OF
COMMERCE AND INSURANCE



G&M SERVICES, LLC

354625

ID NUMBER: 73408
LIC STATUS: ACTIVE
EXPIRATION DATE: March 31, 2021

BOARD FOR LICENSING CONTRACTORS
CONTRACTOR

THIS IS TO CERTIFY THAT ALL REQUIREMENTS
OF THE STATE OF TENNESSEE HAVE BEEN MET

G&M SERVICES, LLC
7525 Connelley Drive
Suite U
HANOVER, MD 21076

11557046

354625

State of Tennessee

BOARD FOR LICENSING CONTRACTORS

CONTRACTOR

G&M SERVICES, LLC

This is to certify that all requirements of the State of Tennessee have been met.

ID NUMBER: 73408
LIC STATUS: ACTIVE
EXPIRATION DATE: March 31, 2021
\$3,000,000.00; BC-B



IN-1313
DEPARTMENT OF
COMMERCE AND INSURANCE

COMMONWEALTH of VIRGINIA

Department of Professional and Occupational Regulation

9960 Mayland Drive, Suite 400, Richmond, VA 23233

Telephone: (804) 367-8500

EXPIRES ON

12-31-2020

NUMBER

2705169708

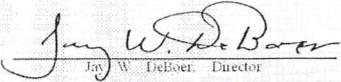
BOARD FOR CONTRACTORS
CLASS A CONTRACTOR
CLASSIFICATIONS CBC



G & M SERVICES OF VIRGINIA LLC
7525 CONNELLEY DR STE U
HANOVER, MD 21076



Status can be verified at <http://www.dpor.virginia.gov>


Jay W. DeBoer, Director

(SEE REVERSE SIDE FOR PRIVILEGES AND INSTRUCTIONS)

DPOR-LIC (02/2017)

(DETACH HERE)



COMMONWEALTH of VIRGINIA
Department of Professional and Occupational Regulation

CLASS A BOARD FOR CONTRACTORS
CONTRACTOR

CLASSIFICATIONS CBC

NUMBER: 2705169708 EXPIRES: 12-31-2020

G & M SERVICES OF VIRGINIA LLC
7525 CONNELLEY DR STE U
HANOVER, MD 21076



(FOLD)

Status can be verified at <http://www.dpor.virginia.gov>

DPOR-PC (02/2017)

CONTRACTOR LICENSE

Authorized by the

West Virginia Contractor Licensing Board

Number:

WV057907

Classification:

GENERAL BUILDING
DEMOLITION
INSULATION
DRILLING

G & M SERVICES LLC
DBA G & M SERVICES LLC
7525 CONNELLEY DRIVE SUITE U
HANOVER, MD 21076

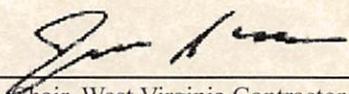
Date Issued

Expiration Date

OCTOBER 12, 2020

OCTOBER 12, 2021


Authorized Company Signature


Chair, West Virginia Contractor
Licensing Board

This license, or a copy thereof, must be posted in a conspicuous place at every construction site where work is being performed. This license number must appear in all advertisements, on all bid submissions and on all fully executed and binding contracts. This license cannot be assigned or transferred by licensee. Issued under provisions of West Virginia Code, Chapter 21, Article 11.

WEST VIRGINIA
CONTRACTOR
LICENSING
BOARD



City of Philadelphia
Department of
Licenses & Inspections
P.O. Box 53310
Philadelphia, Pa. 19105

DISPLAY PROMINENTLY
if required by law

G & M SERVICES, LLC
7525 CONNELLEY DR
SUITE U
HANOVER, MD 21076
USA

3527 Contractor

G & M Services, LLC
DBA: G & M Construction Services, LLC

THIS LICENSE IS GRANTED TO THE PERSON OR COMPANY FOR THE PURPOSE STATED ABOVE. IT IS SUBJECT TO IMMEDIATE CANCELLATION BY THIS DEPARTMENT FOR VIOLATIONS OF CITY ORDINANCES AND REGULATIONS. INQUIRIES CALL 311 (215-686-8686).

LICENSE CODE	LICENSE NO.	COMMERCIAL ACTIVITY LIC.	EXPIRES ON	ISSUED ON
3527	052394	791725	10/15/2021	9/2/2020



LICENSE

Site Safety Managers

Name	Relationship to Company	OSHA 30 Card Number
David Hamilton	Employee	34-602065559
Kim Gregory Mauk	Employee	34-602027146

