



PIKE INDUSTRIES, INC.

3 Eastgate Park Road • Belmont, New Hampshire 03220 • (603) 527-5100

AN EQUAL OPPORTUNITY EMPLOYER

November 9, 2010

Dear Hired Hauler,

As we attempt to complete our remaining work before the 2010 season comes to an end, we would like to reiterate the importance of safety at Pike Industries. Hired Haulers are an essential part of our success; we appreciate the dedication and hard work each of you has put forth this season by working long shifts, nights, weekends, etc. As you all know, Pike expects each and every one of you to do your part by working in a conscientious and safe manner day in and day out on our projects and at our facilities, and for the most part, you have all worked diligently to help us achieve our goal of zero incidents.

That being said, since June of this year, Oldcastle, our parent company, has had a total of eight serious accidents/incidents with OMG company wide hired haulers in 2010; listed below are some details of a few of these unfortunate accidents.

Hired Haulers Incidents:

- Contracted truck loses brakes and leaves the roadway. The truck went down an embankment, rolled two times, and ejected the driver from the cab. Driver was pinned for approximately 1.5 hours. Injury to driver: Two amputated legs.
- Hired Hauler pulled into a project, turned on his emergency flashers, positioned his truck, honked the horn twice to signal that he was backing and then began backing to get in the paving train. As he was backing, he ran over a Sub Contracted Q.C worker. This was a fatal accident.
- Contracted hauler who was hauling aggregate to a quarry struck a loaded school bus. The driver had dumped his last load and was driving home when the accident occurred. The truck dropped off the shoulder in a curve and while attempting to re-enter the road, overcorrected and struck the school bus. Injuries: Bus Driver air lifted to the hospital (non life threatening injuries) and 10-15 children were treated and released at the scene.

What we expect from you:

- Proper vehicle maintenance...did you complete a full pre-trip inspection and identify/rectify all of the hazards prior to your shift?
- Physically fit drivers...do you have valid medical card, have you rested the required amount of time and are you fully alert and ready for your shift?
- FMCSA/MSHA/OSHA – Are you and/or your drivers compliant for the type of work you are scheduled for?
- Personal Protective Equipment – Are you and/or your drivers dedicated to wearing the required PPE?
- G.O.A.L - Prior to backing, do you take the time to **Get Out And Look?**

As a company, we have a high safety standard, and we expect our Hired Haulers to adhere to the same expectations. You should honestly be able to answer yes to all of the questions listed above, if you cannot do that, the clear message we have been asked by OMG CEO Doug Black to relay to you is this: **we are 100% committed to your safety and the safety of those around you – but you must also be 100% committed to safety or you cannot do business with us.**

A number of you may have had this information communicated to you by your Dispatcher or Truck Foreman in a Tool Box Talk at one of our many locations, but we wanted to follow up on this very important message by putting it in writing. Our #1 goal is for everyone to go home safe at the end of each shift, and this letter is an attempt to educate every one of the hazards we are seeing in an effort to stop this negative trend.

Please feel free to contact me if you have any issues or questing regarding this letter either in the office (603) 485.1725 (Direct Line) or on my cell phone – (603) 312.6822. Thank you for your immediate attention to this very serious message.

Beth Johnson
Transportation Manager – East
Pike Industries, Inc.