EXHIBIT "D" SOUTHWEST BUSINESS UNIT OSHA-30 HOUR POLICY

Subcontractor and all lower tier sub-subcontractors shall comply with the requirements of Turner's OSHA 30-hour Training Policy effective 4/1/02, which states that: 'For all subcontracts up to \$5 million in value – any one of their site supervisory staff on the project must be certified. For subcontracts greater than \$5 million – two site supervisory staff on the project must be certified. Staff with written evidence of certification within the last 3 years will be acceptable. Training for subcontractor's staff not currently certified must be done through Turner Knowledge Network (TKN). The web site address is www.turneruniversity.com, and directions for registering are attached. The registration and training must be completed within 3 months from the date of the Subcontract Agreement or no less than 30 days from start of work. Monthly payment is contingent upon evidence of current certification or enrollment in TKN within the 3-month period mentioned above.

Within 5 days of the date of this Agreement, provide the following information:

Project Name		
Contract No.		
Subcontract Date		
Subcontractor	Supervisor's Name	<u>Certified</u> Y/N
Sub-subcontractor(s)	Supervisor's Name	Y/N
	Supervisor's Name	Y/N
	Supervisor's Name	Y/N
	Supervisor's Name	Y/N

Note: Attach a copy of the certificate for Supervisors already certified.

Please return this form to the attention of: TURNER CONSTRUCTION Purchasing Dept. @ FAX: (714) 712-4415

EXHIBIT "D"

A - OSHA 30 Hour Training

Chapter: 2 Bidding & Proposal Solicitation Policy

Section: 2.10 Safety Requirements

Rev # 3 10-24-07 (most recent changes are underlined)

Policy

As another step to meet our long-term goal of ensuring that Turner subcontractors are the strongest and the best in the industry, we are announcing a new training requirement for subcontractors to supplement our existing prequalification process.

Effective April 1, 2002, all subcontractors awarded work by any Turner Business Unit must commit their key field supervisory staff to register and complete, within three months of award, the Turner/OSHA 30-Hour Safety Certification training course via The Turner Knowledge Network (TKN).

- A. For all projects in which Turner holds subcontracts (Corporate Casualty Program, CCIP and OCIP), all subcontracts up to \$5 million value – any one of their supervisory staff on the project must be certified.
- B. For all projects in which Turner holds subcontracts (Corporate Casualty Program, CCIP and OCIP), all subcontracts over \$5 million value - any two of their supervisory staff on the project must be certified.
- C. For all management projects where Turner does not hold subcontracts –we should recommend to the Owner that all Prime Contractors should meet the above criteria through **any** accredited training program (TKN or other).

Detailed instructions explaining how subcontractors register and take the course are available through TKN.

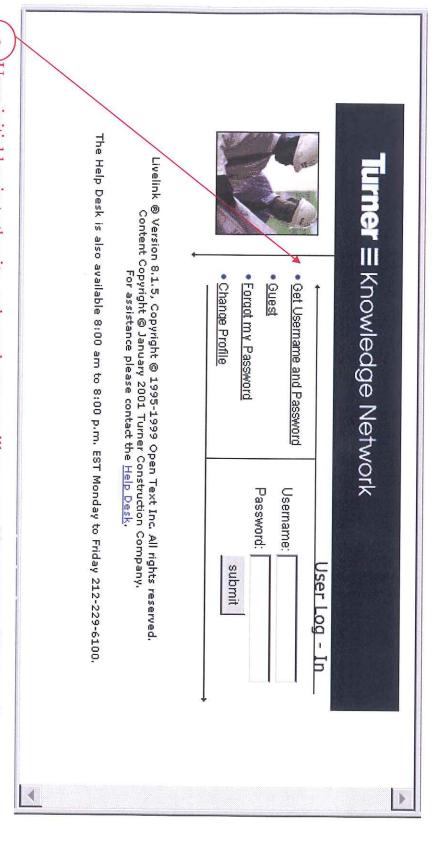
Our goal to be the industry leader in safety can only be met if our subcontractors have the same commitment to safety. Since the cost of this training is only \$595/person and the certification is valid for three years, the cost of training is insignificant compared to the reward for everyone.

www.turneruniversity.com

INSTRUCTIONS FOR CHANNEL PARTNERS ENTERING

TURNER UNIVERSTY

Instructions for Using our Channel Partner Site (www.turneruniversity.com)

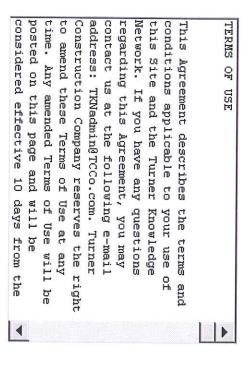


Upon initial log-in to the site, a channel partner will request a Username and Password

Agreement to Terms of Use

Turner = Knowledge Network

You must AGREE to the terms and conditions stated below before proceeding:





) Channel Partners must agree to the Terms and Conditions before proceeding.

Registering User Information

Turner ≡ Knowledge Network

							\	_	A
	Title	Middle Name	* Last Name Doe	* First Name	* Verify Password	* Password	* User Name	* Email	* indicates a required field
NEXT	Title President	<u> </u>	Doe	John	wulfpitt1234	wulfpitt1234	wulfpitt	* Email wulfpitt@yahoo.com	
Ä									

must be at least 8 characters consisting of letters and numbers, i.e., (jdoe1234). The Channel Partner must register all required information and click "next". Note that passwords

Registering User Information

Turner ≡ Knowledge Network

Turner Business Unit Affiliation	* Segment	* Category [Fax	* Telephone	* Country USA	* Zip Code	* State	* city	* Address	* Organization
Pittsburgh, PA	0200 Site Construction	SubContractor/Supplier	412.555.2222	412.555.1111	USA	12345	PA	Anywhere	123 Main Street	Wulf & Wulf
4	4	4								

(•) The Channel Partner will complete the registration and click "create"

BACK CREATE

The Channel Partner Site Welcome Screen



What is a Turner Preferred Partner?

Turner Preferred Partners include clients, architects and engineers, contractors, subcontractors, suppliers, and even students. Access to the Turner Learning Zone is provided to align Turner knowledge with learning opportunities for our partners to increase job related performance objectives, profitability, and value to Turner. <u>Click here</u> for instructions on how to register for a course and navigate the Learning Zone.

At the Welcome Screen, our Channel Partners will be able to access instructions on navigating within the "Learning Zone".



Web-Based Learning Registration Steps

To register for a Web-Based or Instructor-led course from the Learning Zone, you can follow one of three methods:

By Learning Maps:

- 1. Click Learning Map on the top navigation bar.
- Select the learning map that corresponds to your area of expertise and click View Learning Map. The Learning Map displays
- In the Learning Map, click the name of the course; e.g., OSHA 30-Hour Certification Channel Partner (Web-based). The Learning Experience Details display.
- 5.2 Click View Upcoming Events under the description. The course description displays.
- Click Request Learning. The Registration form displays. Check to see that your name appears on the page
- 6. Click CONTINUE Your registration is confirmed.
- Click CONTINUE . Your will see the total amount of the course as a confirmation.
- can obtain one via: Click or via voucher (a pre-payment method). If you would like to pay using a voucher, and don't already have a voucher number, you CONTINUE . You will be asked to select a method of payment. You can either select to purchase the course via credit card
- 1.1. E-mail, by writing to tknadmin@tcco.com
- 1.2. Phone, by calling 1-888-800-TCCo and asking for the TKN System Administrator.
- 9. Once you finish the purchasing process, you will be able to launch the course.
- When you return to your "home" link you will see the course you registered for under "Current Learning". You may "Launch" the course to begin.



By Browsing:

- 2. Click **Browse** on your home page.
- You want to find an Instructor-led course or a Web-based course. Click Browse by Method. Method refers to the type of learning
- For example, on the Browse by Method page, click Web-based Self-paced.
- The browse results display. You can scroll down the list to identify the course you wish to take
- 6. When you've found your course, click View Upcoming Events under the description. The course description displays.
- Click Request Learning. The Registration form displays. Check to see that your name appears on the page
- 3. Click CONTINUE Your registration is confirmed.
- 9. Refer to steps 7-9 above for purchasing instructions.
- 10. The same procedures apply to register for an Instructor-led course.
- 11. When you return to "home" you will see the course you registered for under your "Current Learning" Web-based or your "Upcoming Learning" Instructor-led.

By Searching for an Event:

- Click Search on the Learning Zone home page to find the Web-based course you wish to take.
- Safety Certification or Personal Computer Skills (Word, Excel, PowerPoint, Outlook or Access) On the Search for Events page, type a key word or phase in the Search field; e.g., OSHA, Insurance and Bonding, Subcontractor
- 3. Click . The search results display.
- Click the name of the course; e.g., OSHA 30-Hour Certification Channel Partner (Web-based). The Registration page displays.
- Check to see that your name is on the page as the registrant. Click CONTINUE Your registration is confirmed
- 6. Refer to steps 7-9 in the first method, for purchasing instructions.
- "Upcoming Learning" Instructor-led. When you return to "home" you will see the course you registered for under your "Current Learning" Web-based or your

Once you have registered for a Web-based course, it appears under My Current Learning in the home page

Instructions

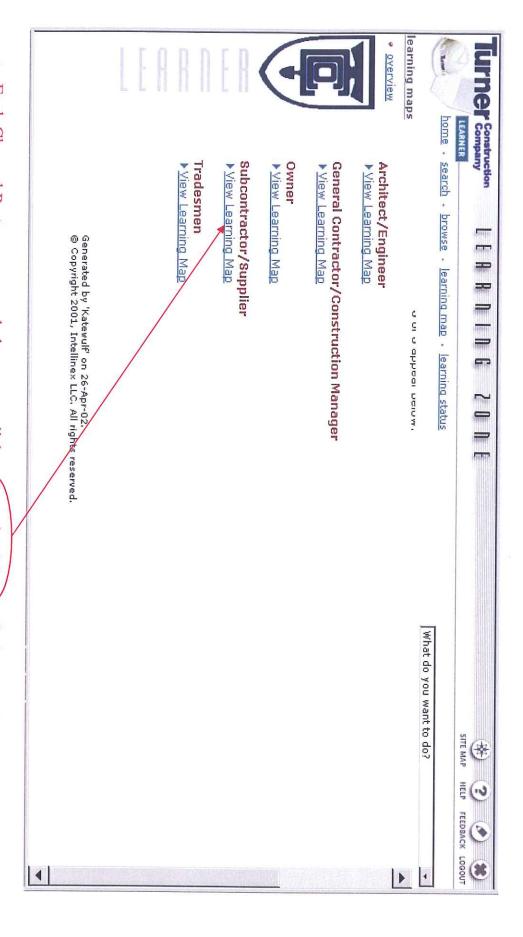
To launch a course from the home page:

- 1. Look for the course name under My Current Learning.
- Click the LAUNCH button next to the course name; e.g., OSHA 30-Hour Certification Channel Partner (Web-based).
- On the Launch Learning page, click Launch again. The beginning course information displays.
- 4. Follow the instructions carefully to begin your course.

Make sure you navigate the site and take advantage of its multiple features.

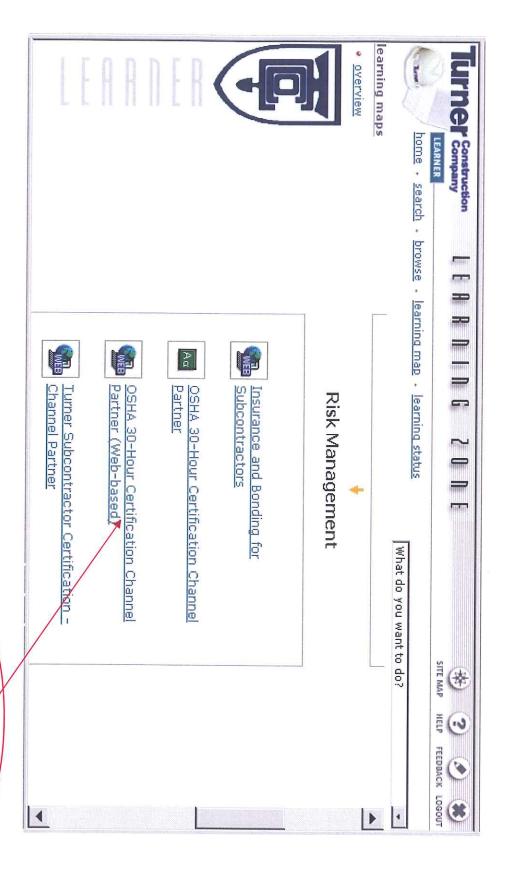
8am - 8pm Eastern Standard Time, Monday thru Friday or e-mail TKNhelp@TCCo.com. TKNadmin@TCCo.com. For Technical assistance with your personal computer you can call Turner Help Desk at 212-229-6100 from If you have any questions or problems please call us at 1-888-800-TCCo and ask for the TKN System Administrator, or e-mail us at Event Calendars are provided to identify when you can register for Instructor-led classes, for example, OSHA 30-Hour Certification. You can register for a course and reschedule when you want to participate in a scheduled event at any time.

Viewing Learning Maps



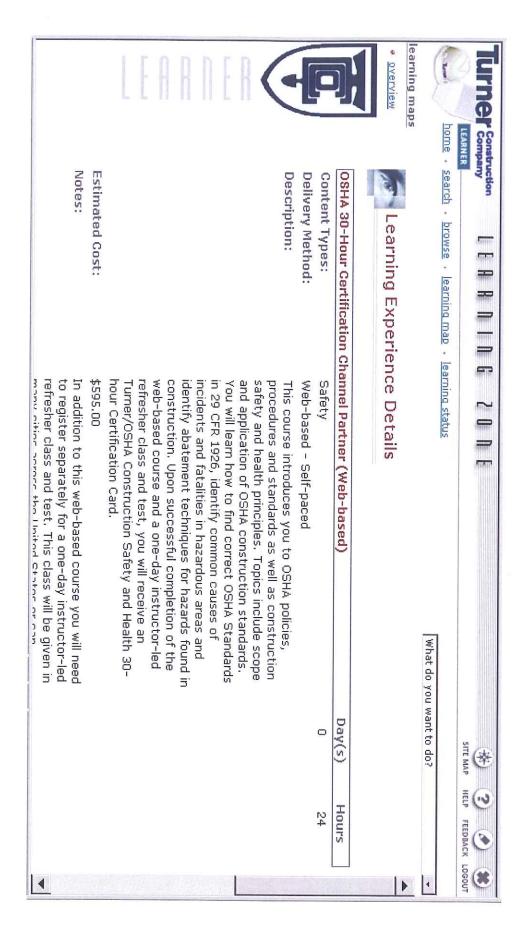
Each Channel Partner can search, browse or click on Learning Maps to find appropriate courses.

The Learning Experiences



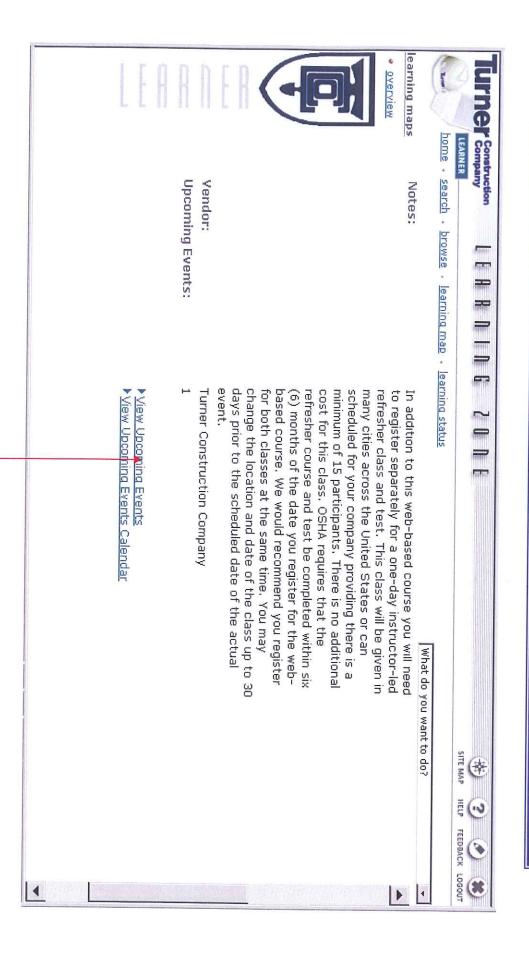
The Channel Partner can view the details of the Learning Experience by clicking on the course.

Learning Experience Details



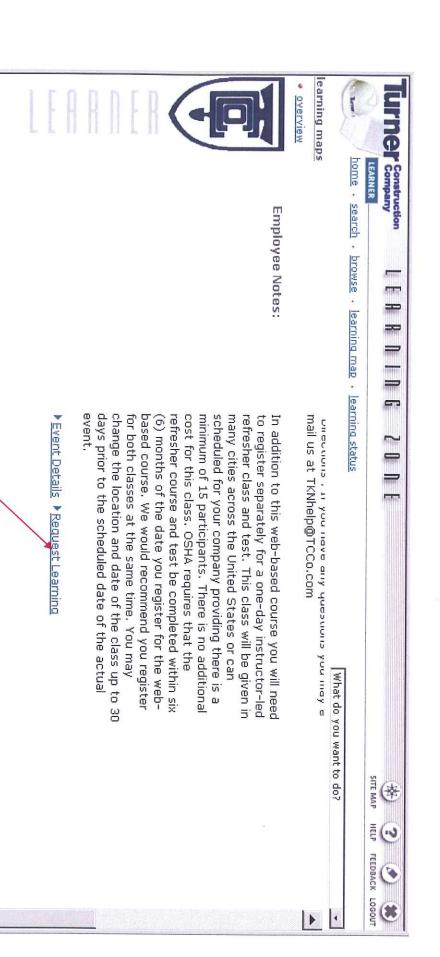
A detailed description of the course and cost will appear along with other important information.

Viewing Upcoming Events



The Channel Partner can click on "View Upcoming Events" to register for the course.

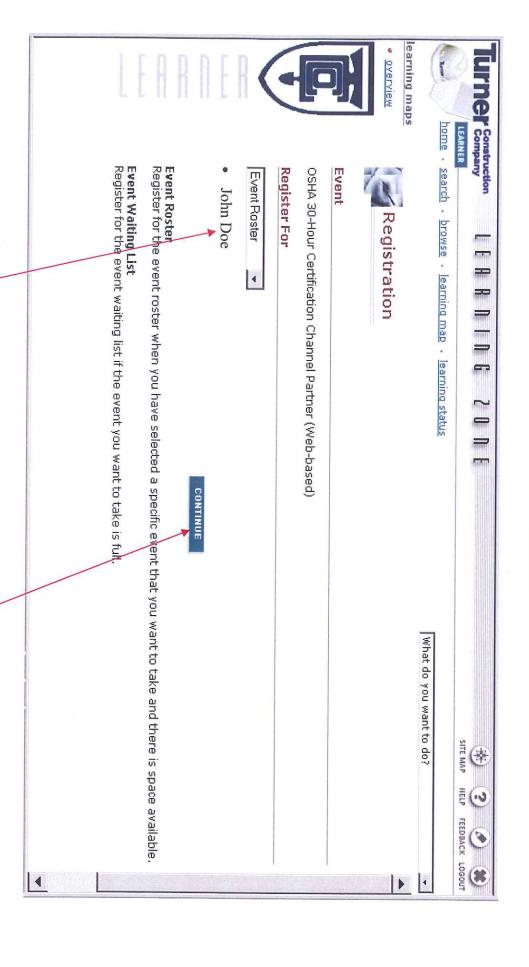
Requesting Learning



The Channel Partner clicks here to request learning.

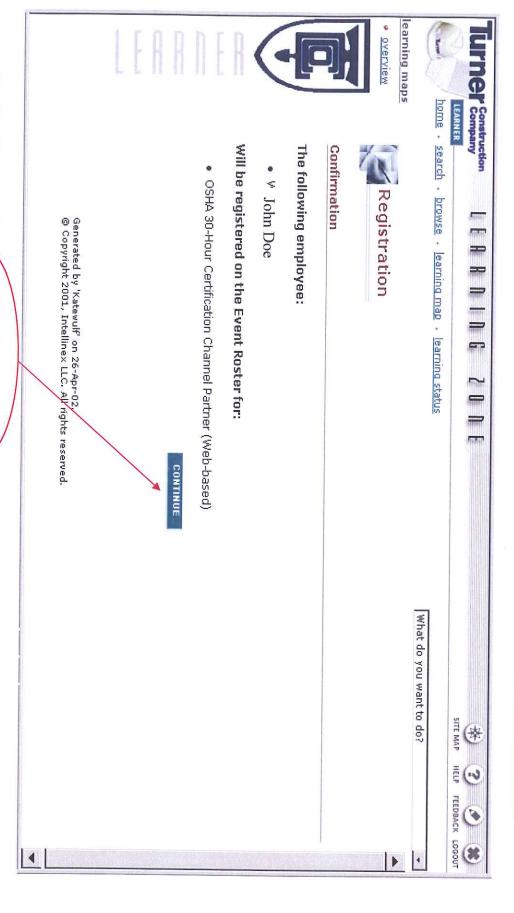
4

Registering



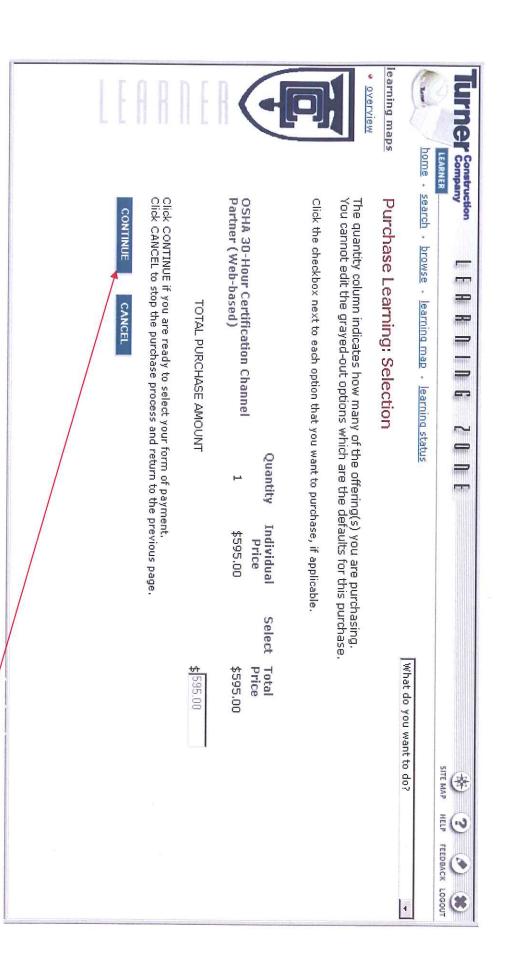
The Channel Partner's name will be displayed. Click "Continue" to complete the registration.





Registration is confirmed. Click "Continue".

Purchasing Learning



Requested learning with associated quantities and price are displayed. Click (Continue) to select form of payment. Only one quantity of each course may be purchased at a time.

Purchasing Learning

There are two ways in which a Channel Partner may purchase learning:

- By Credit Card
- By Voucher

required fields. Note: This is a secured transaction. To purchase learning using a credit card, the Channel Partner simply enters their valid credit card information into the

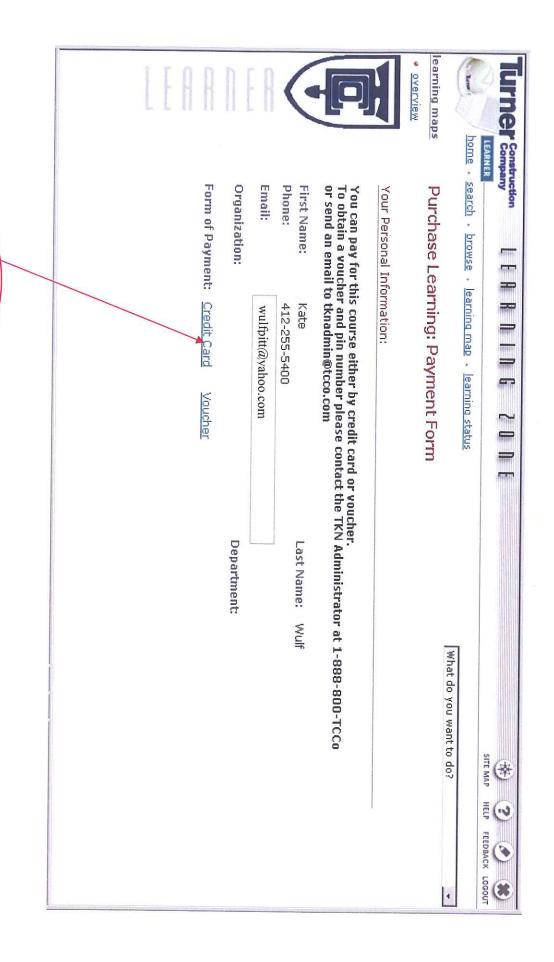
To purchase vouchers, a Channel Partner can do so via e-mail (TKNadmin@tcco.com) or by phoning (1-800-888-tcco).

Vouchers will be issued upon receipt of payment. Checks can be made payable to Turner Knowledge Network and 436 Seventh Avenue, Suite 2320 **Turner Construction Company**

Vouchers are a convenient way for Channel Partners to purchase learning for their employees. Attention: TKN Voucher Request

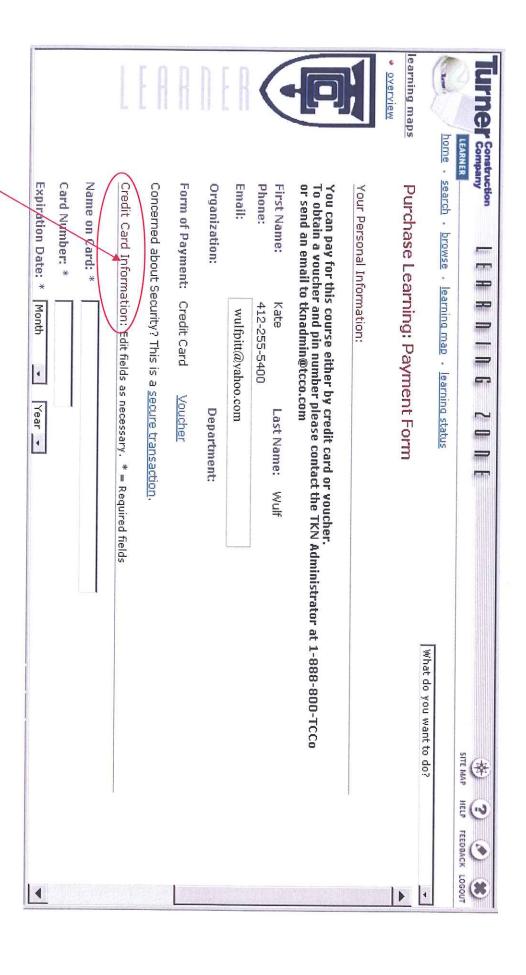
The following screens will explain both methods of payment.

Credit Card Payment Form



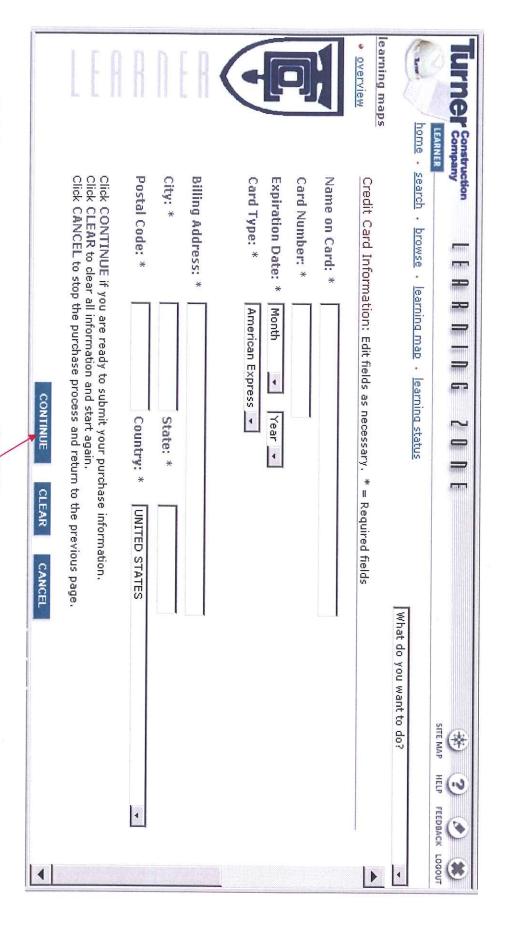
Choose Credit Card option.

Credit Card Payment Form



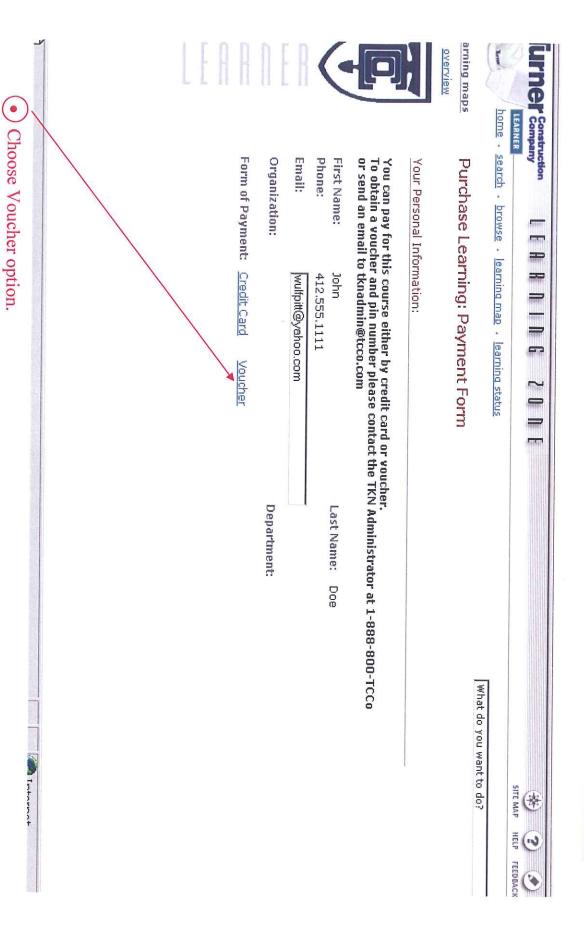
Input Credit Card Information.

Credit Card Payment Form



Finish the purchasing process by clicking Continue The Channel Partner will then be able to launch the course(s).

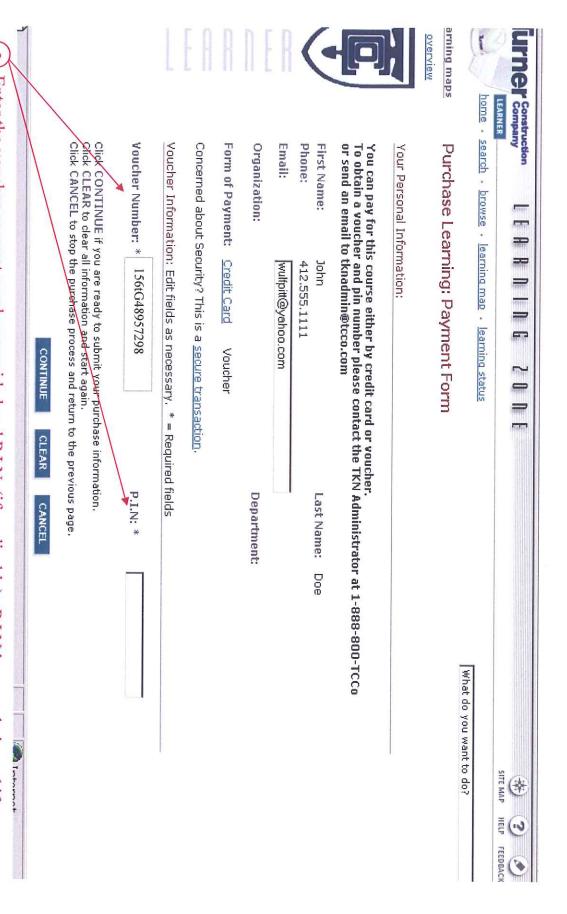
Payment Form Voucher



Voucher Payment Form

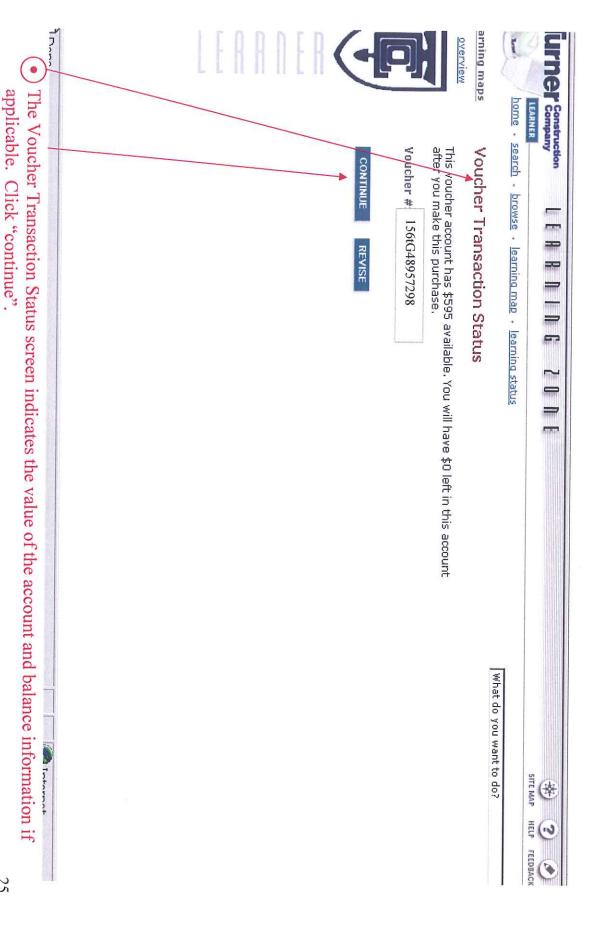
					R	(arning maps	home	Urner Construction Company LEARNER
	Click CONTINUE if yo Click CLEAR to clear a Click CANCEL to stop	Voucher Information Voucher Number: *	Concerned about Sec	Organization: Form of Payment:	Email:	First Name: Phone:	You can pay for this course either by cra To obtain a voucher and pin number plea or send an email to tknadmin@tcco.com	Your Personal Information:	Purchase Leari	search browse lea	any []
CONTINUE	Click CONTINUE if you are ready to submit your purchase information. Click CLEAR to clear all information and start again. Click CANCEL to stop the purchase process and return to the previous page.	Voucher Information: Edit fields as necessary. Voucher Number: *	о 2.	Oredit Card Voucher	wulfpitt@yahoo.com	John 412,555,1111	You can pay for this course either by credit card or voucher. To obtain a voucher and pin number please contact the TKN Administrator at 1-888-800-TCCo or send an email to tknadmin@tcco.com	nation:	Purchase Learning: Payment Form	home · search · browse · learning map · learning status	0.2 9 11 11 8
CLEAR	rr purchase information. lain. return to the previous pa	ry. * = Required fields P.I.N: *	ransaction.			Last	it card or voucher. e contact the TKN Adn		rm	SI	_
CANCEL	age,	*		Department:		Last Name: Doe	ninistrator at 1-888-6				
							300-TCCo			What do you want to do?	
										o do?	SITE MAP HELP FEEDBACK

Voucher Payment Form

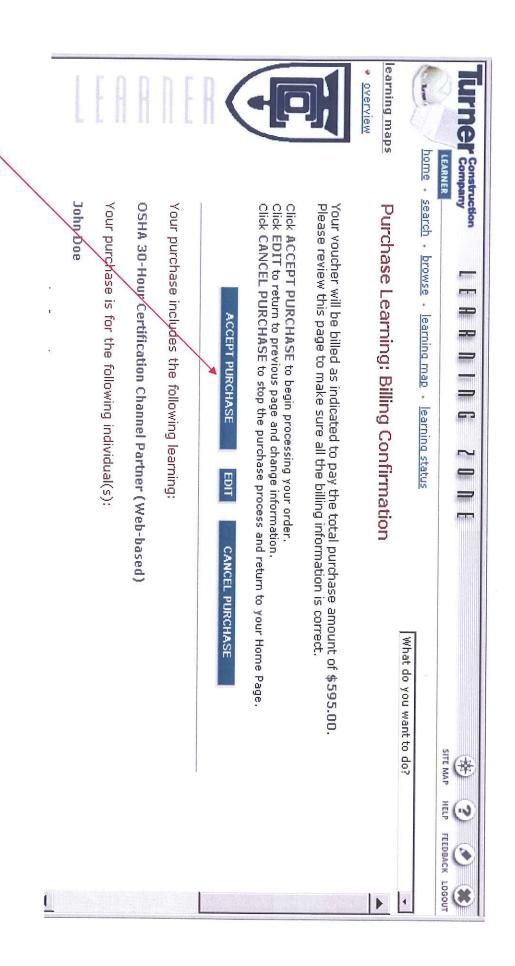


more than one voucher account is purchased at one time. Voucher numbers will be forwarded by e-Enter the voucher account number provided and P.I.N. (if applicable). P.I.N.'s are only issued if mail from the TKN Administrator once payment has been received. Click "continue"

Payment Form Voucher

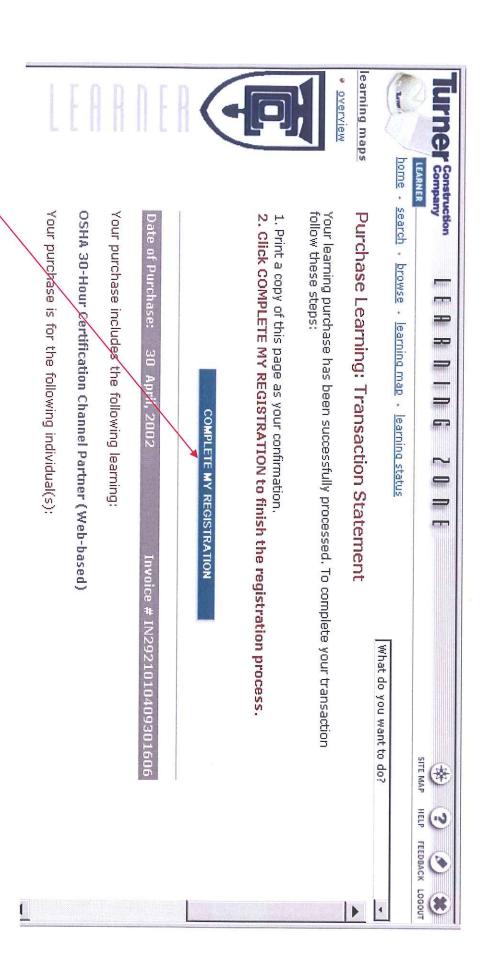


Payment Form Voucher



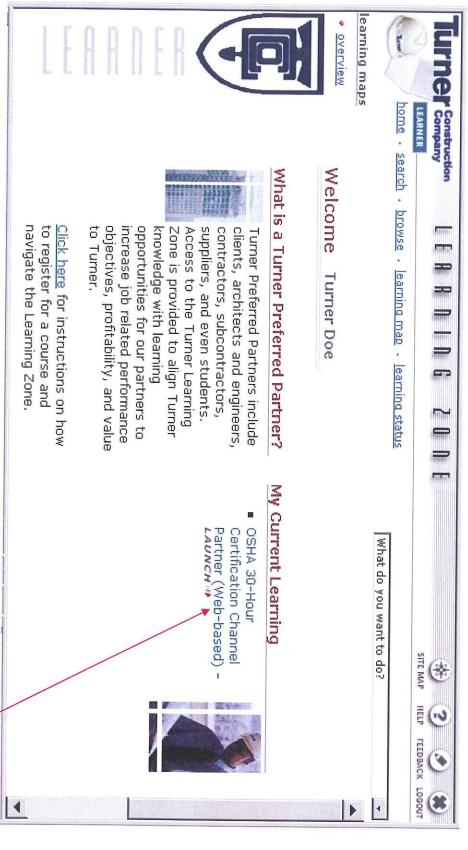
The Billing Confirmation screen appears, and Channel Partner "Accepts Purchase".

Voucher Payment Form



(•) Click "Complete Registration" to launch learning.





Once the Channel Partner completes registration and returns to the home page, (Current Learning displayed.