



LEXINGTON

Bid 161-2024

Louisville Paving and Construction

Supplier Response

Event Information

Number: Bid 161-2024
Title: Veterans Park Water Quality Improvement Project - Rebid
Type: Competitive Bid
Issue Date: 11/15/2024
Deadline: 12/3/2024 02:00 PM (ET)

Contact Information

Contact: Brian Marcum
Address: Central Purchasing
Government Center Building
200 East Main Street
Lexington, KY 40507
Phone: (859) 2583320
Fax: (859) 2583322
Email: brianm@lexingtonky.gov

Louisville Paving and Construction Information

Contact: John Mathis
Address: 15415 Shelbyville Rd.
Louisville, KY 40245
Phone: (502) 583-1726
Email: jmathis@loupaving.com

ONLY ONLINE BIDS WILL BE ACCEPTED! By submitting your response, you certify that you are authorized to represent and bind your company and that you agree to all bid terms and conditions as stated in the attached bid/RFP/RFQ/Quote/Auction documents.

Angelia Mitchell

Signature

Submitted at 12/3/2024 01:30:16 PM (ET)

amitchell@loupaving.com

Email

Response Attachments

PROPOSAL.pdf

PROPOSAL

BCC'D RECIPIENTS.pdf

DBE RECIPIENTS

BID BOND.pdf

BID BOND

CURRENT JOB LIST.pdf

CURRENT JOB LIST

DBE MESSIER.pdf

DBE INV

VBE OLD FASHIONED LLC.pdf

VBE OLD FASHIONED

WBE EARTH IMAGES.pdf

WBE EARTH IMAGES

EQUIPMENT LIST.pdf

EQUIPMENT LIST

KY CERTIFICATE OF EXISTENCE.pdf

KY CERTIFICATE OF EXISTENCE

Large Project List.pdf

PAST LARGE JOB EXPERIENCE

LFUCG Certified List_.pdf

LFUCG LIST

LPX Affirmative Action Plan.pdf

AFFIRMATIVE ACTION PLAN

Officers and Authorized Signatures.pdf

OFFICERS AND AUTHO SIGNERS

PROJECT REFERENCES a.pdf

PROJECT REFERENCES

RESUME LANDSCAPE ARCHITECT.pdf

RESUME ARCHITECT

RESUME LANDSCAPE.pdf

RESUME LANDSCAPE

RESUMES.pdf

RESUMES

Bid Lines

1	Veterans Park Dam Removal and Streambank Stabilization Project Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$1,349,999.00"/> Total: <input type="text" value="\$1,349,999.00"/>
2	Mobilization & Demobilization <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$47,000.00"/> Total: <input type="text" value="\$47,000.00"/>
3	General Conditions <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$31,660.00"/> Total: <input type="text" value="\$31,660.00"/>
4	Clearing and Grubbing <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$30,068.00"/> Total: <input type="text" value="\$30,068.00"/>
5	Construction Staking & Asbuilt Survey <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$6,750.00"/> Total: <input type="text" value="\$6,750.00"/>
6	Site Safety <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$2,620.00"/> Total: <input type="text" value="\$2,620.00"/>
7	Maintenance of Traffic <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$15,000.00"/> Total: <input type="text" value="\$15,000.00"/>
8	Planting Plan <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$2,525.00"/> Total: <input type="text" value="\$2,525.00"/>
9	Stabilized Construction Entrance <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$4,080.00"/> Total: <input type="text" value="\$4,080.00"/>
10	Temporary Roadways and Laydown Areas (Soil/Grass) <i>(Line excluded from response total)</i> Quantity: <u> 1 </u> UOM: <u>Lump Sum</u> Price: <input type="text" value="\$209,350.00"/> Total: <input type="text" value="\$209,350.00"/>

1 1	Tree Protection <i>(Line excluded from response total)</i>	Quantity: <u>2000</u> UOM: <u>Linear Feet</u>	Price: <input type="text" value="\$4.92"/>	Total: <input type="text" value="\$9,840.00"/>
1 2	Temporary De-Watering <i>(Line excluded from response total)</i>	Quantity: <u>1</u> UOM: <u>Lump Sum</u>	Price: <input type="text" value="\$70,562.00"/>	Total: <input type="text" value="\$70,562.00"/>
1 3	Erosion Prevention and Sediment Control Installation and Maintenance <i>(Line excluded from response total)</i>	Quantity: <u>7</u> UOM: <u>Per Month</u>	Price: <input type="text" value="\$2,485.00"/>	Total: <input type="text" value="\$17,395.00"/>
1 4	Crushed Stone Walking Paths <i>(Line excluded from response total)</i>	Quantity: <u>575</u> UOM: <u>Square Yard</u>	Price: <input type="text" value="\$38.00"/>	Total: <input type="text" value="\$21,850.00"/>
1 5	Outdoor Seating Area <i>(Line excluded from response total)</i>	Quantity: <u>2</u> UOM: <u>EA</u>	Price: <input type="text" value="\$12,245.00"/>	Total: <input type="text" value="\$24,490.00"/>
1 6	Coir Fiber Fabric <i>(Line excluded from response total)</i>	Quantity: <u>1100</u> UOM: <u>Square Yard</u>	Price: <input type="text" value="\$9.50"/>	Total: <input type="text" value="\$10,450.00"/>
1 7	Streambank Stabilization (Toe Rock) <i>(Line excluded from response total)</i>	Quantity: <u>2250</u>	Price: <input type="text" value="\$237.00"/>	Total: <input type="text" value="\$533,250.00"/>
1 8	Boulder Toe & Access Points <i>(Line excluded from response total)</i>	Quantity: <u>2600</u>	Price: <input type="text" value="\$36.50"/>	Total: <input type="text" value="\$94,900.00"/>
1 9	Constructed Riffle <i>(Line excluded from response total)</i>	Quantity: <u>1600</u> UOM: <u>Ton</u>	Price: <input type="text" value="\$42.15"/>	Total: <input type="text" value="\$67,440.00"/>
2 0	Low Head Dam Removal <i>(Line excluded from response total)</i>	Quantity: <u>1</u> UOM: <u>Lump Sum</u>	Price: <input type="text" value="\$4,000.00"/>	Total: <input type="text" value="\$4,000.00"/>
2 1	Groundwater Cutoff Dam <i>(Line excluded from response total)</i>	Quantity: <u>75</u> UOM: <u>Cubic Yard</u>	Price: <input type="text" value="\$154.00"/>	Total: <input type="text" value="\$11,550.00"/>
2 2	Finish Grading <i>(Line excluded from response total)</i>	Quantity: <u>2000</u> UOM: <u>Square Yard</u>	Price: <input type="text" value="\$7.00"/>	Total: <input type="text" value="\$14,000.00"/>
2 3	Habitat Enhancement Boulders <i>(Line excluded from response total)</i>	Quantity: <u>8</u> UOM: <u>EA</u>	Price: <input type="text" value="\$1,554.00"/>	Total: <input type="text" value="\$12,432.00"/>
2 4	Native Riparian Trees (Balled-and-Burlapped) <i>(Line excluded from response total)</i>	Quantity: <u>150</u> UOM: <u>EA</u>	Price: <input type="text" value="\$642.00"/>	Total: <input type="text" value="\$96,300.00"/>

2 5	Native Riparian Trees (Live Stake) <i>(Line excluded from response total)</i>	Quantity: <u>900</u> UOM: <u>EA</u>	Price: <input type="text" value="\$9.43"/>	Total: <input type="text" value="\$8,487.00"/>
2 6	Site Restoration, Seed and Straw <i>(Line excluded from response total)</i>	Quantity: <u>2000</u> UOM: <u>Square Yard</u>	Price: <input type="text" value="\$2.00"/>	Total: <input type="text" value="\$4,000.00"/>
2 7	Alternate#1 Streambank Stabilization (Trout Classroom) <i>(Line excluded from response total)</i>	Quantity: <u>230</u> UOM: <u>Ton</u>	Price: <input type="text" value="\$929.00"/>	Total: <input type="text" value="\$213,670.00"/>
2 8	Alternate#2 Construction Access Roads & Restoration (Trout Classroom) <i>(Line excluded from response total)</i>	Quantity: <u>1</u> UOM: <u>Lump Sum</u>	Price: <input type="text" value="\$21,000.00"/>	Total: <input type="text" value="\$21,000.00"/>
2 9	Alternate#3 Boulder Toe & Access Points (Trout Classroom) <i>(Line excluded from response total)</i>	Quantity: <u>295</u> UOM: <u>Ton</u>	Price: <input type="text" value="\$91.00"/>	Total: <input type="text" value="\$26,845.00"/>
3 0	Alternate#4 ADA Accessible Walking Path (Rockbridge Road Entrance) <i>(Line excluded from response total)</i>	Quantity: <u>210</u>	Price: <input type="text" value="\$139.00"/>	Total: <input type="text" value="\$29,190.00"/>
3 1	Alternate#5 ADA Accessible Area (South Bend) <i>(Line excluded from response total)</i>	Quantity: <u>1</u> UOM: <u>Lump Sum</u>	Price: <input type="text" value="\$29,280.00"/>	Total: <input type="text" value="\$29,280.00"/>
3 2	Alternate#6 Streambank Stabilization (South Bend) <i>(Line excluded from response total)</i>	Quantity: <u>500</u> UOM: <u>Ton</u>	Price: <input type="text" value="\$180.00"/>	Total: <input type="text" value="\$90,000.00"/>
3 3	Alternate#7 Excavator (As Directed) <i>(Line excluded from response total)</i>	Quantity: <u>10</u> UOM: <u>EA</u>	Price: <input type="text" value="\$1,700.00"/>	Total: <input type="text" value="\$17,000.00"/>
3 4	Alternate#8 Rock Excavation (As Directed) <i>(Line excluded from response total)</i>	Quantity: <u>10</u> UOM: <u>EA</u>	Price: <input type="text" value="\$2,500.00"/>	Total: <input type="text" value="\$25,000.00"/>
3 5	Alternate#9 Pool Habitat Enhancement (As Directed) <i>(Line excluded from response total)</i>	Quantity: <u>10</u> UOM: <u>EA</u>	Price: <input type="text" value="\$1,554.00"/>	Total: <input type="text" value="\$15,540.00"/>

Response Total: \$1,349,999.00

PART III
FORM OF PROPOSAL

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PART III

Invitation to Bid No. 161-2024

Veterans Park Dam Removal and Streambank Stabilization Project

1. FORM OF PROPOSAL

Place: Lexington, Kentucky

Date: 12/3/2024

The following Form of Proposal shall be followed exactly in submitting a proposal for this Work.

This Proposal Submitted by Louisville Paving Company, Inc.

15415 Shelbyville Rd., Louisville KY 40245

(Name and Address of Bidding Contractor)

(Hereinafter called "Bidder"), organized and existing under the laws of the State of Kentucky, doing business as Louisville Paving Company, Inc.
a corporation "a corporation," "a partnership", or an "individual" as applicable.

To: Lexington-Fayette Urban County Government
(Hereinafter called "OWNER")
Office of the Director of Purchasing
200 East Main Street, 3rd Floor
Lexington, KY 40507

Gentlemen:

The Bidder, in compliance with your Invitation for Bids for the **Veterans Park Dam Removal and Streambank Stabilization Project** having examined the Plans and Specifications with related documents, having examined the site for proposed Work, and being familiar with all of the conditions surrounding the construction of the proposed Project, including the availability of materials and labor, hereby proposes to furnish all labor, materials, and supplies, and to construct the Project in accordance with the Contract Documents, within the time set forth therein, and at the lump sum and/or unit prices stated hereinafter. These prices are to cover all expenses incurred in performing the Work required under the Contract Documents, of which this proposal is a part. The OWNER will issue work orders for work to be performed under this Contract.

BIDDER hereby agrees to commence Work under this contract on or before a date to be specified in the Notice to Proceed and to fully complete the project within the time provided in the Purchase Order or Work Orders issued by the OWNER. BIDDER further agrees to pay liquidated damages, the sum of **\$1,000.00** for each consecutive calendar day thereafter.

The Bidder hereby acknowledges receipt of the following addenda:

- Addendum No. ____ Date _____

Insert above the number and the date of any Addendum issued and received. If none has been issued and received, the word "NONE" should be inserted.

2. LEGAL STATUS OF BIDDER

Bidder Louisville Paving Company, Inc.

Date 12/3/2024

* 1. A corporation duly organized and doing business under the laws of the State of Kentucky, for whom Reggie Ball, bearing the official title of VP Compliance, whose signature is affixed to this Bid/Proposal, is duly authorized to execute contracts.

~~* 2. A Partnership, all of the members of which, with addresses are: (Designate general partners as such)~~

~~_____

_____~~

* 3. An individual, whose signature is affixed to this Bid/Proposal (please print name)

~~_____
_____~~

~~*(The Bidder shall fill out the appropriate form and strike out the other two.)~~

3. **BIDDERS AFFIDAVIT**

Comes the Affiant, Reggie Ball, and after being first duly sworn, states under penalty of perjury as follows:

1. His/her name is Reggie Ball and he/she is the individual submitting the bid or is the authorized representative of Louisville Paving Company, Inc., the entity submitting the bid (hereinafter referred to as "Bidder").
2. Bidder will pay all taxes and fees, which are owed to the Lexington-Fayette Urban County Government at the time the bid is submitted, prior to award of the contract and will maintain a "current" status in regard to those taxes and fees during the life of the contract.
3. Bidder will obtain a Lexington-Fayette Urban County Government business license, if applicable, prior to award of the contract.
4. Bidder has authorized the Division of Central Purchasing to verify the above-mentioned information with the Division of Revenue and to disclose to the Urban County Council that taxes and/or fees are delinquent or that a business license has not been obtained.
5. Bidder has not knowingly violated any provision of the campaign finance laws of the Commonwealth of Kentucky within the past five (5) years and the award of a contract to the Bidder will not violate any provision of the campaign finance laws of the Commonwealth.
6. Bidder has not knowingly violated any provision of Chapter 25 of the Lexington-Fayette Urban County Government Code of Ordinances, known as the "Ethics Act."
7. Bidder acknowledges that "knowingly" for purposes of this Affidavit means, with respect to conduct or to circumstances described by a statute or ordinance defining an offense, that a person is aware or should have been aware that his conduct is of that nature or that the circumstance exists.
Further, Affiant sayeth naught.

(Affiant) Reggie Ball

STATE OF Kentucky
COUNTY OF Jefferson

The foregoing instrument was subscribed, sworn to and acknowledged before me by

Reggie Ball on this the 3rd day of December, 2024

My Commission expires 2/20/28

NOTARY PUBLIC, STATE AT LARGE



4. BID SCHEDULE – SCHEDULE OF VALUES

The Bidder agrees to perform all the Work described in the Specifications and shown on the Plans for the following proposed lump sum and/or unit prices, if applicable, which shall include the furnishing of all labor, materials, supplies, equipment and/or vehicle usage, services, all items of cost, overhead, taxes (federal, state, local), and profit for the Contractor and any Subcontractor involved, within the time set forth herein. If unit prices are applicable, Bidder must make the extensions and additions showing the total amount of bid.

Form of proposal must include unit bid prices written in words and in numbers OR bid may be considered non-responsive. In case of price discrepancy, unit bid price written in words will prevail followed by unit price written in number.

If the unit price and the item total are illegible or are omitted, the bid may be determined nonresponsive. If a lump sum total price is illegible or is omitted, the bid may be determined nonresponsive.

All Pricing must be submitted in Ionwave for a responsive bid.

For a lump sum-based bid, the item total is the bid amount the Division uses for bid comparison. The Total Lump Sum Bid Price (Bid Schedule Item 1) shall be completed to be considered a responsive bid.

The LFUCG’s decision on the bid amount is final.

The contract, if awarded, will be on the basis of materials and equipment specified in the specifications without consideration of possible substitute or “or equal” items.

Bid will be awarded based upon the low base bid plus any alternates within budget, alternates are listed in the order which they will be awarded.

The CONTRACTOR shall provide total lump sum bid prices for item 1 to be considered a responsive bid. In the event of additional quantities authorized by the ENGINEER or OWNER, the CONTRACTOR shall provide unit prices for the following items (items 2 through 29):

Item No.	Description w/ Bid Price Written in Words	Unit	Unit Price	Engineer’s Estimated Quantity	Contractor’s Estimated Quantity
1	Veterans Park Dam Removal and Streambank Stabilization Project One Million, Three Hundred, Forty-Nine Thousand, Nine Hundred and Ninety-Nine Dollars and <u>Zero</u> Cents per unit	LS	\$ <u>1,349,999.00</u>	1	1
2	Mobilization & Demobilization Forty-Seven Thousand Dollars and <u>Zero</u> Cents per unit	LS	\$ <u>47,000.00</u>	1	1

Item No.	Description w/ Bid Price Written in Words	Unit	Unit Price	Engineer's Estimated Quantity	Contractor's Estimated Quantity
3	<p>General Conditions <small>Thirty-One Thousand, Six Hundred and Sixty</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>31,660.00</u>	1	1
4	<p>Clearing and Grubbing <small>Thirty Thousand and Sixty-Eight</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>30,068.00</u>	1	1
5	<p>Construction Staking & Asbuilt Survey <small>Six Thousand, Seven Hundred and Fifty</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>6,750.00</u>	1	1
6	<p>Site Safety <small>Two Thousand, Six Hundred and Twenty</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>2,620.00</u>	1	1
7	<p>Maintenance of Traffic <small>Fifteen Thousand</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>15,000.00</u>	1	1
8	<p>Planting Plan <small>Two Thousand, Five Hundred and Twenty-Five</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>2,525.00</u>	1	1
9	<p>Stabilized Construction Entrance <small>Four Thousand and Eighty</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>4,080.00</u>	1	1
10	<p>Temporary Roadways and Laydown Areas (Soil/Grass) <small>Two Hundred, Nine Thousand, Three Hundred and Fifty</small> Dollars and <small>Zero</small> Cents per unit</p>	LS	\$ <u>209,350.00</u>	1	1
11	<p>Tree Protection <small>Four</small> Dollars and <small>Ninety-Two</small> Cents per unit</p>	LF	\$ <u>4.92</u>	2,000	2,000

Item No.	Description w/ Bid Price Written in Words	Unit	Unit Price	Engineer's Estimated Quantity	Contractor's Estimated Quantity
12	Temporary De-Watering Seventy Thousand, Five Hundred and Sixty-Two Dollars and Zero Cents per unit	LS	\$ 70,562.00	1	1
13	Erosion Prevention and Sediment Control Installation and Maintenance Two Thousand, Four Hundred and Eighty-Five Dollars and Zero Cents per unit	MO	\$ 2,485.00	7	7
14	Crushed Stone Walking Paths Thirty-Eight Dollars and Zero Cents per unit	SY	\$ 38.00	575	575
15	Outdoor Seating Area Twelve Thousand, Two Hundred and Forty-Five Dollars and Zero Cents per unit	EA	\$ 12,245.00	2	2
16	Coir Fiber Fabric Nine Dollars and Fifty Cents per unit	SY	\$ 9.50	1,100	1,100
17	Streambank Stabilization (Toe Rock) Two Hundred and Thirty-Seven Dollars and Zero Cents per unit	TON	\$ 237.00	2,250	2,250
18	Boulder Toe & Access Points Thirty-Six Dollars and Fifty Cents per unit	TON	\$ 36.50	2,600	2,600
19	Constructed Riffle Forty-Two Dollars and Fifteen Cents per unit	TON	\$ 42.15	1,600	1,600
20	Low Head Dam Removal Four Thousand Dollars and Zero Cents per unit	LS	\$ 4,000.00	1	1

Item No.	Description w/ Bid Price Written in Words	Unit	Unit Price	Engineer's Estimated Quantity	Contractor's Estimated Quantity
21	Groundwater Cutoff Dam One Hundred and Fifty-Four Dollars and Zero Cents per unit	CY	\$ 154.00	75	75
22	Finish Grading Seven Dollars and Zero Cents per unit	SY	\$ 7.00	2,000	2,000
23	Habitat Enhancement Boulders One Thousand, Five Hundred and Fifty-Four Dollars and Zero Cents per unit	EA	\$ 1,554.00	8	8
24	Native Riparian Trees (Balled- and-Burlapped) Six Hundred and Forty-Two Dollars and Zero Cents per unit	EA	\$ 642.00	150	150
25	Native Riparian Trees (Live Stake) Nine Dollars and Forty-Three Cents per unit	EA	\$ 9.43	900	900
26	Site Restoration, Seed and Straw Two Dollars and Zero Cents per unit	SY	\$ 2.00	2,000	2,000

The CONTRACTOR shall provide unit prices and total line item price for the following ADD/ALTERNATE items (items A1 through A9):

Item No.	Description w/ Bid Price Written in Words	Unit	Unit Price	Engineer's Estimated Quantity	Contractor's Estimated Quantity	Total Line Item Price
A1	Streambank Stabilization (Trout Classroom) Nine Hundred and Twenty-Nine Dollars and Zero Cents per unit	TON	\$ 929.00	230	230	\$213,670.00
A2	Construction Access Roads & Restoration (Trout Classroom) Twenty-One Thousand Dollars and Zero Cents per unit	LS	\$ 21,000.00	1	1	\$21,000.00
A3	Boulder Toe & Access Points (Trout Classroom) Ninety-One Dollars and Zero Cents per unit	TON	\$ 91.00	295	295	\$26,845.00
A4	ADA Accessible Walking Path (Rockbridge Road Entrance) One Hundred and Thirty-Nine Dollars and Zero Cents per unit	SY	\$ 139.00	210	210	\$29,190.00
A5	ADA Accessible Area (South Bend) Twenty-Nine Thousand Two Hundred and Eighty Dollars and Zero Cents per unit	LS	\$ 29,280.00	1	1	\$29,280.00
A6	Streambank Stabilization (South Bend) One Hundred and Eighty Dollars and Zero Cents per unit	TON	\$ 180.00	500	500	\$90,000.00
A7	Excavator (As Directed) One Thousand and Seven Hundred Dollars and Zero Cents per unit	DAY	\$ 1,700.00	10	10	\$17,000.00

Item No.	Description w/ Bid Price Written in Words	Unit	Unit Price	Engineer's Estimated Quantity	Contractor's Estimated Quantity	Total Line Item Price
A8	Rock Excavation (As Directed) Two Thousand and Five Hundred _____ Dollars and Zero _____ Cents per unit	DAY	\$ 2,500.00	10	10	\$23,000.00
A9	Pool Habitat Enhancement (As Directed) One Thousand, Five Hundred and Fifty-Four _____ Dollars and Zero _____ Cents per unit	EA	\$ 1,554.00	10	10	\$15,540.00

All Pricing must be submitted in Ionwave for a responsive bid.

The ENGINEER's Estimated Quantities are to be considered approximate. It is the CONTRACTOR's responsibility to verify and determine quantities and unit costs that reflect the Total Lump Sum Costs for the entire project. Once the bid is submitted, the CONTRACTOR will not be permitted to alter the unit prices identified in the Bid Schedule.

Submitted by: Louisville Paving Company, Inc.
Firm

15415 Shelbyville Rd.
Address

Louisville, KY 40245
City, State & Zip

***Bid must be signed:
(original signature)***


VP Compliance
Signature of Authorized Company Representative – Title

Reggie Ball
Representative/s Name (Typed or Printed)

502.815.4100 n/a
Area Code – Phone – Extension *Fax #*

Rball@loupaving.com
E-Mail Address

OFFICIAL ADDRESS:
Louisville Paving Company, Inc.
15415 Shelbyville Rd.
Louisville, KY 40245

(Seal if Bid is by Corporation)





By signing this form, you agree to ALL terms, conditions, and associated forms in this bid package.

8. The Bidder shall be required to have successfully completed a minimum of three (3) projects with similar size and scope within the past ten (10) years. The Bidder is required to complete the following Project Experience summary Table(s) (attach separate sheet if necessary). Project profiles shall be included as an attachment to this Bid (one page maximum each profile).

PROJECT EXPERIENCE SUMMARY TABLE

	Project No. 1	Project No. 2	Project No. 3
Project Name	Please see attached.		
Year(s) Project Occurred			
Owner			
Owner's Contact			
Original & Final Contract Price			
Original & Final Contract Times (days)			
Project Drainage Area (square miles) (1 square mile min).			
Stream Restoration/ Stabilization Length (LF) 500 LF min.			
Dam Removal (Y / N)			

11. DBE Participation on current bonded projects under contract:

<u>SUBCONTRACTORS (LIST)</u>	<u>PROJECT (SPECIFIC TYPE)</u>	<u>DBE</u>	<u>% of WORK</u>
<u>NH Stone</u>	<u>Highway</u>	<u>x</u>	<u>3%</u>
<u>Geco Enterprises</u>	<u>Highway</u>	<u>x</u>	<u>9%</u>
<u>Javier Steel</u>	<u>Highway</u>	<u>x</u>	<u>8%</u>
<u>Messier & Associates</u>	<u>Highway</u>	<u>x</u>	<u>5%</u>
<u>TRC, LLC</u>	<u>Highway</u>	<u>x</u>	<u>2%</u>
<u>NWK Construction</u>	<u>Highway</u>	<u>x</u>	<u>4%</u>
<u>McCrite Milling</u>	<u>Highway</u>	<u>x</u>	<u>1%</u>

(USE ADDITIONAL SHEETS IF NECESSARY)

12. We acknowledge that, if we are the apparent low Bidder, we may be required to submit to the OWNER within 7 calendar days following the Bid Opening, a sworn statement regarding all current work on hand and under contract, and a statement on the OWNER'S form of the experience of our officers, office management and field management personnel. Additionally, if requested by the OWNER, we will within 7 days following the request submit audited financial statements and loss history for insurance claims for the 3 most recent years (or a lesser period stipulated by the OWNER).

6. LIST OF PROPOSED SUBCONTRACTORS

The following list of proposed subcontractors is required by the OWNER to be executed, completed and submitted with the BIDDER'S FORM OF PROPOSAL. All subcontractors are subject to approval of the Lexington-Fayette Urban County Government. Failure to submit this list completely filled out may be cause for rejection of bid. In addition to completing the below form, the Bidder shall provide, as attachments, the following items:

- A. Resume of the designated Surveyor (one page maximum).
- B. Resume of the designated Landscape Architect (one page maximum).
- C. Resume of the designated Landscape Installer (one page maximum).

<u>BRANCH OF WORK – LIST EACH MANOR ITEM SUCH AS:</u> Grading, bituminous paving, concrete paving, cast in place concrete, seeding and protection, construction staking, landscape design & installation, etc.	<u>SUBCONTRACTOR</u> Name and Address	<u>DBE</u> Yes/No	<u>% OF WORK</u>
Erosion Control, Landscaping	Earth Images PO Box 216 Floyds Knobs, IN 47119	Yes	12%
Hauling, Dump Fees	Messier & Associates PO Box 21293 Louisville, KY 40221	Yes	5%
Temp Creek Crossings	Old Fashioned LLC 10 N High Street Columbus, OH 43215	Yes	3%
Concrete Flatwork	Fox Enterprises, Inc. PO Box 1718 Richmond, KY 40476	No	0.9%
Handrail	Bottoms Engineering & Service 955 Chenault Rd. Frankfort, KY 40601	No	0.4%

(Attach additional sheet(s) if necessary.)

6. LIST OF PROPOSED SUBCONTRACTORS

The following list of proposed subcontractors is required by the OWNER to be executed, completed and submitted with the BIDDER'S FORM OF PROPOSAL. All subcontractors are subject to approval of the Lexington-Fayette Urban County Government. Failure to submit this list completely filled out may be cause for rejection of bid. In addition to completing the below form, the Bidder shall provide, as attachments, the following items:

- A. Resume of the designated Surveyor (one page maximum).
- B. Resume of the designated Landscape Architect (one page maximum).
- C. Resume of the designated Landscape Installer (one page maximum).

<u>BRANCH OF WORK – LIST EACH MANOR ITEM SUCH AS:</u> Grading, bituminous paving, concrete paving, cast in place concrete, seeding and protection, construction staking, landscape design & installation, etc.	<u>SUBCONTRACTOR</u> Name and Address	<u>DBE</u> Yes/No	<u>% OF WORK</u>
Clearing & Grubbing	Bob Ray Company 723 Lyndon Lane Louisville KY	No	2.5%
Boulder Installation	Bain Land Mgt 440 Back Creek Rd. Mt Eden KY40046	No	26.2%

(Attach additional sheet(s) if necessary.)

7. AUTHENTICATION OF BID AND STATEMENT OF NON-COLLUSION AND CONFLICT OF INTEREST

I hereby swear (or affirm) under the penalty for false swearing:

1. That I am the Bidder (if the Bidder is an individual), a partner of the Bidder (if the Bidder is a partnership), or an officer or employee of the bidding corporation having authority to sign on its behalf (if the Bidder is a corporation);
2. That the attached bid has been arrived at by the Bidder independently, and has been submitted without collusion with, and without any agreement, understanding or planned common course of action, with any other contractor, vendor of materials, supplies, equipment or services described in the Invitation to Bid, designed to limit independent bidding or competition;
3. That the contents of the bid or bids have not been communicated by the Bidder or its employees or agents to any person not an employee or agent of the Bidder or its surety on any bond furnished, with the bid or bids, and will not be communicated to any such person, prior to the official opening of the bid or bids;
4. That the Bidder is legally entitled to enter into the contracts with the Lexington-Fayette Urban County Government, and is not in violation of any prohibited conflict of interest;
5. (Applicable to corporation only) That as a foreign corporation, we are registered with the Secretary of State, Commonwealth of Kentucky, and authorized to do business in the State _____ or, that as a domestic corporation, we are in good standing with the Secretary of State, Commonwealth of Kentucky X. Check the statement applicable.
6. This offer is for 60 calendar days from the date this bid is opened. In submitting the above, it is expressly agreed that, upon proper acceptance by the Lexington-Fayette Urban County Government of any or all items bid above, a contract shall thereby be created with respect to the items accepted.
7. That I have fully informed myself regarding the accuracy of the statements made in this statement.
8. That I certify that Subcontractors have not and will not be awarded to any firm(s) that have been debarred from noncompliance with the Federal Labor Standards, Title VI of the Civil Rights Act of 1964 As Amended, Executive Order 11246 As Amended or any other Federal Law.

8. EQUAL OPPORTUNITY AGREEMENT

The Law

- * Title VII of the Civil Rights Act of 1964 (amended 1972) states that it is unlawful for an employer to discriminate in employment because of race, color, religion, sex, age (40-70 years) or national origin.
- * Executive Order No. 11246 on Nondiscrimination under Federal contract prohibits employment discrimination by contractor and subcontractor doing business with the Federal Government or recipients of Federal funds. This order was later amended by Executive Order No. 11375 to prohibit discrimination on the basis of sex.
- * Section 503 of the Rehabilitation Act of 1973 States:

The Contractor will not discriminate against any employee or applicant for employment because of physical or mental handicap.

- * Section 2012 of the Vietnam Era Veterans Readjustment Act of 1973 requires Affirmative Action on behalf of disabled veterans and veterans of the Vietnam Era by contractors having Federal Contracts.
- * Section 206 (A) of Executive Order 12086, Consolidation of Contract Compliance Functions for Equal Employment Opportunity, states:

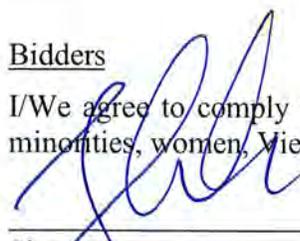
The Secretary of Labor may investigate the employment practices of any Government contractor or sub-contractor to determine whether or not the contractual provisions specified in Section 202 of this order have been violated.

The Lexington-Fayette Urban County Government practices Equal Opportunity in recruiting, hiring and promoting. It is the Government's intent to affirmatively provide employment opportunities for those individuals who have previously not been allowed to enter into the mainstream of society. Because of its importance to the local Government, this policy carries the full endorsement of the Mayor, Commissioners, Directors, and all supervisory personnel. In following this commitment to Equal Employment Opportunity and because the Government is the benefactor of the Federal funds, it is both against the Urban County Government policy and illegal for the Government to let contracts to companies which knowingly or unknowingly practice discrimination in their employment practices. Violation of the above mentioned ordinances may cause a contract to be canceled and the contractor may be declared ineligible for future consideration.

Please sign this statement in the appropriate space acknowledging that you have read and understand the provisions contained herein. Return this document as part of your application packet.

Bidders

I/We agree to comply with the Civil Rights Laws listed above that govern employment rights of minorities, women, Vietnam veterans, handicapped, and aged persons.



Louisville Paving Company, Inc.

Signature

Name of Business

The Entity (regardless of whether construction contractor, non-construction contractor or supplier) agrees to provide equal opportunity in employment for all qualified persons, to prohibit

discrimination in employment because of race, color, creed, national origin, sex or age, and to promote equal employment through a positive, continuing program from itself and each of its sub-contracting agents. This program of equal employment opportunity shall apply to every aspect of its employment policies and practices.

The Kentucky equal Employment Opportunity Act of 1978 (KRS 45.560-45.640) requires that any count, city, town, school district, water district, hospital district, or other political subdivision of the state shall include in directly or indirectly publicly funded contracts for supplies, materials, services, or equipment hereinafter entered into the following provisions:

During the performance of this contract, the contractor agrees as follows:

- (1) *The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, age or national origin;*
- (2) *The contractor will state in all solicitations or advertisements for employees placed by or on behalf of the contractors that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age or national origin;*
- (3) *The contract will post notices in conspicuous places, available to employees and applicants for employment, setting forth the provisions of the non-discrimination clauses required by this section; and*
- (4) *The contractor will send a notice to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding advising the labor union or workers' representative of the contractor's commitments under the nondiscrimination clauses.*

The Act further provides:

KRS 45.610. Hiring minorities – Information required

- (1) *For the length of the contract, each contractor shall hire minorities from other sources within the drawing area, should the union with which he has collective bargaining agreements be unwilling to supply sufficient minorities to satisfy the agreed upon goals and timetable.*
- (2) *Each contractor shall, for the length of the contract, furnish such information as required by KRS 45.560 to KRS 45.640 and by such rules, regulations and orders issued pursuant thereto and will permit access to all books and records pertaining to his employment practices and work sites by the contracting agency and the department for purposes of investigation to ascertain compliance with KRS 45.560 to 45.640 and such rules, regulations and orders issued pursuant thereto.*

KRS 45.620. Action against contractor – Hiring of minority contractor or subcontractor

- (1) *If any contractor is found by the department to have engaged in an unlawful practice under this chapter during the course of performing under a contract or subcontract covered under*

KRS 45.560 to 45.640, the department shall so certify to the contracting agency and such certification shall be binding upon the contracting agency unless it is reversed in the course of judicial review.

- (2) If the contractor is found to have committed an unlawful practice under KRS 45.560 to 45.640, the contracting agency may cancel or terminate the contract, conditioned upon a program for future compliance approved by the contracting agency and the department. The contracting agency may declare such a contractor ineligible to bid on further contracts with that agency until such time as the contractor complies in full with the requirements of KRS 45.560 – 45.640.*
- (3) The equal employment provisions of KRS 45.560 to 45.640 may be met in part by a contractor by subcontracting to a minority contractor or subcontractor. For the provisions of KRS 45.560 to 45.640, a minority contractor or subcontractor shall mean a business that is owned and controlled by one or more persons disadvantaged by racial or ethnic circumstances.*

KRS 45.630 Termination of existing employee not required, when

Any provision of KRS 45.560 to 45.640 notwithstanding, no contractor shall be required to terminate an existing employee upon proof that that employee was employed prior to the date of the contract.

KRS 45.640 Minimum skills

Nothing in KRS 45.560 to 45.640 shall require a contractor to hire anyone who fails to demonstrate the minimum skills required to perform a particular job.

It is recommended that all of the provisions quoted above to be included as special conditions in each contract. In the case of a contract exceeding \$250,000, the contractor is required to furnish evidence that his work-force in Kentucky is representative of the available work-force in the area from which he draws employees, or to supply an Affirmative Action plan which will achieve such representation during the life of the contract.

9. **EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION POLICY**

It is the policy of Louisville Paving Company, Inc.

to assure that all applicants for employment and all employees are treated on a fair and equitable basis without regard to their race, religion, sex, color, handicap, natural origin or age.

Such action shall include employment, promotion, demotion, recruitment or recruitment advertising, layoff or termination, rates of pay and other forms of compensation, and selection for training, whether apprenticeship and/or on-the-job-training.

Furthermore, this company agrees to make special recruitment efforts to hire the protected class whenever feasible. This company also agrees to adhere to all applicable federal, state, and local laws relating to Equal Employment Opportunity for all individuals.

10. WORKFORCE ANALYSIS FORM

Name of Organization: Louisville Paving Company, Inc.

Date: 12 / 3 2024

Categories	Total	White		Black		Other		Total	
		M	F	M	F	M	F	M	F
Administrators	3	1				2		3	
Professionals	2	2						2	
Superintendents	8	8						8	
Supervisors									
Foremen	14	14						14	
Technicians	7	6				1		7	
Protective Service									
Para-Professionals	5	3				2		5	
Office/Clerical	104	89				14	1	103	1
Skilled Craft	6	6						6	
Service/Maintenance	105	76	2	9		18		103	2
Total:	254	205	2	9		37	1	251	3

Prepared By: Angelia Mitchell 

11. EVIDENCE OF INSURABILITY

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT CONSTRUCTION PROJECT
(Use separate form for each Agency or Brokerage agreeing to provide coverage)

Names Insured: Louisville Paving Company, Inc.

Employee ID: _____

Address: 15415 Shelbyville Rd., Louisville KY 40245

Phone: 502.815.4100

Project to be insured: Veterans Park Dam Removal and Streambank Stabilization

In lieu of obtaining certificates of insurance at this time, the undersigned agrees to provide the above Named Insured with the minimum coverage listed below. These are outlined in the Insurance and Risk Management of Part V (Special Conditions), including all requirements, and conditions:

Section Items	Coverage	Minimum Limits and Policy Requirements	Limits Provided To Insured	Name of Insurer	A.M. Best's	
					Code	Rating
SC-3, Section 2, Part 4.1 – see provisions	CGL	\$1,000,000 per occ. And \$2,000,000 aggregate	\$ 2,000,000 Each Occ/ 4,000,000 Gen Agg	Valley Forge Ins	20508	A
SC-3, Section 2, Part 4.1 – see provisions	AUTO	\$2,000,000/per occ.	\$ 2,000,000 CSL	National Fire Ins Co of Hartford	20478	A
SC-3, Section 2, Part 4.1 – see provisions	WC	Statutory w/endorsement as noted	\$ 4,500,000/4,500,000 4,500,000	KY AGC	N/A	A-

Section 2 includes required provisions, statements regarding insurance requirements, and the undersigned agrees to abide by all provisions for the coverage's checked above unless stated otherwise when submitting.

Arthur J Gallagher

Agency or Brokerage
1601 Alliant Avenue

Street Address
Louisville KY 40299

City State Zip

502-415-7000

Telephone Number

Will Kantlehner

Name of Authorized Representative
Producer

Title
Will Kantlehner

Authorized Signature
11.21.2024

Date

NOTE: Authorized signatures may be the agent's if agent has placed insurance through an agency agreement with the insurer. If insurance is brokered, authorized signature must be that of authorized representative of insurer.

IMPORTANT: Contract may not be awarded if a completed and signed copy of this form for all coverage's listed above is not provided with the bid.

12. DEBARRED FIRMS

PROJECT NAME: VETERANS PARK DAM REMOVAL AND STREAMBANK STABILIZATION PROJECT

BID NUMBER: 161-2024

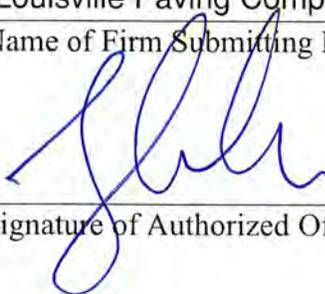
**LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
LEXINGTON, KY**

All prime Contractors shall certify that Subcontractors have not and will not be awarded to any firms that has been debarred for noncompliance with the Federal Labor Standards, Title VI of the Civil Rights Act of 1964 As Amended, Executive Order 11246 As Amended or any other Federal Law.

All bidders shall complete the attached certification in duplicate and submit both copies to the Owner with the bid proposal. The Owner (grantee) shall transmit one copy to the Lexington-Fayette Urban County Government, Division of Community Development, within fourteen (14) days after bid opening.

The undersigned hereby certifies that the firm of Louisville Paving Company, Inc. has not and will not award a subcontract, in connection with any contract award to it as the result of this bid, to any firm that has been debarred for noncompliance with the Federal labor Standards, Title VI of the civil Rights Act of 1964, Executive Order 11246 as amended or any Federal Law.

Louisville Paving Company, Inc.
Name of Firm Submitting Bid


Signature of Authorized Official Reggie Ball

VP Compliance
Title

12/3/2024
Date



13. DEBARMENT CERTIFICATION

All contractors/subcontractors shall complete the following certification and submit it with the bid proposal.

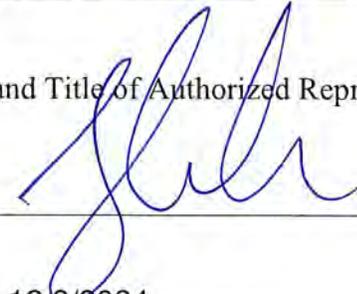
The contractor/subcontractor certifies in accordance with Executive Order 12549 (Debarment and Suspension 2/18/86) that to the best of its knowledge and belief, that it and its principals:

- 1) Are not presently debarred, suspended, proposed for debarment, declared negligible, or voluntarily excluded from covered transactions or contract by any Federal department or agency for noncompliance with the Federal Labor Standards, Title VI of the Civil Rights Act of 1964 as amended, Executive Order 11246 as amended or any other Federal law;
 - a) Have not within a three year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
 - b) Are not presently indicted for or otherwise criminally or civilly charged by a government entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (1)(a) of this certification; and
 - c) Have not within a three year period preceding this bid has one or more public (Federal, State or local) transactions or contracts terminated for cause or default.
- 2) Where the contractor is unable to certify to any of the statements in this certification, such prospective contractors shall attach an explanation to this certification form.

Firm Name: Louisville Paving Company, Inc.

Project: Veterans Park Dam Removal and Streambank Stabilization

Printed Name and Title of Authorized Representative: Reggie Ball, VP Compliance

Signature: 

Date: 12/3/2024

- END OF SECTION -





LEXINGTON

MINORITY BUSINESS ENTERPRISE PROGRAM

Sherita Miller, MPA, CPSD
Minority Business Enterprise Liaison
Division of Procurement
Lexington-Fayette Urban County Government
200 East Main Street
Lexington, KY 40507
smiller@lexingtonky.gov
859-258-3323

OUR MISSION: The mission of the Minority Business Enterprise Program (MBEP) is to facilitate the full participation of minority and women owned businesses in the procurement process and to promote economic inclusion as a business imperative essential to the long- term economic viability of Lexington-Fayette Urban County Government.

To that end the urban county council adopted and implemented Resolution 272-2024 – a Certified Minority and Women Business Enterprise seventeen percent (17%) minimum goal including minimum subgoals of five percent (5%) for Minority Business Enterprises (MBE) and a subgoal of twelve percent (12%) for Women Business Enterprises (WBE); a three (3%) minimum goal for Certified Veteran-Owned Small Businesses and/or Certified Service- Disabled Veteran Owned Businesses; and a goal of utilizing Disadvantaged Business Enterprises (DBE), where applicable, for government contracts.

The resolution states the following definitions shall be used for the purposes of reaching these goals:

Certified Disadvantaged Business Enterprise (DBE) – a business in which at least fifty-one percent (51%) is owned, managed and controlled by a person(s) who is socially and economically disadvantaged as define by 49 CFR subpart 26.

Certified Minority Business Enterprise (MBE) – a business in which at least fifty-one percent (51%) is owned, managed and controlled by an ethnic minority (i.e. Black American, Asian American, Hispanic American, Native American)

Certified Women Business Enterprise (WBE) – a business in which at least fifty-one percent (51%) is owned, managed and controlled by a woman.

Certified Veteran-Owned Small Business (VOSB) – a business in which at least fifty-one percent (51%) is owned, managed and controlled by a veteran who served on active duty with the U.S. Army, Air Force, Navy, Marines or Coast Guard.

Certified Service -Disabled Veteran Owned Small Business (SDVOSB) – a business in which at least fifty-one percent (51%) is owned, managed and controlled by a disabled veteran who served on active duty with the U.S. Army, Air Force, Navy, Marines or Coast Guard.

The term “Certified” shall mean the business is appropriately certified, licensed, verified, or validated by an organization or entity recognized by the Division of Procurement as having the appropriate credentials to make a determination as to the status of the business.

The following certifications are recognized and accepted by the MBEP:

Kentucky Transportation Cabinet (KYTC), Disadvantaged Business Enterprise (DBE)
Kentucky Minority and Women Business Enterprise (MWBE)
Women's Business Enterprise National Council (WBENC)
National Women Business Owners Corporation (NWBOC)
National Minority Supplier Development Council (NMSDC)
Tri-State Minority Supplier Development Council (TSMSSDC)
U.S. Small Business Administration Veteran Small Business Certification (VetCert)
Kentucky Service- Disabled Veteran Owned Small Business (SDVOSB)

To comply with Resolution 272-2024, prime contractors, minority and women business enterprises, veteran owned small businesses, and service-disabled veteran owned small businesses must complete monthly contract compliance audits in the Diverse Business Management Compliance system, <https://lexingtonky.diversitycompliance.com/>

A list of organizations that certify and/or maintain lists of certified businesses (i.e. DBE, MBE, WBE, VOSB and/or SDVOSB) is available upon request by emailing, Sherita Miller, smiller@lexingtonky.gov.



LEXINGTON

LFUCG MWDBE PARTICIPATION FORM
Bid/RFP/Quote Reference # 161-2024

The MWDBE and/or veteran subcontractors listed have agreed to participate on this Bid/RFP/Quote. If any substitution is made or the total value of the work is changed prior to or after the job is in progress, it is understood that those substitutions must be submitted to the Division of Procurement for approval immediately. **Failure to submit a completed form may cause rejection of the bid.**

MWBE Company, Name, Address, Phone, Email	DBE/MBE WBE/VOSB/SDVOSB	Work to be Performed	Total Dollar Value of the Work	% Value of Total Contract
1. Earth Images PO Box 216 Floyds Knobs, IN 47119 812.923.8386 JeffD@earthimagesinc.com	WBE	Erosion Control Landscaping	\$162,436.20	12%
2. Messier & Associates PO Box 21293 Louisville, KY 40221 502.515.2451 Fermessier@messainc.com	MBE	Hauling, Dump Fees	\$67,500	5%
3. Old Fashioned LLC 10 N High Street Columbus, OH 43215 614.522.1728 Jason@Oldfashionedllc.com	VBE	Temp Creek Crossings	\$40,500	3%
4.				

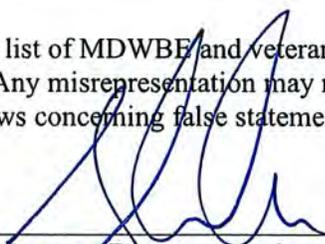
The undersigned company representative submits the above list of MDWBE and veteran firms to be used in accomplishing the work contained in this Bid/RFP/Quote. Any misrepresentation may result in the termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

Louisville Paving Company, Inc.

Company

12/3/2024

Date


Company Representative Reggie Ball
 VP Compliance
Title



LEXINGTON

LFUCG MWDBE SUBSTITUTION FORM

Bid/RFP/Quote Reference # 161-2024

The substituted MWDBE and/or veteran subcontractors listed below have agreed to participate on this Bid/RFP/Quote. These substitutions were made prior to or after the job was in progress. These substitutions were made for reasons stated below and are now being submitted to the Division of Procurement for approval. By the authorized signature of a representative of our company, we understand that this information will be entered into our file for this project. **Note: Form required if a subcontractor is being substituted on a contract.**

SUBSTITUTED DBE/MBE/WBE/VOSB Company Name, Address, Phone, Email	DBE/MBE/WBE/VOSB/SDVOSB Formally Contracted/ Name, Address, Phone, Email	Work to Be Performed	Reason for the Substitution	Total Dollar Value of the Work	% Value of Total Contract
1. n/a					
2.					
3.					
4.					

The undersigned acknowledges that any misrepresentation may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

Louisville Paving Company, Inc.
Company

12/3/2024
Date

Company Representative Reggie Ball
VP Compliance
Title



DOCUMENTATION REQUIRED FOR GOOD FAITH EFFORTS AND OUTREACH PLANS

As affirmed in Resolution Number 272-2024, the Urban County Council has adopted an annual aspirational goal of utilizing at least seventeen percent (17%) of public funds spend from certain discretionary agreements with certified Minority Business Enterprises (MBEs) and certified Woman Business Enterprises (WBEs); utilizing at least three percent (3%) of public funds from certain discretionary agreements with Certified Veteran-Owned Small Business and Certified Service-Disabled Veteran-Owned Small Businesses (VOSBs); and utilizing Disadvantaged Business Enterprises (DBEs) where applicable. Bidders should make every effort to achieve these goals.

Therefore, as an element of the responsiveness of the bid, all Bidders are required to submit documentation of their good faith and outreach efforts to ensure all businesses, including small and disadvantaged businesses such as minority-, woman-, and veteran-owned businesses, have an equal opportunity to compete for and participate in the performance of any subcontracts resulting from this procurement. Examples of good faith and outreach efforts that satisfy this requirement to encourage the participation of, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs include:

1. Advertised opportunities to participate in the contract in at least two (2) publications of general circulation media; trade and professional association publications; small and minority business or trade publications; and publications or trades targeting minority, women, and disadvantaged businesses not less than fifteen (15) days prior to the deadline for submission of bids to allow, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs to participate.
2. Attended LFUCG Procurement Economic Inclusion Outreach event(s) within the past year to meet new small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs to partner with on LFUCG contracts and procurements.
3. Attended pre-bid/pre-proposal meetings that were scheduled by LFUCG to inform small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs of subcontracting opportunities.
4. Sponsored Economic Inclusion event to provide networking opportunities for prime contractors and small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs.
5. Requested a list of certified small, DBE, MBE, WBE, VOSB and/or SDVOSB subcontractors or suppliers from LFUCG and showed evidence of contacting the companies on the list(s).
6. Contacted organizations that work with small, DBE, MBE, WBE, and VOSB companies for assistance in finding certified DBEs, MBEs, WBEs, VOSB and/or SDVOSBs to work on this project. Those contacted and their responses must be a part of the bidder's outreach efforts documentation.
7. Sent written notices, by certified mail, email, or facsimile, to qualified, certified small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs soliciting their participation in the contract not less than seven (7) days prior to the deadline for submission of bids to allow them to participate effectively.
8. Followed up initial solicitations by contacting small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs via tailored communications to determine their level of interest.

9. Provided the interested small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs with adequate and timely information about the plans, specifications, and requirements of the contract.
10. Selected portions of the work to be performed by small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs in order to increase the likelihood of subcontracting participation. This includes, where appropriate, breaking out contract work items into economically feasible units to facilitate small, DBE, MBE, WBE, VOSB and/or SDVOSB participation, even when the prime contractor may otherwise perform these work items with its own workforce.
11. Negotiated in good faith with interested small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs, not rejecting them as unqualified without sound reasons based on a thorough investigation of their capabilities. Any rejection must be so noted in writing with a description as to why an agreement could not be reached.
12. Included documentation of quotations received from interested small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs that were not used due to uncompetitive pricing or were rejected as unacceptable and/or copies of responses from firms indicating that they would not be submitting a bid.
 - a. Bidder has to submit sound reasons why the quotations were considered unacceptable. The fact that the bidder has the ability and/or desire to perform the contract work with its own forces will not be considered a sound reason for rejecting a small business', DBE's MBE's, WBE's, VOSB's and/or SDVOSB's quote. Nothing in this provision shall be construed to require the bidder to accept unreasonable quotes in order to satisfy the participation goals.
13. Made an effort to offer assistance to or refer interested small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs to obtain the necessary equipment, supplies, materials, insurance and/or bonding to satisfy the work requirements of the bid proposal.
14. Made efforts to expand the search for small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs beyond the usual geographic boundaries.
15. Other – any other evidence that the bidder submits that may demonstrate that the bidder has made reasonable efforts to include small, DBE, MBE, WBE, VOSB and/or SDVOSB participation.

Bidder must document, with specificity, each of the efforts it made to include small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs as subcontractors in the procurement, including the date on which each effort was made, the medium through which each effort was made, and the outcome of each effort.

Note: Failure to submit the documentation requested in this section may be cause for rejection of bid. Bidders may include any other documentation deemed relevant to this requirement which is subject to review by the MBE Liaison. Documentation of Good Faith and Outreach Efforts must be submitted with the Bid, regardless of the proposed level of small, DBE, MBE, WBE, VOSB and/or SDVOSB participation in the procurement. If the Good Faith and Outreach Effort documentation is not submitted with the bid response, the bid may be rejected.

OUTREACH EFFORTS EVALUATION

Outreach efforts demonstrated by the bidder or respondent will be evaluated on a pass/fail basis.

ATTACHMENT A – SMALL AND DISADVANTAGED, MINORITY-, WOMEN-, AND VETERAN-OWNED BUSINESS OUTREACH PLAN

Proposer Name: Louisville Paving Company, Inc. **Date:** 12/3/2024
Project Name: Veterans Park Dam Removal and Streambank Stabilization **Project Number:** 161-2024
Contact Name: Reggie Ball **Telephone:** 502.815.4100
Email: Rball@loupaving.com

The mission of the Minority Business Enterprise Program is to facilitate the full participation of disadvantaged businesses, minority-, women-, veteran-, and service-disabled veteran-owned businesses in the procurement process and to promote economic inclusion as a business imperative essential to the long-term economic viability of Lexington-Fayette Urban County Government.

To that end, small and disadvantaged businesses, including minority-, woman-, veteran-, and service-disabled veteran-owned businesses, must have an equal opportunity to be utilized in the performance of contracts with public funds spent from certain discretionary agreements. By submitting its offer, Bidder/Proposer certifies that it has taken, and if there are further opportunities will take, reasonable steps to ensure that small and disadvantaged businesses, including minority-, woman-, veteran-, and service-disabled veteran-owned businesses, are provided an equal opportunity to compete for and participate in the performance of any subcontracts resulting from this procurement.

The information submitted in response to this clause will not be considered in any scored evaluation. Failure to submit this form may cause the bid or proposal to be rejected.

Is the Bidder/ Proposer a certified firm? Yes No

If yes, indicate all certification type(s):

DBE MBE WBE SBE VOSB/SDVOSB

and supply a copy of the certificate and/or certification letter if not currently listed on the city's Minority Business Enterprise Program's (MBEP) certified list.

1. Include a list of firms that Bidder/ Proposer has had a contractual relationship with within the last two years that are minority-owned, woman-owned, veteran-owned or small businesses, regardless of their certification status.

Earth Images, Messier & Associates, L Watson, Seven Seas, Javier Steel, Big Meadow Oil, Spartan Construction, TEM Group, NWK, NH Stone, McCrite Milling, G&L Farm, St Regis Culvert, Geco Enterprises, TRC, CE Hughes,

Click or tap here to enter text.

2. Does Bidder/Proposer foresee any subcontracting opportunities for this procurement?

Yes No

If no, please explain why in the field below. Do not complete the rest of this form and submit this first page with your bid and/or proposal. Click or tap here to enter text.

ATTACHMENT A – SMALL and DISADVANTAGED, MINORITY-, WOMEN-, and VETERAN-OWNED BUSINESS OUTREACH PLAN

If yes, please complete the following pages and submit all pages with your bid and/or proposal.

Describe the steps Bidder/Proposer took to solicit small and disadvantaged businesses, including MBEs, WBEs, VOSBs, and SDVOSBs, for subcontracting opportunities for this procurement.

3. Check the good faith and outreach efforts the Bidder/Proposer used to encourage the participation of small and disadvantaged businesses including, MBEs, WBEs, VOSBs and SDVOSBs:

- Bidder placed advertisements in search of prospective small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs for the solicitation.
- Bidder attended LFUCG Procurement Economic Inclusion Outreach event(s) within the past year.
- Bidder attended pre-bid and/or pre-proposal meetings for this solicitation.
- Bidder sponsored an Economic Inclusion Outreach event.
- Bidder requested a list of certified small, DBE, MBE, WBE, VOSB and/or SDVOSB subcontractors or suppliers from LFUCG.
- Bidder contacted organizations that work with small, DBE, MBE, WBE, VOSB and/or SDVOSB companies.
- Bidder sent written notices to certified small, DBE, MBE, WBE, VOSB and SDVOSB businesses.
- Bidder followed up to initial solicitations with interested small, DBE, MBE, WBE, VOSB and/or SDVOSB.
- Bidder provided small, DBE, MBE, WBE, VOSB and/or SDVOSB businesses interested in performing the solicited work with prompt access to the plans, specifications, scope of work, and requirements of the solicitation.
- Bidder made efforts to segment portions of the work to be performed by small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs, including dividing sub-bid/partnership opportunities into economically feasible units/parcels, to facilitate participation.
- Bidder negotiated in good faith with interested small, DBE, MBE, WBE, VOSB and/or SDVOSB businesses.

- Bidder provided adequate rationale for rejecting any small business', DBEs, MBEs, WBEs, VOSBs or SDVOSBs for lack of qualifications.
- Bidder offered assistance in obtaining bonding, insurance, financial, equipment, or other resources to small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs, in an effort to assist them in meeting project requirements.
- Bidder made efforts to expand the search for small businesses, DBEs MBEs, WBEs, VOSBs and/or SDVOSBs beyond the usual geographic boundaries.
- Bidder made other reasonable efforts to include small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs participation.

4. Bidder/Proposer must include documentation, including the date each effort was made, the medium through which each effort was made, and the outcome of each effort with this form, regardless of the level of small, DBE, MBE, WBE, VOSB and/or SDVOSB participation. Examples of required documentation include copies of email communications, copies of newspaper advertisements, or copies of quotations received from interested small businesses, DBEs, MBEs, WBEs, VOSBs or SDVOSBs.

See attached

For detailed information regarding outreach efforts that satisfy the MBE Program's requirements, please see "Documentation Required for Good Faith Efforts and Outreach Plans" page.

Note: The Bidder/Proposer must be willing to report the identity of each subcontractor and the value of each subcontract to MBEP if awarded a contract from this procurement.

Failure to submit the documentation requested may be cause for rejection of the bid. Bidders may include any other documentation deemed relevant to this requirement, which is subject to review by the MBE Liaison. Documentation of Good Faith and Outreach Efforts must be submitted with the bid, regardless of the proposed level of SBEs, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs participation in the procurement. If the Good Faith and Outreach Effort Form and associated documentation is not submitted with the bid response, the bid may be rejected.

The undersigned acknowledges that all information is accurate. Any misrepresentations may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and claims.

Louisville Paving Company, Inc.

Company
 12/3/2024

Date



Company Representative Reggie Ball
 VP Compliance

Title

Alex Breit

From: Alex Breit
Sent: Tuesday, November 19, 2024 4:31 PM
Subject: RFQ: West Hickman Creek/Veterans Park Water Quality Improvement Project (Re-Bid)

Bcc: jsmith@bottomseng.com; rags@advancefabricators.com; Travis Argabright; Jeff Dethy; Chip Swanson; Jamie Draper; Billy Cundiff; Matheis, Mark; Briar Stark; nighbertb@vmcmail.com; jr_gilliam@theallen.com; Dylan.Riley@Ferguson.com; Mark Cain; aguilarstonemasonry@gmail.com; Christy@tracysandandgravel.com; vincent_lemieux@theallen.com; john@3csafety.com; LauraT@360water.com; vanthony@7pmgroup.com; amy.criss@84lumber.biz; abbie@abbie-jones.com; shambraulder@hotmail.com; huff.t@ascs1.com; j.mandellcarter@arrccllc.com; rjones@accuratescreens.com; bn@acmesupply.us; govnotices@a1governmentsolutions.com; cathy@ad-venturepromotions.com; adeinc1@aol.com; Juan.Flynn@aequitaspower.com; agradeconstruct@gmail.com; josh@allegHENYutility.com; lmallen2509@yahoo.com; moshe@allinsafety.com; anngulix@all-n1.com; bizdev@alphacomarketing.com; sales@allsafeindustries.com; mtriplett@allterrainpaving.com; tammy@allthingsdiverse.com; abcmailbiz@aol.com; rmorton@apexgrp.us; sadie.thomas@apexservicesllc.com; wknight@apolldrugscreening.com; janice@screenworks.graphics; schanchani@ascgroup.net; ltodd@asedirect.com; govt@askitc.com; colin@a-tmedical.com; alison@aspire-eng.com; jpitman@asterismconsulting.com; mark@athenaconsultingllc.com; csmith@Athenaee.com; kshort@ayoroasimmons.com; cory.bailey@baileycgc.com; nancyb@baileysafety.com; c.waits@b-s-electric.com; cindy@bartiereinforcing.com; Missy.Pitcher@bdmsquared.com; abenson@bensongroupllc.com; admin@bmedicalbilling.com; lzessar@bienali.com; wbell@bigmeadowoil.com; jjmeloche@bison-services.com; austin.mccasin@blackgreygold.com; blazeenterprisesllc@yahoo.com; sales@blenderbox.com; terry.metcalfe@becincky.com; bluegrass@bardstown.com; bluecypressvendorregistry@bluecypress-consulting.com; kiara@blue-siren.com; andrea@bluestrikeenvironmental.com; susie@baglex.com; bridgetorestoration@yahoo.com; michaelwalsh@brockington.org; tbascom1@bellsouth.net; billy@bryantpowersolutions.com; mbarrett@buildingandearth.com; BIStates@businessintegra.com; wayne.w@cvcscsconsulting.com; info@capitalfiltrations.com; jjohnson@careersusa.com; info@ceciliaglobalgroup.com; cdstylist96@gmail.com; caroline@hughesmilling.com; cvseeding@outlook.com; diversity@centracomm.net; Djohannes69@gmail.com; jesika@cimtechmachine.com; info@Cinqtechstaffing.com; ldaiber@civildesigninc.com; shuwanna.white@yahoo.com; angela@clintchemicals.com; beverly@cmiconsulting.com; steve@combatsns.com; jt1pt1@yahoo.com; llopes@compuvis.com; jhoop@concospray.com; marketing@connico.com; businessdevelopment@consolidatedcordage.com; sales@constructionsupplyonline.com; Cbrown@copeplastics.com; chella@cei-engineering.com; info@cosmostechnologiesinc.com; gpalomino@cre8ad8.com; Bob@CES.Works; r.atwell@crowstaffing.com; l.stinnett@crownservices.com; davekremzar@gmail.com; gjwebb@dag-cons.com; pressure97@gmail.com; srini@dbauniversity.com; carla@ddanielsagency.com; kgolden@danielpenn.com; vivek@datagainservices.com; pangm@deccanintl.com; delmaellc@gmail.com; avillalobos@diversestaffing.com; rhonda@doshorky.com; nina.downtaearth@gmail.com; sales@dlzpgroup.com; mwise@dlz.com; brian@drdrepar.com; durablelubricants@outlook.com; eandpmobilewelding@gmail.com; jeffd@earthimagesinc.com; FKubec@EBMClean.com;

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rayd@esgconsultingllc.com; eric.rhonda.cole@gmail.com;
getresults@esdandassociates.com; scott@essper.com; sunil@exemplifi.io;
sales@falconcompanytactical.com; kwhaley@fastech1.com; janep@wearefieldtrip.com;
letswork@findlayhouseglobal.com; DanielleM@FinelinePrintingGroup.com;
Cambach@firstchoiceinc.org; ilene@footsteps2brilliance.com; jason@frontlinedev.com;
info@fssstaff.com; admin@g5tek.com; contact@galaxypeak.com;
jpeterson@garcialab.com; steve.dixie@gis4.tech; gigibacon@windstream.net;
jason@gloryboundsolutions.com; vanessa@go2girl4results.com;
info@goldstationmedical.com; johnm@greatercomfort.com; greenscapeky@gmail.com;
janie@griggsent.com; Hgriffith@aep.com; Sherryalexander@hbmasonryky.com;
w.e.hedrick@gmail.com; sarenc@harperslade.com; mwjohnikin@heartsmatterllc.com;
jack.geddesfence@gmail.com; herrenig@gmail.com; ashley@hppindustrial.com;
hoeworx@hotmail.com; marketing@hgaarch.com; belindacrawford@humandev.com;
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laura@beveryimpressed.com; michelle@imprintcoaching.com; jeannine@ibcpprint.com;
dsigler@ionholdingsllc.com; cinshaallah@gmail.com;
amandas@kentuckylandscapedesign.com; skhan@integrity-corp.com;
rfpcomm@ifsight.com; becky@isky.net; dharris@islandelectricllc.com;
JGconstruction452@gmail.com; jacobioilserviceinc@gmail.com;
don.taylor@ancpromotions.com; cindy.bischoff@jasmineky.com; njavier1
@bellsouth.net; jwilcox@jetsetcompany.com; patriciaawkim@gmail.com;
JScott@JoashConstruction.com; jonahs.enterprises@gmail.com; john@obryan.us;
Pmitchell@jostinconstruction.com; aowens@jqolusa.com; aowens@jqolusa.com;
tramirez@jwaffinityit.com; kmichael@kamico.com;
Jaquietaylor@kdlsupplymanagement.com; khutchinson@khitconsulting.com;
ansmith@bluegrass.net; tcannatelli@arrowsafetydevice.com; kunte@khayeslimited.com;
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kristen@medfirst.biz; jleong@medgluv.com; bids@mercedesmedical.com;
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marketinginfo@waldensecurity.com; doug@msrdesign.com; kathy@millssupply.net;
asmith@mindelscott.com; bids@morphenterprise.com;
patrick@morrowindustrialrepairservice.com; register@msysinc.com;
annaclaire@mbifurniture.com; prakash@my3tech.com; Bids@NativelyFluent.com;
bd@netpace.com; newtowneconsultants@gmail.com; tracy@ky-consultant.com;
saif.rehman@ngciglobal.com; sabrina@niecontracting.com; admin@nortonmedical.com;
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rfps@olanassociates.com; Jason@oldfashionedllc.com; wbe@onepinkhat.com;
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owlcreekfarmin@gmail.com; rogersc@paladinky.com; odavis@peerhousecpa.com;
rebecca@personalopinion.com; jvanderpool@petroleumtraders.com;
monikadixit@decoratingden.com; lmckinley@pinnaclepetroleum.com;

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The West Hickman Creek/Veterans Park Water Quality Improvement Project bid last month has been issued for re-bid. Due to the project coming in over budget, the Trout Classroom (Plan Sheet 4 of 15), South Bend (Plan Sheet 9 of 15), & Rockbridge Road (Plan Sheet 15 of 15) areas (and all work associated with these areas) are to be price as

alternates. The bid schedule of values has been changed to reflect this. If you submitted a proposal previously, please submit an updated proposal to reflect any changes to your scope of work.

Louisville Paving and Construction (LPC) is requesting to receive a quote for the project stated above. Included in this correspondence is a link where your company can access the Contract Specifications and Contract Plans. LPC is requesting to receive your quote by **NOON** on **11/26/2024**. If you have any questions or need additional information, feel free to contact me via email or at the number below.

[West Hickman Creek-Veterans Park Water Quality Improvement Project \(Re-Bid\)](#)

If any further addenda are issued on the project, LPC will provide a link for your review as soon as it is known that the addendum is available. Please acknowledge any addenda on your quote at the time of submission.

Additionally, please include a list of all inclusions and exclusions.

Thank you in advance for your quote.



**LOUISVILLE PAVING
AND CONSTRUCTION**

An LPX Group Company

Alex Breit
Project Estimator

c: (502) 572-8505
e: ABreit@loupaving.com

15415 Shelbyville Road Louisville, KY 40245

1.16 BID BOND

BID BOND

Bond Number: Bid Bond

KNOW ALL MEN BY THESE PRESENTS, that we Louisville Paving Company, Inc.

as principal (the "Principal") and Western Surety Company

hereinto called Surety, are held and firmly bound unto

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
200 East Main Street, Third Floor
Lexington, Kentucky 40507

as obligee (the "Obligee"), in the penal sum of Five Percent of Bid Value (5%) dollars for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Veterans Park Dam Removal and Streambank Stabilization

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal within the period specified therein, or, if no period be specified, within ninety (90) days after opening, and the Principal shall enter into a contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or contract documents, or in the event of the failure of the Principal to enter into such contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference in money not to exceed the penal sum hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void; otherwise to remain in full force and effect. In no event shall the liability hereunder exceed the penal sum thereof.

PROVIDED AND SUBJECT TO THE CONDITION PRECEDENT, that any claim by Obligee under this bond must be submitted in writing by registered mail, to the attention of the Surety Law Department at the address above, within 120 days of the date of this bond. Any suit under this bond must be instituted before the expiration of one (1) year from the date of this bond. If the provisions of this paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall apply.

DATED as of this 3rd day of December, 2024.

WITNESS / ATTEST:

[Signature]
Principal (Secretary)

Louisville Paving Company, Inc.
Principal
By: [Signature] (seal)
Name: Reggie Ball
Title: VP

Madison Haller
Surety (Secretary) Madison Haller, Witness
XXXXXX

Western Surety Company
Surety
By: [Signature] (seal)
Name: Monica A. Kaiser
Title: Attorney-in-Fact



Western Surety Company

POWER OF ATTORNEY APPOINTING INDIVIDUAL ATTORNEY-IN-FACT

Know All Men By These Presents, That WESTERN SURETY COMPANY, a South Dakota corporation, is a duly organized and existing corporation having its principal office in the City of Sioux Falls, and State of South Dakota, and that it does by virtue of the signature and seal herein affixed hereby make, constitute and appoint

Paula J Teague, Todd P Loehnert, John B Ayres, Monica A Kaiser, Michael W Baxter, Madison M Haller, Individually

of Louisville, KY, its true and lawful Attorney(s)-in-Fact with full power and authority hereby conferred to sign, seal and execute for and on its behalf bonds, undertakings and other obligatory instruments of similar nature

- In Unlimited Amounts -

and to bind it thereby as fully and to the same extent as if such instruments were signed by a duly authorized officer of the corporation and all the acts of said Attorney, pursuant to the authority hereby given, are hereby ratified and confirmed.

This Power of Attorney is made and executed pursuant to and by authority of the Authorizing By-Laws and Resolutions printed at the bottom of this page, duly adopted, as indicated, by the shareholders of the corporation.

In Witness Whereof, WESTERN SURETY COMPANY has caused these presents to be signed by its Vice President and its corporate seal to be hereto affixed on this 19th day of December, 2023.



WESTERN SURETY COMPANY

Larry Kasten

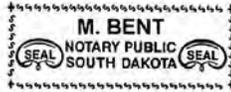
Larry Kasten, Vice President

State of South Dakota }
County of Minnehaha } ss

On this 19th day of December, 2023, before me personally came Larry Kasten, to me known, who, being by me duly sworn, did depose and say: that he resides in the City of Sioux Falls, State of South Dakota; that he is a Vice President of WESTERN SURETY COMPANY described in and which executed the above instrument; that he knows the seal of said corporation; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporation and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporation.

My commission expires

March 2, 2026



M. Bent

M. Bent, Notary Public

CERTIFICATE

I, L. Nelson, Assistant Secretary of WESTERN SURETY COMPANY do hereby certify that the Power of Attorney hereinabove set forth is still in force, and further certify that the By-Law and Resolutions of the corporation printed below this certificate are still in force. In testimony whereof I have hereunto subscribed my name and affixed the seal of the said corporation this 3rd day of December, 2024.



WESTERN SURETY COMPANY

L. Nelson

L. Nelson, Assistant Secretary

Authorizing By-Laws and Resolutions

ADOPTED BY THE SHAREHOLDERS OF WESTERN SURETY COMPANY

This Power of Attorney is made and executed pursuant to and by authority of the following By-Law duly adopted by the shareholders of the Company.

Section 7. All bonds, policies, undertakings, Powers of Attorney, or other obligations of the corporation shall be executed in the corporate name of the Company by the President, Secretary, and Assistant Secretary, Treasurer, or any Vice President, or by such other officers as the Board of Directors may authorize. The President, any Vice President, Secretary, any Assistant Secretary, or the Treasurer may appoint Attorneys in Fact or agents who shall have authority to issue bonds, policies, or undertakings in the name of the Company. The corporate seal is not necessary for the validity of any bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation. The signature of any such officer and the corporate seal may be printed by facsimile.

This Power of Attorney is signed by Larry Kasten, Vice President, who has been authorized pursuant to the above Bylaw to execute power of attorneys on behalf of Western Surety Company.

This Power of Attorney may be signed by digital signature and sealed by a digital or otherwise electronic-formatted corporate seal under and by the authority of the following Resolution adopted by the Board of Directors of the Company by unanimous written consent dated the 27th day of April, 2022:

"RESOLVED: That it is in the best interest of the Company to periodically ratify and confirm any corporate documents signed by digital signatures and to ratify and confirm the use of a digital or otherwise electronic-formatted corporate seal, each to be considered the act and deed of the Company."

Go to www.cnasurety.com > Owner / Oblige Services > Validate Bond Coverage, if you want to verify bond authenticity.

1.16 BID BOND

BID BOND

Bond Number: Bid Bond

KNOW ALL MEN BY THESE PRESENTS, that we Louisville Paving Company, Inc.

as principal (the "Principal") and Western Surety Company

hereinto called Surety, are held and firmly bound unto

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT
200 East Main Street, Third Floor
Lexington, Kentucky 40507

as obligee (the "Obligee"), in the penal sum of Five Percent of Bid Value (5%) dollars for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

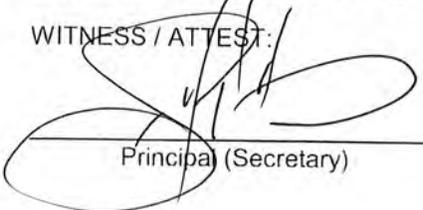
WHEREAS, the Principal has submitted a bid for Veterans Park Dam Removal and Streambank Stabilization

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal within the period specified therein, or, if no period be specified, within ninety (90) days after opening, and the Principal shall enter into a contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or contract documents, or in the event of the failure of the Principal to enter into such contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference in money not to exceed the penal sum hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void; otherwise to remain in full force and effect. In no event shall the liability hereunder exceed the penal sum thereof.

PROVIDED AND SUBJECT TO THE CONDITION PRECEDENT, that any claim by Obligee under this bond must be submitted in writing by registered mail, to the attention of the Surety Law Department at the address above, within 120 days of the date of this bond. Any suit under this bond must be instituted before the expiration of one (1) year from the date of this bond. If the provisions of this paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall apply.

DATED as of this 3rd day of December, 2024.

WITNESS / ATTEST:

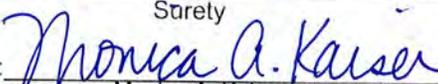

Principal (Secretary)

Louisville Paving Company, Inc.
Principal

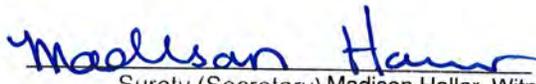
By:  (seal)

Name: Reggie Ball
Title: VP

Western Surety Company
Surety

By:  (seal)

Name: Monica A. Kaiser
Title: Attorney-in-Fact


Surety (Secretary) Madison Haller, Witness
XXXXXX



Western Surety Company

POWER OF ATTORNEY APPOINTING INDIVIDUAL ATTORNEY-IN-FACT

Know All Men By These Presents, That WESTERN SURETY COMPANY, a South Dakota corporation, is a duly organized and existing corporation having its principal office in the City of Sioux Falls, and State of South Dakota, and that it does by virtue of the signature and seal herein affixed hereby make, constitute and appoint

Paula J Teague, Todd P Loehnert, John B Ayres, Monica A Kaiser, Michael W Baxter, Madison M Haller, Individually

of Louisville, KY, its true and lawful Attorney(s)-in-Fact with full power and authority hereby conferred to sign, seal and execute for and on its behalf bonds, undertakings and other obligatory instruments of similar nature

- In Unlimited Amounts -

and to bind it thereby as fully and to the same extent as if such instruments were signed by a duly authorized officer of the corporation and all the acts of said Attorney, pursuant to the authority hereby given, are hereby ratified and confirmed.

This Power of Attorney is made and executed pursuant to and by authority of the Authorizing By-Laws and Resolutions printed at the bottom of this page, duly adopted, as indicated, by the shareholders of the corporation.

In Witness Whereof, WESTERN SURETY COMPANY has caused these presents to be signed by its Vice President and its corporate seal to be hereto affixed on this 19th day of December, 2023.



WESTERN SURETY COMPANY

Larry Kasten

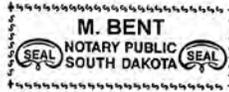
Larry Kasten, Vice President

State of South Dakota }
County of Minnehaha } ss

On this 19th day of December, 2023, before me personally came Larry Kasten, to me known, who, being by me duly sworn, did depose and say: that he resides in the City of Sioux Falls, State of South Dakota; that he is a Vice President of WESTERN SURETY COMPANY described in and which executed the above instrument; that he knows the seal of said corporation; that the seal affixed to the said instrument is such corporate seal; that it was so affixed pursuant to authority given by the Board of Directors of said corporation and that he signed his name thereto pursuant to like authority, and acknowledges same to be the act and deed of said corporation.

My commission expires

March 2, 2026



M. Bent

M. Bent, Notary Public

CERTIFICATE

I, L. Nelson, Assistant Secretary of WESTERN SURETY COMPANY do hereby certify that the Power of Attorney hereinabove set forth is still in force, and further certify that the By-Law and Resolutions of the corporation printed below this certificate are still in force. In testimony whereof I have hereunto subscribed my name and affixed the seal of the said corporation this 3rd day of December, 2024.



WESTERN SURETY COMPANY

L. Nelson

L. Nelson, Assistant Secretary

Authorizing By-Laws and Resolutions

ADOPTED BY THE SHAREHOLDERS OF WESTERN SURETY COMPANY

This Power of Attorney is made and executed pursuant to and by authority of the following By-Law duly adopted by the shareholders of the Company.

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Go to www.cnasurety.com > Owner / Oblige Services > Validate Bond Coverage, if you want to verify bond authenticity.



CURRENT JOB LIST

PROJECT	ContractAmount
ANGEL'S ENVY E, F & G	\$ 1,593,542
KYDOH BULLITT CO. OLD MILL RD (KY44) STP5118(045) CALL 102	\$ 3,298,000
KYDOH NELSON CO. US62 AND US31E FD040900062014 (015)	\$ 3,595,000
KYDOH BULLITT HARDIN I-65 HIGHWAY121GR23D022NHPPSTPBRO	\$ 12,468,918
KYDOH OLDHAM CO. KY-1793 FD040931793000001	\$ 1,267,000
KYDOH TRIMBLE CO US-421 FD041120421007088	\$ 1,648,999
METRO OLD CLARK STATION ROAD IMPROVEMENTS	\$ 515,250
RIN DATA CENTER EARTHWORK-EARLY SITE ENABLING	\$ 12,091,250
GOODWILL DONATION CENTER	\$ 805,791
OLD DOMINION FREIGHT LINES WALTON KY	\$ 102,000
BJ'S WHOLESALE CLUB	\$ 3,265,609
UKHC CANCER TREATMENT CENTER	\$ 7,498,291
KYDOH WASHINGTON CO. US150 STP1501126	\$ 19,560,192
STELLA	\$ 12,577,645
RIN DATA CENTER ESI - TELECOMM DUCT BANKS	\$ 17,500,000
RIN DATA STONE HAUL & PLACE	\$ 1,983,500
RIN DATA CENTER EARTHWORK-WET UTILITIES PACKAGE	\$ 24,226,286
I71 SHOULDER	\$ 796,000
META TELECOM DUCT BANKS	\$ 300,000
BILL COLLINS FORD PRO	\$ 1,460,813
SCHUTTE STATION PLACE	\$ 509,495
ST. MATTHEWS BALLPARK (TRINITY)	\$ 120,566
POPEYES FISHER PARK DRIVE	\$ 239,600
FRANCO LIMA	\$ 1,274,815
WELLINGTON PARK APARTMENTS	\$ 1,192,601
POPEYES INTERCHANGE DRIVE	\$ 169,446
CHARLESTOWN PIKE WIDENING AND RESURFACING PH2	\$ 8,135,000
STONE CREEK HOTEL	\$ 786,016
STELLA PHASE 2	\$ 13,260,909
UKHC CANCER CENTER CORE AND SHELL BP07	\$ 8,946,160
COMMERCE CROSSINGS PARKING LOT	\$ 108,800
UL HEALTH SOUTH PARKING LOT EXPANSION	\$ 695,342
CHASE BANK TERRA CROSSING	\$ 369,116
CAL JR. ACADEMY	\$ 646,860
HEWLETT FAMILY DENTAL SADDLEBRED POINTE	\$ 202,077
OWENSBORO HRM	\$ 8,383,732
ELLIS PARK STORMWATER IMPROVEMENTS PHASE 1	\$ 3,121,247
THE STERLING APARTMENTS	\$ 2,259,116
KENTBURY ESTATES	\$ 2,319,881
EASTBROOKE STATION	\$ 556,579
HEARTLAND DENTAL ST MATTHEWS	\$ 418,366
SIMPSONVILLE COMMONS BUILDING 1	\$ 4,150,993
IROQUOIS SENIOR LIVING APARTMENTS	\$ 883,196
SIMPSONVILLE COMMONS BUILDING 1 PHASE 2	\$ 3,135,372
U OF L WEST TOWER	\$ 3,852,392
SHEEHAN LANDING	\$ 1,771,316
JCTC HARTFORD BUILDING	\$ 382,541
WEST END SCHOOL LOUISVILLE	\$ 443,304
JCTC PARKING GARAGE	\$ 848,597
SIX MILE DISTILLERY HEAVENS DOOR	\$ 1,147,604
MONSTER SELF STORAGE, SHELBYVILLE	\$ 900,962
R+L CARRIERS GEORGETOWN KY	\$ 10,811,269



P.O. Box 21293
 Louisville, KY 40221
 Phone (502) 515 2451
 Cell (502) 533 4573
 Fax (502) 213 9040
 www.messainc.com

“A powerful ally for your business,
 creating value through performance and customer satisfaction”

November 26th, 2024

From: Fernando Messier
 Messier & Associates, Inc.
 (502) 533 4573
fermessier@messainc.com

Dear Mr. Breit,

Messier & Associates, Inc. is interested in working with you on the **West Hickman Creek/Veterans Park Water Quality Improvement Project** as a **certified** and **prequalified DBE** subcontractor and would like the opportunity to present to you our service rates.

For Non-Prevailing Wage Projects

Item Description	Quantity	Regular Time \$/Hour	O.T. & Saturday \$/Hour
Tri Axle Dump Truck + Driver	1	\$ 137.50	\$ 152.50
Dump Fee	1	\$ 82.5 / Load	Must be paid Biweekly

For Prevailing Wage/Davis Bacon Projects

Item Description	Quantity	Regular Time \$/Hour	O.T. & Saturday \$/Hour
Tri Axle Dump Truck + Driver (KY)	1	\$ 142.50	\$ 157.50

As previously discussed, this project will not have “Travel Time” attached to it under 2 conditions that will be described below.

Notes: This quote is valid for 30 days after the date this quote is issued.
 There will be a 5% surcharge for rates when hauling shot rock larger than 1ft in diameter.
 Hourly charges will be to the nearest ¼ hour.
 Damages incurred to equipment due to negligence of the contractor will be charged to the contractor.
The following quote is based on a \$4.00 per gallon of diesel fuel cost.
If fuel cost increases above \$4.00/Gal, price will increase by 1% for every 0.20\$/Gal.
 The Contract is to be paid Net 20 from receipt of invoice which will be submitted weekly. Anything above 30 days will receive a 1% penalty.
 Prices will be increased by at least 2% by the 1st of January for the next calendar year beginning in 2026 and for every year on the project.
Trucks must be loaded within legal limits. Any overweight tickets WILL be the responsibility of the Prime Contractor and will be forwarded to them.
 A minimum of 4 hours will be charged and billed on every scheduled workday unless the weather cancels work.
 Any work over 4 hrs. And under 8 will be billed at 8 hrs.
 Overtime will be any work more than 8 hrs. per day and 40 hrs. per week.
 Removal of tailgates on the trucks will result in an increase on all rates of an additional \$5.00/hr.
Travel time will not be charged if the trucks work a minimum of 8hrs per day and have no more than 1 round trip/work week. If these conditions are not complied, then we will have to bill additionally to reimburse for travel time at an agreed upon rate shop-to-shop.
 Overnight stays will be billed 100\$/truck/night.
 Night-work is 3.00\$ above the quoted hourly rate.
 All Night-work equipment will have an 8-hr. minimum. Nightwork must be cancelled 8 hours prior to the agreed start time.
 A proper Truck Cleanout area must be provided onsite with releasing agents.
Any toll charges will be forwarded to the contractor at cost.
 Any projects requiring removal of tailgates or concrete slab hauling will have a \$5.00/hr. surcharge added to the hourly rate.
 Wet Batch Concrete Hauling will have an additional \$15.00/hr. charge added to the corresponding hourly rate.
We do not promise a minimum quantity of trucks unless specified in an agreement beforehand.



December 03, 2024

Louisville Paving & Construction
15415 Shelbyville Road
Louisville, KY 40245

Attn: Alex Breit, Estimator

Re: Specified Scope of Work
West Hickman Creek Project
Lexington, KY

Dear Mr. Breit,

We are pleased to submit a lump sum quote of \$40,500.00 for the temporary creek crossing work involved with the referenced project. We have included the following scope of work:

- 1) Furnish the material and labor for work as shown on drawings. Quote is figured as follows: Temporary Creek Crossing. All labor is figured as normal work hours.

We appreciate the opportunity to quote the project. If we can be of further assistance, please call me at your convenience.

Sincerely,

Jason G Uncapher

Jason G Uncapher, M.B.A.
OLD FASHIONED LLC





Earth Images, Inc

PO Box 216
 Floyds Knobs IN 47119
 Ph: 812-923-8386
 Fax: 812-923-7505
 Cell: 502-523-3819
 Email: JeffD@Earthimagesinc.com

To: Estimating

Attn:

Bid Date:
 Project: LFUCG WEST HICKMAN CREEK
 IMPROVEMENTS

Date: 11/27/2024
 Estimated By: Jeff Dethy

Bid Item	Client #	Description	Quan	Unit	Unit Price	Ext Price
8		PLANTING PLAN	1.000	LSUM	\$2,500.00	\$2,500.00
11		TREE PROTECTION	2,135.000	LFT	\$ 4.56	\$9,735.60
13		WIRE REINFORCED SILT FENCE	1,210.000	LFT	\$ 4.38	\$5,299.80
20		COIR FIBER FABRIC	1,100.000	SYS	\$ 9.39	\$10,329.00
28		NATIVE RIPARIAN TREES (B&B) 2" CAL	150.000	EACH	\$ 635.00	\$95,250.00
29		NATIVE RIPARIAN TREES (LIVE STAKE)	900.000	EACH	\$ 9.33	\$8,397.00
30		SITE RESTORATION, SEED AND STRAW	2,000.000	SYS	\$ 1.97	\$3,940.00
40		TEMPORARY ROAD RESTORATION	7,120.000	SYS	\$ 1.97	\$14,026.40
50		FINAL GRADING TEMPORARY ROAD	7,120.000	SYS	\$ 1.82	\$12,958.40
Grand Total:						\$162,436.20

++++ TERMS AND SPECIAL CONDITIONS FOR PRICE QUOTATION +++++

- Quantities are estimated. Payment will be based on actual installed quantities.
- Bonds are available, but have not been included in this quotation.
- Traffic control has not been included in this quotation.
- Topsoil, topsoil placement, soil amendments other than commercial fertilizer, and sod notching are not included in this quotation.
- Erosion control items do not include maintenance or removal.
- Removal of rocks, existing vegetation, and debris from seed, sod and planting areas has not been included in this quotation.
- Mobilization for seeding shall be charged for each move in. (Seeding and / or Mulching Operations only)
- Lawn and plant maintenance, including watering, mowing, spraying and post fertilization is not included.
- Sod price includes watering for 30 days.
- Permanent Seeding or Sodding completed from October 16 through January 31, and June 16 through August 15, shall not be warranted, and if needed, will be reseeded (sodded) at the contractor's expense. At the direction of the contractor, reseeding will be completed using existing subcontract prices including mobilization.
- Prices are based on all work being completed by completion date published at time of bid. Delays beyond that time may result in price escalation.

LPX INC. AND SUBSIDIARIES
EQUIPMENT LIST

CATEGORIES

- | | |
|-----------------------------|-----------------------------|
| 1 Office Vehicles | 20 Milling Machines |
| 2 Field Pick-ups | 21 Cruchers, Screens |
| 3 Heavy Trucks | 22 Welders |
| 4 Trailers | 23 Generators |
| 5 Dozers | 24 Pumps |
| 6 Backhoes | 25 Vans, Office Trailers |
| 7 Skidsteers | 26 Chippers, Wideners |
| 8 Wheel Loaders | 27 Lasers, Levels, GPS Kits |
| 9 Graders | 28 Brooms |
| 10 Asphalt Plants | 29 Miscellaneous |
| 11 Asphalt Plant Components | 30 Snow Equipment |
| 12 Rollers | 31 Concrete Saws |
| 13 Attachments | 32 Plate Compactor |
| 14 Pavers | 33 Traffic Control |
| 15 Cranes, Pile Hammers | 34 Fork Lift/Aerial Lift |
| 16 Excavators | 35 Shop Tools |
| 17 Articulated Trucks | 36 Tack Kettles |
| 18 Tractor | 37 Core Drills |
| 19 Air Compressors | 38 Light Towers |

Unit No.	Year	Description	Driver	Serial No.
1-0000				
Automobiles				
1-1169	2016	GMC YUKON DENALI	LPC SHOP SPARE	1GKS2CKJ5GR225552
1-1192	2019	CHEVY TAHOE	Lisa Neal	1GN5K8K3KR317749
1-1194	2020	FORD EXPLORER		1FMSK8DHLSG36582
1-1204	2020	LINCOLN AVIATOR	Bill Dougherty	5LMSJ7X7GL37958
1-1205	2020	FORD F-150	Rick Dean	1FTFX1E40LFC72220
1-1207	2021	GMC YUKON DENALI	Joe Dougherty	1GKS2DKL4MR224525
1-1208	2021	DODGE RAM 1500	Chris Sapp	1C6SRFJ7MNS56669
1-1210	2021	CHEVY TAHOE	Corey Brown	1GNSKTL7MR336250
1-1211	2022	CHEVY SILVERADO 1500	James Bentley	1GCUYDE2N2216206
1-1212	2021	LINCOLN NAVIGATOR	Kevin Klain	5LMJJ2L1MEL19282
1-1214	2022	CHEVY SILVERADO 1500	Hollis Spencer	3GCUYDE6NG152624
1-1215	2022	JEEP WAGONEER	Brian Macdonald	1C4S1VD7XNS183698
1-1216	2022	JEEP GRAND CHEROKEE	Amanda Bowen	1C4RHHG2N852865
1-1217	2022	CHEVY SILVERADO 1500	Chris Limbach	2GCUDEDDN1504388
1-1218	2022	JEEP GRAND CHEROKEE	Michael Dougherty	1C4RIHEG6N8626024
1-1219	2022	JEEP GRAND CHEROKEE LAREDO	Jamie Krystofiak	1C4RKAGS8N559239
1-1220	2022	JEEP GRAND CHEROKEE	Travis Layman	1C4RIHAG4P8701702
1-1222	2022	CHEVY SILVERADO 1500	Landon Blume	2GCUDEDDN1516336
1-1223	2023	JEEP GRAND CHEROKEE	Devin Hutchison	1C4RIH8G9PC501037
1-1224	2022	CHEVY SILVERADO 1500	Matt Cullen	3GCUDEG2N6664188
1-1226	2023	CHEVY SILVERADO 1500	Jensen Christy	3GCUDEDD7PG118897
1-1227	2023	CHEVY SILVERADO 1500	Rob Agee	3GCUDEDD7PG118898
1-1228	2023	JEEP GRAND CHEROKEE	Amy Wiehebrink	1C4RKJBG3P8744365
1-1229	2023	FORD F-150	John Stump	1FTFW1E80NKF09210
1-1230	2023	CHEVY SILVERADO 1500	Dustin Gerkins	1GCUDEDE85P2183123
1-1231	2023	CHEVY TAHOE	Kurt Krug	1GNSKSL0P3R314346
1-1232	2023	CHEVY SILVERADO 1500	Kendall Roller	1GCPDAEK092273769
1-1233	2023	RIVIAN R1S	Hunter Strickler	7PDSGABA9PN015294
1-1234	2022	MERCEDES AMG EQS	John Dougherty	W1KCH5F89NA001539
1-1235	2024	RANGE ROVER	Joe Dougherty	
1-4133	2021	FORD F-150 XLT	Chris Bauer	1FTFW1E89MFA23695
1-4134	2020	CHEVY SILVERADO 1500	Phillip Bowles	3GCUYDE2L6442677
1-4135	2020	FORD F-150	Tom Wood	1FTW1E4E1C33348
1-4137	2020	CHEVY SILVERADO 1500	Mick?	3GCUYDE7LG394268
1-4138	2020	FORD F350	Dan Newton	1FTBWB3N7LE74305
1-4139	2022	CHEVY SILVERADO 1500	Mike Mulhall	1GCUDEDD9N254265
1-4140	2023	CHEVY SILVERADO 1500	Chris Lockhart	1GCUDEDD0P225422
1-4141	2023	CHEVY SILVERADO 1500	Patrick Haas	3GCUDEAD6PG119068
1-4142	2023	JEEP GRAND CHEROKEE	Todd Scott	1C4RIHAG7PC673133
1-4143	2022	CHEVY SILVERADO 1500		2GCUDEDD2N1516347
1-5002	2022	CHEVY SILVERADO 1500	Nick Maddox	1GCUDEDD8N2528235
1-5003	2023	CHEVY SILVERADO 1500	Wayne Sheffler	3GCUDEG84PG129829
2-0000				
Light Trucks				
2-1455	2017	CHEVY SILVERADO 1500	BTL Field/Paducah	1GCVKNEH2H2307432
2-1477	2017	TOYOTA TACOMA	BTL Core Truck	5TFRXGN5HX088516
2-1478	2017	TOYOTA TACOMA	BTL Core Truck	5TFRXGN5HX088446
2-1485	2018	CHEVY SILVERADO 2500	Brandon Lucas	1GB2KUEG7J2252037
2-1487	2018	CHEVY SILVERADO 1500 TC	Traffic Control	1GCNCEH5J2301594
2-1488	2018	CHEVY SILVERADO 1500 TC	Traffic Control	1GCNCEH3J2303599
2-1509	2016	FORD F450 FLAT BED	Milling Crew Truck	1FD0W4HT4GEC62617
2-1510	2016	FORD F450 FLAT BED	Hollis Crew Truck	1FD0W4HT1GEC88561
2-1512	2018	CHEVY SILVERADO 1500 TC	Traffic Control	3GCUKNE4HG318822
2-1513	2019	CHEVY SILVERADO 1500 TC	Traffic Control	1GCYVFE4L4C33348
2-1514	2019	CHEVY SILVERADO 2500	Chad Eagler	2GB2KREG6K1179461
2-1518	2019	FORD F250	Mike Mattingly	1F07X2A67KED88077
2-1519	2019	CHEVY SILVERADO 2500	Garret Blissett	2GC2KREG5K1166230
2-1520	2019	CHEVY SILVERADO 2500	Spare	2GC2KREG6K1166233
2-1522	2019	CHEVY SILVERADO 2500	Spare	2GC2KREGXK1197280
2-1523	2019	CHEVY SILVERADO 2500	James Thurman Bodie	2GC2KREG6K1196417
2-1524	2019	CHEVY SILVERADO 2500	Randy Williams	2GC2KREG8K1196953
2-1525	2019	CHEVY SILVERADO 2500	Chuck Bentley	2GC2KREG6K1197367
2-1526	2020	CHEVY SILVERADO 2500	Spare	1GCSYLE77LF252707
2-1527	2020	CHEVY SILVERADO 2500	Isaac Clark	1GCSYLE74LF252731
2-1529	2020	CHEVY SILVERADO 2500		1GCSYLE73LF253045
2-1530	2020	CHEVY SILVERADO 2500	Mark Kippes	1GCSYLE74LF253149
2-1531	2020	CHEVY SILVERADO 2500	Wesley Roberts	1GCSYLE73LF254034
2-1533	2020	CHEVY SILVERADO 2500		1GCSYLE75LF254102
2-1534	2020	FORD F450 FLAT BED	Mejia Crew Truck	1FD0W4GT4LED06935
2-1535	2020	FORD F450 FLAT BED	Kevin Ahl Crew Truck	1FD0W4GT6LED06936
2-1536	2020	FORD F450 FLAT BED	Josh Bowman	1FD0W4GT2LED06934
2-1537	2020	CHEVY SILVERADO 2500 UB	Bill Browning III	1GB5YLE77LF254834
2-1538	2020	CHEVY SILVERADO 2500 UB	Armando Avila-Martens	1GB5YLE71LF255008
2-1539	2020	CHEVY SILVERADO 2500 UB		1GB5YLE78LF255054
2-1540	2020	CHEVY SILVERADO 2500 UB	Byron Scrogam	1GB5YLE72LF255132
2-1541	2020	CHEVY SILVERADO 3500	Justin Nelson	1GCSYSEY1LF248624
2-1542	2020	CHEVY SILVERADO 2500	Carlos Mejia	1GCSYLE77LF252786
2-1543	2020	CHEVY SILVERADO 2500	Chaz Dennis	1GCSYLE75LF253502
2-1544	2020	CHEVY SILVERADO 2500	Charlie Jones	1GCSYLE73LF253840
2-1545	2020	CHEVY SILVERADO 2500	Randy McCreary	1GCSYLE78LF253977
2-1546	2020	CHEVY SILVERADO 2500	Doug Peyton	1GB2YLE7XLF251185
2-1547	2020	CHEVY SILVERADO 2500	Homero Garcia	1GB2YLE78LF251198
2-1548	2021	CHEVY SILVERADO 3500HD	Jeremy Penick	1GC4YSEY6M239477
2-1549	2021	CHEVY SILVERADO 2500HD	Justin Bright	1GC2YLE72MF278944
2-1550	2021	CHEVY SILVERADO 2500HD	Traffic Control	1GC2YLE70MF278960
2-1551	2021	CHEVY SILVERADO 2500HD	Jacob Blissett	1GC2YLE77MF278969
2-1552	2021	CHEVY SILVERADO 2500HD	Billy Black	1GB4YLE71LF329054
2-1553	2021	CHEVY SILVERADO 2500HD UB	Eric Hart	1GC1YLE71MF265565
2-1554	2021	CHEVY SILVERADO 2500HD	Michael Cadreau	1GC2YLE78MF278902
2-1555	2021	FORD F-250	Justin Goodlett	1GB4YLE7XLF329750
2-1557	2021	DODGE RAM 1500	Milling Crew Truck	1FTFX2B61ME094284
2-1558	2021	DODGE RAM 1500	Traffic Control	1C6SRFCT2MN776864
2-1559	2021	DODGE RAM 1500	Traffic Control	1C6SRFCT0MMN776863
2-1560	2021	DODGE RAM 1500	Traffic Control	1C6SRFCT1MN820255
2-1561	2021	DODGE RAM 2500	Hayden Austin	3C6UR5HJMG677115
2-1562	2021	DODGE RAM 2500	Nathan Powell	3C6UR5HJ7MG677122
2-1563	2021	DODGE RAM 2500	Anthony Ray	3C6UR5HJ3MG677120
2-1564	2021	DODGE RAM 2500	Dan Ralston	3C6UR5HJ0MG677124

2-1565	2021	DODGE RAM 2500	Mike Sims	3CGURSHJ1MG677116
2-1566	2021	DODGE RAM 2500	Travis Kuffner	3CGURSHJ5MG677118
2-1567	2021	DODGE RAM 2500	Matt Williams	3CGURSHJ7MG677119
2-1568	2021	DODGE RAM 2500	James Munkers	3CGURSHJ9MG677123
2-1569	2021	DODGE RAM 2500	Alberto Romero	3CGURSHJ3MG677117
2-1570	2021	DODGE RAM 2500	Zach Habron	3CGURSHJ6MG677144
2-1571	2021	DODGE RAM 2500	Eric Benson	3CGURSHJ6MG677127
2-1573	2022	GMC SIERRA 1500	Pat Lehner	1GTP9AEK6Z161430
2-1574	2022	GMC SIERRA 1500	Shop Parts Runner	1GTP9AEK6Z160600
2-1575	2022	CHEVY SILVERADO 2500	Steve Johnson	1GB5YLE7XNF26478
2-1576	2022	CHEVY SILVERADO 2500	Doug Herp	1GB2YLE74NF304420
2-1577	2022	CHEVY SILVERADO 2500	Blake Cundiff	1GB2YLE74NF304742
2-1578	2022	CHEVY SILVERADO 2500		1GB2YLE72NF304982
2-1579	2022	CHEVY SILVERADO 2500	Rick Ashby	1GB2YLE75NF304250
2-1580	2022	CHEVY SILVERADO 2500	Cameron Calvert	1GB2YLE77NF304556
2-1581	2022	CHEVY SILVERADO 2500	Jamie James	1GB2YLE75NF304667
2-1583	2022	CHEVY SILVERADO 2500	Shawn Clements	1GB2YLE75NF304726
2-1584	2022	CHEVY SILVERADO 2500	Matt Phillips	1GB2YLE76NF304807
2-1585	2022	CHEVY SILVERADO 2500	Matt Helson	1GB2YLE72NF304884
2-1586	2022	CHEVY SILVERADO 2500	Chris Moore	1GB2YLE73NF304988
2-1587	2022	CHEVY SILVERADO 2500	Ross Hidgon	1GB2YLE78NF305070
2-1588	2022	CHEVY SILVERADO 2500	Korey Gilliland	1GB2YLE75NF305088
2-1589	2022	CHEVY SILVERADO 2500	Tommy Johnson	1GB2YLE77NF304847
2-1590	2022	CHEVY SILVERADO 2500	Randy Rippy	1GB2YLE76NF304550
2-1591	2022	GMC SIERRA 1500	Cory Dzwir	1GTP9AEK6Z160839
2-1592	2023	CHEVY SILVERADO 1500	Jack Hayes	3GCUDE89PG119072
2-1594	2023	CHEVY SILVERADO 1500 LT	Wesley Coates	3GCUDE89PG118902
2-1595	2023	CHEVY SILVERADO 1500	Andrea Carson	3GCUDE89PG109106
2-1596	2023	CHEVY SILVERADO 3500	Brian Holder	1GC5YSE7PF232800
2-1597	2023	CHEVY SILVERADO 3500	Richard Smith	1GC5YSE7PF232661
2-1598	2023	CHEVY SILVERADO 2500	Brandon Lucas	1GB2YLE77PF207473
2-1599	2023	CHEVY SILVERADO 2500	Cody Young	1GB2YLE75PF207245
2-1600	2023	CHEVY SILVERADO 2500	Jonathan West	1GB2YLE74PF207270
2-1601	2023	CHEVY SILVERADO 2500	Roger Lewis	1GB2YLE72PF207283
2-1602	2023	CHEVY SILVERADO 2500	Carl Durbin	1GB2YLE73PF207289
2-1603	2023	CHEVY SILVERADO 2500	Shane Woods	1GB2YLE78PF207304
2-1604	2023	CHEVY SILVERADO 2500	Matt Johnson	1GB2YLE74PF207324
2-1605	2023	CHEVY SILVERADO 2500	Lance VanArsdall	1GB2YLE71PF207372
2-1606	2023	CHEVY SILVERADO 2500	Kevin Heath	1GB2YLE74PF207429
2-1607	2023	CHEVY SILVERADO 2500	Wesley Roberts	1GB2YLE79PF207488
2-1608	2023	CHEVY SILVERADO 2500		1GC2YLE71PF191525
2-1609	2023	CHEVY SILVERADO 2500		1GC2YLE79PF191479
2-1610	2023	CHEVY SILVERADO 1500	STEVEN MURPHY	1GCUDE89PG2278535
2-4109	2005	CHEVY 4500	Small Dump	1GBE4C3275F512873
2-4127	2017	CHEVY SILVERADO		1GB1KUEG3HF154274
2-4155	2018	CHEVY COLORADO	Thomas Selinger	1GC2UBEN71310695
2-4156	2019	CHEVY SILVERADO	Dan Wilder	1GB1KRE6XKF114438
2-4161	2020	CHEVY SILVERADO 2500		1GC1VLE78LF168958
2-4162	2020	CHEVY SILVERADO 2500 UB	Loren Satterfield	1GB4YLE76LF325677
2-4163	2020	CHEVY SILVERADO 2500 UB	Richard Abell	1GB4YLE71LF325778
2-4164	2020	CHEVY SILVERADO 2500 UB	Ronnie Traylor	1GB4YLE76LF325713
2-4165	2021	CHEVY SILVERADO 1500	Roy Lands	1GCUYED3M2407311
2-4166	2021	DODGE RAM 2500	Tyler Riedesel	3CGURSHJ4MG677126
2-4167	2022	GMC SIERRA 2500	Justin Willoughby	1GD19LE71NF309932
2-4168	2022	GMC SIERRA 2500	Jordan Lands	1GD19LE70NF309954
2-4169	2022	GMC SIERRA 2500	Carl Randolf	1GD19LE75NF309982
2-4170	2022	GMC SIERRA 2500	Dan Hall	1GD19LE73NF310032
2-4171	2022	CHEVY SILVERADO 1500	Tate Hatfield	1GCUYED3KX213231
2-4172	2023	CHEVY SILVERADO 2500	Gary Wilder	1GB1YLE74PF156512
2-4173	2023	CHEVY SILVERADO 3500	Dalton James	1GC4YTE9PF234171
2-5103	2021	DODGE RAM 2500	Nick Maddox	3CGURSHJ5MG677121
2-5104	2023	CHEVY SILVERADO 2500	Jeremy Scrogam	1GB1YLE75PF176669
2-5105	2024	CHEVY SILVERADO 3500	Greg Skeens	1GB4YSE6RF133977
2-7101	2018	CHEVY SILVERADO	Greg Skeens	1GCVKNEH4Z191415
2-7103	2012	CHEVY COLORADO	BTL Field Truck	1GC5S8FE1C8129635
2-7104	2022	GMC SIERRA 1500	Core Truck	1GTP9AEK6Z160641
2-7105	2022	GMC SIERRA 1500	Clayton Wilson	1GTP9AEK6Z160641
2-7106	2022	GMC SIERRA 1500	Core Truck	1GTP9AEK6Z160641
2-7107	2022	GMC SIERRA 1500	Harrison Heick	1GTP9AEK6Z160641
2-7108	2022	GMC SIERRA 1500	Rideability Truck	1GTP9AEK6Z160843

3-0000 HEAVY TRUCKS

3-1384	2015	PETERBUILT 337 DISTRIBUTOR	Distributor	2NP2HJ7X4FM278673
3-1385	2015	PETERBUILT 337 DISTRIBUTOR	Distributor	2NP2HJ7X0GM329376
3-1387	2016	KENWORTH T270	Service Truck	2NKHHM6X5GM131783
3-1389	2019	KENWORTH T270 (WILLING)	Water Truck	2NKHHM6X6KM259903
3-1390	2020	KENWORTH T270	Service Truck	2NKHHM6X4LM400186
3-1391	2019	FORD F550 SERVICE TRUCK	Service Truck	1FDPXSHDLEF53739
3-1392	2019	CHEVY SILVERADO 6500HD (PAVING)	Water Truck	1HTKHVPM2KH540009
3-1393	2020	FORD F-550 XL SERVICE TRUCK	Service Truck	1FDDXSHSLEE47210
3-1394	2024	ISUZU NPR CONE TRUCK	Cone Truck	54DCW1D2R5200929
3-1395	2022	RAM 5500	Service Truck	3C7WRNLF9G377902
3-1396	2022	CHEVY SILVERADO 3500HD	Service Truck	1GB4YTE1NF340633
3-2131	1998	INTERNATIONAL 4700	Distributor	1HTSCAANSWH551912
3-2138	1985	INTERNATIONAL 1954	Cone Truck	1HTLDUXM3FHA50098
3-4200	1979	INTERNATIONAL DA227	To be scrapped or sold	DA227J5B16782
3-5125	2023	FREIGHTLINER M2106	Single Axle Dump	3ALCXKPE6PNW3693
3-5173	1986	FORD (old vac. truck)	Water Truck	1FDWR74NXGVAA9018
3-5196	2014	KENWORTH T800	Triaxle Dump	1NKDXPT1E1388550
3-5197	2014	KENWORTH T800	Triaxle Dump	1NKDXPT3E1388551
3-5201	2014	KENWORTH T800	Triaxle Dump	1NKDXPEX4E140828
3-5202	2014	KENWORTH T800	Triaxle Dump	1NKDXPEX6E140829
3-5203	2014	KENWORTH T800	Triaxle Dump	1NKDXPEX2E140830
3-5204	2014	KENWORTH T800	Triaxle Dump	1NKDXPEX4E140831
3-5205	2014	KENWORTH T800	Triaxle Dump	1NKDXPEX6E140832
3-5206	2015	KENWORTH T800	Lowboy Tractor	1NK2P4TK2F1440571
3-5212	2016	KENWORTH T800	Lowboy Tractor	1NKDGGGG00R144070
3-5213	2016	KENWORTH T800	Lowboy Tractor	1NKDGGGG20R144071
3-5214	2016	KENWORTH T800	Lowboy Tractor	1NKWGGGG60R119585
3-5215	2016	KENWORTH T800	Lowboy Tractor	1NKWGGGG20R128140
3-5216	2017	MACK GU713	Triaxle Dump	1M2AX04C5HM033791
3-5217	2017	MACK GU713	Triaxle Dump	1M2AX04C7HM033792
3-5218	2017	MACK GU713	Triaxle Dump	1M2AX04C9HM033793
3-5219	2017	MACK GU713	Triaxle Dump	1M2AX04C0HM033794
3-5220	2017	MACK GU713	Triaxle Dump	1M2AX04C2HM033795
3-5223	2018	KENWORTH T800	Lowboy Tractor	1NK2P4TK8J196224
3-5224	2017	KENWORTH T800	T/A Rollback	1NKZ49XK1774214
3-5225	2018	FREIGHTLINER 1145D	Triaxle Dump	1FVMDGV6HJW9287
3-5226	2018	FREIGHTLINER 1145D	Triaxle Dump	1FVMDGV8HJW9288
3-5227	2018	FREIGHTLINER 1145D	Triaxle Dump	1FVMD3DVXJW9289
3-5228	2018	FREIGHTLINER 1145D	Triaxle Dump	1FVMD3DV6HJW9290
3-5229	2018	FREIGHTLINER 1145D	Triaxle Dump	1FVMD3DV8HJW9291
3-5230	2018	FREIGHTLINER 1145D	Triaxle Dump	1FVMD3DVXJW9292
3-5232	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX5L348739
3-5233	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX1L348740
3-5234	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX6L348734
3-5235	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX1L348735
3-5236	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX1L348736
3-5237	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX1L348737
3-5238	2020	KENWORTH T800	Triaxle Dump	1NKDXPEX3L348738
3-5239	2021	KENWORTH T880	Tandem Axle Rollback	1NKZ40X2M1461881
3-5240	2020	PETERBILT 579 TRACTOR	Tanker Tractor	1XPBPD9XLD732220
3-5241	2020	FREIGHTLINER M2106	Oil Dist	1FVACD29LHP0843
3-5242	2018	KENWORTH T370	Tandem Axle Rollback	2NKHL9X6JM197484
3-5243	2022	MACK GR64F M359	Triaxle Dump	1M2GR4GC2NM025389
3-5244	2022	MACK GR64F M359	Triaxle Dump	1M2GR4GC2NM027827

3-5245	2022	MACK GR64F M359	Triaxle Dump	1M2GR4GC1NM027828
3-5246	2022	MACK GR64F M359	Triaxle Dump	1M2GR4GC8NM025381
3-5247	2022	MACK GR64F M359	Triaxle Dump	1M2GR4GC6NM027730
3-5248	2022	MACK GR64F M359	Triaxle Dump	1M2GR4GC9NM027737
3-5249	2022	FREIGHTLINER 1145D	Vac Truck	1FVHG3FE8NHND9901
3-5251	2020	FREIGHTLINER CC132		3ALXFB00LDME8720
3-5252	2020	FREIGHTLINER CC132		3ALXFB00LDME8728
3-5253	2021	FREIGHTLINER M2	Distributor	3ALACXFCOMDML5351
3-5254	2022	MACK GR64F	Triaxle Dump	1M2GR3GC5NM026370
3-5255	2022	MACK GR64F	Triaxle Dump	1M2GR3GC6NM026373
3-5256	2021	MACK GR64F	Triaxle Dump	1M2GR4GCXMM023789
3-5257	2021	MACK GR64F	Triaxle Dump	1M2GR4GCXMM023808
3-5258	2015	FREIGHTLINER M-106	Single Axle Dump	3ALACXCY5FGM2176
3-5259	2024	MACK GR84FR	Triaxle Dump	1M2GR2NCXRM004139
3-5260	2024	MACK GR84FR	Triaxle Dump	1M2GR2NCXRM004142
3-5261	2024	VOLVO VHD84F300	Triaxle Dump	4VSKG9DH8RN629443
3-5262	2024	VOLVO VHD84F300	Triaxle Dump	4VSKG9DH8RN629444
3-5263	2024	VOLVO VHD84F300	Triaxle Dump	4VSKG9DH8RN629445
3-5264	2024	VOLVO VHD84F300	Triaxle Dump	4VSKG9DH8RN629446
3-5265	2024	MACK GR84FR	Triaxle Dump	1M2GR2NC6RM004137
3-5266	2024	MACK GR84FR	Triaxle Dump	1M2GR2NC8RM004141
3-5267	2024	VOLVO VHD84F300	Triaxle Dump	4VSKG9DH8RN629447
3-5268	2024	MACK GR84FR	Triaxle Dump	1M2GR2NC8RM004138
3-5269	2024	VOLVO VHD84F300	Triaxle Dump	4VSKG9DH8RN629448
3-5270	2024	MACK GR84FR	Triaxle Dump	1M2GR2NC6RM004140
3-7212	2019	FORD TRANSIT CONNECT	INDOT TRANSIT	1FTYR3G8KKA41691
4-0000 TRAILERS				
4-1903	1997	EAGER BEAVER T16 CAT YELLOW		16UBC118VC001277
4-1904	1987	EAGER BEAVER T16 BLACK		1120TL108H5030096
4-1908	1992	EAGER BEAVER T16 YELLOW		1120TL100H5030075
4-1909	1987	EAGER BEAVER T16 CAT YELLOW	Spare small roller Trl.	1120TL108H5030096
4-1928	2002	HOMESTEADER (Enclosed)		5HABA10102N022353
4-1932	2006	WELLS CARGO 6 X 12		1WC200E1X6114811
4-1933	2005	CRONKHITE TAG		47326202651110698
4-1934	2011	LANDOLL 455		1LH455WJ3E1018820
4-1935	2013	EAGER BEAVER TAG	MODEL 20XPT Huffman	1121HBV349DL078226
4-1936	2012	B-B TRAILER/TANK	(SITE WATER TRAILER)	4LST11728CF025404
4-1937	2014	CARRIER	W/BARREL MOVER	4YMUL1012EG039630
4-1938	2018	CARGO		7H2BE1623JD005913
4-1939	2018	CARGO		7H2BE1621JD005912
4-1940	2018	CARGO		7H2BE162XJD005911
4-1941	2018	CARGO		7H2BE1628JD005910
4-1942	2018	CARGO		7H2BE1621JD005909
4-1943	2018	CARGO		5MYEE1825JB060830
4-1944	2018	DECK		5MYEE1827JB060831
4-1945	2018	DECK		5MYEE1829JB060832
4-1946	2018	DECK		5MYEE1820JB060833
4-1947	2018	DECK		5MYEE1822JB060834
4-1948	2019	Continental Cargo		5NHUNSA422KU122023
4-1949	2019	7'x14' Dump Trailer		5MYDT1425K8067799
4-1950	2019	6'x12' Cargo Trailer		7H2BE122XKD015460
4-1951	2020	7'x18' Box Trailer		7H2BE1828LD018429
4-1952	2020	CARGO		7H2BE1626LD023440
4-1953	2020	CARGO		7H2BE1621LD023894
4-1954	2017	SURETRACK TRAILER	ST7210D-B-120	5JW1D1020J4215544
4-1956		7'X14' CARGO TRAILOR	UEH 714TA2	56JTE1042XEA139116
4-1958	2017	Dump Trailer	Model ST7210D-B-120	5JW1D1020J4215544
4-1959	2021	Paving Tilt Top Trailers	ST7812SATE-B-078	5JW1U1213M2337285
4-1960	2021	Paving Tilt Top Trailers	ST7812SATE-B-078	5JW1U1213M2337286
4-1961	2021	Paving Tilt Top Trailers	ST7812SATE-B-078	5JW1U1213M2337287
4-1962	2018	TAG TRAILER	ST7210D-B-120	5JW1D1028K4243139
4-1964	2019	Smith ST Deck Trailer	BH1622D-T-H	4MND8162XK1001306
4-1965	2022	BIG TEX SINGLE AXLE	35SA-14BK4RG	16V1U175N3160589
4-1966	2015	Better Built	BH1622D	4MND81622F1001081
4-1967	2022	BIG TEX UTILITY	28 GOOSE	16V3F4124N6185746
4-1968	2022	HOMESTEADER INTREPID	716IT WHITE	5HABE1624NN110122
4-1969	2022	GORILLA FLATBED	22' DECKOVER 7K AXLES	1G9CF2226N1597331
4-1970	2015	Better Built	BH1622D	4MND81623F1001069
4-1973	2023	IMPACT TAG TRAILER	FREELANCER	53BATEA29PB018408
4-1974	2023	IMPACT TAG TRAILER	FREELANCER	53BATEA27PB018410
4-1975		JOHN DEERE PIPE WAGON		
4-1976	2016	Lead Trailer	GH02251	4ZEGH2529G1104984
4-1977	2016	5 TON 2-AXLE TRAILER	BH1622D	4MND8162XG1001748
4-1978	2023	HOMESTEADER CHALLENGER 6X12	CHALLENGER	5HABE1218PN118160
4-1979	2020	SURETRACK TRAILER	ST7210D-B-120	5JW1D1023M4309566
4-1980	2021	BIG TEX TAG TRAILER		16V1U131XM3016895
4-1981	2021	UNITED BOX TRAILER	ULH-714TA35	56JTE142XNA180362
4-1982	2014	SURE-TRAC HTD DUMP TRAILER	HYD DUMP TRAILER	5JW1D1025J4215541
4-1983	2022	GORILLA 8'X18' DECK TRAILER	DECK TRAILER	1G9CF2226N1597331
4-1984	2023	IMPACT 714 FREELANCER CARGO TRAILER	CARGO TRAILER	53BATEA22PB018430
4-1985	2022	SURE TRACK 5T DECK TRAILER	DECK TRAILER	G2360
4-1986	2023	BIG TEX TRAILER	EQUIPMENT TRAILER	16V1C2321P7232505
4-1987	2023	BIG TEX HYD DUMP TRAILER	HYD DUMP TRAILER	16V1D1929R7298768
4-1988	2024	CURRAHEE 8'X18' UTILITY TRAILER	UTILITY TRAILER	7UL151824R1066081
4-1989	2023	GORILLA 6X14 UTILITY TRAILER	WATER TANK TRAILER	1G9CU1424R1597926
4-1992		TANK TRAILER (PAVING)	CRACK PRO 260DA	159P3172XP0420403
4-2806	2005	DUNVA UTILITY	AVOCA CALIBRATE LIQUID	1D9BF16265W446011
4-2808	2001	TILT SINGLE AXLE TRAILER	KYT32615	
4-2809	2009	CARGO TRAILER	PORTABLE SCALES	4YMCL10149G030638
4-2810	1983	STRICK DRY FREIGHT TRAILER	PORTABLE PLANT	1512E8451DD251715
4-4926	2001	SOUTHW. EXP. LINE 5816TA2T	16 FT. STORAGE TRAILER	48B500G2812026242
4-4930	2005	INTERSTATE 40DLA	40 FT. TAG TRAILER	1JKDLA057M006860
4-4932	2009	6 X 12 T.C. TREECKER TRAILER	LPC LUBE TRAILER	1WF200F1X71120093
4-4937	2019	BIG TEX TRAILER 60ES-16BK4RG		16VAX1610K2070812
4-4938	2019	BIG TEX 45ES-16BK4RG		16VAX161919K2072624
4-4939	2020	BIG TEX TRAILER 70PI-18XBK		16VPX1827L2071845
4-4940	1999	WHITLEY TRAILER		30656
4-5900	2010	ETNYRE TANKER		1E9165273AE007102
4-5902	2015	TALBERT 55TON DETACH		40F5K5233F1033811
4-5903	1980	FRIJEUHAUF TANKER	TACK TRAILER	UNV635215
4-5904	2013	ETNYRE		1E9313551DE111164
4-5905	2016	ETNYRE		1E9320642GE111261
4-5906	2014	LANDOLL 455		1LH455WJ3E1021411
4-5907	2016	ETNYRE 60 TON LOWBOY		1E9318486GE111058
4-5909	2018	ETNYRE TANKER		1E9T83961JE007266
4-5910	2023	ETNYRE		1E9332678PE111008
4-5911	2024	ETNYRE LOWBOY		1E9336291RE111191
5-0000 DOZERS				
5-1542	2008	CAT D8T		FCT00139
5-1543	2011	CAT D8T		MLN00330
5-1551	2019	CAT 963K HIGHLIFT		LBL00826
5-1554	2021	CAT D6 XE LGP		DSM00324
5-1555	2019	CAT D6T XE LGP		HMH00307
5-1556	2021	CAT D6 XE XL		HMH01002
5-1557	2020	CAT D6T LGP		RDC00789
5-1558	2019	CAT D6K LGP		EL700906
5-1559	2022	JD 650K XL		1T0650KKNF417529
5-1560	2022	JD 650K XL		1T0650KKNF417828
5-1561	2022	CAT D6T XE		LNC01052
5-1562	2022	JD 655K HIGHLIFT		1T0655KKNF413803
5-1563	2022	CAT 963 HIGHLIFT		LTT00588
5-1564	2017	CAT D6N XL		GB600441
5-1565	2022	CAT D6T XL		WH501070
5-1566	2022	CAT D6T XL		WH501071

5-1567	2022	CAT D2 XL		XKM01394
5-1568	2023	CAT D6X XL		XECO1009
5-1569	2023	CAT 9E3 HIGHLIFT		LTT00816
5-1570	2023	CAT D6XE XL		XECO1008
5-1571	2023	JD 550P DOZER LGP		1T0550PAEPLX02049
5-1572		CAT D2 LGP		XKRO0304
6-0000 BACKHOES				
6-4613	2003	CAT 420D IT		BLN08302
6-4614	2005	CAT 420D IT		CBLN13023
6-4616	2011	KOMOTSU WB146		A23266
7-0000 LOADERS/SKID STEERS				
7-1723	2014	CAT 272D XHP (PLANT)		DETL00287
7-1730	2018	CAT 299D2 (PLANT)		FD203779
7-1733	2019	CAT 299D2		FD206061
7-1740	2021	CAT 299D3		DY904215
7-1741	2021	CAT 299D3		DY904603
7-1743	2021	CAT 299D3		DY905148
7-1744	2021	CAT 299D3		DY905147
7-1746	2021	CAT 299D3 (PAVING)		DY905465
7-1747	2018	CAT 289D3		TAW10775
7-1748	2023	CAT 299D3 XE		BX906000
7-1749	2022	CAT 299D3 (MILLING)		DY906378
7-1750	2023	CAT 299D3 (MILLING)		DY910973
7-1751	2023	CAT 299D3 (PAVING)		DY910977
7-2713	2002	CASE 40XT SKID STEER		JAF0397323
7-4509	2009	TAKEUCHI TL240 SKID STEER		224000275
7-4510	2015	TAKEUCHI TS70R SKID STEER		T3R07000261
7-4511		KUBOTA SVC75 SKID STEER		34886
7-4512		KUBOTA SVL75 SKID STEER		44893
7-4513	2019	CAT 906M LOADER		H6604079
7-4514	2021	KUBOTA SVL75-2W		KBCZ052CKL1M55241
7-4515	2021	KUBOTA SVL75-2W		KBCZ052CTL1M55513
8-0000 WHEEL LOADERS				
8-1800	2022	CAT 972M (PLANT)		LSJ03119
8-1801	2022	JD 624P WHEEL LOADER		1DW624PANNLZ14739
8-1802	2022	JD 544P WHEEL LOADER		1DW544PANNLZ14917
8-1803	2022	JD 544P WHEEL LOADER		1DW544PATNLZ15019
8-1804	2022	JD 544P WHEEL LOADER		1DW544PANNLZ14924
8-1805	2018	CAT 972M (PLANT)		ABP01653
8-1806	2021	CAT 930M WHEEL LOADER		FSK01462
8-1807	2021	JD 544P WHEEL LOADER		1DW544PAJMLZ12298
8-1808	2021	JD 544P WHEEL LOADER		1DW544PACMLZ11923
9-0000 GRADERS				
9-1910	2011	CAT 12M		CAT0012MAB9F00916
9-1911	2008	CAT 12M		CAT0012MEB9F00242
10-0000 ASPHALT PLANT				
10-555-79		STANSTEEL TM-50	LOUISVILLE	
10-8G6-81		BARBER-GREENE DC-60/E-Z	BULLITT CO.	
10-CR9-05		CEDERAPIDS E500	AVOCA	CX2064
10-558-88		BARBER-GREENE DC-75/MARTIN	AVOCA	
11-0000 ASPHALT PLANT COMPONENTS				
11-3120		30,000 G. ASPHALT TANK		
11-3121		30,000 G. ASPHALT TANK		
11-2122		TRANS TECH		
11-2123		TRANS TECH		5271
11-2124		B-G DRYER 9X30		
11-2126		STEEL STORAGE TANK		
11-3100		WINSLOW 50T PORTABLE TK		
11-3400		FAIRBANKS 50T PIT		
12-0000 ROLLERS				
12-1645	2005	CAT C553E	DIRT	CATCS5331DAK00299
12-1648	2016	CAT CB24	ASPHALT	2X40D005
12-1650	2005	CAT 815F COMPACTOR	DIRT	PBK00736
12-1657	2017	CAT CB66	ASPHALT	B6600268
12-1658	2018	CAT CB15	ASPHALT	M9400109
12-1659	2018	CAT CB15	ASPHALT	M9400108
12-1661	2018	WACKER RD12	ASPHALT	24442141
12-1662	2018	WACKER RD12	ASPHALT	24439772
12-1663	2018	WACKER RD12	ASPHALT	24442139
12-1664	2018	CAT CB15	ASPHALT	M9400121
12-1665	2015	CAT C55613	DIRT	S5600117
12-1667	2019	CAT CB24	ASPHALT	2X401651
12-1668	2019	CAT CB24	ASPHALT	2X401694
12-1669	2017	CAT C55613	DIRT	S5600533
12-1670	2021	CAT CB7-02	ASPHALT	M5R00168
12-1671	2019	CAT CB24	ASPHALT	2X401948
12-1672	2022	CAT CB2.7	ASPHALT	64800475
12-1673	2022	CAT CB 2.7	ASPHALT	64800608
12-1674	2022	CAT CB 2.7	ASPHALT	64800521
12-1675	2023	WACKER RD12	ASPHALT	
12-1676	2023	WACKER RD12	ASPHALT	WNCRD12LKPUM00548
12-1677	2023	WACKER RD12	ASPHALT	WNCRD12LPPUM00550
12-2319	2009	CAT CB54	ASPHALT	WNCRD12LCPUM00553
12-4300		WACKER RT 82-SC-2	DIRT	JLM00135
12-4301		WACKER RD11A	DIRT	S855871
			DIRT	5277469
13-0000 ATTACHMENTS				
13-1855	2017	CAT SSL PLANER PC306-B		PCT00252
13-1859		HARLEY RAKE MODEL LAF5672		
13-1860	2016	RIVINIUS 6000B SPREADER		6R98338
13-1861	2007	CAT BP118C BROOM ATTACHMENT		FX800555
13-1862	2007	JOHN DEERE 1810E EJECTOR PAN		70387
13-1863		JOHN DEERE 1810E EJECTOR PAN		70315
13-1865	2019	GORILLA GXS16S HAMMER		114891
13-1866		JOHN DEERE 1814C SCRAPER PAN		T81814C001030
13-1868		JOHN DEERE 1814C SCRAPER PAN		T81814CVA0100608
13-1869		JOHN DEERE 1814C SCRAPER PAN		T81814C001050
13-1870		CAT T9 TRENCHER		JAI05713
13-1871	2019	CAT PC306 MILLING HEAD		PCT02355
13-1872		BRADCO SKIDSTEER FORKS		536627
13-1873		CAT SKIDSTEER FORKS		6555FP054556
13-1874		CAT SKIDSTEER FORKS		6555FP071935
13-1875		CAT SKIDSTEER FORKS		6555FP054638
13-1876		JLG 1 YARD BUCKET FOR TELE		61342-21
13-1877		START JIB CRANE ATTACHMENT		61342-11
13-1878	2021	GORILLA GXS135 HAMMER ATTACHMENT		21A21A20152
13-1879		CAT 118C BROOM ATTACHMENT		FX802063
13-1880	2021	GORILLA GXS 165 HAMMER ATTACHMENT		16A48DC03
13-1881	2021	CAT GB124 GRADER BLADE		K4800400
13-1882	2020	STAR 9'8"x4' FORK LIFT PLATFORM		92559-17
13-1883		CAT BA118C ANGLE BROOM		BX802512
13-1885		PALADIN SKIDSTEER FORKS		536640
13-1886		JOHN DEERE BP8AC BOX BROOM		CEK0000051
13-1887		CAT SKIDSTEER BUCKET		2BC20090
13-1888		ASPHALT DITCHING BUCKET FOR SKIDSTEER		121152
13-1889		CAT SKIDSTEER BUCKET		0091*
13-1890		CAT BA25 WHEEL LOADER BROOM		7AW03111
13-1891		PALADIN 62S TRENCHER		498337
13-1892		LOWE AUGER FOR SKIDSTEER		91154524
13-1893	2020	PALADIN BROOM ATTACHMENT FOR JD LOADER		C21466

13-1895		ROME TAW 20 SERIES DISC		MJ000317
13-1896		KENCO BARRIER WALL CLAMP		SF05091409A12
13-1897		KENCO BARRIER WALL CLAMP		SF04091109A12
13-1899		BOBCAT BOX BROOM FOR SKIDSTEER		714436593
13-1900		DIRT WORKER FOR SKIDSTEER		NA
13-1901		PALADIN 20572M BOX BROOM		1818058
13-1902	2020	CAT PC306 MILL HEAD ATTACHMENT FOR SKIDSTEER		ERC01031
13-1903		CAT 8P18C BOX BROOM		FIX801205
13-1904		CAT 84" SKIDSTEER FORKS		6555FP060282
13-1905	2022	CAT 96" SMART DOZER BLADE		JKB00551
13-1906	2023	NPX GH7 HAMMER FOR 315		143403
13-1907	2023	NPX GH18 HAMMER FOR 350		142886
13-1908	2022	EPIROC ER1700 DRUM CUTTER (336)		DGR175774
13-1909		BOBCAT 60" BOX BROOM ATTACHMENT		NA
13-1910	2023	KENCO J18 BOOM ATTACHMENT		7752052301
13-1911	2022	EPIROC ER1700 DRUM CUTTER (330)		DGR175874
13-1912		FORK BALL HITCH ATTACHMENT	USED TO MOVE TRAILERS	
13-1913	2023	NPX GH18 HAMMER FOR 350		145910
13-1914		CAT GPS GRADER BLADE	BB124	BE600783
13-1915	18-1200	KTEC SCRAPER PAN	1233	KS3664
13-1916	18-1201	KTEC SCRAPER PAN	1233	KS3781
13-1917	18-1202	KTEC SCRAPER PAN	1233	KS3782
13-2810		CASE 4' BACKHOE BUCKET		
13-2812		CASE 1' BACKHOE BUCKET		
13-2816		CAT MAN BASKET		
13-4816		ALLEN VIBRATORY SCREED		
13-4817		HARLEY MGH RAKE		M65A228
13-4820		WENCH (goes with unit 7-4507)		
13-4821		HYDRAULIC HAMMER INDECO FOR SKID STEER		2506
13-4822		SKID BROOM ATTACHMENT		41928
13-4823		BROOM, 72" PLY STEEL PLCMNT		116065
13-4824		PALADIN BOX BROOM	96" BROOM	1816087
14-0000 PAVERS				
14-1714	2014	CAT AP1000E		T1F00278
14-1715	2016	LEEBOW 1000G		1000-180390
14-1719	2020	CAT AP 600F		AP600234
14-1720	2021	CAT AP600F		AP600521
14-1721	2021	CAT AP1000F		AC400608
14-1722	2022	CAT AP600F		AP600274
14-1723	2022	CAT AP655F TRACK		AP45300108
14-2220	2001	ROADTEC 2500B		570
14-2221	2007	ROADTEC 2500D		932
14-2222	2022	WEILER E2860		1W9E2860VPS001006
15-0000 CRANES POWER HAMMERS				
15-2209		LINK BELT 520		
15-4200		GROVE 890E		233819
16-0000 EXCAVATORS				
16-1237	2013	CAT 336EL EXCAVATOR (HAMMER)		EPYCE00552
16-1238	2016	CAT 323FL EXCAVATOR (GPS)		APLB00166
16-1245	2018	CAT 336FL EXCAVATOR (PLANT)		RKB20089
16-1247	2018	CAT 336EL EXCAVATOR		JH01133
16-1259	2020	CAT 315FLCR EXCAVATOR (HAMMER)		TDY12378
16-1260	2020	CAT 325 W/ GPS		TELO0511
16-1261	2021	CAT 336 EXCAVATOR (DRUM CUTTER)		YBN10069
16-1262	2021	CAT 308-07CR		GG804360
16-1263	2021	CAT 308-07CR		GG804329
16-1264	2021	JD 350G EXCAVATOR (HAMMER)		1FF350GJLF814859
16-1265	2021	CAT 349-07 EXCAVATOR		RYG20396
16-1266	2021	CAT 336 EXCAVATOR		YBN20614
16-1267	2021	CAT 315 EXCAVATOR		WKX11063
16-1268	2021	CAT 315 EXCAVATOR		WKX11081
16-1269	2022	CAT 335 EXCAVATOR		XBE00569
16-1270	2022	JD 470G EXCAVATOR		1FF470GXTLF236563
16-1271	2022	JD 345G EXCAVATOR		1FF245GXLMF802290
16-1272	2018	CAT 305 EXCAVATOR		CRS06650
16-1273	2022	JD 350P EXCAVATOR(HAMMER)		1FF350PALNF000103
16-1274	2022	CAT 336-07 EXCAVATOR (GPS)		YBN21114
16-1275	2022	JD 350P EXCAVATOR		1FF350PACNF000212
16-1276	2021	CAT 330-07GC EXCAVATOR (DRUM CUTTER)		SCZ20057
16-1277	2023	CAT 315-07 EXCAVATOR		WKX21816
16-1278	2023	CAT 325-07 EXCAVATOR		TEL20912
16-1279	2023	CAT 326-07 EXCAVATOR (GPS)		FAY00274
16-1280	2023	CAT 340-08 EXCAVATOR (GPS)		G0200297
16-1281	2023	JD 135 EXCAVATOR		1FF135PAKNF000007
16-1282	2023	JD 135 EXCAVATOR		1FF135PACNF000245
16-1283	2023	CAT 336-07 EXCAVATOR		GSF20284
16-1284	2023	JD 85G EXCAVATOR		1FF085GXKNJ024368
16-1285	2023	JD 85G EXCAVATOR		1FF085GXAPI024542
16-4506	2003	IHI 45 CRAWLER CARRIER		CE000288
16-4507	2005	KOMATSU PCS0MR-2		6275OROPS
16-4510	2014	KOMATSU PC88MR-8		6159
16-4514	2015	KOMATSU PC138		41492
16-4515	2018	KUBOTA K090-4SR3A		48227
16-4516	2019	KUBOTA K080-4R3A		45118
16-4517	2020	KOMATSU PC138		55771
17-0000 HAUL TRUCKS				
17-1714	2022	JOHN DEERE 410E HAUL TRUCK		1DW410ELLN714019
17-1715	2022	JOHN DEERE 410E HAUL TRUCK		1DW410ELNF714122
17-1716	2022	JOHN DEERE 410E HAUL TRUCK		1DW410ELTNF714088
17-1717	2022	JOHN DEERE 410E HAUL TRUCK		1DW410ELNF714072
17-1718	2023	JOHN DEERE 460P HAUL TRUCK		1DW460PAHPFB06974
18-0000 TRACTORS				
18-1200	2008	JOHN DEERE 9630	SCRAPER	2450
18-1201	2011	JOHN DEERE 9630	SCRAPER	1RW9630EVB024981
18-1202	2011	JOHN DEERE 9630	SCRAPER	1RW9630ELBE024160
18-1203	1989	CASE 7140	DISC	JJA009584
19-0000 AIR COMPRESSORS				
19-1952		ATLAS COPCO XAS96JD		611559
19-1954	2017	KAESER M50 185 CFM		2021
19-2950		375 CFM AIR COMPRESSOR	AXA71324	200606290122
19-4960		185 AIR COMPRESSOR		XAS185J07
19-1955	2013	INGERSOLL RAND 185 CFM	D185PID	31452
19-1956	2017	KAESER 185 AIR COMPRESSOR	M50	2121
19-1958	2013	ATLAS COPCO 185 CFM AIR COMPRESSOR	XAS 185 JD7PE	4500A1014DR044540
19-1959	2012	DOSAN 375CFM TOWABLE AIR COMPRESSOR	HP375WCU-T3	439564UDWE60
20-0000 MILLING MACHINE				
20-1102	2020	CAT PM822-02		EE200300
21-0000 CRUSHER				
21-3100	1995	RAPASAUROS w/1200 EAGLE		
22-0000 WELDERS				
22-1806		MILLER		
22-1807		MILLER		
22-1808		LINCOLN K1419		U1990110860
22-2703	PACE'S UNIT	LINCOLN		
22-2704		MILLER		
22-4001		BOBCAT 260		907792002
22-4002		MULTIQUIP 400 AMP WELDER		5893705

23-0000				GENERATORS	
23-1812		HONDA EU200001			EAAJ927920
23-1813		HONDA EU200002			EAAJ928401
23-1814		HONDA EAAJ1928402			EAAJ1928402
23-1815		HONDA EU200001			EAAJ2470329
23-1816		HONDA EU200001			EAAJ2373974
23-1817		BLACKMAX 6250			
23-1820		CAT C32 GENSET	B/C PLANT		SYCO1195
23-2901		BRIGGS & STRATTON			1013786024
23-2903		WACKER GSS.6A			13960
23-1894	2009	ONAN			F09E048964
23-1818	2013	HONDA EU200001			EAAJ-2621104
23-1819	2013	HONDA EU300001			EAVJ-1111366
23-1821	2015	WACKER GP5600A			24279090
23-1822	2011	BALDOOR TS130 100KW	TS130		P110824003
23-4801		GENERATOR MODEL RGX7100			1002277
23-4802		GENERATOR			NO INFO GIVEN
23-4803		25W TRAILER MOUNTED			7111122
24-0000				WATER PUMPS	
24-1815		MULTI-QUIP 3" CENTRIFUGAL			
24-1816		MULTI-QUIP 3" CENTRIFUGAL			
24-1817		MULTI-QUIP 2" CENTRIFUGAL			
24-1818		KOSHIN 3" CENTRIFUGAL			50601034
24-1819		SYKES 6" WATER PUMP	MODEL GP150		AP151115
24-1820		HEAVY DUTY 2" SUBMERSIBLE PUMP			17125017
24-1828		2" TRASH PUMP	MODEL KTH50X		801013
24-2818		MULTI-QUIP 3" CENTRIFUGAL			
24-2819		MULTI-QUIP 3" DIAPHRAM TRASH			
24-1832		KOSHIN 2" SUBMERSIBLE	PX65011		210710011
24-4899		MULTI-QUIP SUBMERSIBLE			
24-4900		4" ELECTRIC SUBMERSIBLE			
24-4901		8" DIESEL CENTRIFUGAL			
24-4902		GODWIN CD225M 8" DRIPRIME			9814727-2
24-4903		H & H HYDRAULIC PUMP			237944
24-4904		H & H HYDRAULIC PUMP			433459
24-4905		GULF ATLANTIC PUMP 6"	CRA 2-37X6		25063
24-4906		6" WATER PUMP HEAD #1			
25-0000				OFFICE TRAILERS	
25-1886		USED 8 X 16 SKID OFFICE (MOBILE)			GT1275
25-1914		TRAILMOBILE			
25-1915		STRICK			
25-1916		40' STORAGE CONTAINER			SC1387
25-1917		40' STORAGE CONTAINER			AT106
25-1974		20' STORAGE CONTAINER			RLVLB11722
25-1975		20' STORAGE CONTAINER			S2354754
25-4910R	1998	MODULAR OFFICE			197098
25-4911	2000	DUTCHMAN 5TH WHEEL CAMPER			47CF20M25VM402065
26-0000				CHIPPERS/WIDENERS	
26-1851		ETYNRE MODEL K			
26-2851	1973	ETNYRE K CHIP SPREADER			3841
26-2852		MIDLAND ROAD WIDNER			
27-0000				GPS	
27-1101		SPECTRA-PHYSICS PIPE LASER			13609
27-1102		SPECTRA-PHYSICS 1280S PIPE LASER			4986
27-1103		DAVID WHITE LEVEL			
27-1104		K&E TRANSIT			
27-1105		K&E LEVEL			
27-1106		DIETZGEN TRANSIT			
27-1108		DIETZGEN TRANSIT			
27-1110		K&E LEVEL			
27-1112		PIPE LASER			5974
27-1114		DIALGRADE PIPE LASER			10100
27-1112		PRECISION PROD GRADE LASER			2570
27-1865		CST/BERGER TRANSIT 5MIN. 24XPOWER			2261
27-1866		C32 22X AUT LEVEL W/HORISBA			372029
27-1867		ONE MAN LASER LEVER	ON RICK DEANS TRUCK		10041
27-1868		SPECTRA PRECISION LASER			6985
27-1869		GCS900 MACHINE SYS (GPS)	TRIMBLE		D6 DOZER
27-1870		GCS900 MACHINE SYS (GPS)	TRIMBLE		GRADER
27-1871		(7) GPS UNITS FOR LPC			33569 TO 33575
27-1874		GPS KIT			5-1533 DOZER D6T
27-1875		GPS KIT			5-1532 KOMATSU D61
27-1876		TOP CON RL-H4C			
27-1877		TRIMBLE-DIAL GRADE PIPE LASER			25159
27-1878	2003	SPECTRA PRECISION LASER LL500	RECEIVER LS-70B SN UB9662		19292
27-1879	2014	CAT GPS KIT D6T			CC0700
27-1880		LRSD LASER RECEIVER	JOHNATHAN 2-1185		9193
27-1881	2014	ROVER ANTENNA	ERIC JENKINS		5317F25654
27-1882	2014	RECEIVER	ERIC JENKINS		5303K49697
27-1883	2014	BASE STATION	ERIC JENKINS		1212756040
27-1884	2014	ROVER ANTENNA	JOHATHON GERALDS		5318F36145
27-1885	2014	TRIMBLE SITE TABLET	ERIC JENKINS		T715V1339005552
27-1886	2014	TRIMBLE SITE TABLET	JOHATHON GERALDS		T715V1339005615
27-1887	2014	GPS KIT (GPS READY)	WITH 16-1224		TPS0056
27-1888	2014	LINE TRANSIT LTB-300	BRIAN WRIGHT		503357
27-1889	2014	AUTO LEVEL 32X	BRIAN WRIGHT		853861
27-1890	2014	AUTO LEVEL 28X	BRENT HARRISON		855391
27-1891		PIPE LASER W/ACCESSORIES			TR-25719
27-1892	2015	TRIMBLE SITE TABLET	LAWRENCE BALLARD		W/SCS900
27-1893		GPS CAB KIT D6TXL			SIT217
27-1894		PIPE LASER			
27-1895		GPS ROVER			
27-1896		DATA COLLECTOR			
27-1897		CAB GPS KIT	CONTROL BOX S/N 3284J025SW, RECEIVER S/N 2384J789SP, RECEIVER S/N 2354J7935P		92710601
27-1898		GPS TRIMBLE ROBOT 7			5561450
27-1899		GPS TRIMBLE LEVEL 7			
27-1900		(GPS) CAB KIT	CONTROL BOX S/N 1424J021SW,, RECEIVER S/N0864J0495P, RECEIVER S/N 1572J5475P, RADIO 2324J7715Q,		
27-1902		TRIMBLE SERVICE EXCHANGE	1136J1555W		
27-1903		TRIMBLE SERVICE EXCHANGE	1316J1555W		
27-1904		GPS CAB KIT	2034J0715W		
27-1905		GPS CAB KIT	1422J0105W(CB)		
27-1906		GPS BASE STATION			5330K44540 antenna 70000110544
27-1907		GPS CAB KIT	1035J825SP,1195J7625P, 0395J5495Q		0575J0815W
27-1908		REPEATER EXTEND RANGE ANTENNA			5450R70007
27-1909		BASE, ZEPHYR, ANTENNA	BASE 5537R00073		ZEPHYR 1441003819
27-1910		BASE, ZEPHYR, ANTENNA	BASE 5545R00239		ZEPHYR 6124441197
27-1911		BASE, ZEPHYR, ANTENNA	BASE 5527R00150		ZEPHYR 14411003846
27-1912		CB460, MS992, MS992, RADIO, KIT	2314J0695W, 2664J7925P		2664J7955P, 425J5075Q
27-1913		BASE, ROVER, TABLET, ZEPHYR	5522R00211, 5424F68297		T715V1343006219, 1441003782
27-1914		CB460, MS992, MS992, RADIO, KIT	3074J0265W,		3495J1755P, 0576J8395P
27-1915		CB460, MS992, MS992, RADIO, KIT	3435J0305W, 1465J7635P		1615J955P, 0395J5115Q
27-1916		CB460, MS992, MS992, RADIO, KIT	1115J0985W, 0905J8115P		0905J8165P, 0835J5235Q
27-1917		CB460, MS992, MS992, RADIO, KIT	1545J1675W, 2725J8185P		2605J8225P, 2315J5765Q
27-1918		BASE, ZEPHYR, ANTENNA	5533R00115		3220270917
27-1919		RECEIVER-FRU			TR-SP5855
27-1920		TRIMBLE SP5985 ROVER SITE TABLET			
27-1921		ASSY 900 RADIO GPS			5630F65288
27-1923		TRIMBLE R6 BASE			4651126708
27-1922		NEW GPS SURVEY EQUIPMENT			
27-1924		TRIMBLE R6 ROVER			4641124149

27-1925		TRIMBLE HPB 450 RADIO		
27-1926		TRIMBLE HPB 450 REPEATER RADIO		
27-1927		TRIMBLE PIPE LASER DG613		17353503
27-1928		ACCUGRADE RADIO SNR960		068610255Q
27-1929		DJI M3E DRONE		1581F5FHDZ36L00D1K8Z
27-2191		TRIMBLE BASE/ ROVER KIT		
29-1866		AUTO LEVEL		372029
27-2865		PAVEMENT DENSITY ANALYZER	DISC TRADE 500	
27-2866	2007	PAVEMENT QUALITY INDICATOR		
27-2867	2009	PAVEMENT QUALITY INDICATOR		S/N #003100
27-4111		SPECTRA-PRECISION 12805 PIPE LASER		
27-4112		PIPE LASER 1285 S W TARGET 956		9762
27-4114		GPS BASE STATION AND ROVER		6031R31531
28-0000				
BROOMS				
28-1912		SUPERIOR BROOM SM80J		915218
28-1915				
28-2903		ROSCO RB48		36227
28-4900		CT BA18 BROOM		AXC18201
29-0000				
MISC				
29-1854		HONDA PRESSURE WASHER		
29-1855		KELLEY PAINT STRIPPER		
29-1857		THREE BLOWERS		
29-1865		CURB MACHINE		
29-1875		90 LB PAVING BREAKER		661123
29-1877		WACKER JUMPIN JACK		5203245
29-1887		VIBRATORY PLATE/WACKER		6606096
29-1888		POLARIS FOUR WHEELER		
29-1898		FORD LT145	RIDING MOWER/T/T	
29-1899		CUB CADET MODEL 136-268/100		331885
29-1900		HAND HELD CONCRETE SAW		171089761
29-1904		36" TROWELL MACHINE		
29-1906		48" TROWELL MACHINE		
29-1907		BARREL MOVER GREAT DANE 48"		638500239
29-1909		ENCORE FOCUS FLOOR SCRUBBER	MODEL 528	
29-1911		AUTOMATIC BARRIER LIFTER		
29-1912		CON X BOX		
29-1913	2016	POLARIS RANGER		3MSRTA878GG820157
29-1918		2018 DIXIE CHOPPER BLACKHAWK		18001655
29-1919		2018 DIXIE CHOPPER BARREL MOVER		17106308
29-1958		Mi-T-M Pressuer Washer	HSP3504	15104417
29-2815		PORTABLE SCALES/TRUCK SCALES		
29-4856		ROYER SCREEN MACHINE		
29-4869		UTILITY LOCATOR		228643
29-4872		GANG FORMS		
27-4874		SELF DUMPING HOPPER		9983
27-4875		SELF DUMPING HOPPER		9982
29-4876		2" HORIZONTAL BORING UNIT		Being built per Lori
13-1844		SALT SPREADER		
13-1845		SALT SPREADER		SN 10608
29-1868		SALT SPREADER		10608
29-1872		SALT SPREADER		115117
29-1873		SALT SPREADER		SEAB0702
29-1869		SNOW PLOW		
29-1870		SNOW PLOW		1FDXF47F81EC63660
29-1871		SNOW PLOW		1FDXF6F11EA14683
29-1876		SNOW PLOW		M-9386
29-1880		TAILGATE SALT SPREADER		TGS-05955
29-1881		TAILGATE SALT SPREADER		TGS-05953
29-1907		BARREL MOVER GREAT DANE 48"		638500239
29-1908		10,000 GALLON FUEL TANK		
29-1909		MAINTAINER LUBE SKID		
29-4700		SNOW PLOW		1809
29-4701		SNOW PLOW		1810
29-4702		SNOW PLOW		1889
29-5872	2003	SALT SPREADER/PLOW		12972-5
29-5873	2003	SALT SPREADER/PLOW		12972-1
29-5874	2003	SALT SPREADER/PLOW		12972-7
29-5875	2003	SALT SPREADER/PLOW		12972-4
29-5876	2002	SALT SPREADER/PLOW		12970-3
29-5877	2003	SALT SPREADER/PLOW		12970-6
29-5878	2004	SALT SPREADER/PLOW		SS#398 P#3029
29-5879	2004	SALT SPREADER/PLOW	TRK #3-5159	SS#397 P#3198
29-5880	2004	SALT SPREADER/PLOW	TRK #3-5167	SS#392 P#3194
29-5881	2004	SALT SPREADER/PLOW	TRK #3-5169	SS#396 P#3195
29-5882	2004	SALT SPREADER/PLOW	TRK #3-5170	SS#398 P#3196
29-5883	2004	SALT SPREADER/PLOW	TRK #3-5171	SS#399 P#3197
29-5884	2008	SALT SPREADER/PLOW	TRK#3-5174	SS#9571 P#040
29-5885	2008	SALT SPREADER/PLOW	TRK#3-5179	SS#9565 P#034
29-5886	2008	SALT SPREADER/PLOW	TRK#3-5181	SS#9565 P#037
29-5887	2008	SALT SPREADER/PLOW	TRK#3-5180	SS#9568 P#036
29-5888	2008	SALT SPREADER/PLOW	TRK#3-5176	SS#9567 P#033
29-5889	2008	SALT SPREADER/PLOW	TRK#3-5178	SS#9569 P#2071
29-5890	2008	SALT SPREADER/PLOW	TRK#3-5183	SS#9570 P#035
29-5891	2008	SALT SPREADER/PLOW	TRK#3-5184	SS#9572 P#041
29-5892	2008	SALT SPREADER/PLOW	TRK#3-5175	SS#9574 P#038
29-5893	2008	SALT SPREADER/PLOW	TRK#3-5177	SS#9573 P#042
29-5894	2013	SNOWDOG PLOW & SPREADER		410832, 01438, SA360
29-5895	2013	SNOWDOG PLOW & SPREADER		410831, 01447, SA359
29-5896	2013	SNOWDOG PLOW & SPREADER		410830, 01433, SA362
29-5897	2013	SNOWDOG PLOW & SPREADER		410829, 01439, SA358
29-5898	2013	SNOWDOG PLOW & SPREADER		410828, 01436, 335721
29-5899	2013	SNOWDOG PLOW & SPREADER		410827, 01432, 335722
29-5900	2013	SNOWDOG PLOW & SPREADER		410826, 01431, SA361
29-5901	2013	SNOWDOG PLOW & SPREADER	TRUCK 3-5193	388547, 01442
29-5902	2013	SNOWDOG PLOW & SPREADER	TRUCK 3-5194	388548, 01445
29-5903	2013	SNOWDOG PLOW & SPREADER	TRUCK 3-5195	388549, 01437
29-5904	2013	SNOWDOG PLOW & SPREADER	TRUCK 3-5196	388550, 01440
29-5905	2013	SNOWDOG PLOW & SPREADER	TRUCK 3-5197	388551, 01444
29-5906	2013	SNOWDOG PLOW & SPREADER	TRUCK 3-5198	388552, 01441
31-0000				
CONCRETE SAWS				
29-4853		WALK BEHIND SAW C5820H20		BB0303896
31-4854		HAND HELD CONCRETE SAW		174616657
31-4855		GAS HAND HELD CONCRETE SAW		174616668
32-0000				
PLATE COMPACTORS				
29-1891		PLATE COMPACTORS/WR1150AW		6566441
29-1892		PLATE COMPACTORS/WR1150W		6673252
29-1903		PLATE COMPACTOR		6687392
29-1887		VIBRATORY PLATE/WACKER		6606096
32-1500		WACKER WP1550AW COMPACTOR		30019383
32-1501		WACKER B550 -21 TAMPER		24406691
32-1502		Tamper/ Vibrator Plate		10741120
32-1503		Tamper/ Vibrator Plate		101925351047
32-1507				
32-4101		BASE PLATE COMPACTOR		90206
33-0000				
TRAFFIC CONTROL				
29-1895	2009	PORTABLE MESSAGE BOARD	CMS-T331	1A9B5331X92228408
29-1896	2009	PORTABLE MESSAGE BOARD	CMS-T331	1A9B5331X92228370
29-1897	2009	PORTABLE MESSAGE BOARD	CMS-T331	1A9B5331X92228375
29-2121		SOLAR ARROWBOARD		
29-2123		WANCO SOLAR ARROWBOARD		5F115101X71002936

29-2124		WANCO SOLAR ARROWBOARD		5F115101X71002937
29-2125		SOLAR MESSAGE BOARD		121504
29-2126		SOLAR MESSAGE BOARD		1209.33
29-2127		WANCO SOLAR ARROWBOARD		0060AB11
29-2128		WANCO SOLAR ARROWBOARD		0061AB11
33-1000	2018	CHANGEABLE MESSAGE BOARD		VMMBD1002573
33-1001	2018	CHANGEABLE MESSAGE BOARD		VMMBD2002573
33-1002	2018	CHANGEABLE MESSAGE BOARD		VMMBD3002573
33-1003	2018	CHANGEABLE MESSAGE BOARD		VMMBD4002573
33-1004	2021	CHANGEABLE MESSAGE BOARD		51002192
33-1005	2021	CHANGEABLE MESSAGE BOARD		51004252
33-1007	2021	CHANGEABLE MESSAGE BOARD	WTSP	5F1151010M1006554
34-0000		FORKLIFTS		
29-1864		CAT FORKLIFT T5D4SA		9PB485
29-1878		FORK LIFT		8EB3707
29-4857		SCISSOR LIFT		200051419
7-4507		CATTH83 FORKLIFT		K3RND4620
11-2125		GENIE S60 BOOM LIFT		S-60D-6034
34-1106	2013	SKYTRAK 10054 10K TELEHANDLER		160051805
34-1107	2011	CAT TH514 TELEHANDLER		TBW00404
34-1108	2022	BIG JOE S22-62 PALLET JACK		4301510278
34-1109	2008	SKYTRAK 6036 6K TELEHANDLER		160034053
34-1110	2015	JLG 10K TELEHANDLER	G10-55A	160066194
34-1111	2017	CAT GP6000 FORKLIFT (6K)		AT13G01167
34-4700	2006	JLG TELEHANDLERS		
34-4701		JLG TELEHANDLERS		
35-0000		SHOP TOOLS		
29-1884		6.2 SOLUS ELITE		236SOP-504322
29-1885		A/C RECOVERY SYSTEM		EEAC316A
35-1102		SCANNER		
35-1103		BANDSAW (HVBS-7MW)		
35-1104		BATTERY CHARGER		
35-1105		VACUUM PUMP & A/C GAUGES		
35-1106		DIGITAL BATTERY/CHARGING TESTER		MBT1015
35-1107		3000 DEWALT PRESSURE WASHER		
36-0000		TACK KETTLES		
29-1861		LEEBOY L250		2059
29-1883		LEEBOY L250T TACK DIST		44198
36-1101		LEEBOY L250		59680
38-0000		LIGHT TOWERS		
29-2122	2003	GENIE LIGHT PLANT		TML03-318
38-2001	2000	INGERSOL RAND LIGHT TOWER		313733JFK789
38-2003	2000	INGERSOL RAND LIGHT TOWER		340288UIN789
38-2004	2000	INGERSOL RAND LIGHT TOWER		
40-0000		ROCK BOXES		
40-1882		ROCK BOX 7YD (BLUE)		RB-5
40-1910		ROCK BOX		
40-1915		ROCK BOX 9YD		
40-1916		ROCK BOX 12 YD		
40-1917		ROCK BOX 9YD		
40-1920		ROCK BOX 7 YD (YELLOW)		8012014A
40-1923		ROCK BOX 9YD		1247
40-1966		PRO-TEC 7YD ROCK BOX (48"-H/64"-W/143"-L)		39597
40-1967		PRO-TEC 7YD ROCK BOX (48"-H/64"-W/143"-L)		39595
40-1968		PRO-TEC 7YD ROCK BOX (48"-H/64"-W/143"-L)		39596
40-1969		PRO-TEC 9YD ROCK BOX (48"-H/64"-W/164"-L)		39600
40-1970		PRO-TEC 9YD ROCK BOX (48"-H/64"-W/164"-L)		39598
40-1971		PRO-TEC 7YD ROCK BOX (48"-H/64"-W/143"-L)		36001
41-0000		TRENCH BOXES		
41-1921		TRENCH BOX 8X20 W/ 4' SPREADERS		2503
41-1922		TRENCH BOX 8X20 W/ 4' SPREADERS		14-2457
41-1959		PRO TECH P24 ATS 6'X8' ALUM TRENCH BOX W/34"-54" ADJ SPREADER		32087
41-1960		PRO TECH P24 ATS 6'X8' ALUM TRENCH BOX W/34"-54" ADJ SPREADER		32086
41-1972		PRO-TEC 8'X14' ALUM TRENCH BOX W/36"-60" SPREADERS		39708
42-0000		ROAD PLATES		
42-1934		ROAD PLATE 8'X20'		9449946
42-1935		ROAD PLATE 8'X20'		
42-1936		ROAD PLATE 8'X20'		
42-1947		ROAD PLATE 8'X20'		14KTS8204
42-1948		ROAD PLATE 8'X20'		18KTS8206

Commonwealth of Kentucky
Michael G. Adams, Secretary of State

Michael G. Adams
Secretary of State
P. O. Box 718
Frankfort, KY 40602-0718
(502) 564-3490
<http://www.sos.ky.gov>

Certificate of Existence

Authentication number: 311004

Visit <https://web.sos.ky.gov/ftshow/certvalidate.aspx> to authenticate this certificate.

I, Michael G. Adams, Secretary of State of the Commonwealth of Kentucky, do hereby certify that according to the records in the Office of the Secretary of State,

LOUISVILLE PAVING COMPANY, INC.

LOUISVILLE PAVING COMPANY, INC. is a corporation duly incorporated and existing under KRS Chapter 14A and KRS Chapter 271B, whose date of incorporation is February 22, 1994 and whose period of duration is perpetual.

I further certify that all fees and penalties owed to the Secretary of State have been paid; that Articles of Dissolution have not been filed; and that the most recent annual report required by KRS 14A.6-010 has been delivered to the Secretary of State.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my Official Seal at Frankfort, Kentucky, this 8th day of May, 2024, in the 232nd year of the Commonwealth.



Michael G. Adams

Michael G. Adams
Secretary of State
Commonwealth of Kentucky
311004/0326786



Completed Large-Scale Project List

Exeter Phases 1&2 (River Ridge) – Industrial big-box site w/ 2 building pads

- Customer: FCL
- Contract value: \$11,496,707
 - 700,000 cy onsite cut & fill
 - 200,000 cy mass & utility blasting
 - 180,000 tons of shot-rock crushing for reuse on site

UPS Maintenance Hangar (Louisville Metropolitan Airport) – Airport Hangar New Construction

- Customer: Hensel Phelps
- Contract value: \$34,076,372
 - 450,000 excavation & haul offsite
 - 350,000 tons stone import & placement
 - 10,000 LF storm sewer installation

Grainger Distribution Facility – 1,500,000 SF Big-box Warehouse

- Customer: Pepper Construction Company
- Contract value: \$14,014,546
 - 400,000 cy onsite cut & fill
 - 24,000 tons LKD stabilization
 - 25,000 LF storm sewer installation

Bullitt County I-65 Interchange (CID 18-041) – New interchange on I-65

- Customer: Kentucky Transportation Cabinet
- Contract value: \$20,767,504
 - 1,439,000 cy embankment
 - New bridge over I-65

VA Hospital – New VA Hospital in Louisville, KY

- Customer: Walsh/Turner JV
- Contract value: \$26,955,579
 - 150,000 cy cut & fill
 - 25,000 cy rock blasting & excavation
 - 30,000 tons rock crushing for onsite reuse
 - 180,000 tons stone import

Revive I-65 – Interstate Reconstruction, 90-day completion w/ \$500,000/day liquidated damages

- Customer: Kentucky Transportation Cabinet
- Contract value: \$32,000,000
 - 230,000 tons of asphalt
 - 140,000 tons stone import
 - 60-80 employees, 30-50 pieces of equipment, 100 tri-axle dump trucks, 24hrs/day until completion

Jefferson County I-64 Shutdown – Interstate Reconstruction, 1.2M/day liquidated damages

- Customer: Kentucky Transportation Cabinet
- Contract value: \$14,138,124
 - 2, 10-day complete closures of I-64.
 - \$1,200,000.00/day in liquidated damages for each day beyond closure
 - 25,000 tons of asphalt
 - Demo of existing concrete pavement & replacement w/ asphalt pavement inside 2, 400' long historic tunnels
 - Joint replacement and/or overlay/deck reconstruction on 7 bridges
 - Work performed 24hrs/day
 - 240 LPC employees participated in project completion

Jefferson County I-65 Bridge – Emergency Repairs, \$50k/day liquidated damages

- Customer: Kentucky Transportation Cabinet
- Contract value: \$3,197,000
 - 45-days to complete while closed to traffic

Jefferson and Oldham Counties KY 3084 (Old Henry Road)

- Customer: Kentucky Transportation Cabinet
- Contract value: \$26,784,000
 - Construct 5-Lane and 3-Lane Roadway for distance of 1.53 miles in Jefferson Co.
 - Construct 3-Lane Roadway for distance of 2.27 miles in Oldham Co.

Bullitt County KY 61

- Customer: Kentucky Transportation Cabinet
- Contract value: \$40,972,000

Shelby County I-64 Widening

- Customer: Kentucky Transportation Cabinet
- Contract value: \$37,500,000

LG&E Trimble County

- Customer: AMEC (Wood)
- Contract value: \$25,207,473
 - 550,000 cy of onsite cut/fill
 - 300,000 cy of rock excavation
 - 20,000 LF of storm sewer installation
 - Built 200 LF bridge over public roadway
 - 25,000 tons of asphalt pavement

Company Name	Business Product or Service	Phone	First Name	Last Name
3-C Ventures, LLC dba 3C Safety Solutions	Safety Training and Consulting	409- 539-1644	John	Cherry
360Water Inc.	Web-based Courseware, Professional and Consulting Services, Technology	614-294-3600	Laura Tegethoff	Raish
7pm Group, LLC	Building Maintenance Materials: Electrical and Plumbing Supplies, Construction, Subcontracting Services, Paint Manufacturing, Professional Services	502-417-4249	Vincel	Anthony
84 Lumber Company	Supplier of Building Materials, Manufactured Components	724- 255-5238	Amy	Criss
Abbie Jones Consulting	Civil Engineering: Land Surveying, Utility Locating, Traffic Counts	859-559-3443	Abbie	Jones
Abundant Living Psychological and Coaching Services for Children and Adolescents, PLLC	Professional Services: Instruction, Education Training, Medical and Health, Office and Business Services	859- 229-6823	Shambra	Mulder
Absolute Staffing & Consulting Solutions, LLC	Professional and Consulting Services	410-848-9480	Tawanda	Huff
Accounting Receivables and Revenue Cycle Consulting, LLC	Professional and Consulting Services: RCM Optimization, Healthcare System and RHC COVID 19 & Bankruptcy Recovery	559- 546-8138	J. Mandell	Carter
Accurate Screens	Medical and Health: Testing; Professional and Consulting Services	510- 394-3985	Regina	Jones
Acme Supply Co., LTD.	Linens, Clothing, Personal Care Items	800-567-8025	Zaheer	Sheik
ActOne Government Solutions	Professional and Consulting Services	866- 493-8343	Milton	Perkins
Ad-Venture Promotions	Promotional Products, Wearables	859-263-4299	Cathy	Stafford
ADE Contracting, Inc	Underground Utilities, Excavation, Curb and Walk	859-621-7941	Angela	English
Aequitas Power Company	Utility: Transmission, Distribution, Construction and Maintenance	502- 434-8329	Juan	Flynn
AGrade Construction, Inc.	Construction	606-369-5044	Mary Anne	Belcher
Allegheny Utility Solutions, LLC	Utility Service Company	717- 585-4186	Josh	McConnell
Allen Engineering, Inc.	Surveying & Incidental Construction	859-229-7362	Lilli	Allen
All In Safety Corp	Supplier of Safety Supplies	718- 812-0968	Moshe	Follman
All-N-One Services, LLC	Professional and Consulting Services, Information Technology, Human Resource and Temporary Labor Services	281-812-3553	E. Ann	Gulix
Alpha Co. Marketing and Media, LLC	Professional Services: Web Design, SEO and Digital Marketing Services	713- 482-1879	Juan Pablo	Osorio
All Safe Industries	Safety Products Distributor	502-499-7988	Wendy	Dunn
Allterrain Paving and Construction, LLC	Construction and Construction Subcontracting Services	502- 265-4731	Maria	Triplet
All Things Diverse	Professional and Consulting Services: Instruction and Education, Information Technology	619- 669-8689	Tammy L.	Hodo
Anderson Business and Consulting Resources , LLC	Professional and Consulting Services: Architectural, Construction Management, Engineering and Survey Services; Educational Training Services	513-262-3021	Margie	Anderson
Apex Environmental Services	Janitorial Services: Cleaning and Custodial Supplies, Equipment	513- 772-2739	Sadie	Thomas
Apollo Drug Screening LLC	Background Checks, Drug Testing Services	877-930-7243	William	Knight
AR2 Engineering, LLC	Large Format Printer: Banners, Wall Graphics, Window, Floor Graphics & Decals, Vehicle Wraps, Directional Signage, Barricade Wraps	248-735-9999	Janice	Foersterling
ASC Group, Inc.	Cultural, Environmental Resources Consulting	614-268-2514	Jill	Kunkel
ASE Direct, Inc.	Seller of Medical Supplies, Pharmaceuticals, Printer Cartridges	888 204-1938	Lynn	Todd
ASK IT Consulting Inc.	Professional and Consulting Services, Technology	631-649-1313	Manisha	Gupta
A-T Medical Group LLC	PPE and Medical Supplies	917- 287-8177	Colin	Hall
Aspire Engineering, PLLC	Civil Engineering Consulting Services	859- 312-8434	Alison	Chadwell
Athena Consulting LLC	Temporary Staffing Services	301- 216-9654	Mark	Elvin
Athena Engineering & Environmental	Professional and Consulting Services: Environmental	615- 255-9702	Caleb	Smith
Ayoroa Simmons, LLC	Professional Services: Architectural BIM Modeling, Surveying	859- 687-0055	Kim	Short
Bailey Construction & General Contracting, LLC dba Cable 2 Run	Commercial Construction, Skilled and General Labor	502-333-4768	Cory	Bailey
Bailey Safety, Inc.	Construction Training and Consulting: Classes, Safety Manuals, Site Safety Guidelines	502-291-0596	Nancy	Bailey
B & S Electric Supply	Electrical Wholesaler	502-261-0442	Charlie	Waits
Bar-Tie Reinforcing, Inc.	Labor to Place & Tie Reinforcing Steel, SIP Forms	812-534-3707	Mary Jane	Kincaid
BDM Squared, LLC	Professional Services: Project Management	404- 301-5879	Missy Pitcher	Pitcher
Benson Group LLC	Construction, Industrial and Manufacturing, Professional and Consulting Services	502-767-6878	Alan	Benson
Better Medical Billing Solutions	Turn Key Billing Solutions, Revenue Cycle Management, Cash Flow Optimization	859-213-8727	Jimmie	Powell
Bienali Productions, LLC	Supplier of Customized Promotional Products, Apparel, and Items	847- 926-7766	Laurie	Zessar
Big Meadow Oil Company, Inc.	Construction: Liquid Asphalt, Diesel Fuel Supplier	270- 590-2569	Whitney	Bell
BlackDiamond 1, LLC	Commercial Cleaning, Interior Construction Cleaning	859 272-0443	Isaiah	Stovall
BlackGreyGold Solutions	Provider of Medical Consumables, Personal Protective Equipment, Testing and Lab Services	214- 253-9709	Austin	McCasin
Blaze Enterprises, LLC	Construction Contracting and Subcontracting Services	606-663-1003	Cara	Anderson
Bluegrass Electrical Consultants, Inc.	Commercial, Industrial Electrical Contractor	859-371-2583	Terry	Metcalf
Bluegrass Lightning Consultants, Inc.	Lighting Protection	502-673-8866	Kris	Phillips
Blue Cypress Consulting, LLC	Professional and Consulting Services: Construction Management, Engineering and Survey Services	470- 322-5100	Caroline	Evans
Blue Siren, LLC	Environmental, Industrial and Manufacturing, Technology Services	321- 242-0300	Kiara	Stiles
Blue Strike Environmental dba EcoShift	Professional and Consulting Services	231- 360-5322	Andrea	Green
Brand Advertising Group	Advertising, Marketing, Web Services, Research	859-293-5760	Susie	Merida
Bridge to Restoration, LLC	Mental Health Agency	502-509-7001	Nicole A.	Clement
Brockington and Associates, Inc.	Cultural Resources Management: Archaeology, History, Historic Architecture, NRHP Nominations	770-662-5807	Michael	Wash
Brownfields Development, LLC	Environmental Consulting and Contracting Firm	502-741-3805	Theresa	Bascom
Bryant Power Solutions	Electrical Engineering and Testing Services	810- 579-6234	Billy	Bryant
Building & Earth Sciences, Inc.	Geotechnical Engineering, Construction Materials Testing Services	502- 267-1710	Malcolm	Barrett
Business Integra	Business, Offices Services, Professional and Consulting Services	301-474-9600	Prathiba	Ramadoss
Buyer's Point LLC	Medical, Health, Technology	813-440-7908	Michael	Harris
Cal Vet Integrated Consulting Services, Inc.	Information Technology, Instructional and Education Services	916- 524-6375	Wayne	Walker
Capital Filtrations Inc.	Environmental, Power and Energy, Transportation	833- 407-2015	Michael	White
Careers USA, Inc.	Professional and Consulting Services, Temporary Labor Services	561-995-7000	Jennifer	Johnson

Carolynne Smith	Professional and Consulting Services: Standard Operating Procedures, Compliance Audits, Quality Assurance, Human Resources and Training	215-703-7042	Carolynne	Smith
Carolyn's Crown & Glory Beauty Salon, LLC	Professional Service, Product, Salon Equipment	859-266-8389	Carolyn	Dunn
CE HUGHES MILLING, INC.	Pavement Milling & Cleaning Services	812-725-8665	Caroline	Hughes
Cedar Valley Seeding, Inc.	Highway, Site Seeding, Erosion Control, Landscaping	859-987-1497	Susan	Redmon
CentraComm	Technology, Computer Networking, Document Imaging, Software and Web Site Development	419-423-2666	Lynn	Child
Chef Doug's Gourmet Foods, LLC	Full Service Catering, Personal and Mobile Catering, Food and Beverage	859- 585-1464	Doug	Johannes
CeteraMarketing	Marketing and Advertising Firm: Promotional Products, Apparel, Logos, Uniforms	818- 767-8002	Dana	Hali
Cimtech, Inc.	Computer Integrated Manufacturing Technology Company	812-948-1422	Jesika	Young
Cinq Tech Staffing Services	Professional and Consulting Services: Business, Industrial and Technology Services	502 384-0112	Theron	Mackey
Civil Design, Inc.	Civil Engineering and Surveying	314-881-5467	Lori	Daiber
Class of Modesty dba Shuwanna White	Construction Contracting and Subcontracting Services, Building Maintenance and Materials, Industrial Manufacturing, Office and Business	901- 483-5313	Shuwanna	White
Clint Chemical & Janitorial Supplies, Inc.	Janitorial, Safety Supplies, Equipment Distributor	502-267-5367	Angela	Hinkle
CMI Consulting, LLC	Human Resources Consulting	859-296-2800	Beverly	Clemons
Combat Safety and Services LLC	Solar: Panels, Batteries, Cleaning	813- 453-3660	Steve	Carlson
Commonwealth Capital Corp	Equipment Leasing and Finance Company	877-654-1500	Kimberly	Springsteen-Abbott
Computers On The Move	Value Added Reseller: Computer Hardware and Software	414- 228-8400	James	Thomson
Compu-Vision Consulting, Inc.	Temporary Staffing Services and Consulting Firm	732-422-1500	Linda	Lopes
Conco Spray Solutions, LLC	Provider of Protective Linings for Water and Wastewater Industries	317-428-6543	Jennifer	Hoop
Connico Incorporated	Architectural/Engineering Consulting and Management	615-758-7474	Jill	Johnson
CONSOLIDATED CORDAGE CORP	Government & Military Specification: Braids, Bungee, Climbing Ropes, Diamond braid, Double braid, Braided Elastic, Elastic Shock Cord, Flat Braids,	561-347-7247	Renee	Ciaccio
Construction Supplies Online	Supplier of Construction Materials	502- 891-2541	William	Brazley
Cope Plastics, Inc.	Industrial and Manufacturing: Plastics, Plexiglas, Resin, Rosin, Rubber, Foam, Film	502-499-8884	Carl	Brown
Cornerstone Engineering, Inc.	Engineering Consulting services	502-493-2717	Chella	Subram, P.e., Secb
Cosmos Technologies, Inc.	Professional and Consulting Services Firm: Construction, Environmental, Instructional and Education	412- 321-3951	Holly	Douglas
CRE8AD8 LLC	Full Service Event, Travel Management Company	210-846-8900	Gregorio	Palomino
Critical Environmental Solutions	Electrical Engineering Firm, Electrical Optimization, Demand Reduction, Industrial Operations	859-621-6751	Bob	Soffel
Crown Services INC	Staffing Services	859-223-4286	Ben	Donaldson
Crown Services, Inc	Staffing, Employment Services	614-844-5429 ; Ext: 986	Lisa	Stinnett
D3 Group Contracting	Construction, Contracting and Sub Contracting	502-428-1054	Dave	Kremzar
D.A.G. Construction Co., Inc.	General Contractor, Construction Manager	513-542-8597	Gregory	Webb
DAW Cleaning Service, LLC	Commercial, Residential Cleaning: Brick, Vinyl, Pressure Wash, Stucco, Water Proof Seal; Demolition	859-309-1513	Andre	Wilson
DBA University, Inc.	Information Technology Services, Software Services and Maintenance	720- 934-1260	Srinivas	Ramineni
D. Daniels Agency	Logistics Company: Transportation, Freight	859-293-3599	Carla	Johnson
Daniel Penn Associates LLC	Management Consulting and Training Firm	860-232-8577	Ken	Golden
Datagain Inc.	Technology Software Development and Service	201-598-1767	Vivek	Jha
Deantocorporation, LLC	Bridges, Construction Management, Engineering, Installation of Fences, Gates, Highway	713-444-4379	Andre	Tonye
Deccan International	Technology, Software , Software and Web Site Development Services	858- 764-8400	Pang	Moua
DelMae, LLC	Construction: Site Grading, Storm Drainage and Demolition	606- 682-2916	Samantha	Woods
Direct Couriers, Inc.	Transportation Services: Material Handling, Towing, Warehousing	888- 670-4324	Brittaney	Reeve
Diverse Staffing Services, Inc. DBA DSS Consulting	Professional and Consulting Services, Technology	317-813-8000	Amber	Amores-Villalobos
Diversified Adjustment Service, Inc.	Professional and Consulting Services	763-783-2322	Ray	Roberts
Doss & Horky, Inc.	General Contractor	859-236-5912	Rhonda	Doss
Down Ta Earth Inc.	General Construction, Engineering and Horizontal Construction	606-423-2120	Nina	Price
DLZP Group LLC	Information Technology, Professional Consulting Services: BI, Machine Learning, AI, Business Management Solutions	281- 912-3597	Lisa	Brunet
DLZ Kentucky, Inc	Architecture & Engineering Services	859-299-5226	Melissa	Wiser
DRD Repair	HVAC, Commercial Refrigeration, Cooking Equipment Sales, Service and Installation	859- 231-1190	Brian	VanNote
Durable Lubricants Corp.	Transportation	708-417-5478	Carl	Harris
E&P Mobile Welding	Mobile Welding; Fabrication Services	859- 445-1232	Drew	Everett
Earth Images, Inc.	Construction Contracting and Subcontracting	812- 728-8190	Jeff	Dyth
EBM Clean	Janitorial and Cleaning Services: Commerical, Custodial	440-785-6168	Frank	Kubec
Eckman Freeman & Associates, Inc.	Medical, Health, Professional and Consulting Services: Field, Catastrophic & Telephonic Case Management	859- 273-8107	Tonya	Cain
EHI Consultants	Planning and Engineering Services	859-425-4881	Ryan	Holmes
Elaine Allen LLC	Building Maintenance, Materials, Construction Management/ Consulting, Construction Contracting and Subcontracting	859-221-1563	Bishop	Carter
Element Design	Landscape Architecture, Planning and Civil Engineering	859-389-6533	Ramona	Frye
Endure Industries, Inc.	Manufacturer and Distributer: Medical and Surgical Supplies	607- 591-4274	Manoj	Kumar
Equity Solutions Group	Strategic Sourcing: Cost Savings in Supply Chain and Supplier Diversity	803- 760-2711	Raymond	Daniels
Eric Cole Realtor, LLC	Real Estate: New Builds, Property Repairs	859- 806-8498	Eric	Cole
esd Limited d.b.a. esd & associates	Full Marketing and Advertising Firm	210-348-8008	Joseph	Garcia
Essential Personnel , Inc.	Technology Software	540-270-5912	Scott	Monroe
Exemplifi LLC	Professional Services: Enterprise Website Design, Development, and Maintenance	617- 233-7510	Sunil	Khanderao
Falcon Company Tactical LLC	Security, Public Order and Safety, Personal Safety, Sports and Recreation	865- 316-6676	Matthew	Gilmore
Fastek, Inc.	Custom Web Development Consulting Services	865- 805-1644	Kevin	Whaley
Fieldtrip LLC	Professional and Consulting Services	502-339-0991	Jane	Pfeiffer
Findlay House Global, LLC	Professional Services: Communications, Marketing, Community and Public Engagement	404- 981-2569	Cara Marie	Findlay
Fineline Printing Group	Commercial Printing, Mailing, Promotional Products, Wide Format	317-812-4490	Danielle	Miller
First Choice Commercial Services, Inc.	Commercial Cleaning	502-550-6891	Renee	Abner
Footsteps2Brilliance, Inc dba Footsteps2Brilliance Clever Kids University	Instructional and Education: Transformative Pre-K -3rd Grade Literacy Curriculum in English, Spanish	202-338-1223	Ilene	Rosenthal
Front Live Dev LLC	Website Design and Development	859-957-7409	Jason	Tipton
FSS Corp dba Flexible Staffing	Staffing Company	859-208-6570	Michael	Jackson

G5 TEK Solutions, LLC	Technology	678- 714-3937	Terri	Whitfield
Galaxy Peak LLC	Entertainment Arts, Food, Beverage: Events, Branding, Sourcing, Custom Products	859-552-5320	Michael	Logan
Garcia Clinical Laboratory, Inc.	Medical and Health	517-787-9200	Jeff	Peterson
Gateway Integrated Solutions, LLC	Construction and Subcontracting Services, Professional and Consulting Services, Business Office	804- 245-6516	Steve	Dixie
Geco Enterprises, Inc.	Material Supplier, Distributor of pipe, fittings, valves, pumps, precast structures, steel rebar, structural beams, asphalt, aggregate, fiber optic cable a	606-864-7550	Gigi	Bacon
Glory Bound Solutions, Inc.	Professional Services: Consulting, Engineering and Network Design	502-553-8112	Jason	Neal
Go 2 Girl, LLC	Business Development Firm	502-303-6030	Vanessa	Pennoyer
Gold Station Medical, LLC	PPE Wholesale Supplier: Medical, Surgical	888- 392-2566	Tola	Akomolafe
Greater Comfort Heating and Air Conditioning	HVAC Installation, Service, Repair, Preventative Maintenance	859-491-4915	John	McPherron
Greenscape Enterprise LLC	Full Property Service Maintenance	859-314-8066	Chanda	Webb
Griggs Enterprises, Inc.	General Contractors	869-987-6744	Janie	Griggs
Griffith Contracting LLC	Excavation: Earthwork, Site Planning and Development, Over Lot Grading; Wet Utilities.	606-471-5194	Holly	Griffith
Ground Solutions, LLC	General Contractor, Site Prep, Mowing	606-371-0293	Denise	Preece
HB Masonry	Masonry, Building Maintenance, Materials, Construction	859-624-0741	Sherry	Alexander
HamHed, LLC	Building Maintenance and Materials	812- 590-1892	Eric	Hedrick
Hearts Matter L. L. C.	Instruction Education, CPR, AED, First Aid, Bloodborne Pathogens Training	859-309-2950	Mary	Johnikin
Herb Geddes Fence Co., Inc.	Fence Company	859- 885-2215	Hubert	Badgett
Herren Industrial Group	Rebuild, Repair and Maintenance Diesel and Hydraulic Equipment: Automotive, Industrial	859-339-5522	Ashley	Herren
High Performance Products LLC dba HPP Industrial	Building Maintenance and Materials	502-451-2226	Ashley	Mays
Hoeworx, LLC	Construction	502-492-1879	Jeffrey	Bryan
Hughes Group Architects, Inc.	Professional and Consulting Services: Architectural, Construction Management, Engineering and Survey Services	703-437-6600	Hughes	Group
Human Development Company	Employee Assistant Program	502- 589-4357	Belinda	Crawford
IBEX Alliance LLC	Professional Consulting Services Firm: Administrative Staffing, Diversity and Inclusion Training	757- 910-6484	Eliot	Joyner
Infojini, Inc.	Business and Computer Management Services, Computer Software Consulting, Data Entry, E-commerce	443-257-0086	Sandeep	Harjani
Impressions Marketing & Events	Marketing Services	502-316-0347	Laura	McDonald
Imprint, LLC	Professional and Consulting Services, Executive Coaching, Leadership	859 312-0141	Michelle	Hollingshead
in.Mode Marketing	Professional and Consulting Services: Marketing, Public Relations Services, Professional Development	502- 774-0767	Erin	Jones
Innovative Business Concepts, Inc.	Office Supplies Shop: Print, Sign, Swag, Design	270-866-3490	Jeannine	Bennett
Ion Holdings LLC	Building Maintenance and Materials: Furniture, Office and Business, Medical, Health, Security, Public Order	320- 493-8537	David	Sigler
Inshaallah General Contractor LLC	General Construction Contracting, Landscaping, Seeding, Sodding	859-489-4707	Saburah	El-Amin
Inside Out Design, LLC	Construction Design	502-695-7020	Michael	Mueller
Integrity National Corporation	Janitorial and Custodial Services Provider	301- 424-8405	Sharmin	Khan
Interpersonal Frequency	Information Technology and Services: Government Websites	(703) 400-6776	Ashley	Cromie
Interpreting Service of the Commonwealth, LLC	Interpreting Services, American Sign Language	606-401-2328	Becky	Bush
Jacobi Oil Service, Inc.	Power and Energy: Power Generation, Coal, Gas, Oil, Geothermal Supplies and Services	812-923-5174	Chanda	Niehoff
Jackson Group	Environmental and Engineering Services	859-623-0499	Rick	Wolfe
JAM Distribution LLC	Uniform and Promotional Products Company	859- 278-8418	Don	Taylor
JASMINE KY LLC dba Code My Pipe	Data management, Data processing, Chinese translation	859-539-2218	Cindy	Bischoff
Javier Steel Corporation	Construction	502-426-2008	Nilo	Javier
JJC Maintenance LLC	Janitorial Services	502-419-8268	Patricia	Kim
Joash Construction, Inc.	General Contractor, Concrete Flat Work, Sport Surfaces Construction and Reconstruction	502-664-9737	Joseph	Scott
Jonah's Enterprises, LLC	Domestic Supplies and Services	718- 502-8837	Manny	Stone
John O'Bryan, LLC	Information Technology, Telecommunications	502-742-6131	John	O'Bryan
JQOL Global, LLC	Professional Services: Architecture and Engineering Firm	270- 683-7558	Ashley	Owens
JQOL, Inc.	Professional Services: Structural, Civil, Site, Transportation, and Multimodal Engineering	317- 661-1964	Ashley	Owens
JW Affinity IT, LLC	Professional and Consulting Services, Information Technology	303-946-6642	Tracy	Ramirez
KAMICO Instructional Media, Inc.	Educational Books and Games, Software, Professional Development	254-947-7283	Kathy	Michael
KDL Services LLC	Supply Chain Management: Assembly, Logistics, Transportation	502-653-7627	Jaquie	Taylor
KHIT Consulting	IT Consulting Company	502- 203-1050	Katie	Hutchinson
KPC Architectural Products, Inc.	Full Service Commercial Furniture Company: Offices, Lounge Areas, Libraries, Classrooms, Meeting Rooms, Cafeterias	859- 269-3646	Angie	Smith
KTM 2 LLC	Safety Supplier and Manufacturer	302- 856-2516	Jacob	Murray
K. Hayes Limited	General Contracting	859-333-8887	Kunte	Hayes
Kem Krest LLC	Chemical Manufacturing, Distribution and Fulfillment Services: Petroleum, Oil , Lubricant	574- 389-2650	Greg Martinez, Jr.	Martinez
Kentucky Cut Stone, LLC	Natural Limestone Quarry Producer: Buildings, Landscape and Cut Limestone	606- 669-1174	Joel E.	Ford
Keramida, Inc.	Environmental Professional and Consulting Services	800- 508-8034	David	Elser
KERSEY AND KERSEY ARCHITECTS	Professional Design Firm: Architecture, Planning and Interior Design Services	502-583-0094	Cheryl	Kersey
Kokomo Solutions, Inc.	Medical Health, Office and Business, Security and Technology Services	877-565-6668	Lee	Daniel
Landstory	Landscape Architecture Planning & Design	317-951-0000 Ext. 101	Joann	Green
Leadership Excelleration, Inc.	Professional Consulting Services: Team Development, Coaching, and Organizational Development	513- 677-0995	Michelle	Pennington
Lean Continuous Improvements dba: Battle Plan Solutions	Signage, Vendor Management	502-649-4557	Greg	Battle
LECGI Inc	Engineering Consulting, Structural Steel Design and Detailing, Connection Design, BIM, Drafting	502-425-1647	Heather	Kelly
LENSRXLAB	Supplier of Eyewear for Government Entities	904- 337-9556	Anthony	Miles
Lestar Mineral Development Inc.	Burner Fuel, Liquid Asphalt, Steel Fabrication, Material Handling	859-608-9926	Lester	Boyd
Lexar Laboratories	Clinical Diagnostic Laboratory: Molecular, Microbiology and Toxicology Testing	877-539-2707	Thomas	Shepherd
LGC Global Energy FM, LLC	Integrated Facility Management, Asset Management, Environmental Consulting and Remediation	313-989-4141	Fred	Feliciano
Lightly LLC	Electrical: Lighting, Maintenance, Energy Savings	502-644-7084	Kevin	Slaughter
Line Drive Logistics Lexington	Food and Beverage; Transportation	831- 224-6380	Daniel	Bessman

Lone Camel PLLC	Engineering Services, Construction Project Management	502- 907-2167	Garrett	Dean
Lotus Connect	Building Maintenance and Materials, Industrial, Manufacturing, Medical, Health, Office and Business	201- 606-1444	Andre	Cepeda
Loveday Consulting, LLC	Professional Services: Grant Writing, Environmental Reviews and Technical Assistance	859- 248-5434	Suzie	Loveday
L Watson Trucking	Trucking (Dump Truck), Haul Rock, Asphalt, Soil, etc.	502-387-9211	Larry	Watson
Make It Plain Consulting, LLC dba MIPC	Professional Consulting Services: Management, Human Resources, Workforce Development Training , Performance Coaching and Economic Inclusion	513-421-2300	Tommie	Lewis
Market Makeover Limited Liability Company	Distributor of Medical, Janitorial, and Industrial Consumables Products	203- 303-7398	Ashanti	Robinson
Mary's Cleaning Service	Cleaning , Janitorial Services, Equipment, Products and Supplies	859-270-9509	Mary	Anthony
Maverick Oxygen & Respiratory Equipment	Single Source Provider of Respiratory Equipment, Liquid Oxygen, Oxygen Cylinders, Related Products and Services	502-225-4772	Ben	Kittleson
McCoy Computer Services, LLC	Computer, Technology, Security Services	502-517-4998	Dedrea	McCoy
McKinney Painting, Inc.	Commercial, Industrial Painting and Wallcovering Contractor	859- 873-6424	Matt	Gamlin
MCT Pro Tools	Building Maintenance and Materials, Medical, Health, Manufacturing, Industrial, Power and Energy, Safety	631- 278-9127	Kevin	Del Valle
MedFIRST Healthcare Supply Inc.	Medical Health Supplier: Disposables, Equipment and Injectables	352- 242-0110	Kristen	Ellis-Legros
Medgluv, Inc.	Manufacturer and Supplier of Exam Gloves, PPE Supplies	954- 586-5309	Jerry	Leong
Mercedes Medical, LLC	Medical and Health Services and Supplies	800-331-2716	Brooke	Niecestro
Metric Environmental, LLC	Environmental Services Consulting Company	317-400-1633	Kenneth	Beache
Metro Fence Industries, Inc	Fence Installation	502-458-8701	Brenda	Jett
Metropolitan Security Services, Inc. dba Walden Security	Security Services: Remote Monitoring and Access Control	423- 702-8200	Amy	Walden
Meyer, Scherer & Rockcastle, Ltd DbA MSR Design	Architecture and Interior Design	612-375-0336	Douglas M	Franzwa
Mills Supply Co., Inc.	Construction, Building Maintenance and Materials	502-561-0700	Kathy	Mills
Mindel Scott & Associates, Inc. dba Mindel Scott	Professional Consulting and Design/Build Services	502- 485-1508	Amanda	Smith
Morph Enterprise LLC	Professional and Consulting Services: Medical and Health	380- 204-2026	Jalak	Patel
Morrow Industrial Repair Service, LLC	Machine Maintenance, Repair and Installation	270- 348-2248	Patrick	Morrow
Msys, Inc.	Staffing Services: Administrative, Computer, IT and Temporary	202 -629-0353	Raj	Mani
Munson Business Interiors	Furniture and Furnishings	502- 589-1236	Anna	Claire
My3Tech Inc.	Professional and Consulting Services: Information Technology	605- 674-4001	Prakash	Saripalli
Natively Fluent	Multimedia Services: Translation, Localization, Written Text Translation	949-735-7522	Kamran	Khan
New Towne Consultants	Consultants, Project Management, Administrative, Bookkeeping	502-931-3638	Robin	Hall
New West LLC	Photographic and Video Production	502 891-2500	Bernadette	Faris
Next Century Technologies	IT Consulting	859-806-5757	Tracy	Hardin
Nextgen Consulting, Inc. - dba NGCI	Professional and Consulting Services, Technology	202-527-9595	Saif	Rehman
NIE Contracting, LLC	Commerical Cleaning: Janitorial, Industrial and Post-construction Clean Up	270-779-6519	Sabrian	Gipson
Norton Medical Industries	Medical and Health	800-243-7669	Marshall	Zablen
NWK Construction, Inc.	HWY Construction	859-733-0763 Ext. 160	Nickie	Kendrick
Nysrak, Ilc	Construction, Professional and Consulting Services: Utility (Telecom) Inspection, Consultation, Damage Investigation	859- 433-7708	Bruce	Harris
Olan Associates LLC	Professional and Consulting Services, Technology, Power and Energy	202- 255-9046	Anyi	Elekwachi
Old Fashioned LLC	Professional and Consulting Services: Engineering, Construction and Subcontracting	865- 771-4726	Jason G	Uncapher
One Pink Hat Inc	Construction Management: Office, Healthcare, Industrial, Retail and Banking	502-428-7745	Kristie	French
Organized Energy Coaching and Consulting	Professional and Consulting Services: Training and Development	252- 226-8769	Tiffany	Williams
O'Rourke Wrecking Company	Construction and Subcontracting Services, Turnkey Demolition, Site Recovery Services,	513-871-1400	Michele	O'Rourke
Overhead Door Corporation of Lexington, Inc.	Building Maintenance and Materials, Environmental, Industrial and Manufacturing	859- 254-6606	Rodney	Greene
Owl Creek Construction	Commercial and Residential Construction: Concrete Flatwork, Foundations, Light Excavation	812 -550-0381	Joann Marie	Zeller
Paladin, Inc.	Engineering and Commissioning Services	859-252-3047	Candice	Rogers
Personal Opinion, Inc.	Professional and Consulting Services	502- 899-2400	Rebecca	Davis
Petroleum Traders Corporation	Industrial and Manufacturing: Fuels, Fuel Additives, Lubricants	888- 637-7661	Joseph	Vanderpool
Pinakin Designs dba Decorating Den Interiors	Interior Design	502- 415-4476	Monika	Dixit
Pinnacle Petroleum, Inc.	Petroleum Products and Services	714-841-8877	Liz	McKinley
Planet Safety Consulting Group	Professional Services: Environmental Consulting, Emergency Management	678- 419-9491	Kendra	Jones
Plant Services Incorporated	Industrial Services	502- 868-2240	Scott	Wilson
PLSIX Porta Potty Rentals, LLC	Building Maintenance and Materials: Equipment	502-712-2401	Portia	Shoulders
Premier Building Maintenance Corporation	Facilities Services	865-522-7731	Michael	Franklin
Premier Workforce Training and Development	Workforce Training and Developer	210-425-0065	Lee	Little
Printcore, Inc.	Commercial Printing and Packaging Company	859- 351-4596	Ray	Woods
Pro-Mark Inc.	Striping, Thermo plastic, Markers	859-497-0533	Amy	Hibben
Prometheus Foundry, LLC dba Prometheus Art	Design, Fabrication, Casting of Metal Work	502-592-3774	Amanda	Matthews
Promo Solutions	Apparel, Medical, Health, Office and Business Services	214-726-5838	Stacy	Smoot
Prowess Uniform Solutions, Inc.	Domestic Apparel, Security, Public Order and Safety Supplies and Uniforms	502-545-2582	Eric	Lynes
Public Safety Consultants and Associates	Safety Prevention Programs, Inspection, Risk Assessment, Fire Prevention Education, Training, Sprinkler Installation, Drywall and Painting	859-321-1781	William	Swope
Quintairos, Prieto, Wood & Boyer, P.A.	Professional and Consulting Services: Legal and Arbitration Services	859-226-0057	Christine L.	Stanley

R.A. United Enterprises LLC Ranger Steel, Inc. Razor Marketing Communications Realistic Computing, Inc. DBA RCI Inc. Rebiz LLC	Building Maintenance and Materials: Cleaning and Janitorial Steel, Construction Services Company Full Service Marketing Communications Firm IT Services Professional and Consulting Services: Information Technology	908- 448-6999 606-564-9521 513-793-1234 410- 744-8144 440- 238-3937	Rebecca Dave Elyn Sequoia David	Austin Kopecky Buscani Ramsey Moore
Reclaim Company, LLC	Building Maintenance, Materials, Construction, Environmental	304-366-7070	Angie	Mitchell
Reliant Capital Solutions, LLC RNC Communications dba RCN Technologies S & D Construction Management Inc. S & M Contracting, LLC S & M Precast, Inc. S -Walk Inc. dba Seven Seas Construction Salsa Professional Apparel dba Salsa Professional Apparel & Supplies/Salsa Industrial Supply Salt River Engineering Scann X Inc. Scruggs Construction Inc.	Professional and Consulting Services Public Sector Technology Provider General Contracting, Demolition, Asbestos, Lead & Mold Removal, Dumpster Renting Hauling and Industrial Cleaning Construction Contracting and Subcontracting Services Precast Products Construction and Construction Subcontracting Services; Building Maintenance and Materials Facility Management Supply Company Engineering Consulting Services Manufacturer of Book and Scanning Solutions General Construction Contractor: Concrete Construction, Demolition Cleaning Services: Commercial, Custodial, Janitorial; Grounds, Landscape, Lawn Maintenance Equip., Machinery and Supplies; Construction, Contracting and Sub Contracting Services; Landscape, Mowing, and Grounds Contracting Services	614- 452-6100 865-293-0350 859-226-0083 Ext. 0 606-743-7090 812-246-6258 502-802-7911 212- 575-6565 859-734-2334 510-296-4664 812-528-8178 859-252-8339	Jenna Emily Sean Melanie Becky Joseph Gigi Connie Tony John Tara	Sharick Schmidt Edwards Barker Graf Hensel De Jesus Allen Gnecco Scruggs Brinkmoeller
Semper TEK, Inc.	Civil Engineering, Consulting Firm: Water Resources Engineering, Transportation, Aviation Engineering Surgical Mask Manufacturing and Medical Supply Company: PPE Supplies National Skilled Trade Labor Bore, Jack Steel Casings for Utilities and HORIZONTAL Drains	317-841-4799 516- 226-3449 833- 614-7139 606-872-4142	Robert Muhammad Delilah Angela	Rush Momen Ruiz Singleton
Skilled Workforce Skips Defense Solutions Skulski Consulting, LLC SL Consulting Solutions, LLC SLI Contracting, LLC Solar Energy Solutions, LLC Somethin' Bloomin' SpeakSpace LLC Sensabaugh Design & Construction, LLC Spectrum Contracting Services, Inc. Stand Energy Corporation Star Consultants, Inc.	Staffing Services FFL Firearms and Accessories Dealer Professional and Consulting Services: Americans with Disabilities Act (ADA) Compliance Professional and Consulting Services Transportation and Logistics; Hire Trucking, Hauling, Disposal Services Solar PV, Photovoltaic, Renewable Energy Landscape, Lawn Care, Sewer Construction, General Construction, Supplier Teleconferencing Services Company: Audio, Video, Web Conferencing Services Professional/Consulting Services; Construction; Environmental; Industrial, Manufacturing, Building Maintenance and Materials Construction, Contracting and Sub Contracting Power and Energy, Utility Services, Electric, Gas, Sewer, Water Professional Services: Full Service Architecture and Engineering Design Firm	615- 567-8040 502-931-3172 317- 408-4424 502-235-6459 859-977-6640 859-312-7456 859-296-1624 866 257-1425 859-358-6386 877-561-4967 513-621-1113 614- 538-8445	Amy KeOliver 'Skip' Jennifer Stephanie Delonzo Matt Cindy Rebecca Angela Danica Kate Brandon	Dubois McCall Skulski Lackey Wilder Partymiller England Behan Sensabaugh Fick Bedinghaus Chappell
Strategic Communications LLC Structured Inc. Summers Grading Service LLC	Professional, Consulting Services, Information Technology Services Operations and IT Services Finish Grading, Landscaping: Seed, Strawing, Hyrdoseeding, Erosion Control, Site Fence, Tri Axle Hauling	502-813-8043 859-300-3321 812-246-4839	Christopher Lindsey Charlene	Payne Crabtree Summers
Sunstates Security, LLC	Security, Public Order and Safety, Personal Safety: Equipment, Supplies and Services	919- 398-6445	Carol	Drumheller
Superior Technologies LLC	Horizontal Directional Drilling: Install Underground and Aerial Fiber, Conduit Placement, Electrical Vault	502- 827-1713	Jennifer	Filiatreau
SW Sustainability Solutions, Inc. dba SW Gloves	Manufacturing, R&D, Hand Health Technologies	510- 429-8692	Ann	Zhou
Swain Distribution, Inc. TEM Group Team Fishel Technosoft Corporation dba Apexon Tantalum Partners LLC Tate Consulting TC, LLC Taylor Siefker Williams Design Group The Arcanum Group, Inc. The Decor Group of Northern Ky., Inc. The Fence Co., Inc. TLC Nursing The Logo Warehouse The Matrix Group, Inc. The Pathfinder Solutions Group, LLC The Print Authority Holdco, LLC The Rebel Geek, LLC T-Shirt Plus Production The Traffic Group, Inc. Tilli Third Rock Consultants, LLC Three65 Ideas, LLC	Electrical Utility Industry: Fiber Optics, Cable; Telephone Services; Power and Energy Electrical Contractor Technology, Security, Public Order and Safety IT Consulting and Services Insurance Agency Professional and Consulting Services: Curriculum Development Urban Design, Landscape Architecture, Community Planning, Visioning, Strategic Planning Professional and Consulting services, Technology Solutions, Project Management , Human Capital Management Landscaping, Lawn Maintenance, Holiday Decorating Fencing Medical and Health PPE, Promotional Products, Apparel Market Research, Professional and Consulting Services Safety: Security and First Responders Professional and Consulting Services, Office and Business Website Design and Development Decorator Apparel, Uniforms and Promotional Accessories Traffic Engineering, Transportation Planning, Graphic Design and Traffic Data Collection Services Software Solutions: CPaaS and PayFac Provider, Communications Environmental Consulting Services Professional Services: Communications, Public Relations and Graphic Design	800- 521-4088 502-454-0101 502-276-2829 248- 603-2600 502-382-4220 336-971-0385 502-595-7432 303-693-7263 859-586-4784 270-259-3808 802-404-0123 502- 708-0634 859-263-8177 804- 380-9570 615- 468-2679 314- 252-1035 651- 808-3022 410-931-6600 301- 760-7760 859-977-2000 281- 978-0368	Christina Tommy Gus Setu Darrell Antwain Amy David Karralea Judy John Leah Martha David Connor Erin Jacqueline Tracey Ali Molly Damien	Brown Clark Dattilo Patel Fuller Goode Williams Marshall Stickrod-list Braun Nyberg Scott DeReamer Johnson Pera Braxton Vaughn Rogers Saber Foree Lawson

TKT & Associates, Inc.	Consulting & Management Services; Specialized Staffing Services	502-499-9440	Dorothy	Abernathy
TKT-nectir Global Staffing LLC	Staffing Service	502-499-9440 Ext. 12	Dorothy	Abernathy
TMI Coatings, Inc.	Construction: Contracting and Sub Contracting; Industrial Painting	651-452-6100	Tracy	Gliori
THawkins Transportation LLC	Transportation and Trucking: Carrier, Flatbed, Carrier of Construction Supplies	859- 552-5986	Meka	Hawkins
Tobacco Rose Farm Construction & Development Services, LLC	Construction, Construction Contracting Services: Erosion, Sediment Control, Seeding, Soil Erosion Prevention	859- 846-4002	Sheila	Baker
Todd Johnson Contracting, Inc.	Construction, Contracting and Sub Contracting	859-238-9489	Jeremy	Johnson
Toni Levy & Associates, Inc	Accounting, Tax, Audit, Electrical & Plumbing Supply, Building Materials & Construction Supply	502-566-3030	Toni	Levy
Toole Design Group, LLC	Professional and Consulting Firm: Engineering, Landscape Architecture, Bicycle and Pedestrian Transportation	301- 927-1900	Amy	Boehmer
Top Safety Products Company, Inc.	Medial and First Aid Supplies: First Aid Kits, Trauma Kits,	908- 707-8680	Jennifer	Johnson
Tracking Solutions	Technology, Inmate Monitoring Systems and Services	615- 337-9367	Kristen	Zachary
Tri-A solutions	Construction: Concrete Contractor	859- 380-0807	Austin	Flaughner
Tri Citi Janitorial and Maid Service, LLC	Janitorial and Cleaning Services	270 498-5222	Carl	Hobson
Tri State Plastics	Construction and Machining	859-655-8200	Lisa	Schneider
Trimen Solutions, LLC	Human Resources and Business Consulting	502-365-2747	Shaun	Spencer
TruTest, LLC	Full Service Sewer Testing and Repair Company	502- 552-9022	Kristi	Conrad
Unique Staffing LLC	Professional Services: Educational Training, Human Resource and Temporary Labor Services	502-425-3715	John R.	Fleming
Universal Spartan, LLC	Tactical Gear	270-501-2210	Alejandro	Ramirez
Untold Content, LLC	Grant, Technical, Research and Writing Consultant	859-866-1916	Kathryn Trauth	Taylor
US Liberty LLC	Distributor of Gloves	561- 267-6526	Firas	Jarrar
Vega Designs LLC	Custom Automotive: Fleet Upfitting Specialists	615- 806-9081	Ashley	Vega
Vehicle Maintenance Program, Inc.	Transportation, Vehicle Parts , Repair and Accessories, Equipment	561-362-6080	Lindi	Brooks
VeriCorp, Incorporated	Office, Business, Professional, Consulting Services, Technology	502-554-9999	Britany	DeWitt
Veterans Tactical Supply	Security, Public Order and Safety Supplies, Medical and Health, Office, Business, Sports and Recreation	781 -797-0027	Trevor	Donarski
V&J Consulting	Technology	330-718-6682	Corey	Holt
Vitalink Communications	Purpose Driven Marketing and Branding Firm	919 -850- 0605	Kathy	Horn
Vivian Llambi & Associates, Inc.	Landscape Architecture & Civil Engineering	513-559-9444	Vivian	Llambi
vPrime Tech, Inc.	IT Solutions Reseller	833- 333-1314	Jan	Ghalib
V-Soft Consulting Group, Inc.	Professional Consulting Services: Information Technology	844- 425-8425	David	Stith
Warner Transportation LLC	Trucking and Logistics Services: Freight, Hazmat, Transportation	859- 489-7348	Terrell	Warner
Wasteology Group Transportation, LLC	Waste and Recycling Brokerage: Specialized Reporting, Billings, Turn -Key Customer Service	502-643-2285	Stacey	Harralson
Waypoint, LLC	Ecological Consulting	859-797-7466	Jesse	Robinson
Wilburn Medical USA	Medical Supply and Equipment Company	336- 996-6820	Emily	Wilburn
Willow Hill Supply, LLC	Manufacturer of Embroidered Patches, Insignia, Supplier of Tactical Gear	859-355-5244	Lillian	Gorman
Williams Distribution, LLC	Chemical Distribution Company	317- 749-0006	Marshall	Williams
Wiser Strategies	Communication Consulting	859-887-0866	Nancy	Wiser
Work - Comp Management Services, Inc.	Occupational Health, Medical Health, Wellness Onsite Services	877-449-7473	Julie	Ott
Workplace Signs	Interior Signage Supplier	513- 233-9444	Monet	Stansbury
Xpress Management Solutions dba Corporate Lodging Group	Construction Contracting and Subcontracting Services; Office, Business, Professional and Consulting Services	859-312-1861	Nicole	Hime
Yoshis Industrial Packaging Supply, LLC	Re-sale , Distributor, Hand tools, Safety Items, Industrial Supplies, Janitorial Supplies, Protective Gear, Food Service, Welding Material, Cutting Tools, Material Handling, Fireproof Cabinets, Packaging Tape and Wrap, MRO Industrial Supplies, Absorbents and Filters and Electrical Supplies	270-681-4817	Beverly	Foster
You've Got Curls and Hair Loss Center	Multicultural Hair Salon	859- 552-9201	Melanie	Day

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**Affirmative Action Program for
Minorities and Women**

LPX, Inc

Louisville

**Affirmative Action Program
for
Minorities and Women**

**January 1, 2024 through December 31, 2024
Plan Year**

CONFIDENTIAL, TRADE SECRET, and PRIVATE MATERIAL

This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of LPX which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to LPX or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), (6), and (7) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical, or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

LPX, Inc
Louisville

**AFFIRMATIVE ACTION PROGRAM
FOR
MINORITIES AND WOMEN**

**January 1, 2024 through December 31, 2024
Plan Year**

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Introduction

LPX, Inc (LPX) has prepared this Affirmative Action Program (AAP) for the period of January 1, 2024 through December 31, 2024, reaffirming its commitment to the letter and spirit of affirmative action law, including those administered by the U. S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Through the implementation of this AAP, LPX continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this AAP LPX recognizes its duty to ensure equal employment opportunity. The following statement of policy reinforces that belief.

Reaffirming Commitment to Equal Employment Opportunity

In setting forth this AAP LPX reaffirms its belief in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Kurt Krug, Chief People Officer of LPX, designated Amy Wiehebrink as the Equal Employment Opportunity Administrator (EEO Administrator). Amy Wiehebrink oversees the AAP development, modification, implementation, and reporting requirements and conducts management updates. The EEO Administrator also analyzes LPX's selection process to further the principles of equal employment opportunity.

As part of LPX's commitment to this overall process, it will seek to ensure affirmative action to provide equality of opportunity in all aspects of employment, and that all personnel activities, such as the recruitment, selection, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes remain free of illegal discrimination and harassment based upon race, color, religion, sex, sexual orientation, gender identity, and national origin. Regular review by LPX, as described in this AAP, helps ensure compliance with this policy.

Internal Dissemination of EEO Policy

41 C.F.R. § 60-1.42

LPX posts copies of the equal employment opportunity notices that comply with 41 C.F.R. § 60-1.42(a) in conspicuous places (including, where applicable, electronic websites) available to employees, applicants for employment, and (if applicable) representatives of each labor union or other organization representing its employees with which LPX has a collective-bargaining agreement or other contract or understanding. The following exemplify the methods and locations LPX may use in its ongoing efforts to ensure continuing dissemination of its policy and AAP, although LPX may not always use each or any of the below methods, and it may use other methods not listed below:

1. Internal employee manuals contain the policy statement.
2. The policy statement is posted on bulletin boards accessible to employees.
3. LPX references the policy and progress in its annual report, newspaper, magazine, and other publications.
4. Orientation meetings for new employees and in-house employment-related training include references to LPX's policy.
5. LPX publications, if any, including those with photographs, generally feature individuals of diverse gender, race, color, and national origin, where feasible.
6. Pertinent portions of LPX's Affirmative Action Program are available during regular business hours for inspection by employees and applicants for employment.

External Dissemination of EEO Policy

41 C.F.R. § 60-1.41; 41 C.F.R. § 60-1.5

1. In solicitations or advertisements for employees placed by or on its behalf, LPX complies with at least one of the following methods regarding the dissemination of its equal employment opportunity clause:
 - a. LPX states expressly in the solicitations or advertising that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin. 41 C.F.R. § 1.41(a).
 - b. LPX uses a single advertisement, and the advertisement is grouped with other advertisements under a caption which clearly states that all employers in the group assure all qualified applicants equal consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin. 41 C.F.R. § 1.41(c).

- c. LPX uses a single advertisement in which appears in clearly-distinguishable type the phrase “an equal employment opportunity employer.” 41 C.F.R. § 1.41(d). When pictures are included in these media, where feasible, efforts will be made to include pictures of individuals of diverse gender, race, and national origin.
2. The following exemplify the methods and locations LPX may use in its ongoing efforts to ensure continuing dissemination of its policy and AAP, although LPX may not always use all of the below methods, and it may use other methods not listed below:
 - a. LPX notifies subcontractors, suppliers, and vendors of the policy about both its obligations to equal employment opportunity and about LPX’s AAP.
 - b. LPX advises recruitment sources, minority and female organizations, community agencies, and colleges of its commitment to this policy and AAP. LPX informs these sources that job applicants will be treated fairly without regard to their race, color, religion, sex, sexual orientation, gender identity, and national origin.
 - c. LPX communicates with the state employment security office regarding its commitment to the policy.
3. In addition, LPX incorporates by reference the equal employment opportunity and affirmative action clauses into each of its covered federal contracts and subcontracts, including federal agency bills of lading, transportation requests, and such other covered contracts and covered subcontracts as required by law, purchase orders, lease agreements, Government contracts, and other covered contracts (and modifications thereof if not included in the original contract) in accordance with 41. C.F.R. § 60-1.4 (a) – (c) (unless exempted under 41 C.F.R. § 60-1.5).

Establishment of Responsibility for Implementation of the AAP

41 C.F.R. § 60-2.17(a)

A. Identification and Responsibilities of EEO Administrator

Overall responsibility for LPX's AAP rests with the EEO Administrator, Amy Wiehebrink. Amy Wiehebrink ensures the AAP complies with all applicable laws, orders, and regulations, including but not limited to Executive Orders 11246, 13496, and their progeny. Specifically, Amy Wiehebrink or the designated representative's duties include:

1. Developing, maintaining, and modifying, where appropriate, LPX's AAP to ensure compliance with the EEO/AA law.
2. Developing and modifying, where appropriate procedures for effectively communicating the AAP and its elements both internally and externally.
3. Advising management on EEO/AA progress, reporting potential EEO/AA problem areas, and assisting management in finding equitable solutions, where feasible, to any identifiable EEO/AA problem areas.
4. Evaluating the effectiveness of LPX's AAP on a regular basis and reporting to management.
5. Designing, implementing, and overseeing audit and reporting systems that periodically measure the effectiveness of the total affirmative action program. 41 C.F.R. § 2.17 (d)(1)-(4), identifying need for remedial action, and determining the degree to which objectives have been achieved.
6. Acting as Company representative and liaison with any government agencies regarding this AAP.
7. Monitoring Company policies and procedures with regard to terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.
8. Auditing the content of LPX's bulletin board and electronic policies, as appropriate, to ensure compliance information is posted and up to date.
9. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.
10. Serving as a liaison between LPX and organizations, such as minority organizations and women's organizations.
11. When necessary, developing sales and management training programs to increase protected-group participation.
12. Assisting in the investigation, handling, and disposition of employee harassment and discrimination complaints.

13. Discussing EEO/AA policies with all personnel, including management, to ensure LPX's policies and the need for their support are understood at all levels.
14. Reviewing LPX's AAP for qualified women and minorities with all managers and supervisors to ensure the policy is understood and followed in all personnel actions.
15. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, comparable facilities for both sexes, and opportunity for participation in Company-sponsored recreational, educational, and social activities.
16. Auditing training programs, hiring, and promotion patterns.

B. Management Responsibilities

Line and upper management share responsibility for the AAP, including but not limited to the following:

1. Assisting in auditing AAP progress, including identifying problem areas, formulating solutions, establishing appropriate goals, and developing necessary training programs.
2. Reviewing the qualifications of applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner in hiring, promotion, transfers, and termination actions.
3. Making available career counseling, when appropriate.
4. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee and his or her duties.
5. Reviewing position descriptions of the jobs in the manager's area or department to see that they adequately reflect the job to be performed.
6. Assisting subordinates and upper management in the prevention of harassment.

Identification of Areas for Discussion

41 C.F.R. § 60-2.17(b)

LPX's commitment to fully implement this policy and AAP include periodic reviews of its total employment process to determine whether and where impediments to equal employment opportunity exist. These reviews include:

1. The workforce by organizational unit and job group of minority or female utilization and distribution;
2. Personnel activity to determine whether there are selection disparities;
3. Compensation systems to determine if there are gender-, race-, or ethnicity-based disparities;
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in employment or placement disparities of minorities or women; and,
5. Any other areas that might impact the success of the affirmative action program. 41 C.F.R. § 2.17 (b)(1)-(5), including, for example, LPX's review of:
 - a. The workforce composition by race and sex to compare it to the availability of these groups;
 - b. LPX's applicant flow compared to the availability for the protected groups;
 - c. A comparison of hires to applicants pertaining to minorities and women;
 - d. Selection forms, such as applications for employment, to ensure they comply with federal and state employment laws;
 - e. Processes to ensure there are no artificially-created barriers or restrictive seniority provisions; and,
 - f. Training opportunities to ensure they are available to minorities and women.

Identification of problem areas are discussed in the next section titled Narrative Discussion of Goals.

Narrative Discussion of Goals

The LPX plan has 305 employees, including 34 minorities and 20 females. The following goals exist for minorities and/or women:

- 1.1 - Executives - This group consists of 10 employees, of whom none are minorities and none are females. There is a goal of 20% for minorities and a goal of 27% for females.
- 1.2 - Mid-Level - This group consists of 107 employees, of whom 6 are minorities and 5 are females. There is a goal of 9% for minorities, but there is no need to set a placement goal at this time for females.
- 2 - Professionals - This group consists of 14 employees, of whom none are minorities and 7 are females. There is a goal of 13% for minorities, but there is no need to set a placement goal at this time for females.
- 3 - Techs - This group consists of 9 employees, of whom 1 is a minority and none are females. There is no need to set a placement goal at this time for minorities, but there is a goal of 12% for females.
- 5 - Admin - This group consists of 11 employees, of whom 2 are minorities and 7 are females. There is no need to set a placement goal at this time for minorities or females.
- 7 - Operatives - This group consists of 76 employees, of whom 8 are minorities and 1 is a female. There is no need to set a placement goal at this time for minorities or females.
- 8 - Laborers - This group consists of 78 employees, of whom 17 are minorities and none are females. There is no need to set a placement goal at this time for minorities, but there is a goal of 5% for females.

LPX will use alternate recruitment sources, when necessary, to attract more qualified external applicants. In those instances where statistical disparities are indicated, LPX will take action as outlined in the Action-Oriented Programs Section to monitor and eliminate any problem areas, as well as other similar actions.

Development and Execution of Action-Oriented Programs

41 C.F.R. § 60-2.17(c)

LPX has instituted action-oriented programs designed to eliminate any problem areas, should they exist, in accordance with § 60-2.17(b), and to help achieve specific affirmative action goals. LPX will make good-faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. These programs may include items such as:

1. Conducting periodic reviews of job descriptions attempting to ensure they accurately reflect job-related duties and responsibilities.
2. Reviewing job qualifications by department and job title for job-relatedness, and using job performance criteria.
3. Making job descriptions and qualifications available to recruiting sources and to all members of management involved in the recruiting, screening, selection, and promotion processes.
4. Making good-faith efforts to select the most qualified candidates. Accordingly, LPX evaluates its total selection process to ensure selections are made in a nondiscriminatory manner through:
 - a. Annual reviews of job applications and other pre-employment forms to ensure information requested is job-related;
 - b. Annual evaluations of selection methods that may result in statistical disparities to ensure they are non-discriminatory;
 - c. Annual provisions of assistance, such as training and guidance on proper interviewing techniques and EEO training, to employees, management, and supervisory staff, including, but not limited to, those who are involved in the recruitment, selection, discipline, and other related processes, so that personnel actions are made in a nondiscriminatory manner; and
 - d. Annual review of selection techniques and employment standards.
5. LPX employs appropriate methods to attempt to improve recruitment and increase the flow of qualified minorities and women applicants in its recruiting process, including a number of the following actions:
 - a. Disseminating information on job opportunities to organizations representing minorities, women, and employment development agencies when job opportunities occur;
 - b. Encouraging all employees to refer qualified applicants;
 - c. Actively recruiting in colleges and universities with predominantly minority or female enrollments where underutilization exists in such areas, and

- d. Requesting employment agencies to refer qualified minorities and women.
 - e. Whenever feasible and appropriate, LPX participates in job fairs, career days, youth-motivation programs, and other programs that foster exposure for qualified minorities and women.
 - f. LPX encourages all employees to participate in Company-sponsored activities and programs.
 - g. LPX utilizes various community organizations and schools as referral sources.
6. LPX reviews promotion criteria and procedures so that job qualifications form the basis for the promotional decisions. LPX monitors promotion rates for minorities and women and, when necessary, may employ one or more of the following procedures:
- a. Providing job training, job-related courses, or certificate programs.
 - b. Reviewing work specifications and job qualifications to ensure job-relatedness.
 - c. Conducting career counseling, where appropriate, during performance evaluations.
 - d. Informing employees about educational programs and other opportunities available to improve their employment prospects.
 - e. Reviewing Company-sponsored social and recreational activities to ensure non-discriminatory participation and availability.
 - f. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
 - 1. Generally posting or otherwise announcing promotional opportunities.
 - 2. Offering counseling to assist employees in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and
 - 3. Evaluating job requirements for promotion.

Internal Audit and Reporting System

41 C.F.R. § 60-2.17(d)

- 1. Amy Wiehebrink, LPX's EEO Administrator, maintains an internal audit system to attempt to oversee LPX's Affirmative Action Program and assess progress. The EEO Administrator is responsible for ensuring that the formal AAP documents are developed and prepared and for the effective AAP implementation; however, responsibility is likewise vested with each department

manager and supervisor, depending upon the specific responsibility. The audit system is designed and implemented to measure the effectiveness of the total affirmative action program [41 C.F.R. § 2.17 (d)(1)-(4)], including:

- a. Monitoring records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation at all levels, to ensure the nondiscriminatory policy is carried out,
 - b. Requiring internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained,
 - c. Reviewing reports at all levels of management; and
 - d. Advising top management of the program's effectiveness and submitting recommendations to improve unsatisfactory performance. 41 C.F.R. § 2.17 (d)(1)-(4).
2. LPX reviews various employment decisions, such as job referrals, hiring decisions, transfers, promotions, and terminations. LPX maintains summary data where necessary and feasible, and conducts regular reviews at least annually.
 3. There is no "de facto" (in practice without being officially established) segregation. Further, LPX ensures that facilities, as broadly defined in 41 C.F.R. § 60-1.8, provided for employees are provided in such a manner that segregation on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin cannot result, provided that separate or single-user restrooms and necessary dressing or sleeping areas shall be provided to ensure privacy between the sexes.
 4. LPX complies with required records retention provisions set forth in 41 C.F.R. §60-1.12 and elsewhere in the applicable OFCCP regulations, and maintains a) employment applications (generally for two years); b) summary data of applicant flow by identifying, at least, total applicants, total minority applicants, and total female applicants, where necessary and feasible, and conducts regular reviews at least annually; c) applicant flow showing the name, race, sex, date of application, job title, interview status, and the action taken for all individuals applying for job opportunities, and the relevant applicant/hire decisions; d) summary data of external job offers and hires, promotions, resignations, terminations, and layoffs by job group and by sex and minority group identification; and e) records pertaining to its compensation system.
 5. Provide needed reports to managers and supervisors regarding the results of the audit as well as LPX's overall progress in the area of EEO/AA. Any recommended actions should be made as well. Reports shall be made to senior management on at least an annual basis.

Guidelines for Prevention of Sex Discrimination

41 C.F.R. § 60-20.1 et seq.

LPX supports the promotion and ensuring of equal employment opportunity of its employees and applicants without regard to sex, and endorses and complies with the following policy statements:

1. LPX does not discriminate against any employee or applicant for employment because of sex. The term sex includes, but is not limited to, pregnancy, childbirth, or related medical conditions; gender identity; transgender status; and sex stereotyping. 41 C.F.R. §60-20.2(a).
2. LPX maintains gender-neutral personnel policies that expressly indicate that there shall be no unlawful discrimination against employees based on sex. Unless sex is a bona fide occupational qualification reasonably necessary to the normal operation of business, LPX will not make any distinction based on sex in recruitment, hiring, firing, promotion, compensation, hours, job assignments, training, benefits, or other terms, conditions, or privileges of employment. The terms and conditions of any written collective bargaining agreements shall not be inconsistent with these guidelines. 41 C.F.R. §60-20.2(b).
3. LPX will not make any distinction between married and unmarried persons of one sex that is not made between married and unmarried persons of the opposite sex; or deny employment to women with children unless it has the same exclusionary policies for men; or steer women into lower-paying or less desirable jobs on the basis of sex; or impose any differences in retirement age or other terms, conditions, or privileges of retirement on the basis of sex. 41 C.F.R. § 60.20.2(b).
4. LPX does not maintain seniority lines and lists on the basis of sex. 41 C.F.R. § 60-20.2(b).
5. LPX's employment advertisements do not express a sex preference nor does LPX place advertisements in columns designated "males" or "females", unless sex is a bona fide occupational qualification reasonably necessary to the normal operation of business. 41 C.F.R. §60-20.2(b).
6. All employees at LPX shall have an equal opportunity to any available job that he or she is qualified to perform, unless sex is a bona fide occupational qualification. 41 C.F.R. §60-20.2(b).
7. LPX will not deny transgender employees access to the restrooms or similar facilities designated for use by the gender with which they identify. 41 C.F.R. §60-20.2(b).
8. LPX will not treat employees or applicants adversely because they have received or are planning to receive transition-related medical services designed to facilitate the adoption of a sex or gender other than the individual's designated sex at birth. 41 C.F.R. §60-20.2(b).
9. LPX does not hire or employ employees on the basis of sex unless sex is a bona fide occupational qualification reasonably necessary to the normal operation of business. 41 C.F.R. §60-20.3.
10. LPX does not engage in any employment practice that discriminates in wages, benefits, or any other forms of compensation, or denies access to earnings opportunities, because of sex. 41 C.F.R. §60-20.4.
11. All employees of LPX have equal opportunity to obtain regular and/or overtime hours, commissions, pay increases, incentive compensation, or any other additions to regular earnings. 41 C.F.R. §60-20.4.

12. LPX's wage schedules are not related to or based on sex, but rather are based on job relatedness and are consistent with business necessity. 41 C.F.R §60-20.4.
13. LPX does not discriminate on the basis of pregnancy, childbirth, or related medical conditions, including childbearing capacity. 41 C.F.R. § 60-20.5.
14. Any fringe benefits, which include but are not limited to medical, hospital, accident, life insurance and retirement benefits; profit-sharing and bonus plans; leave, etc. that are offered by LPX, are not based on sex. 41 C.F.R. § 60-20.6.
15. LPX does not make employment decisions on the basis of sex-based stereotypes, such as stereotypes about how males and/or females are expected to look, speak, or act. 41 C.F.R. § 60-20.7.
16. LPX has a no tolerance policy regarding harassment and hostile work environments. Harassment on the basis of sex includes unwelcome sexual advances, requests for sexual favors, offensive remarks about a person's sex, and other verbal or physical conduct of a sexual nature. Harassment because of sex includes sexual harassment (including sexual harassment based on gender identity or transgender status); harassment based on pregnancy, childbirth, or related medical conditions; and harassment that is not sexual in nature but that is because of sex or sex-based stereotypes. 41 C.F.R. § 60-20.8.
17. When appropriate, LPX makes affirmative efforts to increase the number and percentage of women in the workforce, including, but not limited to the following:
 - a. LPX recruits women and encourages existing women employees to apply for positions historically labeled by society as "traditionally male".
 - b. LPX guarantees equal, gender-neutral access to training and tuition reimbursement programs, including management training and other types of workplace training programs.
 - c. LPX informs management of its affirmative action responsibilities.

Policy with Respect to Religion/National Origin

41 C.F.R. § 60-50.1 et seq.

Pursuant to the guidelines prohibiting discrimination on the basis of religion and/or national origin, 41 C.F.R. § 60-50.1, et seq., LPX hereby reaffirms that it does not discriminate against employees, or applicants for employment, because of religion or national origin. LPX takes affirmative action to seek to ensure that employees or applicants for employment are treated without regard to their religion or national origin in all aspects of the terms and conditions of employment, such as upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay (or other forms of compensation), and selection for training.

LPX has reviewed its employment practices and determined that its employees, including those who belong to religious or ethnic groups, have received fair consideration for job opportunities. Based upon its review, and depending upon the circumstances, LPX will undertake appropriate actions, which may include one or more of the following activities:

1. Issuing a policy directive to employees reaffirming LPX's obligation to provide equal employment opportunity without regard to religion or national origin. This policy will be communicated in such a manner as to foster understanding, acceptance, and support among executives, managers, supervisors, and other employees, and to encourage such persons to take the necessary action to aid LPX in meeting its obligations.
2. Developing internal procedures to ensure LPX's obligation to provide equal employment opportunity, without regard to religion or national origin, is fully implemented. Specifically, employment activities are reviewed by the EEO Administrator.
3. Informing management annually of its commitment to equal employment opportunity, without regard to religion or national origin.
4. Enlisting the assistance and support of recruitment sources for this commitment.

LPX acknowledges its responsibility to make reasonable accommodations for the religious observances and practices of its existing or prospective employees under the terms of Title VII of the Civil Rights Act of 1964. An accommodation for religious purposes will be denied should LPX determine that the company would have to suffer undue hardship. During this accommodation evaluation, the following factors will continue to be considered by LPX:

1. Business necessity;
2. Financial costs and expenses; and
3. Resulting personnel problems.

Organizational Profile

Contractors and subcontractors are required to include in their AAPs an organizational profile of their workforce using either a “workforce analysis” or “organizational display” that provides detailed data reflecting staffing patterns within the establishment. 41 C.F.R. § 60-2.11. An organizational profile shows the staffing pattern within a contractor’s establishment. This profile assists an employer in identifying where, in the workforce of its site which is the subject of this AAP, women or minorities are underrepresented or concentrated. A workforce analysis is used in this AAP, which lists each job title from the lowest paid to the highest paid within each department or similar organizational unit.

Workforce Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

<i>BTL</i>												
Lines of Progression: NO												
Title	EEO	Total	Male	Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Technician, Lab	3	7	7	6	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0		
Supervisor - INDOT	1.2	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0			
Manager, Lab (BTL)	1.2	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0			
Specialist, Asphalt Quality	1.2	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0			
Summary of BTL		10	10	9	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0			

Workforce Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

LPC											
Lines of Progression: NO											
Title	EEO	Total	Male	White	Black	Hispanic	Asian	Pacific	Native	Two or	Minority
			Female					Islander	American	More	
Flagger	8	3	3	1	0	1	0	0	0	1	2
			0	0	0	0	0	0	0		
Laborer	8	72	72	57	3	10	0	0	0	2	15
			0	0	0	0	0	0	0		
Pipe Layer	8	3	3	3	0	0	0	0	0	0	0
			0	0	0	0	0	0	0		
Driver, Tri-Axle Dump Truck	7	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0		
Operator	7	75	74	67	2	4	0	0	0	1	7
			1	1	0	0	0	0	0		
Technician, Field	3	2	2	2	0	0	0	0	0	0	0
			0	0	0	0	0	0	0		
Leadman	1.2	19	17	16	0	0	0	0	1	0	2
			2	1	0	0	0	0	0		
Foreman	1.2	47	47	43	2	1	0	0	0	1	4
			0	0	0	0	0	0	0		
Superintendent (H)	1.2	2	2	2	0	0	0	0	0	0	0
			0	0	0	0	0	0	0		
Surveyor	2	2	2	2	0	0	0	0	0	0	0
			0	0	0	0	0	0	0		
Supervisor, Material Transport	1.2	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0		

Workforce Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

LPC											
Lines of Progression: NO											
Title	EEO	Total	Male	White	Black	Hispanic	Asian	Pacific	Native	Two or	Minority
			Female					Islander	American	More	
Vice President, Asphalt	1.1	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0
VP, Estimating & Business Development	1.1	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0
Vice President, Construction	1.1	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0
Summary of LPC		264	258	228	8	16	0	0	1	5	31
			6	5	0	0	0	0	0	1	

Workforce Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

LPX												
Lines of Progression: NO												
Title	EEO	Total	Male	Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Chief Financial Officer	1.1	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	
Chief Operating Officer	1.1	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	
Chief Executive Officer	1.1	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	
President	1.1	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	
Chairman	1.1	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	
Summary of LPX		31	17	16	1	0	0	0	0	0	0	2
			14	13	0	0	0	0	0	0	1	

Workforce Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

Title	Total	Male Female	White	Black	Hispanic	Asian	NatPacifi c Islander	Native American	Two or More	Minority
<i>Summary</i>	305	285	253	9	16	1	0	1	5	34
		20	18	0	0	0	0	0	2	

Job Group Analysis

Contractors and subcontractors are required to include in their AAPs a “job group analysis” by combining jobs at the establishment with similar content, wage rates, and opportunities to form job groups. 41 C.F.R. § 60-2.12. The job group analysis is a contractor’s first comparison of the representation of minorities and women in its workforce with the estimated availability of minorities and women to be employed. The job group is created by first sorting the various jobs at the establishment into job groups, which is a collection of jobs in an organization with similar job content (field of work and/or skill level), similar promotional opportunities, and similar compensation. The job groups then are developed to fit the unique characteristics of each organizational unit, taking into account the size, type, and complexity of the work performed. Contractors, after combining the job titles for the job group analysis, must then separately provide the percentage of minorities and the percentage of women they employ in each job group.

Job Group Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

1.2 - Mid-Level		EEO: First/Mid-Level Officials and Managers								
Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Project Manager	6	6	6	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Manager, LP Shop	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Project Estimator	2	2	2	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Senior Project Manager	5	5	5	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Manager, Quality Control	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Director, Corporate Administration	1	0	0	0	0	0	0	0	0	0
		1	1	0	0	0	0	0	0	0
Director, IT	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Controller	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Vice President, Compliance & Risk	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Senior Vice President - Operations	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0
Summary of 1.2 - Mid-Level	107	102	97	2	1	0	0	1	1	6
		5	4	0	0	0	0	0	1	

Job Group Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

<i>2 - Professionals</i>		EEO: Professionals								
Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Specialist	1	0	0	0	0	0	0	0	0	0
		1	1	0	0	0	0	0	0	
Surveyor	2	2	2	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Accounting Specialist II	4	0	0	0	0	0	0	0	0	0
		4	4	0	0	0	0	0	0	
Network Administrator	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Specialist, IT Support	2	2	2	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Senior Accountant	1	0	0	0	0	0	0	0	0	0
		1	1	0	0	0	0	0	0	
Director, Marketing	1	0	0	0	0	0	0	0	0	0
		1	1	0	0	0	0	0	0	
Senior Estimator	2	2	2	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Summary of 2 - Professionals	14	7	7	0	0	0	0	0	0	0
		7	7	0	0	0	0	0	0	

Job Group Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

<i>5 - Admin</i>		EEO: Administrative Support Workers								
Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Receptionist	2	0	0	0	0	0	0	0	0	1
		2	1	0	0	0	0	0	1	
Senior Specialist, IT	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Generalist, HR	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Project Administrator	3	0	0	0	0	0	0	0	0	0
		3	3	0	0	0	0	0	0	
Contract & Compliance Administrator	1	0	0	0	0	0	0	0	0	0
		1	1	0	0	0	0	0	0	
Specialist, Safety	1	0	0	0	0	0	0	0	0	0
		1	1	0	0	0	0	0	0	
Specialist, HR	1	1	1	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	
Safety Coordinator	1	1	0	1	0	0	0	0	0	1
		0	0	0	0	0	0	0	0	
Summary of 5 - Admin	11	4	3	1	0	0	0	0	0	2
		7	6	0	0	0	0	0	1	

Job Group Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

<i>7 - Operatives</i>		EEO: Operatives								
Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Driver, Tri-Axle Dump Truck	1	1	0	1	0	0	0	0	0	1
		0	0	0	0	0	0	0	0	
Operator	75	74	67	2	4	0	0	0	1	7
		1	1	0	0	0	0	0	0	
Summary of 7 - Operatives	76	75	67	3	4	0	0	0	1	8
		1	1	0	0	0	0	0	0	

Job Group Analysis

LPX, Inc

Plan Date: 01/01/2024

LPX

Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
<i>Summary</i>	305	285	253	9	16	1	0	1	5	34
		20	18	0	0	0	0	0	2	

Availability Analysis

Contractors and covered Federal subcontractors, after aggregating individual jobs into job groups, are then required to determine the availability of women and minorities for those job groups. 41 C.F.R. § 60-2.14. “Availability” is a percentage estimate of the women and minorities who have the skills required to perform the jobs within the job groups. To determine the availability percentages, contractors are required to consider two factors: 1) factors reflecting the availability outside the contractor’s workforce (such as people in the immediate labor area or reasonable recruitment area); and, 2) factors affecting the availability inside the contractor’s own workforce (such as people who are qualified and available by transfer, promotion, or training). Contractors typically rely on the most current U.S. Census data to develop their external availability factors, and on their own workforce numbers to develop their internal availability factors. Both external and internal factors must be considered, but contractors may “weight” each of the two factors according to each factor’s relevance to the job group in question. Such weighting is included in the following availability statistics for each job group.

After a contractor has formulated job groups and determined the minority and female availability percentages for each job group, it must then compare the actual utilization of minorities and women in each job group with their estimated availability, and identify those job groups where the percentage of women and/or minorities employed is less than would reasonably be expected given their availability. 41 C.F.R. § 60-2.15.

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

1.1 - Executives

Factor	Description	Raw Statistics			Weighted Factor		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	20	27	100	20	27	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 10		100						
		Final Availability (%)			20	27		

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

1.1 - Executives

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value				
United States		100				
Census Codes used for RRA		Raw Statistics (%)			Weighted Factor (%)	
		Minority	Female	Value	Minority	Female
0010 Top executives		20	27	10		
Final Statistics for External Availability		20	27	100	20	27

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

1.2 - Mid-Level

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	9	9	90	8	8	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	5	26	10	1	3	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 107		100						
		Final Availability (%)			9	10		

RRA = Reasonable Recruitment Area

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

1.2 - Mid-Level

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value	Raw Statistics (%)		
United States		20	Minority	Female	Value
Census Codes used for RRA			Minority	Female	Value
0010	Top executives		20	27	11
0101	Administrative services and facilities managers		25	38	1
0110	Computer and information systems managers		29	28	1
0120	Financial managers		29	53	1
0220	Construction managers		20	8	39
0440	Other managers		26	35	4
0600	Cost estimators		17	14	2
1430	Industrial engineers, including health and safety		26	20	1
6200	First-line supervisors of construction trades and extraction		26	4	47
Kentucky		80	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
0010	Top executives		8	27	11
0101	Administrative services and facilities managers		5	32	1
0110	Computer and information systems managers		9	28	1
0120	Financial managers		7	57	1

RRA = Reasonable Recruitment Area

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

1.2 - Mid-Level

Factor 1: External Availability

0220 Construction managers	7	5	39	
0440 Other managers	10	32	4	
0600 Cost estimators	0	10	2	
1430 Industrial engineers, including health and safety	17	11	1	
6200 First-line supervisors of construction trades and extraction	4	3	47	

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female

Final Statistics for External Availability

9	9	90	8	8
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Factor 2: Internal Availability

Source Description	Raw Statistics (%)		
	Minority	Female	Value
2 - Professionals	0	50	1
7 - Operatives	11	1	1

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female

Final Statistics for Internal Availability

5	26	10	1	3
---	----	----	---	---

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

2 - Professionals

Factor	Description	Raw Statistics			Weighted Factor		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	13	48	100	13	48	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 14		100						
		Final Availability (%)			13	48		

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

2 - Professionals

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value	Raw Statistics (%)		
United States		20	Minority	Female	Value
Census Codes used for RRA			Minority	Female	Value
0040 Advertising, marketing, promotions, public relations, and sa			22	48	1
0600 Cost estimators			17	14	2
0800 Accountants and auditors			30	61	1
1050 Other computer occupations			35	25	2
1065 Database and network administrators and architects			32	22	1
1305 Architects, surveyors, and cartographers			23	26	2
5100 Financial clerks, except bookkeeping, accounting, and auditi			36	81	4
5710 Secretaries and administrative assistants			27	94	1
Kentucky		80	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
0040 Advertising, marketing, promotions, public relations, and sa			13	48	1
0600 Cost estimators			0	10	2
0800 Accountants and auditors			9	65	1
1050 Other computer occupations			15	27	2
1065 Database and network administrators and architects			9	20	1

RRA = Reasonable Recruitment Area

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

2 - Professionals

Factor 1: External Availability

1305 Architects, surveyors, and cartographers	3	20	2		
5100 Financial clerks, except bookkeeping, accounting, and auditing clerks	11	82	4		
5710 Secretaries and administrative assistants	7	95	1		
	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for External Availability	13	48	100	13	48

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

3 - Techs

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	12	12	100	12	12	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 9		100						
		Final Availability (%)			12	12		

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

5 - Admin

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	19	47	100	19	47	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 11		100						
		Final Availability (%)			19	47		

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

5 - Admin

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
Kentucky		1	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
0010 Top executives			8	27	3
0630 Human resources workers			22	69	2
0750 Business operations specialists, all other			21	58	1
1050 Other computer occupations			15	27	1
1430 Industrial engineers, including health and safety			17	11	2
5710 Secretaries and administrative assistants			7	95	2
Louisville/Jefferson County metro government (balance), Kentucky		1	Raw Statistics (%)		
Census Codes used for RRA			Minority	Female	Value
0010 Top executives			15	30	3
0630 Human resources workers			35	65	2
0750 Business operations specialists, all other			38	68	1
1050 Other computer occupations			23	25	1
1430 Industrial engineers, including health and safety			30	10	2
5710 Secretaries and administrative assistants			13	95	2

RRA = Reasonable Recruitment Area

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

5 - Admin

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for External Availability	19	47	100	19	47

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

7 - Operatives

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	16	1	100	16	1	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 76		100						
		Final Availability (%)		16	1			

RRA = Reasonable Recruitment Area

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

7 - Operatives

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value	Raw Statistics (%)			Weighted Factor (%)	
Census Codes used for RRA			Minority	Female	Value	Minority	Female
Kentucky		1	Raw Statistics (%)			Weighted Factor (%)	
Census Codes used for RRA			Minority	Female	Value	Minority	Female
6305 Construction equipment operators			4	1	75		
9130 Driver/sales workers and truck drivers			11	6	1		
Louisville/Jefferson County metro government (balance), Kentucky		1	Raw Statistics (%)			Weighted Factor (%)	
Census Codes used for RRA			Minority	Female	Value	Minority	Female
6305 Construction equipment operators			28	0	75		
9130 Driver/sales workers and truck drivers			31	7	1		
Final Statistics for External Availability			16	1	100	16	1

RRA = Reasonable Recruitment Area

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

8 - Laborers

Factor	Description	<u>Raw Statistics</u>			<u>Weighted Factor</u>		Source of Statistics	Reason for Weighting
		Minority	Female	Weight	Minority	Female		
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	29	5	100	29	5	2018 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0	0	0	0	0	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
Job Group Size: 78		100						
		Final Availability (%)			29	5		

Availability Analysis

LPX, Inc
LPX

Plan Date: 01/01/2024

8 - Laborers

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA		Value	Raw Statistics (%)			Weighted Factor (%)	
Census Codes used for RRA			Minority	Female	Value	Minority	Female
Kentucky		1	Raw Statistics (%)			Weighted Factor (%)	
Census Codes used for RRA			Minority	Female	Value	Minority	Female
6260 Construction laborers			18	3	75		
9610 Laborers and Material Movers			23	30	3		
Louisville/Jefferson County metro government (balance), Kentucky		1	Raw Statistics (%)			Weighted Factor (%)	
Census Codes used for RRA			Minority	Female	Value	Minority	Female
6260 Construction laborers			40	4	75		
9610 Laborers and Material Movers			45	36	3		
Final Statistics for External Availability			29	5	100	29	5

RRA = Reasonable Recruitment Area

Placement Goals

Contractors and subcontractors must compare the percentage of minorities and women in each job group with the availability for those job groups as calculated in this AAP. 41 C.F.R. § 60-2.13 to 60.2.15. When the percentage of minorities or women in a job group is less than would be reasonably expected given their availability, contractors are required to establish placement goals, which also serve as reasonably attainable objectives to measure progress toward achieving equal employment opportunity. 41 C.F.R. § 60-2.16.

Contractors may use a number of methods to determine whether their actual employment percentage of minorities and/or females is lower than would reasonably be expected, including the need to set a placement goal when: 1) there is “any difference” between the availability percentage and the employment percentage; 2) actual employment is less than 80 percent of calculated availability (which is the expected representation); or, 3) the difference between the actual and expected employment is statistically significant. Any reasonable method, as long as it is uniformly applied, is acceptable to the OFCCP.

Placement goals are established as a percentage equal to the calculated availability and serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. 41 C.F.R. § 60-2.16. **Although a contractor is required to make good faith efforts to meet its goals, the goals are not allowed under law to be quotas (with the exception of a few circumstances, such as when there is a court order to remedy prior unlawful discrimination.)**

Placement Goals

LPX, Inc
LPX

Plan Date: 01/01/2024

Job Group	Group Size	Employment (%)		Availability (%)		Placement Goals* Needed		Annual Goal (%)	
		Minority	Female	Minority	Female	Minority	Female	Minority	Female
1.1 - Executives	10	0	0	20	27	Yes ¹	Yes ¹	20	27
1.2 - Mid-Level	107	6	5	9	10	Yes ¹	No ²	9	
2 - Professionals	14	0	50	13	48	Yes ¹	No ¹	13	
3 - Techs	9	11	0	12	12	No ¹	Yes ¹		12
5 - Admin	11	18	64	19	47	No ¹	No ¹		
7 - Operatives	76	11	1	16	1	No ²	No ¹		
8 - Laborers	78	22	0	29	5	No ²	Yes ¹		5

1 - 80% Rule

2 - Two Standard Deviations

*The establishment of a "Placement Goal" does not amount to an admission of impermissible conduct. It is neither a finding of lawful discrimination nor a finding of a lack of a good faith affirmative action efforts. Nor does the establishment of a Placement Goal permit unlawful discrimination. Rather the establishment of a "Placement Goal" is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

Progress Toward Goals Report

Contractors and subcontractors must maintain its current affirmative action plan (AAP) and documentation of good faith efforts, and must preserve its AAP and documentation of good faith efforts for the immediately preceding AAP year. 41 C.F.R. § 60-1.12 (b).

One of the key components to the effective implementation of an AAP is the acknowledgement of progress toward the goals established in the utilization analysis of the preceding year. As such, this is one of the items requested by OFCCP during a routine compliance evaluation.

To compare progress toward goals, the contractor must measure the employment activity that has occurred during the plan year. The variable here is opportunities which are defined by OFCCP as total placements (hires plus promotions) into the job group.

Progress Toward Goals Report

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

Job Group	Prior Year - 2022			Prior Year Goals (%)		Number of Opportunities (#)			Actual Placement		Goal Met?	
	Total	Minority	Female	Minority	Female	Total	Minority	Female	Minority	Female	Minority	Female
									%	%		
1.1 - Executives	7	0	0	20	27	3	0	0	0	0	N	N
1.2 - Mid-Level	119	7	5	N/A	11	10	0	2	0	20	N/A	Y
2 - Professionals	12	0	5	13	N/A	2	0	2	0	100	N	N/A
3 - Techs	8	4	0	N/A	12	13	2	2	15	15	N/A	Y
5 - Admin	11	1	6	19	N/A	4	1	4	25	100	Y	N/A
7 - Operatives	82	6	2	16	N/A	36	3	0	8	0	N	N/A
8 - Laborers	84	22	1	N/A	4	64	15	0	23	0	N/A	N

In the case where goals were not met, it was due to a limited number of openings and a lack of qualified applicants. The company will continue to monitor its activity and apply good faith measures designed to alleviate these goals.

Disparity Analysis

Contractors and subcontractors are required to include personnel activity (applicant flow, hires, terminations, promotions, and any other personnel actions) to determine whether there are selection disparities. 41 C.F.R. § 60-2.17 (b) (2).

The Disparity Analysis is a tool to measure the statistical relationship between two selected groups. The following report identifies whether the rates of those hired, promoted, or terminated are similar without regard to race or gender.

Disparity Analysis - Hires

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

1.2 - Mid-Level											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	4	45	1	0	0	4	45	N/A	8.89%	N/A	No
Black vs White	4	41	2	0	0 *	4	41	N/A	9.76%	N/A	No
Hispanic vs White	4	43	2	0	2	4	41	0.00%	9.76%	0.46	No
Asian vs White	4	41	2	0	0 *	4	41	N/A	9.76%	N/A	No
Native American vs White	4	41	2	0	0 *	4	41	N/A	9.76%	N/A	No
Pacific Islander vs White	4	41	2	0	0 *	4	41	N/A	9.76%	N/A	No
Two or More vs White	4	42	2	0	1	4	41	0.00%	9.76%	0.33	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Disparity Analysis - Hires

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

2 - Professionals											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	2	39	4	0	30	2	9	0.00%	22.22%	2.65	Yes
Black vs White	2	28	6	0	6	2	22	0.00%	9.09%	0.77	No
Hispanic vs White	2	23	6	0	1	2	22	0.00%	9.09%	0.32	No
Asian vs White	2	28	6	0	6	2	22	0.00%	9.09%	0.77	No
Native American vs White	2	24	6	0	2	2	22	0.00%	9.09%	0.45	No
Pacific Islander vs White	2	22	6	0	0 *	2	22	N/A	9.09%	N/A	No
Two or More vs White	2	22	6	0	0 *	2	22	N/A	9.09%	N/A	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Disparity Analysis - Hires

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

3 - Techs											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	13	117	8	2	24	11	93	8.33%	11.83%	0.49	No
Black vs Hispanic	2	10	7	0	3	2	7	0.00%	28.57%	1.04	No
Asian vs Hispanic	2	54	7	0	47	2	7	0.00%	28.57%	3.73	Yes
Native American vs Hispanic	2	7	7	0	0 *	2	7	N/A	28.57%	N/A	No
Pacific Islander vs Hispanic	2	7	7	0	0 *	2	7	N/A	28.57%	N/A	No
Two or More vs Hispanic	2	13	7	0	6	2	7	0.00%	28.57%	1.42	No
White vs Hispanic	13	62	7	11	55	2	7	20.00%	28.57%	0.52	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Disparity Analysis - Hires

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

5 - Admin											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	3	16	3	0	0	3	16	N/A	18.75%	N/A	No
Black vs Two or More	1	1	3	0	0 *	1	1	N/A	100.00%	N/A	No
Hispanic vs Two or More	1	2	3	0	1	1	1	0.00%	100.00%	1.41	No
Asian vs Two or More	1	1	3	0	0 *	1	1	N/A	100.00%	N/A	No
Native American vs Two or More	1	1	3	0	0 *	1	1	N/A	100.00%	N/A	No
Pacific Islander vs Two or More	1	1	3	0	0 *	1	1	N/A	100.00%	N/A	No
White vs Two or More	3	15	3	2	14	1	1	14.29%	100.00%	2.07	Yes

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Disparity Analysis - Hires

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

7 - Operatives											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	36	297	32	0	11	36	286	0.00%	12.59%	1.26	No
Black vs White	35	294	11	2	32	33	262	6.25%	12.60%	1.05	No
Hispanic vs White	34	276	11	1	14	33	262	7.14%	12.60%	0.60	No
Asian vs White	33	262	11	0	0 *	33	262	N/A	12.60%	N/A	No
Native American vs White	33	265	11	0	3 *	33	262	0.00%	12.60%	0.66	No
Pacific Islander vs White	33	265	11	0	3 *	33	262	0.00%	12.60%	0.66	No
Two or More vs White	33	266	11	0	4 *	33	262	0.00%	12.60%	0.76	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Disparity Analysis - Hires

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

8 - Laborers											
Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	64	823	101	0	87	64	736	0.00%	8.70%	2.86	Yes
Black vs Two or More	6	230	62	3	197	3	33	1.52%	9.09%	2.52	Yes
Hispanic vs Two or More	9	104	62	6	71	3	33	8.45%	9.09%	0.11	No
Asian vs Two or More	3	34	62	0	1 *	3	33	0.00%	9.09%	0.32	No
Native American vs Two or More	6	40	62	3	7 *	3	33	42.86%	9.09%	-2.27	No
Pacific Islander vs Two or More	3	37	62	0	4 *	3	33	0.00%	9.09%	0.63	No
White vs Two or More	52	582	62	49	549	3	33	8.93%	9.09%	0.03	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Disparity Analysis - Promotions

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

1.2 - Mid-Level										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	7	129	5	122	2	7	4.10%	28.57%	2.78	Yes
Black vs White	7	125	0	3	7	122	0.00%	5.74%	0.43	No
Hispanic vs White	7	123	0	1 *	7	122	0.00%	5.74%	0.25	No
Asian vs White	7	122	0	0 *	7	122	N/A	5.74%	N/A	No
Native American vs White	7	123	0	1 *	7	122	0.00%	5.74%	0.25	No
Pacific Islander vs White	7	122	0	0 *	7	122	N/A	5.74%	N/A	No
Two or More vs White	7	124	0	2 *	7	122	0.00%	5.74%	0.35	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group

The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

Disparity Analysis - Promotions

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

5 - Admin										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	1	15	0	5	1	10	0.00%	10.00%	0.73	No
Black vs White	1	14	0	1	1	13	0.00%	7.69%	0.29	No
Hispanic vs White	1	13	0	0 *	1	13	N/A	7.69%	N/A	No
Asian vs White	1	13	0	0 *	1	13	N/A	7.69%	N/A	No
Native American vs White	1	13	0	0 *	1	13	N/A	7.69%	N/A	No
Pacific Islander vs White	1	13	0	0 *	1	13	N/A	7.69%	N/A	No
Two or More vs White	1	14	0	1	1	13	0.00%	7.69%	0.29	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group

The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

Disparity Analysis - Promotions

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

7 - Operatives											
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity	
Female vs Male	1	118	0	2 *	1	116	0.00%	0.86%	0.13	No	
Black vs White	1	113	0	4	1	109	0.00%	0.92%	0.19	No	
Hispanic vs White	1	113	0	4	1	109	0.00%	0.92%	0.19	No	
Asian vs White	1	109	0	0 *	1	109	N/A	0.92%	N/A	No	
Native American vs White	1	109	0	0 *	1	109	N/A	0.92%	N/A	No	
Pacific Islander vs White	1	109	0	0 *	1	109	N/A	0.92%	N/A	No	
Two or More vs White	1	110	0	1 *	1	109	0.00%	0.92%	0.10	No	

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group
The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

Disparity Analysis - Promotions

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

8 - Laborers										
Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	1	148	0	1 *	1	147	0.00%	0.68%	0.08	No
Black vs White	1	124	0	13	1	111	0.00%	0.90%	0.34	No
Hispanic vs White	1	127	0	16	1	111	0.00%	0.90%	0.38	No
Asian vs White	1	111	0	0 *	1	111	N/A	0.90%	N/A	No
Native American vs White	1	114	0	3	1	111	0.00%	0.90%	0.17	No
Pacific Islander vs White	1	111	0	0 *	1	111	N/A	0.90%	N/A	No
Two or More vs White	1	116	0	5	1	111	0.00%	0.90%	0.21	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

Promotions identified from the job group

The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

Disparity Analysis - Terminations

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

1.2 - Mid-Level										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	15	129	15	122	0	7	12.30%	0.00%	0.99	No
Black vs White	15	125	1	3	14	122	33.33%	11.48%	1.15	No
Hispanic vs White	14	123	0	1 *	14	122	0.00%	11.48%	N/A	No
Asian vs White	14	122	0	0 *	14	122	N/A	11.48%	N/A	No
Native American vs White	14	123	0	1 *	14	122	0.00%	11.48%	N/A	No
Pacific Islander vs White	14	122	0	0 *	14	122	N/A	11.48%	N/A	No
Two or More vs White	14	124	0	2 *	14	122	0.00%	11.48%	N/A	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

* This group does not constitute at least 2% of the total pool.

The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

Disparity Analysis - Terminations

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

3 - Techs										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	12	21	2	2	10	19	100.00%	52.63%	1.29	No
Black vs Asian	1	2	1	1	0	1	100.00%	0.00%	1.41	No
Hispanic vs Asian	3	4	3	3	0	1	100.00%	0.00%	2.00	Yes
Native American vs Asian	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Pacific Islander vs Asian	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Two or More vs Asian	1	2	1	1	0	1	100.00%	0.00%	1.41	No
White vs Asian	7	16	7	15	0	1	46.67%	0.00%	0.91	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

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Disparity Analysis - Terminations

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

5 - Admin										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	3	15	1	5	2	10	20.00%	20.00%	0.00	No
Black vs Two or More	0	2	0	1	0	1	0.00%	0.00%	N/A	No
Hispanic vs Two or More	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Asian vs Two or More	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Native American vs Two or More	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Pacific Islander vs Two or More	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
White vs Two or More	3	14	3	13	0	1	23.08%	0.00%	0.54	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

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Disparity Analysis - Terminations

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

7 - Operatives										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	41	118	1	2 *	40	116	50.00%	34.48%	0.46	No
Black vs Hispanic	1	8	1	4	0	4	25.00%	0.00%	1.07	No
Asian vs Hispanic	0	4	0	0 *	0	4	N/A	0.00%	N/A	No
Native American vs Hispanic	0	4	0	0 *	0	4	N/A	0.00%	N/A	No
Pacific Islander vs Hispanic	0	4	0	0 *	0	4	N/A	0.00%	N/A	No
Two or More vs Hispanic	0	5	0	1 *	0	4	0.00%	0.00%	N/A	No
White vs Hispanic	40	113	40	109	0	4	36.70%	0.00%	1.51	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

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The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

Disparity Analysis - Terminations

LPX, Inc
LPX

Date Range: January 1, 2023 through December 31, 2023

8 - Laborers										
Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	69	148	1	1 *	68	147	100.00%	46.26%	1.07	No
Black vs Hispanic	15	29	10	13	5	16	76.92%	31.25%	2.45	Yes
Asian vs Hispanic	5	16	0	0 *	5	16	N/A	31.25%	N/A	No
Native American vs Hispanic	8	19	3	3	5	16	100.00%	31.25%	2.21	Yes
Pacific Islander vs Hispanic	5	16	0	0 *	5	16	N/A	31.25%	N/A	No
Two or More vs Hispanic	7	21	2	5	5	16	40.00%	31.25%	0.36	No
White vs Hispanic	54	127	49	111	5	16	44.14%	31.25%	0.98	No

Standard Deviation will trigger a flag when the result is two standard deviations or larger.

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The pool consists of those employees present in the job group on 01/01/2023 plus hires and promotions made during the period January 1, 2023 through December 31, 2023

**Affirmative Action Program for
Protected Veterans**

LPX, Inc

Louisville

**Affirmative Action Program
For Protected Veterans**

**January 1, 2024 through December 31, 2024
Plan Year**

CONFIDENTIAL, TRADE SECRET, AND PRIVATE MATERIAL

This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of LPX which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to LPX or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), (6) and (7) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

LPX, Inc
Louisville

AFFIRMATIVE ACTION PROGRAM
FOR PROTECTED VETERANS

January 1, 2024 through December 31, 2024
Plan Year

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Introduction

LPX, Inc (LPX) sets forth this affirmative action program (“AAP”) for the year from January 1, 2024 through December 31, 2024, reaffirming its commitment to the spirit and letter of affirmative action law. Through the implementation of this plan LPX continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this AAP, LPX recognizes its duty to ensure equal employment opportunity.

Definitions. For the purposes of this AAP, the term “Protected Veteran” shall be defined as follows, according to the VEVRAA regulations:

Active Duty Wartime or Campaign Badge Veteran means a veteran who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the U. S. Department of Defense.

Armed Forces Service Medal Veteran means any veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation to which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Disabled Veteran means:

1. A veteran of the U. S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or
2. A person who was discharged or released from active duty because of a service-connected disability.

Protected Veteran means a veteran who is protected under the non-discrimination and affirmative action provisions of VEVRAA; specifically, a veteran who may be classified as a “disabled veteran,” “recently-separated veteran,” “active duty wartime or campaign badge veteran,” and/or an “Armed Forces Service Medal Veteran” as defined by this AAP and VEVRAA.

Recently-Separated Veteran means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.

Pre-JVA veterans are those who would be protected by 41 C.F.R. Part 250 if it were not rescinded, but would not be protected under 41 C.F.R. Part 300, and if LPX is found to still be signatory to any federal contracts signed on or before November 30, 2003 and which have not since been amended, modified and/or extended.

Equal Employment Opportunity Policy Statement

41 C.F.R. § 60-300.44(a)

In setting forth this plan LPX reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Amy Wiehebrink, as the EEO Administrator, oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. LPX's top U.S. executive supports LPX's AAP.

LPX provides for an audit and reporting system regarding LPX's affirmative action responsibilities under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") regulations, and assigns overall responsibility for the implementation of affirmative action responsibilities under these regulations.

LPX recruits, hires, trains and promotes persons in all job titles, and ensures that all personnel actions are administered without regard to protected veteran status; and ensures that all employment actions are based only on valid job requirements. It is LPX's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. LPX will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran. LPX's employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. filing a complaint with LPX or with Federal, state, or local agencies regarding the status covered under this AAP;
2. assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal employment opportunity for protected veterans;
3. opposing any act or practice made unlawful by VEVRAA or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for protected veterans; or
4. exercising any other right protected by VEVRAA or its implementing regulations.

LPX's full AAP, absent the data metrics required by 41 CFR § 60-300.44(k), is available for inspection upon request. The method of obtaining a copy of the AAP is listed within the affirmative action policy statement physically posted at LPX's establishment.

Review of Personnel Processes

41 C.F.R. § 300.44(b)

1. LPX ensures its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known protected veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.
2. LPX also ensures that when a protected veteran is considered for employment opportunities, LPX relies only on that portion of the individual's military record, including his or her discharge papers, relevant to the requirements of the opportunity in issue.
3. LPX ensures that its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified.
4. LPX periodically reviews such processes and makes any necessary modifications to ensure that these obligations are carried out. A description of the review and any necessary modifications to personnel processes or development of new processes is included in this AAP.
5. LPX designs procedures that facilitate a review of the implementation of this requirement by LPX and the Government. The procedures LPX uses are as follows:
 - a. The application or personnel form of each known applicant who is a protected veteran is annotated to identify each vacancy for which the applicant was considered, and the form will be quickly retrievable for review by the Department of Labor and LPX's personnel officials for use in investigations and internal compliance activities.
 - b. Where applicants or employees are selected for hire, promotion, or training and LPX undertakes any accommodation which makes it possible for it to place a disabled veteran on the job, LPX makes a record containing a description of the accommodation. The record is treated as a confidential medical record in accordance with § 60-300.23(d).

Physical and Mental Job Qualifications

41 C.F.R. § 300.23 and 44(c)

1. LPX adheres to a schedule for the periodic review of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position and are consistent with job necessity.
2. Whenever LPX applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen

out qualified disabled veterans, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity. LPX reviews its job descriptions and qualifications to ensure they accurately reflect job duties and responsibilities. The schedule is as follows as job openings become available; as new job qualifications are established; and/or, when new equipment is installed.

3. No pre-employment physical examinations or questionnaires are used by LPX prior to a job offer contingent on such examinations and other requirements.
4. LPX may use as a defense to a violation of its obligations in Paragraph 2 above that an individual poses a direct threat to the health or safety of the individual or others in the workplace.
5. When LPX conducts a medical examination or inquiry of a protected veteran it will do so according to the terms and conditions of the VEVRAA and Section 503 regulations, and the results of such an examination or inquiry are kept confidential according to federal regulations, which includes the following exceptions:
 - a. Supervisors and managers may be informed regarding restrictions on the work or duties of the applicant or employee and necessary accommodations;
 - b. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and,
 - c. Government officials engaged in enforcing the laws administered by the OFCCP regarding individuals with disabilities or protected veterans, or enforcing The Americans with Disabilities Act (“ADA”) and The Americans with Disabilities Act Amendment Act of 2008 (“ADAAA”), shall be provided relevant information on request.

Reasonable Accommodation

41 C.F.R. §60-300.44(d)

1. It is LPX's policy as a matter of nondiscrimination to make reasonable accommodation to the known physical and mental limitations of all otherwise qualified disabled veterans unless it can demonstrate that the accommodation would impose an undue hardship on LPX's business, in accordance with the terms and conditions of Section 503 regulations. Undue hardship will be determined by its definition under applicable regulations under Section 503 including, but not limited to the following: Undue hardship means, with respect to the provision of an accommodation, significant difficulty or expense incurred by the contractor, when considered in light of the factors set forth in 41 CFR § 60-300.2 (aa)(2), such as the overall financial resources of the facility and the impact of the accommodation upon the operation of the facility (this is not an all-inclusive list).
2. As a matter of affirmative action, if an employee who is known to be a disabled veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, LPX confidentially notifies the employee of the performance problem and inquires whether the problem is related to the employee's disability.
3. If the employee responds affirmatively, LPX confidentially inquires whether the employee is in need of a reasonable accommodation.

Anti-Harassment Procedures

41 C.F.R. § 60-300.44(e)

LPX has developed and implemented procedures to ensure its employees are not harassed because of their status as a protected veteran.

External Dissemination of Policy, Outreach, and Positive Recruitment

41 C.F.R. § 300.44(f)

1. LPX sends written notification of its policy related to affirmative action efforts to all subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.
2. LPX undertakes appropriate outreach and positive recruitment activities such as some of those listed below that are reasonably designed to effectively recruit protected veterans. It is not contemplated that LPX will necessarily undertake all the activities listed below or that its activities will be limited to the items listed below. The scope of LPX's efforts shall depend upon all circumstances, including LPX's size and resources and the extent to which existing employment practices are adequate.
 - a. Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for veterans to fulfill its commitment to provide meaningful employment opportunities for such veterans:
 - i. The Local Veterans' Employment Representative in the local employment service office (i.e. the One-Stop) nearest LPX's establishment;
 - ii. The Department of Veterans Affairs Regional Office nearest LPX's establishment;
 - iii. The veterans' counselors and coordinators ("Vet-Reps") on college campuses;
 - iv. The service officers of the national veterans' groups active in the area of LPX's establishment;
 - v. Local veterans' groups and veterans' service centers near LPX's establishment;
 - vi. The Department of Defense Transition Assistance Program (TAP), or any subsequent program that, in whole or in part, might replace TAP; and
 - vii. Any organization listed in the Employer Resources section of the National Resource Directory (<http://www.nrd.gov>), or any future service that replaces or complements it.
 - b. LPX also considers taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to protected veterans:
 - i. Formal briefing sessions should be held, preferably on LPX's premises, with representatives from recruiting sources.

- ii. LPX's facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the company's selection process, and recruiting literature are an integral part of the briefing. At any such briefing sessions, the LPX official in charge of its affirmative action program is in attendance when possible. Formal arrangements should be made for referral of applicants, follow up with sources, and feedback on disposition of applicants.
 - iii. LPX's recruitment efforts at all educational institutions incorporate special efforts to reach students who are protected veterans.
 - iv. An effort is made to participate in work-study programs with Department of Veterans Affairs rehabilitation facilities which specialize in training or educating disabled veterans.
 - v. Protected veterans are made available for participation in career days, youth motivation programs, and related activities in their communities.
 - vi. LPX takes any other positive steps it deems necessary to attract qualified protected veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These persons may be located through the local chapters of organizations of and for any of the classifications of protected veterans.
 - vii. LPX, in making hiring decisions, considers applicants who are known protected veterans for all available positions for which they may be qualified when the position(s) applied for is unavailable.
 - viii. LPX considers listing its job openings with the National Resource Directory's Veterans Job Bank, or any future service that replaces or complements it.
3. LPX documents all activities it undertakes to comply with the obligations of this section, and retain these documents for a period of three (3) years.

Assessment of External Outreach and Recruitment Efforts

41 C.F.R. § 300.44(f)(3)

1. LPX, on an annual basis, reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans. LPX documents each evaluation, including at a minimum the criteria it used to evaluate the effectiveness of each effort and LPX's conclusion as to whether each effort was effective. Among these criteria shall be the data collected pursuant to 41 C.F.R. § 60-300.44(k) for the current year and the two most recent previous years. If LPX concludes the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement

alternative efforts listed in paragraphs (f)(1) or (f)(2) of this section to fulfill its obligations.

Internal Dissemination of Policy

41 C.F.R. § 60-300.44(g)

1. LPX recognizes that a strong outreach program will be ineffective without adequate internal support from supervisory and management personnel and other employees.
2. LPX implements and disseminates this policy internally as follows:
 - a. includes it in LPX's policy manual or otherwise make the policy available to employees; and
 - b. if LPX is party to a collective bargaining agreement, it notifies union officials and/or employee representatives to inform them of LPX's policy, and request their cooperation.
3. Further, to assure greater employee cooperation and participation in LPX's efforts, LPX has developed the internal procedures listed in this section of the AAP for communication of its obligation to engage in affirmative action efforts to employ and advance in employment qualified protected veterans. It is not contemplated that LPX's activities will be limited to those listed. These procedures shall be designed to foster understanding, acceptance and support among LPX's executive, management, supervisory and other employees and to encourage such persons to take the necessary actions to aid LPX in meeting this obligation. LPX additionally considers implementing and disseminating this policy internally as follows:
 - a. Informing all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for protected veterans;
 - b. Publicizing it in LPX's newspaper, magazine, annual report and other media;
 - c. Conducting special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;
 - d. Discussing the policy thoroughly in both employee orientation and management training programs; and
 - e. When employees are featured in employee handbooks or similar publications for employees, including disabled veterans.

Audit and Reporting System

C.F.R. § 60-300.44(h)

1. LPX has designed and implemented an audit and reporting system that:
 - a. Measures the effectiveness of LPX's AAP;
 - b. Indicates any need for remedial action;
 - c. Determines the degree to which LPX's objectives have been attained;
 - d. Determines whether known protected veterans have had the opportunity to participate in all of LPX's sponsored educational, training, recreational and social activities;
 - e. Measures LPX's compliance with the AAP's specific obligations; and
 - f. Documents the actions taken to comply with the obligations of paragraphs (a) through (e) above, and retain these documents as employment records for three years subject to the recordkeeping requirements of § 60-300.80.
2. Where the affirmative action program is found to be deficient, LPX undertakes necessary action to bring the program into compliance.

Responsibility for Implementation of the Plan

1. Identification and Responsibilities of EEO/AA Administrator

41 C.F.R. § 60-300.44(i)

In furtherance of LPX's commitment to Affirmative Action and Equal Employment Opportunity, overall responsibility for implementing LPX's AAP rests with its EEO/AA Administrator, whose identity should appear on all internal and external communications regarding LPX's AAP. The EEO/AA Administrator shall be given top management support and staff to manage the implementation of this program as it pertains to all applicable laws, orders and regulations, including VEVRAA. Specifically, Amy Wiehebrink or the designated representative's duties include:

- a. Ensures that LPX lists its job openings in accordance with the requirements of 41 C.F.R. § 300.5.
- b. Ensuring LPX posts in conspicuous places, available to employees and applicants for employment, notices in a form to be prescribed by the OFCCP Director provided by or through the contracting officer. Such notices shall state the rights of applicants and employees as well as LPX's obligation under the law to take affirmative action to employ

and advance in employment qualified employees and applicants who are protected veterans.

- c. Ensuring LPX's applicants or employees who are disabled veterans are provided the notice in a form that is accessible and understandable to the individual applicant or employee (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair) when an applicant or employee requests the poster in an alternative format, or when LPX knows that an applicant or employee is unable to read the poster because of a disability. LPX may also provide the poster to an applicant or employee who is a disabled veteran in other alternate means, such as on disc or in audio recording, as long as the format provided enables the individual who is a disabled veteran to access the contents of a poster.
- d. Ensuring that, with respect to employees, if any, who do not work at a physical location of LPX, LPX satisfies its posting obligations by posting such notices in an electronic format, provided that LPX provides computers, or access to computers, that can access the electronic posting to such employees, or LPX has actual knowledge that such employees otherwise are able to access the electronically posted notices.
- e. Ensuring electronic notices for employees are posted in a conspicuous location and format on LPX's intranet or sent by electronic mail to employees. An electronic posting is used by LPX to notify job applicants of their rights if LPX utilizes an electronic application process. Such electronic applicant notice are conspicuously stored with, or as part of, the electronic application.
- f. Ensuring that to the extent this requirement is applicable to LPX, LPX notifies labor organizations of its EEO policy as required by 41 C.F.R. § 60-300.44(g).
- g. Ensuring LPX includes the provisions of this clause in every subcontract or purchase order in excess of \$150,000, unless exempted by the rules, regulations, or orders of the Secretary of Labor pursuant to VEVRAA, so that such provisions will be binding upon each subcontractor or vendor, under the terms and conditions of 41 CFR § 60-300.5(a), per Federal Acquisition Regulation-Inflation Adjustment of Acquisition-Related Thresholds, 80 FR 38293 (2015).
- h. Ensuring that all solicitations or advertisements for employees placed by or on behalf of LPX, state that all qualified applicants will receive consideration for employment without regard to their protected veteran status.
- i. Developing, maintaining and, where appropriate, modifying LPX's AAP for protected veterans, policy statements, personnel policies, internal and external communication techniques including discussions with managers, supervisors and employees to ensure LPX's policies are followed, and monitoring the effectiveness of these actions.
- j. Advising supervisors that they are responsible to prevent harassment of employees due to their status as a protected veteran.
- k. Identifying problem areas with line management in the implementation of the program, and helping management develop solutions to any identifiable problem area.

- l. Designing, implementing and overseeing an audit and reporting system to monitor the progress of the Company and the AAP's effectiveness, including auditing the contents of LPX's electronic and hard copy bulletin boards on a regular basis to ensure that compliance information that is posted is up to date.
- m. Serving as liaison between LPX and governmental enforcement agencies, community groups, vocational rehabilitation organizations, and organizations for protected veterans.
- n. Evaluating the effectiveness of LPX's plan on a regular basis, and reporting to management.
- o. Monitoring policies and procedures including the selection, evaluation, promotion and training process with regard to the various terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.
- p. Assisting in ensuring that LPX has processes and procedures: a) to ensure career counseling for employees who are protected veterans, when requested and appropriate; and, b) to review personnel actions, policies, procedures, and employee and applicants' qualifications to ensure protected veterans are treated in accordance with anti-discrimination laws when hiring, promotion, transfer, and termination actions occur.
- q. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.
- r. Assisting in the investigation, handling and disposition of employee discrimination and harassment complaints.
- s. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, and opportunity for participation in Company-sponsored recreational, educational and social activities.
- t. Overseeing and ensuring that the below self-identification procedures are conducted as set forth in the VEVRAA regulations, using the language and manner prescribed by the OFCCP Director and published on the OFCCP Web site, as follows:
 - i. Pre-offer self-identification invitation procedures for LPX's job applicants as set forth in 41 C.F.R. § 60-300.42 (a); and
 - ii. Post-offer identification procedures for LPX's job applicants as set forth in 41 C.F.R. § 60-300.42 (a).

Further, LPX does not compel or coerce an individual to self-identify as a protected veteran. LPX keeps all information on self-identification confidential, and maintains it in a data analysis file (rather than in the medical or personnel files of individual employees) as set forth in 41 C.F.R. § 60-300.23(d). LPX only uses the self-identification information in accordance with the VEVRAA regulations.

- u. Ensuring that LPX complies with its obligations under 41 C.F.R. § 60-300.45, which requires that LPX establish benchmarks for hiring, the purpose of which is to create a

quantifiable method by which LPX can measure its progress toward achieving equal employment opportunity for protected veterans. The benchmarks will be set on an annual basis and will be documented also as set forth in this AAP.

- v. If an applicant identifies himself or herself as a disabled veteran in the post-offer self-identification detailed above, LPX inquires of the applicant whether an accommodation is necessary, and, if so, engages with the applicant regarding reasonable accommodation. LPX may make such inquiries to the extent they are consistent with the Americans with Disabilities Act. LPX maintains a separate file in accordance with Section 60-300.23(d) on persons who have self-identified as disabled veterans.

2. Management Responsibilities

41 C.F.R. § 60-300.44(i)

Line and upper management are advised of their responsibilities for LPX's AAP regarding protected veterans within his or her area of responsibility, including but not limited to their obligations to:

- a. Review LPX's AAP for protected veterans with subordinate managers and supervisors to ensure they are aware of the policy, understand their obligation to comply with it in all personnel actions and understand the need for support at all levels.
- b. Assist in the auditing of plan progress, identification of problem areas, formulation of solutions, establishment of departmental goals and objectives, and development of training programs, when appropriate.
- c. Review the qualifications of applicants and employees in their area of responsibility to ensure protected veterans are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur.
- d. Review employees' performance to ensure that illegal discrimination regarding protected veterans does not occur.
- e. Make available career counseling to employees who are protected veterans, when so requested, and as appropriate.
- f. Review position descriptions to see that they adequately reflect the job to be performed.
- g. Audit training programs, hiring, and promotion patterns.
- h. Assist subordinates and upper management in the prevention of harassment.
- i. Show support for this AAP.

Affirmative Action Training

41 C.F.R. § 60-300.44(j)

LPX provides training to all personnel involved in the recruitment, screening, selection, promotion, disciplinary and other related processes to ensure its AAP commitments are implemented.

ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment: LPX evaluated the effectiveness of outreach and recruitment efforts for qualified veterans during its prior AAP year. During that period, of the applicants who chose to complete the self-identification form, 13.49% self-identified as a protected veteran. As a result, LPX will continue to review and analyze its existing outreach efforts and commit to continue to identify viable partners throughout the year.

DATA COLLECTION ANALYSIS 41 C.F.R. § 60-300.44(k)

LPX documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintains them for a period of three (3) years:

1. The number of applicants who self-identified as protected veterans pursuant to § 60-300.42(a), or who are otherwise known as protected veterans;
2. The total number of job openings and total number of jobs filled;
3. The total number of applicants for all jobs;
4. The number of protected veteran applicants hired; and
5. The total number of applicants hired.

Protected Veterans Three Year Data Collection

LPX, Inc
LPX

Required Data	January 1, 2021 through December 31, 2021	January 1, 2022 through December 31, 2022	January 1, 2023 through December 31, 2023
Number of applicants who self-identify as protected veterans pre-offer	N/A	N/A	203
Total number of job openings	N/A	N/A	132
Total number of jobs filled	N/A	N/A	132
Total number of applicants for all jobs	N/A	N/A	1505
Total number of protected veteran applicants hired	N/A	N/A	1
Total number of applicants hired	N/A	N/A	122

BENCHMARKS FOR HIRING 41 C.F.R. § 60-300.45

Benchmark: The purpose of establishing benchmarks is to create a quantifiable method by which LPX can measure its progress toward achieving equal employment opportunity for protected veterans.

The benchmark is not a rigid and inflexible quota which must be met, nor is it considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.

Hiring benchmarks are set by LPX on an annual basis. LPX documents the hiring benchmark it has established each year. LPX retains these records for a period of three (3) years.

The current benchmark for protected veterans for this location is set at 5.4%, which matches the national protected veteran benchmark.

Protected Veteran Hiring Ratio

Total Hires	122
Total Protected Veteran Hires	1
Percentage of Protected Veterans Hires	0.8%

This location will continue to implement additional recruitment efforts to attract qualified applicants, including protected veterans, for all job openings.

**Affirmative Action Program for
Individuals with Disabilities**

LPX, Inc

Louisville

**Affirmative Action Program
for
Individuals with Disabilities**

**January 1, 2024 through December 31, 2024
Plan Year**

CONFIDENTIAL, TRADE SECRET, AND PRIVATE MATERIAL

This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of LPX, which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to LPX or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), (6) and (7) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

LPX, Inc
Louisville

**AFFIRMATIVE ACTION PROGRAM
FOR
INDIVIDUALS WITH DISABILITIES**

**January 1, 2024 through December 31, 2024
Plan Year**

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Introduction

LPX, Inc (LPX) sets forth this Affirmative Action Program (“AAP”) for the year from January 1, 2024 through December 31, 2024, reaffirming its commitment to the spirit and letter of affirmative action law. Through the implementation of this plan LPX continues its efforts to comply with Section 503 of the Rehabilitation Act of 1973 (“Section 503”) and its implementing regulations, as amended, and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this plan, LPX recognizes its duty to ensure equal employment opportunity for, and to prevent discrimination against, individuals with disabilities. The following statement of policy reinforces that belief.

Equal Employment Opportunity Policy Statement **41 C.F.R. § 60-741.44(a)**

In setting forth this plan LPX reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Amy Wiehebrink, as the EEO Administrator, oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. LPX’s top U.S. executive supports LPX’s AAP.

LPX provides for an audit and reporting system regarding LPX’s affirmative action responsibilities under Section 503 regulations, and assigns overall responsibility for the implementation of affirmative action responsibilities under these regulations.

LPX recruits, hires, trains and promotes persons in all job titles, and ensures that all personnel actions are administered without regard to disability; and ensures that all employment actions are based only on valid job requirements. LPX’s employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. filing a complaint with LPX or with Federal, state, or local agencies regarding the status covered under this AAP;
2. assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal employment opportunity for individuals with disabilities;
3. opposing any act or practice made unlawful by Section 503 or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or
4. exercising any other right protected by Section 503 or its implementing regulations in this part.

LPX’s full AAP, absent the data metrics required by 41 CFR § 60-741.44(k), is available for inspection upon request. The method of obtaining a copy of the AAP is listed within the affirmative action policy statement physically posted at LPX’s establishment.

Review of Personnel Processes

41 C.F.R. § 741.44(b)

1. LPX ensures its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.
2. LPX also ensures its personnel processes do not stereotype individuals with disabilities in a manner which limits their access to jobs for which they are qualified.
3. LPX also ensures its applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communications technologies.
4. LPX provides necessary reasonable accommodation to ensure applicants and employees with disabilities receive equal opportunity in the operation of personnel processes. LPX periodically reviews such processes and makes any necessary modifications to ensure that these obligations are carried out. LPX designs procedures that facilitate a review of the implementation of this requirement by LPX and the Government. A description of the review and any necessary modifications to personnel processes or development of new processes are included in this AAP, and are as follows:
 - a. The application or personnel form of each known applicant who is an individual with a disability is annotated to identify each vacancy for which the applicant was considered, and the form is quickly retrievable for review by the Department of Labor and LPX's personnel officials for use in investigations and internal compliance activities.
 - b. Where applicants or employees are selected for hire, promotion, or training and LPX undertakes any accommodation which makes it possible for him or her to place an individual with a disability on the job, LPX makes a record containing a description of the accommodation. The record is treated as a confidential medical record in accordance with § 60-741.23(d).

Review of Physical and Mental Job Qualifications

41 C.F.R. § 60-741.44(c)

1. LPX has the following schedule for its review of physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified people with disabilities, such qualifications are job-related for the position in question and consistent with business necessity, and adheres to this schedule. The schedule is as follows as job openings become available; as new job qualifications are established; and/or, when new equipment is installed.

2. Whenever LPX applies physical or mental qualification standards in the selection of applicants or employees for employment or other changes in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified individuals on the basis of disability, the standards are related to the specific job or jobs for which the individual is being considered and consistent with business necessity.
3. LPX may use as a defense to a violation of its obligations in Paragraph 2 above that an individual poses a direct threat to the health or safety of the individual or others in the workplace.
4. No pre-employment physical examinations or questionnaires are used by LPX prior to a job offer contingent on such examinations and other requirements.
5. When LPX conducts a medical examination or inquiry of a person with a disability, it will do so according to the terms and conditions of the Federal Regulations implementing Section 503, and the results of such an examination or inquiry are kept confidential according to Federal regulations, which includes the following exceptions:
 - a. Supervisors and managers may be informed regarding restrictions on the work or duties of the applicant or employee and necessary accommodations;
 - b. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and,
 - c. Government officials engaged in enforcing the laws administered by the OFCCP regarding individuals with disabilities, or enforcing The Americans with Disabilities Act (“the ADA”) and The Americans with Disabilities Act Amendment Act of 2008 (“the ADAAA”), shall be provided relevant information on request.

Reasonable Accommodation to Physical and Mental Limitations

41 C.F.R. § 60-741.44(d)

1. It is LPX's policy, as a matter of nondiscrimination, to make reasonable accommodation to the known physical and mental limitations of all otherwise qualified individuals with a disability, unless LPX can demonstrate that the accommodation would impose an undue hardship on LPX's business. Undue hardship will be determined by its definition under applicable regulations under Section 503 including, but not limited to the following: Undue hardship means, with respect to the provision of an accommodation, significant difficulty or expense incurred by the contractor, when considered in light of the factors set forth in 41 CFR § 741.2 (aa)(2), such as the overall financial resources of the facility and the impact of the accommodation upon the operation of the facility (this is not an all-inclusive list).
2. As a matter of affirmative action, if an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, LPX shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, LPX shall confidentially inquire whether the employee is in need of a reasonable accommodation.

Anti-Harassment Procedures

41 C.F.R. § 60-741.44(e)

LPX has developed and implemented procedures to ensure that its employees are not harassed on the basis of disability.

External Dissemination of Policy, Outreach, and Positive Recruitment

41 C.F.R. § 60-741.44(f)

1. LPX undertakes appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities. It is not contemplated that LPX will necessarily undertake all the activities listed in Paragraph (f)(2) of this section or that its activities will be limited to those listed. The scope of LPX's efforts shall depend upon all the circumstances, including the contractor's size and resources and the extent to which existing employment practices are adequate.
2. Examples of outreach and recruitment activities. Below are examples of outreach and positive recruitment activities LPX may undertake in accordance with Paragraph 1 of this section.
 - a. Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for individuals with disabilities, to fulfill its commitment to provide equal employment opportunity for such individuals:

- i. the State Vocational Rehabilitation Service Agency (“SVRA”), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;
 - ii. the Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;
 - iii. the Department of Veterans Affairs Regional Office nearest LPX’s establishment (www.va.gov);
 - iv. entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as the services currently provided through the Employer Assistance and Resource Network (EARN) (www.earnworks.com);
 - v. local Employment Network (“EN”) organizations (other than LPX, if LPX is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory (www.yourtickettowork.com/endir);
 - vi. local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;
 - vii. placement or career offices of educational institutions that specialize in the placement of individuals with disabilities; and
 - viii. private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of individuals with disabilities.
- b. In addition, LPX has considered taking the actions listed below to fulfill its commitment to provide equal employment opportunities to individuals with disabilities. It is not contemplated that LPX will necessarily undertake all of the activities listed below.
- i. Formal briefing sessions held, preferably on LPX’s premises, with representatives from recruiting sources. LPX’s facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of LPX’s selection process, and recruiting literature are an integral part of any such briefing. At any such briefing sessions, LPX’s official in charge of LPX’s AAP should be in attendance when possible. Formal arrangements are made for referral of applicants, follow up with sources, and feedback on disposition of applicants, from any such briefings.

- ii. LPX's recruitment efforts at all educational institutions incorporate special efforts to reach students who are individuals with disabilities.
 - iii. LPX makes an effort to participate in work-study programs for students, trainees, or interns with disabilities in programs found through outreach, such as to State and local schools and universities, and through EARN.
 - iv. Individuals with disabilities may be made available for participation in LPX's career days, youth motivation programs, and related activities in LPX's communities.
 - v. LPX takes any other positive steps it deems necessary to attract individuals with disabilities not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These individuals may be located through State and local agencies supported by the U.S. Department of Education's Rehabilitation Services Administration (RSA) (<http://rsa.ed.gov>), local Ticket-to-Work Employment Networks, or local chapters of groups or organizations that provide services for individuals with disabilities.
 - vi. LPX, in making hiring decisions, considers applicants who are known to have disabilities for all available positions for which they may be qualified when the position(s) applied for is unavailable.
3. LPX sends written notification of its policy relating to its affirmative action efforts to all its covered federal subcontractors, including covered subcontracting vendors and suppliers, requesting appropriate action on their part.
4. LPX documents all activities it undertakes to comply with the obligations of this section, and retains these documents for a period of three (3) years.

Assessment of External Outreach and Recruitment Efforts

41 C.F.R. § 60-741.44(f)(3)

1. LPX on an annual basis, reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified individuals with disabilities. LPX documents each evaluation, including at a minimum the criteria it used to evaluate the effectiveness of each effort and LPX's conclusion as to whether each effort was effective. Among these criteria shall be the data LPX collected pursuant to 41 C.F.R. § 741.44(k) for the current year and the two most recent previous years. If LPX concludes the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, it identifies and implements alternative efforts listed in Paragraph 2 above to fulfill its obligations.

Internal Dissemination of Policy

41 C.F.R. § 60-741.44(g)

1. LPX recognizes that even a strong outreach program for individuals with disabilities may be ineffective without adequate internal support from its supervisors and employees. Therefore, to ensure greater employee cooperation and participation in LPX's efforts regarding its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities, LPX has developed the following internal procedures. These procedures have been designed to foster understanding, acceptance and support among LPX's executive, management, supervisory, and other employees to encourage such persons to take the necessary actions to aid the contractor in meeting this obligation.
2. LPX implements and disseminates this policy internally as follows:
 - a. includes the policy in LPX's policy manual or otherwise makes the policy available to employees; and
 - b. where LPX is a party to a collective bargaining agreement, it notifies union officials and/or employee representatives of the contractor's policy and request their cooperation;
3. Below are some of the other methods LPX may additionally use to implement and disseminate this policy internally:
 - a. informs all employees and prospective employees of LPX's commitment to engage in affirmative action to increase employment opportunities for individuals with disabilities;
 - b. periodically schedules special meetings with all employees to discuss the policy and explain individual employee responsibilities;
 - c. publicizes the policy in LPX's newspaper, magazine, annual report and other media;
 - d. conducts special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation making clear LPX's chief executive officer's support for the affirmative action policy;
 - e. discusses the policy thoroughly in both employee orientation and management training meetings;
 - f. includes articles on accomplishments of individuals with disabilities in LPX's publications; and
 - g. when employees are featured in employee handbooks and similar publications, includes individuals with disabilities.

Audit and Reporting System

41 C.F.R. § 60-741.44(h)

LPX has designed and has implemented an audit and reporting system that:

1. Measures the effectiveness of LPX's affirmative action program.
2. Indicates any need for remedial action.
3. Determines the degree to which LPX's affirmative action objectives have been attained.
4. Determines whether known individuals with disabilities have had the opportunity to participate in all company sponsored-educational, training, recreational and social activities.
5. Measures LPX's compliance with the AAP's specific obligations.
6. Documents the actions taken to comply with the obligations of Paragraphs (1) through (5) of this section, and retain these documents as employment records for a period of three years from the date of making of the record.
7. Where LPX, upon its review, finds its AAP to be deficient and need further progress, LPX undertakes necessary action to bring the program into compliance.

Responsibility for Implementation of the Plan

41 C.F.R. § 60-741.44(i)

1. Identification and Responsibilities of the EEO/AA Administrator. 41 C.F.R. § 60-741.44(i)

In furtherance of LPX's commitment to Affirmative Action and Equal Employment Opportunity, overall responsibility for implementing LPX's AAP rests with its EEO/AA Administrator, whose identity appears on all internal and external communications regarding LPX's AAP. The EEO/AA Administrator has been given the necessary senior management support and staff to manage the implementation of this AAP. Specifically, Amy Wiehebrink or the designated representative's duties include the following, all of which are administered in accordance with the Section 503 regulations:

- a. Ensuring LPX posts in conspicuous places, available to employees and applicants for employment, notices in a form to be prescribed by the OFCCP Director provided by or through the contracting officer. Such notices shall state the rights of applicants and employees as well as LPX's obligation under the law to take affirmative action to employ and advance in employment qualified employees and applicants with disabilities.
- b. Ensuring LPX's applicants or employees with disabilities are provided the notice in a form that is accessible and understandable to the individual applicant or employee (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair) when an applicant or employee requests the poster in an alternative format, or when LPX knows that an applicant or employee is unable to read the poster because of a disability. LPX may also

- provide the poster to an applicant or employee with a disability in other alternate means, such as on disc or in audio recording, as long as the format provided enables the individual with a disability to access the contents of a poster.
- c. Ensuring that, with respect to employees, if any, who do not work at a physical location of LPX, LPX satisfies its posting obligations by posting such notices in an electronic format, provided that LPX provides computers, or access to computers, that can access the electronic posting to such employees, or LPX has actual knowledge that such employees otherwise are able to access the electronically posted notices.
 - d. Ensuring electronic notices for employees are posted in a conspicuous location and format on LPX's intranet or sent by electronic mail to employees. An electronic posting is used by LPX to notify job applicants of their rights if LPX utilizes an electronic application process. Such electronic applicant notice are conspicuously stored with, or as part of, the electronic application.
 - e. Ensuring that to the extent this requirement is applicable to LPX, LPX notifies labor organizations of its EEO policy as required by 41 C.F.R. § 60-741.44(g).
 - f. Ensuring LPX includes the provisions of this clause in every subcontract or purchase order in excess of \$15,000 under the terms and conditions of 41 CFR 60-741.5(a), per Federal Acquisition Regulation-Inflation Adjustment of Acquisition-Related Thresholds, 75 FR 53129 (2010).
 - g. Ensuring that all solicitations or advertisements for employees placed by or on behalf of LPX, state that all qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability.
 - h. Developing, maintaining and, where appropriate, modifying LPX's AAP for individuals with disabilities, policy statements, personnel policies, internal and external communication techniques including discussions with managers, supervisors and employees to ensure LPX's policies are followed, and monitoring the effectiveness of these actions.
 - i. Advising supervisors that they are responsible for preventing harassment of employees due to their status as individuals with disabilities.
 - j. Ensuring affirmative action training is conducted in accordance with 41 C.F.R. § 60-741.44(j).
 - k. Identifying problem areas with line management in the implementation of the program, and helping management develop solutions to any identifiable problem area.
 - l. Designing, implementing and overseeing an audit and reporting system to monitor the progress of LPX and the AAP's effectiveness, including auditing the contents of LPX's electronic and hard copy bulletin boards on a regular basis to ensure that compliance information that is posted is up to date and accessible to applicants and employees with disabilities.

- m. Serving as liaison between LPX and governmental enforcement agencies, community groups, vocational rehabilitation organizations, and organizations for individuals with disabilities.
- n. Evaluating the effectiveness of LPX's plan on a regular basis, as described in this AAP, and reporting to management.
- o. Monitoring policies and procedures including the selection, evaluation, promotion and training process with regard to the various terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.
- p. Overseeing LPX's processes and procedures: a) to ensure that career counseling for employees with known disabilities, when requested and appropriate; and, b) to review personnel actions, policies, procedures, and employee and applicants' qualifications to ensure individuals with disabilities are treated in accordance with anti-discrimination laws when hiring, promotion, transfer, and termination actions occur.
- q. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.
- r. Assisting in the investigation, handling and disposition of employee discrimination and harassment complaints.
- s. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, and opportunity for participation in Company-sponsored recreational, educational and social activities.
- t. Overseeing and ensuring that the below self-identification procedures are conducted as set forth in the Section 503 regulations, using the language and manner prescribed by the OFCCP Director and published on the OFCCP Web site, as follows:
 - i. Pre-offer self-identification invitation procedures for LPX's job applicants as set forth in 41 C.F.R. § 60-741.42 (a);
 - ii. Post-offer identification procedures for LPX's job applicants as set forth in 41 C.F.R. § 60-741.42 (a); and
 - iii. Self-identification invitation procedures for LPX's employees as set forth in 41 C.F.R. § 60-741.42 (a).

Ensuring that LPX does not compel or coerce an individual to self-identify as an individual with a disability, and that LPX keeps all information on self-identification confidential, and maintains it in a data analysis file (rather than in the medical files of individual employees) as set forth in 41 C.F.R. § 60-741.23(d). LPX only uses the self-identification information may be used only in accordance with the Section 503 regulations.

- u. Ensuring that LPX annually evaluates its utilization of individuals with disabilities in each job group, or in its entire workforce in accordance with 41 C.F.R. § 60-741.45, including the following:

- i. Ensuring that when the percentage of individuals with disabilities in one or more job groups, or in LPX's entire workforce, as applicable, is less than the utilization goal established in the Section 503 regulations, LPX takes steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, LPX assesses its personnel processes, the effectiveness of its outreach and recruitment efforts, the results of its affirmative action program audit, and any other areas that might affect the success of its AAP.
- ii. Ensuring that LPX develops and executes action-oriented programs designed to correct any identified problem areas. These action-oriented programs may include the modification of personnel processes to ensure equal employment opportunity for individuals with disabilities, alternative or additional outreach and recruitment efforts from among those listed in 41 CFR § 60-741.44 (f)(1) and (f)(2), and/or other actions designed to correct the identified problem areas and attain the established goal.

2. Management Responsibilities 41 C.F.R. § 60-741.44(i)

Line and upper management are advised of their responsibilities for LPX's AAP regarding individuals with disabilities within his or her area of responsibility, including but not limited to their obligations to:

- a. Review LPX's AAP for individuals with disabilities with subordinate managers and supervisors to ensure they are aware of the policy, understand their obligation to comply with it in all personnel actions and understand the need for support at all levels.
- b. Assist in the auditing of plan progress, identification of problem areas, formulation of solutions, establishment of departmental goals and objectives, and development of training programs, when appropriate.
- c. Review the qualifications of applicants and employees in their area of responsibility to ensure qualified individuals with disabilities are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur.
- d. Review employees' performance to ensure that illegal discrimination regarding individuals with disabilities does not occur.
- e. Make available career counseling to employees with known disabilities, when so requested, and as appropriate.
- f. Review position descriptions to see that they adequately reflect the job to be performed.
- g. Audit training programs, hiring, and promotion patterns.

- h. Assist employees and other members of management in the prevention of harassment.
- i. If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, LPX shall confidentially inquire whether the employee is in need of a reasonable accommodation.
- j. Show support for LPX's AAP.

Affirmative Action Training

41 C.F.R. § 60-741.44(j)

LPX provides training and guidance to all personnel who are involved in the recruitment, screening, selection, promotion, disciplinary and other related processes to ensure that its AAP commitments are implemented.

ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment: LPX evaluated the effectiveness of outreach and recruitment efforts for qualified individuals with disabilities during its prior AAP year. During that period, of the applicants who chose to complete the self-identification form, 3.46% self-identified as an individual with disability. As a result, LPX will continue to review and analyze its existing outreach efforts and commit to continue to identify viable partners throughout the year.

DATA COLLECTION ANALYSIS 41 C.F.R. § 60-741.44(k)

LPX documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintains them for a period of three years:

1. The number of applicants who self-identified as individuals with disabilities pursuant to § 60-741.42(a), or who are otherwise known to be individuals with disabilities;
2. The total number of job openings and total number of jobs filled;
3. The total number of applicants for all jobs;
4. The number of applicants with disabilities hired; and
5. The total number of applicants hired.

Individuals with Disabilities Three Year Data Collection

LPX, Inc
LPX

Required Data	January 1, 2021 through December 31, 2021	January 1, 2022 through December 31, 2022	January 1, 2023 through December 31, 2023
Number of applicants who self-identify as individuals with disabilities pre-offer	N/A	N/A	52
Total number of job openings	N/A	N/A	132
Total number of jobs filled	N/A	N/A	132
Total number of applicants for all jobs	N/A	N/A	1505
Total number of applicants with disabilities hired	N/A	N/A	0
Total number of applicants hired	N/A	N/A	122

UTILIZATION ANALYSIS 41 C.F.R. § 60-741.45

41 CFR § 60-741.45 Utilization goals. The utilization goal is not a rigid and inflexible quota which must be met, nor is it considered either a ceiling or a floor for the employment of particular groups. These goals are not quotas.

Goal: OFCCP has currently established a utilization goal of 7 percent for employment of qualified individuals with disabilities for each job group in LPX's workforce.

Purpose. The purpose of the utilization goal is to establish a benchmark against which LPX measures the representation of individuals with disabilities within each job group in its workforce. The utilization goal serves as an equal employment opportunity objective that should be attainable by complying with all aspects of the affirmative action requirements of the applicable Section 503 regulations.

Utilization Analysis (Individuals with Disabilities)

LPX, Inc
LPX

Plan Date: 01/01/2024

Job Group	Group Size	IWD Employment Count	IWD Employment %	7% Goal Met?	Problem Areas (if any) and Action - Oriented Programs (where utilization goal not met)
1.1 - Executives	10	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
1.2 - Mid-Level	107	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
2 - Professionals	14	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
3 - Techs	9	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
5 - Admin	11	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
7 - Operatives	76	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
8 - Laborers	78	0	0	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.

**Unanimous Written Consent
of the
Board of Directors of Louisville Paving Company, Inc.**

The undersigned, being all members of the Board of Directors of Louisville Paving Company, Inc., a Kentucky corporation (the "Company"), acting by unanimous consent in lieu of a meeting as permitted by the laws of the Commonwealth of Kentucky and the organizational documents of the Company, do hereby resolve as follows:

Whereas, F. Hunter Strickler, is hereby elected to serve as President of the Company for a two-year period beginning July 1, 2023 through July 1, 2025.

Whereas, Brian W. McDonald, is hereby elected to serve as Chief Financial Officer and Secretary of the Company for a two-year period beginning July 1, 2023 through July 1, 2025.

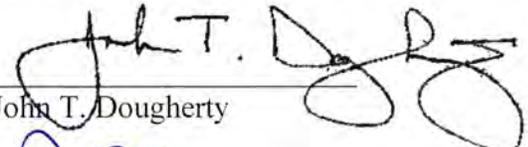
Whereas, Kurt Krug, is hereby elected to serve as Chief People Officer of the Company for a two-year period beginning July 1, 2023 through July 1, 2025.

Whereas, Kevin Klain, is hereby elected to serve as Chief Operating Officer of the Company for a two-year period beginning July 1, 2023 through July 1, 2025.

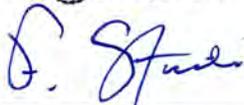
Whereas, Reggie Ball, is hereby elected to serve as Vice President of the Company (Contracts and Risk Management) for a two-year period beginning July 1, 2023 through July 1, 2025.

Whereas, each of the aforementioned officers has full authority to execute agreements, proposals, contracts and other binding agreements on behalf of the Company.

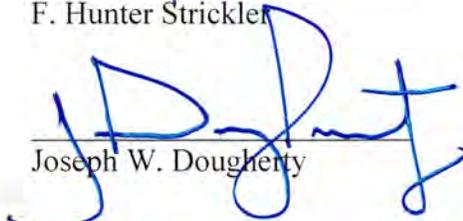
In Testimony whereof, witness the signature of all of the members of the Board of Directors of the Company effective as of July 1, 2023.



John T. Dougherty



F. Hunter Strickler



Joseph W. Dougherty



Project References

IDI Airport Logistics West

Owner/GC Contact Name: Mark Jacobs

mark.jacob@idilogistics.com

859.250.9325

Oxmoor Center South Wing Redevelopment, Topgolf Louisville

Owner/GC Contact Name: Trippe Gray

TGray@hoar.com

205.229.2849

Louisville City FC Stadium

Owner/GC Contact Name: Jason Larkin

jlarkin@messer.com

502.377.1087

Owensboro HRM

Owner/GC Contact Name: Chris Russell

chrisrussell@calhounconstructs.com

502.293.9212

Pond Station

Owner/GC Contact Name: Jason Auer

jauer@pepperconstruction.com

513.551.3157

Bullit 3

Owner/GC Contact Name: Christian Greenwell

cgreenwell@c5ip.com

859.486.4898

TROY DURHAM

Horticulturist, Earth Images, Inc., Floyds Knobs, IN

July 2019 to Present

- Oversee all aspects of horticulture company-wide including, installations, maintenance and replacements.
- Apply pesticides according to IPM and industry best-practices and state law.
- Manage plant health with invasive removals, trimming, beneficial mowing, and wildlife management.
- IN Accredited Horticulturist #1653
- KY Certified Nurseryman

Property Manager, Private Estate Glenview, KY

May 2016 to May 2019

- Supervise and train full-time and seasonal workers.
- Maintain and repair gardens, buildings and structures.
- Apply pesticides according to IPM and industry best-practices and state law.
- Monitor, adjust & service residential irrigation systems.
- Coordinate & supervise contractors for property maintenance.
- Budget & purchase for all supplies, projects, and machine rentals
- Snow removal and storm damage response/clean up on a 24/7 basis
- Repair various machinery from hand tools up to large diesel tractors.
- Manage forest health with invasive removals, trimming, beneficial mowing, & wildlife management.
- Sow, grow and harvest various vegetable and fruit crops for estate kitchen.

Store Manager, St. Matthew's Feed & Seed Louisville, KY

August 2015 to May 2016

- Managed and trained employees.
- Tracked inventory and ordered materials for sale and store use.
- Assisted customers with purchase selection/sales.
- Diagnosed plant health and landscape issues for customers.
- Treated stock for disease prevention & fertilization.
- Maintained store interior & exterior with minor repairs.

Grounds Crew Leader, Masonic Homes of KY Louisville, KY

October 2013 to August 2015

- Performed various landscape maintenance & lawn care tasks.
- Fertilized plantings and deep-root fertilized trees.
- Assisted in irrigation repair and diagnosis.

Lexington

Old Vine Place
310 Old Vine Street
Suite 200
Lexington, Kentucky 40507
859.254.9803

CARMAN | LANDSCAPE ARCHITECTURE
URBAN PLANNING
CIVIL ENGINEERING

Louisville

Main Street District
400 East Main Street
Unit 106
Louisville, Kentucky 40202
502.742.6581

LANDSCAPE ARCHITECTURE

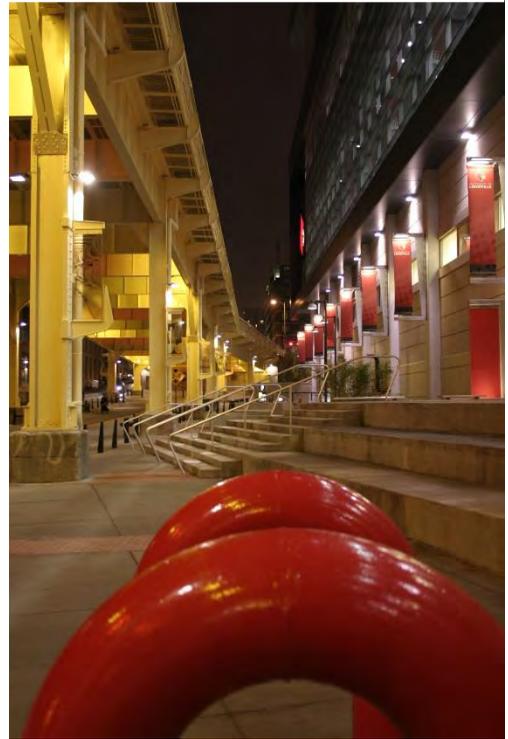
The staff at CARMAN prides themselves in integrating a full range of site design services into their daily practice of improving the quality of both the natural and built environment. From the creation of a natural wildlife habitat to the development of a planned commercial center, the experienced staff of CARMAN provides sensitive solutions to specific site conditions and user needs. Uses of the landscape including Recreational, Institutional, Industrial, Housing, Educational, and Municipal facilities are adapted and created by our staff within the context of their site without compromising efficient, economical design. Our firm provides quality consulting services to Federal, State, and Local Governments; private developers; school boards; and architects in an integrated team method to gain maximum results.

LAND and URBAN PLANNING

Strategies and directions for long-range comprehensive planning of an environment are fundamental to the success of the development of both large and small-scale environments. Our staff provides award-winning management and master plans for a variety of projects that are anticipated to be long-term in their development process. The foresight and perception of site development needs of a community, region, or a specific urban environment are integrated into a planned scheme that is mapped into priorities, phases, and logical approaches for the best outcome. Large-scale industrial developments, university/college campuses, State Parks, urban corridors and planned unit developments are all land uses that have been planned for long-range development by CARMAN. The ability to demonstrate specific impacts to long-range planning by performing Environmental Assessments, Scenic and Visual Assessments, Form District Planning, Economic Feasibility and Action Planning are all associated land and urban planning functions offered by CARMAN.

CIVIL ENGINEERING

As a comprehensive site design consultant, CARMAN offers Civil Engineering as a means to provide quality and functional design solutions. The Civil Engineering staff recognizes the need to engage technical workability into each and every design solution and strives to integrate pragmatic engineering needs of infrastructure, storm water management, and utilities without compromising quality design and ensuring technically efficient results.



EDUCATION

The “green” movement in the design world has become elevated to a standard of planning and design for most projects with sustainable objectives. CARMAN advocates sensitive site planning and design that integrates, sustains and protects the natural ecosystems of small and large environments. Our accredited staff has participated in numerous LEED certified projects and understands that a building site is critical to the sustainable function and operation of all buildings. CARMAN has experience with site specific environmental systems and has also assisted organizations with the development of sustainable neighborhood and community practices.

- **Campus Masterplanning**
- **Educational Facility Site Design**
- **Athletic and Sports Facilities**
- **Outdoor Environmental Educational**
- **Classrooms and Demonstration Areas**
- **Circulation and Vehicular Use Areas**
- **Open Space Planning and Design**



*Northern Kentucky University Loch Norse Commons
KY Chapter of the American Society of Landscape
Architects Design Award*

SUSTAINABILITY



CARMAN is guided by an understanding that Educational Planning and Design are a function of integrating pragmatic functions of the site and the need to establish a culture of learning for users. Our experience with many K -12 facilities as well as college and university campuses has given rise to our comprehensive skills and understanding of educational components within all areas of a site. CARMAN's staff has worked extensively with school administrators, faculty, staff and architects in many new and renovated educational facilities. CARMAN uses their site creations as a classroom in many applications

CARMAN has a comprehensive palette of sustainable project experience for:

- **LEED Certified Facilities**
- **Sustainable Stormwater Management Systems**
- **Conservation Easements and Ordinances**
- **Bio-engineering for Stream Corridors**
- **Environmental Permitting**

ECONOMIC DEVELOPMENT

CARMAN has collaborated on numerous projects that have accommodated private and public economic development. This sector of the CARMAN practice has given an insight into the needs of private development and public efforts to activate or stimulate the economic position of communities, neighborhoods, and private corporations. CARMAN provides professional services in this consulting sector that includes feasibility studies, site masterplanning, site design/engineering, infrastructure engineering and site permitting.

The broad spectrum of Economic Development services in which CARMAN has significant experience includes:

- **Warehousing and Manufacturing Site Development**
- **Distribution Centers**
- **Transportation Corridor Development and Studies**
- **Mixed Use Retail, Industrial and Office Developments**
- **Industrial Commerce Centers**
- **Professional Office Developments**



PLACEMAKING



The integration of our natural and built environments with people gives rise to the creation of a “place” to be used for a variety of purposes including the enjoyment by its users. At CARMAN, we have demonstrated the ability to design small and large scale exterior spaces and components for the betterment of the environment and the enjoyment by people in that environment. Whether it is a quaint, small space or a large public urban area, there are sensitivities to be realized. The context of each space is important to CARMAN and we take pride in understanding the needs of the users in creating specific environments.

CARMAN has created spaces that have become defining elements for :

- **Streetscapes**
- **Community and Neighborhood Gateways and Entrances**
- **Courtyards and Plazas**
- **Amphitheatres**
- **Street Intersections**
- **Residential Communities**

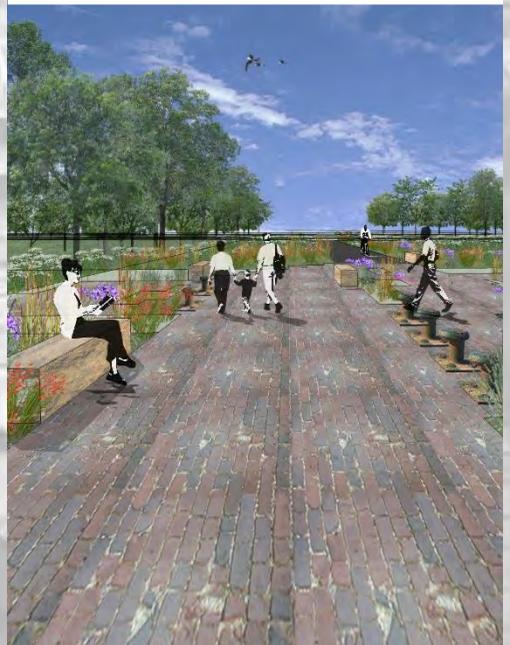
*The University of Louisville Historic Oval
Commons Entrance KY Chapter of the American
Society of Landscape Architects Design Award
Kentuckiana Masonry Institute Design Award*

RECREATION

People use our outdoor environments for many reasons including various forms of recreation. CARMAN has gained significant experience in designing many recreational spaces and facilities for all ages and genders. Recreational spaces can be used in both active and passive ways, formally and informally.

Working with many governmental agencies, educational institutions and the private sector, CARMAN has designed unique recreational facilities such as:

- **Sports Fields including Soccer, Football, Baseball and Softball – Natural and Synthetic Turfs**
- **Multi-purpose trails for hiking, biking and exercise**
- **Competition Running Tracks and Field Event Areas**
- **Community Parks**
- **Challenge Courses**
- **Campgrounds**
- **Swimming Pools**
- **Golf Courses**



CARMAN

Frequently Asked Questions

WHO

is **CARMAN**

CARMAN is a well established consulting firm with 37 years of Professional Experience employing Licensed Landscape Architects and Civil Engineering Professionals

WHAT

services does **CARMAN** provide

CARMAN provides comprehensive site design and civil engineering consulting services for a wide variety of environments including:

- Educational Facilities – K-12 and Higher Education
- Transportation Corridor Enhancements and Streetscapes
- Professional Office Buildings
- Bicycle and Pedestrian Open Space/Recreational Facilities
- Sports and Athletic Facilities
- Site Infrastructure and Utility Design and Engineering
- Stormwater Management Design and Engineering
- Mixed Use Development Planning Design and Engineering
- Industrial and Commercial Developments

WHERE

CARMAN has provided professional services throughout Kentucky and the Southeast with offices located in Lexington and Louisville

WHY

has **CARMAN** maintained a successful presence for 37 years

CARMAN's recent and current portfolio of work is a testament to our professional sustainability

University of Kentucky Student Center Renovation and Expansion
Morehead State University Eagle Walk Boulevard
Metro Louisville East Market Street – NuLu Arts and Entertainment District
The Lexington HUB Mixed Use Development at Limestone Street
The Lexington HUB Campus Housing at Upper Street
University of Louisville Pediatric Office Building
University of Louisville New Belknap Classroom Building
Fayette County Public Schools New Fredrick Douglas High School
Community Ventures Corporation Midland Avenue Mixed Use Development
Eastern Kentucky University New Dormitories
Eastern Kentucky University Parking Garage
University of Kentucky Research Building #2
City of Danville Wayfinding Master Plan
Versailles Road Corridor Feasibility Study
U of K Coldstream Research Center Mixed Use Master Plan
Kentucky Transportation Cabinet District 10 Office Building Louisville's Kentucky
Louisville's Kentucky International Convention Center "Re-Invention"
Kentucky Fair and Exposition Center Infrastructure Expansion and Renovation
Sayre School Addition and Renovation
New Veterans Cemetery Southeast
Veterans Cemetery Central – Ft. Knox Expansion
Veterans Cemetery West – Ft. Campbell Expansion
Raising Canes – Various development locations
Louisville Hotel NuLu – Marriott AC Hotel
Louisville St. Matthews Library and City Hall
Mies van der rohe American Life Insurance Building Plaza Renovation
Corbin Downtown Comprehensive Plan
Commonwealth of Kentucky – The 300 Office Building
Lexington Blackburn Flats Residential



CARMAN was founded in 1980, as John L. Carman and Associates, Inc., with a philosophy of providing sensitive planning and design with an eye for the integration of technically sound responses to the immediate and surrounding environment. We have met the challenges of this philosophy with a broad range of experience with both the public and private sector. The commitment of our Landscape Architectural and Civil Engineering staff to each client has gained our firm the reputation of meeting unique demands of complex and challenging projects. Our staff listens to our clients and creates an understanding of their needs.

CARMAN has the experience and qualifications to approach an assignment in a comprehensive manner. We integrate creativity and technical expertise with an understanding of both small and large-scale environments. The integration of Landscape Architecture, Civil Engineering, Environmental, Land and Urban Planning places our staff in a unique position to provide quality and timely consultation.

*"Nature goes on her way, and all that to us seems
an exception is really according to order."
Johann Wolfgang von Goethe*

RESUME OF

Frank Hunter Strickler
15415 Shelbyville Road
Louisville, KY 40245
Phone: 502/500-1829
E-Mail – hunters@loupaving.com

PRESENT EMPLOYER Louisville Paving & Construction Co., Inc.
JOB TITLE..... President
YEARS EMPLOYED July, 2010- Present
PRIMARY DUTIES Vice President duties, overseeing paving division
PREVIOUS EMPLOYER Louisville Paving and Construction Co., Inc.
JOB TITLE..... General Manager; Tenni-Trac Sports Surfaces
PRIMARY DUTIES Managed all operations associated with small business
EDUCATION..... B.A. History, Miami University - 2009
EXPERIENCE..... Tenni-Trac Sports Surfaces Laborer for five summers during high school and college.
Louisville Paving/Commercial Paving quality tester/lab technician.
Tenni-Trac Sports Surfaces General Manager for three years.
Private and public construction management
QUALIFICATIONS Superpave Plant Technologist Certification
REFERENCES Joe Dougherty 502-471-1119

RESUME OF

**Joseph W. Dougherty
423 Pennington
Louisville, KY 402076
Phone: 502/583-1726
E-Mail - joed@loupaving.com**

PRESENT EMPLOYER..... Louisville Paving Co., Inc.
JOB TITLE..... CEO
YEARS EMPLOYED 03/25/1991 to present
PRIMARY DUTIES President-Operations
PREVIOUS EMPLOYER PNC Bank
JOB TITLE..... Assistant Vice President Operations
PRIMARY DUTIES Commercial Loan Officer
EDUCATION..... Notre Dame University 1982 - 1986
EXPERIENCE..... 29 years construction experience with LPC
QUALIFICATIONS No professional designations
REFERENCES Jerry Brown, Metro Parks 456-8114
Bill Abe,l Abel
Construction 451-2235
Jim Dahlem, Dahlem Realty 479-0900

Reggie Ball, CRM, CRIS

Vice President – Contract & Risk Management
Smithfield, KY 40068

502.443.2541
rball@loupaving.com

Work Experience

Louisville Paving & Construction, Louisville, KY

August 2017-Current

Vice President of Contract and Risk Management responsible for all areas of corporate risk management including environmental health and safety, corporate insurance program, claims management, subcontractor prequalification, contract review and management, facilities management, and employee engagement.

AGC-SIF of KY, Louisville, KY – Volunteer Board Position

October 2018-Current

Serve on the Board of Trustees for the AGC Self Insurance Fund of Kentucky. Designated trustee representing the Kentucky Association of Highway Contractors on the board. Previously served as board president as well as serving on compensation and agency engagement committees. Trustees provide overall management and direction for \$45m workers compensation self insurance fund.

Travelers Insurance Company, Louisville, KY

February 2011-August 2017

Managing Account Executive handling \$20m book of construction business and all agency relationships in the state of Kentucky. Built key customer and agency partnerships to exceed growth and retention goals in every year managing the state.

Selective Insurance Company, Louisville, KY

January 2006-February 2011

Agency Management Specialist underwriting all lines of business for 18 agencies throughout Kentucky. Grew the book of business from under \$1m to over \$12m and appointed 4 new agencies. Responsible for all areas of new business underwriting and agency relationship management.

BB&T Insurance, Louisville, KY

September 2002-December 2005

Marketing manager responsible for all new business marketing efforts for the Lexington branch along with shared responsibilities for the Louisville office.

Designations

CIC – Certified Insurance Counselor – National Alliance for Insurance Education and Research

CRM – Certified Risk Manager – National Alliance for Insurance Education and Research

CRIS – Construction Risk Insurance Specialist – Insurance and Risk Management Institute

Education

1998-2002 – Georgetown College – Georgetown, KY – BA Communications

RESUME OF

**Kevin Klain
4815 Grecian Ct.
Louisville, KY 40272
Phone: 502/471-1126
E-Mail - kklain@loupaving.com**

PRESENT EMPLOYER..... Louisville Paving Co., Inc.
JOB TITLE..... Chief Operations Officer
YEARS EMPLOYED..... 02/04/2002 to present
PRIMARY DUTIES Operation duties for all divisions of the company
PREVIOUS EMPLOYER Copper and Brass Sales Co.
JOB TITLE..... Quality Manager
PRIMARY DUTIES Implementation of Quality Systems
PREVIOUS EMPLOYER Copper and Brass Sales Co.
JOB TITLE..... Quality Manager
PRIMARY DUTIES Paving, Plant and Lab Operations
PREVIOUS EMPLOYER Copper and Brass Sales Co.
JOB TITLE..... Quality Manager
PRIMARY DUTIES Implementation of Quality Systems
EDUCATION..... Associates of Business Degree University of Louisville 1984 - 1988
EXPERIENCE..... 20 years
QUALIFICATIONS.....
REFERENCES..... Roddy Williams, P.E., Peh Engineers, 551-4160, Dan Willen, Public Works Dept. 664-4771

FRANK W. MESSINA, PMP

6530 Old Zaring Road Crestwood, KY 40014 | 502.777.3488 | fwmessina@comcast.net

EXECUTIVE · DIRECTOR · SENIOR PROJECT/OPERATIONS MANAGER

Strategic-minded, accomplished and resourceful executive with comprehensive experience in civil infrastructure construction.

Proven success in completing over \$750M of large civil infrastructure projects, growing company to \$70M per year revenues and creating a substantial heavy equipment fleet of more than 120 pieces. Experienced in preparing and employing procedures and policies, improving operational standards and building strong client relationships. Relentless manager with expertise in evaluating needs, generating options, devising and implementing solutions with knowledge of techniques, materials and equipment related to operations. Highly skilled in pre-construction planning and design review, sales, estimating and project/operations management. Respected for effective communication, attention to details and demand for excellence. Successful in meeting deadlines and completing projects within specified timelines and on budget. Extremely versatile and adaptable to industry needs. An excellent problem solver with hands-on experience and excelling in dynamic environments.

AREAS OF EXPERTISE

- | | | |
|-----------------------------------|------------------------------|---------------------------------|
| ✓ Strategic Planning & Execution | ✓ Team Building & Leadership | ✓ Business Administration |
| ✓ Executive Level Decision Making | ✓ Relationships Management | ✓ Exceptional Client Service |
| ✓ Risk Management and Assessment | ✓ Problem Solving | ✓ Process Optimization |
| ✓ Project Planning & Management | ✓ Cost Reduction & Control | ✓ Sales & Contract Negotiations |

CAREER EXPERIENCE

Louisville Paving Company, Inc. | Louisville, KY

January 2021 - Present

Senior Project Manager

- Oversaw and managed more than \$75 million of large civil infrastructure projects for the company.

Wyndham Construction & Engineering and Cambridge Constructors & Engineers LLC | Turnersville, NJ

Founding Partner, Managing Member

April 1999 – July 2020

Lead, direct and manage day-to-day operations of two civil infrastructure contracting companies with overall \$70M annual revenue and 200 employees. Supervise all functions related to the business management, estimating, project management, field operations, equipment purchases, accounting and finance to ensure smooth running of the firms. Formulate plans and structure processes to guarantee seamless execution of company operations. Leverage key skills and industry knowledge while dealing with executive level banking and insurance relationships, including managing approval process for the companies to enter a top ranked Captive Insurance Program.

- Created, oversaw and managed two fully self-performing civil infrastructure contracting companies (one union and one open shop).
- Successfully completed in excess of \$600 million of large civil infrastructure projects.
- Established and maintained strong working relationships with large real estate developers, building general contractors, engineering firms and regional governmental agencies to secure projects and grow company.
- Planned, developed and employed design-build and value engineering services to acquire projects.
- Created and maintained a substantial heavy equipment fleet of over 120 pieces, including GPS technology machine control systems on all bulldozers, motor graders and most excavators.
- Conducted and managed safety and training, the #1 core value of our work, which resulted in keeping the company EMR rating between 0.5 and 0.8 for multiple years running.
- Established a top-down management system based on leading by example and respecting others resulting in a well-developed team.

Cooper Road Construction, Inc | Voorhees, NJ

May 1988 – April 1999

Lead Estimator/Senior Project Manager

- Estimated and managed over \$150 million of civil infrastructure projects.
- Performed complete quantity take-offs, including AGTEK computer earthwork analysis.
- Reviewed and red-lined the design drawings with value engineering alternatives and performed risk analysis.
- Estimated project costs and prepared complete bid proposals for public civil infrastructure, utility and sitework projects.
- Negotiated agreements to perform the work and reviewed owner contracts.
- Developed a plan and schedule of the work. Negotiated pricing and terms with material vendors/subcontractors.
- Managed assigned projects and coordinated the work with field supervisors.
- Assisted the President with banking, insurance and bonding responsibilities and relationships.

Taylor Wiseman Taylor | Mt. Laurel, NJ

(College Co-operative)

June 1985 – March 1988

Civil Engineer

- Performed field survey of property outbounds, wetlands delineation, foundations, earthwork and underground utilities.
- Created design for highway projects, with a primary focus on site layout, grading, storm drainage, sanitary sewer/water main utilities, curb and pavement.
- Collaborated with all stakeholders for project coordination.

EDUCATION & PROFESSIONAL DEVELOPMENT

Project Management Professional (PMP)
Bachelor of Science in Civil Engineering, Villanova University Villanova, PA
Civil Engineering E.I.T.
American Society of Civil Engineers
Chi Epsilon – National Honor Society of Civil Engineers
OSHA 30 Hour Certification

TECHNICAL PROFICIENCIES

Microsoft 365 (Outlook, Word, Excel, PowerPoint, OneNote, SharePoint)
HCSS HeavyBid, HCSS HeavyJob, HCSS Equipment 360
InEight Construction Software
AGTEK, Bluebeam, Adobe
Procure, Oracle Textura
Primavera P6, Microsoft Project
Sage 300 (Timberline), Viewpoint Vista

SELECTED LIST OF MAJOR PROJECTS

Louisville Paving Company, Inc

- | | | |
|--|--------------------|--------------|
| • UPS Hangar Building (2021-2024) | Louisville, KY | \$34 Million |
| • Louisville Muhammad Ali International Airport Taxiway A Connector to Ramp 21 | Louisville, KY | \$7 Million |
| • KYTC Old Henry Road Reconstruction | Louisville, KY | \$27 Million |
| • Jeffersonville Sewer Combination and Extension Projects | Jeffersonville, IN | \$6 Million |

Wyndham Construction LLC

- | | | |
|---|-----------------------------|---------------|
| ▪ Atlantic County Landfill MSE Berm (2019) | Galloway, NJ | \$9.4 Million |
| ▪ Gloucester County Landfill Cell Construction (2018) | South Harrison Township, NJ | \$6.5 Million |
| ▪ Paulsboro Marine Terminal Sound Wall & Shop Building (2018) | Paulsboro, NJ | \$3 Million |
| ▪ New Inspira Medical Center (2017-2019) | Mullica Hill, NJ | \$21 Million |
| ▪ Rowan University – Four (4) Projects (2014-2019) | Glassboro, NJ | \$9.2 Million |

▪ Cumberland County Landfill – Three (3) New Cells, Landfill Cap	Millville, NJ	\$11 Million
▪ Gloucester Premium Outlets (2014-2015)	Gloucester Township, NJ	\$15 Million
▪ Walmart Store (2015)	Little Egg Harbor, NJ	\$9 Million
▪ Gloucester County Landfill Cell Construction (2014)	South Harrison Township, NJ	\$4.1 Million
▪ NJ Turnpike Authority – Three (3) Projects (2009-2014)	Exits 6-9 Road Widening	\$90 Million
▪ LogistiCenter @ Logan – Multiple Buildings (2007-2009)	Logan Township, NJ	\$10 Million
▪ Town Square Plaza (2006)	Gloucester Township, NJ	\$9 Million
▪ Union Lake Crossing Shopping Center (2005-2006)	Millville, NJ	\$11 Million
▪ Penske Turnersville Auto Complex (2004-2005)	Turnersville, NJ	\$15 Million
▪ South Jersey Regional Medical Center (2002-2003)	Vineland, NJ	\$6 Million
▪ Millville Airport Hangar Building & Renovations (2001)	Millville, NJ	\$3 Million
▪ Cross Keys By-Pass Road (2000)	Gloucester County, NJ	\$3 Million

Cambridge Constructors & Engineers LLC

▪ Amazon 5-Story Distribution Center (2019-2020)	Wilmington, DE	\$37 Million
▪ Logan North Park Phase 1 – Infrastructure (2019-2020)	Logan Township, NJ	\$16.5 Million
▪ MRP Mansfield (2019-2020)	Mansfield, NJ	\$10.5 Million
▪ Washington Town Square Center (2017-2019)	Washington Township, NJ	\$7.5 Million
▪ Top Golf Facility (2017)	Mt. Laurel, NJ	\$5 Million
▪ Amazon Distribution Warehouse (2016)	Logan Township, NJ	\$12 Million

Aaron Johnson, PE

Simpsonville, KY 40067

502.471.1113
aaronj@loupaving.com

Education

2006-2008 Georgia Institute of Technology, Savannah, GA; Bachelor of Science in Civil Engineering
2005-2006 Armstrong Atlantic State University, Savannah, GA
2003-2005 Rend Lake College, Ina, IL
1999-2003 Webster County High School, Dixon, KY; Valedictorian

Work Experience

Louisville Paving & Construction, Louisville, KY

Jan 2024-Present

Operations Manager for the Construction Group and blasting division managing a team responsible for \$80 million per year in construction projects. Responsibilities include managing Project Managers on all financial aspects of jobs, staffing projections and group crew allocations, and backlog analysis and projections. Additional responsibilities include coordinating with our estimating department on bids as well as keeping all State and Federal permits and blasting paperwork current and in compliance.

June 2015-Jan 2024

Senior Project Manager for the Site Division with responsibility of managing \$20 million per year in site construction projects including working with estimators to establish budgets, schedules, conducting pre-construction meetings, coordinating work with Site Superintendent and crews, negotiating contracts and change orders and managing all aspects of the customer relationship.

Project Highlights:

Louisville VA Medical Center – Responsible for managing the site contractor scope of work worth nearly \$30 million including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving. The 35 acre site had approximately 35,000 linear feet of utilities.

Lou City FC Soccer Stadium – Responsible for managing the \$8 million site contractor scope of work including earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

Topgolf - Responsible for managing the \$6.4 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Lot 23 – Industrial big box warehouse project. Responsible for managing the \$4 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

265 Logistics Park – Industrial big box warehouse project. Responsible for managing the \$4.2 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Poplar Logistics Buildings 1, 2 & 3 – Industrial big box warehouse project. Responsible for managing the \$4.4 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Springs at Lagrange Apartment Complex – 12 Building Apartment complex on 16 acres. Responsible for managing the \$3.8 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Gresham, Smith & Partners, Louisville, KY

December 2013-May 2015

Project Engineer with responsibility of developing comprehensive site development designs including stormwater design, potable water design, sanitary sewer design, site layout and master grading plans. Responsibilities include producing full construction plans with details, engineering estimates, earthwork volumes, and specifications. Strong emphasis was placed on maintaining and building client relationships. Highlight projects includes assisting with design and construction administration on the Jefferson Commons and Middletown Commons shopping centers in Louisville, full civil design on The Rawlings Group Headquarters building in LaGrange, and full civil design on Westport Apartments Complex in Louisville. Managed a team including CAD technicians, landscape architects and a survey crew to complete approximately \$500,000 in design fees a year.

O'Brien & Gere, Louisville, KY

January 2011-December 2013

Project Engineer with responsibility of developing comprehensive infrastructure planning programs for water and wastewater systems including stormwater, potable and raw water, and sanitary sewer design. Currently responsible for executing a variety of engineering tasks including data gathering and data preparation for reports and studies, establishment of testing procedures, investigative studies, engineering design calculations, specifications, and layout of facilities. Responsibilities also include producing designs and performing calculations as a member of a project team, and making job site visits. Performed resident inspection for the final four months of construction at the Louisville Water Company Crescent Hill Water Treatment Plant Rehabilitation Project.

Associated Engineers, Inc., Madisonville, KY

May 2008-January 2011

Project Engineer for a Civil Engineering firm. Emphasis in site development pertaining to civil design including stormwater design, potable water and raw water intake design, sanitary sewer design, site layout and master grading plans. Responsibilities include producing full construction plans with details, engineering estimates, earthwork volumes, and specifications. Highlight projects includes full civil design of a 16 field athletic complex spanning 96 acres as well as new parking lot and entrance design for KCTCS Henderson Community College.

Thomas & Hutton Engineering Company, Savannah, GA

May 2006-May 2008

Began with Thomas & Hutton as a paid summer intern, focusing on civil design, surveying, and field representation/inspection. Hired (during school semesters) as a part-time designer/AutoCAD Technician with emphasis in water, storm and sanitary sewer layout and design; stormwater modeling; erosion, sedimentation and pollution control design and residential/industrial site development.

Licensure

Registered Professional Engineer in the State of Kentucky

Special Training

- Civil 3D
- Microsoft Project
- Dale Carnegie Leadership
- ArcGIS
- OSHA 30 Hour Certified
- NASSCO Pipeline Assessment & Certification Program (PACP)

- NAASCO Manhole Assessment & Certification Program (MACP)
- Confined Space Entry Training
- GPS Pathfinder
- Sanitary Sewer smoke testing
- Louisville/Jefferson County Information Consortium (LOJIC) GIS

Honors

- Graduate of the 2014-2015 Class of Leadership PE (Kentucky)
- Graduate of Project Management Training for Gresham, Smith & Partners in 2015
- Graduate of Leadership Hopkins County (KY) Class of 2009
- Graduated with Honors from The Georgia Institute of Technology
- Rend Lake College 2005 Male Scholar Athlete of the Year
- Armstrong Atlantic State University full Baseball/Academic Scholarship
- President's List at Armstrong Atlantic State University
- Valedictorian at Webster County High School

References — available upon request

Chris Coburn

Shelbyville, KY 40065

502.727.4093
ccoburn@loupaving.com

Work Experience

Louisville Paving & Construction, Louisville, KY

January 2022-Present

Project Manager for the Site Division with responsibility of managing \$20 million per year in site construction projects including working with estimators to establish budgets, schedules, conducting pre-construction meetings, coordinating work with Site Superintendent and crews, negotiating contracts and change orders and managing all aspects of the customer relationship.

Project Highlights:

IDI – Airport Logistics West – 500,000 sf industrial big box warehouse project on a 40 acre site. Responsible for managing the \$8 million site contractor scope of work including earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

UofL Kindred Rehabilitation Hospital – Hospital on a 9 acres site. Responsible for managing the \$1.9 million site contractor scope of work including earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

The Station of Middletown Apartment Complex – 4 building apartment complex on 2 acres in urban Middletown area. Responsible for managing the \$3.6 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Lot 30 & 31 – 240,600 sf and 150,000 sf industrial big box warehouse project positioned on a 30 acre site. Responsible for managing the \$10.8 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Shelby County Barrel Warehouse – Distillery and 7 warehouses built on a 106 acre site. Responsible for managing the \$1.9 million site contractor scope of work including earthwork, rock excavation, storm drainage and asphalt paving.

Louisville Paving & Construction, Louisville, KY

May 2018-January 2022

Superintendent for the Site Division with responsibility of supervising direct hire work of \$20 million per year in site construction. Supervision of 6 Foreman and crews to self-perform all items within our scope of work, including erosion control, earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

Project Highlights:

IDI – Airport Logistics West – 500,000 sf industrial big box warehouse project on a 40 acre site. Responsible for managing the \$8 million site contractor scope of work including earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

Louisville Muhammad Ali International Airport Expansion - Site construction of multiple parking lot expansions. Site work consisted of building a new 7.5-acre cell parking lot, 1 acre overnight parking expansion, reconstruction of the airport toll booth parking lot, new exit and road from the basement of the parking garage, reconstruction of a 9.5 acre employee/premier parking lot, and partial restriping of the

parking garage. Work consisted of earthwork, storm sewers, existing utility locations, underground detention basin, and paving.

The Station of Middletown Apartment Complex – 4 building apartment complex on 2 acres in urban Middletown area. Responsible for managing the \$3.6 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Churchill Downs Barn Facilities Improvements Backside - Site construction of the Equine Medical Center and quarantine barns. The 6+ acre site development also included the construction of a 1-acre, 2000 linear feet, 10' diameter underground detention basin, rework of two intersections, earthwork, water line, fire line, and sanitary sewer extensions.

Derby City Gaming, Louisville, KY - Site construction of Churchill Downs gaming facility located off Poplar Level Road. Work included the demolition and salvage of existing building and utilities and construction of entrance, parking lots and building pad for new facilities.

Southpoint Commons, Louisville, KY - Site construction of a 30-acre, 5M, multistage retail/multiuse development. The overall site consisted of the reconstruction of two new school parking lots, construction of a new access road, sanitary sewer including a bore under I-265, storm sewers and public waterline, and sidewalks.

AECOM, Olmstead, IL
March 2015-May 2028

Marine Superintendent - Manage all phases of “In the Wet” construction of the \$2.9B, Olmsted Dam Project for the United States Army Corps of Engineers (USACE) located on the Ohio River. Apply Value Stream Production Planning to all aspects of construction to reduce unforeseen impacts to the schedule. Facilitate Operation Production Planning sessions and manage the sequence of work and establish time lines and goals. Intimately work with craft to improve the safety culture. Responsible for all tremie concrete placements. Underwater excavation/dredging and placement of large aggregates utilizing barge mounted excavators and cranes. On time preparation of the dam footprint for the time sensitive set down of precast segments on the river bottom. Manage seven tug boats and crews relocating (100) floating assets. Supervise refit operations and fleet repairs. Underwater concrete demolition, repairs, forming and grouting with diver assist. Manage the diving subcontractor with a (42) man dive team culminating in 11,000+ incident and accident free dives. Supervise construction of the Left Boat Abutment structure of the Navigation Pass, within a cofferdam.

AECOM, Olmstead, IL
August 2008-March 2015

Structures Superintendent - Manage all aspects of the construction of lower pier, sill shell, stilling basin shell segments and in place construction of the upper piers while supervising up to (100) direct hire craft employees performing various scopes of work including: site work, concrete placement set up, placing concrete, placement clean up, form work component systems, shop-built form work, rebar fabrication, rebar pre-tie and installations, falsework, shoring, scaffolding, general access and egress, outfitting of the precast segments in preparation for set down, ready-mix batch plant operations, self-consolidating concrete, storm water pollution prevention, general site maintenance, etc. Lead and implement a Lean Construction initiative to dramatically reduce inefficiencies and eliminate waste within field operations Coordinate with the onsite batch plant, rebar, carpentry and laborer supervision, finishing subcontractor, onsite Quality Control and USACE Quality Assurance to ensure each concrete placement was prepared, placed and finished to the highest standards. Responsible for work procedures, scheduling, cost control, management of manpower levels, monitoring and implementation of safety programs, reporting of production quantities; while monitoring and directing the work of direct hire craft personnel, Foremen and General Foremen in relation to craft performance in maintaining budget, schedules, and deadlines.

Actively engaged in a safety steering team, craft/management safety committee meeting and the onsite Emergency Response Team.

Middleton, ID
July 2007-August 2008

Estate Manager - Being a man of traditional values, I resigned from my job and moved my family to Middleton, Idaho to manage the family estate and care for my elderly family members until their passing. The long term plan was to secure a position with Washington Group International in Boise, Idaho.

Lenmar Corporation, Fredericksburg, VA
June 2005-July 2007

Construction Manager - Responsible for supervising all phases of construction for the \$400 million development of Virginia Heritage at Lee's Parke. The Virginia Heritage community is a 416-acre development including all civil, commercial and residential aspects of construction. Responsibilities included scheduling, estimating and conducting construction meetings as well as interacting with clients during all phases of pre-construction, construction, turn over and warranty. Managed subcontractors and supervised direct hire craft personnel to ensure timely and compliant completion of work activities, while ensuring quality control through daily inspections of completed construction phases and correction of deficiencies in a timely manner. Ensured that all work was performed in compliance with local, state and federal building codes. As the certified Storm Water Pollution Prevention Plan (SWPPP) controller for the jobsite, it was my responsibility to enforce SWPPP measures, site cleanliness, weekly tailgate safety and SWPPP meetings. This certification has provided me with a well-versed knowledge of EPA regulations.

Orion Management, College Park, MD
July 2004-June 2005

Assistant Superintendent - Updated security systems for the Metro Stations for the Washington Metropolitan Area Transit Authority (WMATA) under the Homeland Security Act. Interacted with WMATA to ensure that proper measures of quality and safety with craft personnel were accomplished. Obtained an interim secret clearance from the United States Government to work in secured areas.

UtiliQuest, Fredericksburg, VA
Cardinal Press, Fredericksburg, VA
Ryan Interiors, Stafford, VA
Bay Mechanical, Stafford, VA
June 1998-July 2004

Construction Foreman - Responsible for maintaining a high Quality Assurance program for all carpentry and finishes during the final stages of construction at the Rappahannock Regional Jail, an eight-hundred bed facility. Supervised craft employees and inmate labor in the finishes and turnover stages of construction. Successful in executing work in areas of high risk and stress after inmate occupation. Assisted in the installation of underground utilities, storm drainage systems and all other ground works. Completed rough-ins and finals to meet strict guidelines and code requirements. Obtained a working knowledge of plans and specifications.

Special Training

- Construction Health and Safety Technician (CHST)
- Safety Trained Supervisor Construction (STSC)
- Construction Manager in Training (CMIT)
- OSHA 10
- First Aid & CPR/AED
- Aerial Lift
- Fall Protection Program Administrator
- Fall Protection Competent Person/Competent Rescuer Trainer
- USACE Construction Quality Management for Contractors - #784
- Rigging and Signaling Training
- AWS D1.1 Welding Inspection Class
- Construction Management Simulation

CLAYTON TAYLOR LAMPL

3042 Lyndale Court, Edgewood KY 41017

clamp1@loupaving.com

502-297-1619

LEADERSHIP

- 2024 – Present **LOUISVILLE PAVING & CONSTRUCTION** Louisville, KY
Project Manager
Manage Commercial Projects for asphalt paving and milling, grade, drain and sitework.
- Recognize and convey project schedule needs and specifications while identifying opportunities for value engineering and negotiating change orders.
 - Primary liaison between LPC and commercial, city, municipality, and public construction project owners.
 - Responsible for plan reading, estimate preparation, scheduling, quantity reconciliation, material acquisition, and subcontractor management.
 - Experienced managing a variety of projects from annual county roadway asphalt packages to heavy highway construction for the Kentucky Transportation Cabinet as well as commercial projects.
- 2018 – 2024 **EATON ASPHALT PAVING CO., INC.** Walton, KY
Project Manager
Managed Commercial and Municipal Projects for asphalt paving and milling, grade, drain and additional sitework on a variety of project scopes.
- NOTABLE PROJECTS:**
- I-275 PAVEMENT REHAB (KYTC):**
\$31MM project featuring a total pavement replacement. Concrete highway was removed and replaced with asphalt.
Co-managed this project in my first year with Eaton in 2019. During the 2020 construction season and through its closeout managed this project independently. This project ran simultaneously with the Graves Road Design Build project.
<https://www.drivingnkyprogress.org/i275-pavementrehab>
- GRAVES ROAD DESIGN BUILD (KYTC):**
\$56MM project in which Eaton led a design build team of Eaton Asphalt, John R. Jurgensen, Palmer Engineering, and Haydon Bridge to build a new interchange in Hebron, KY.
Responsible for maintaining the project schedule and adding additional buildable units as plans were approved by KYTC (7 buildable units) within Primavera P6, erosion inspection, subcontractor scheduling and payment.
<https://www.drivingnkyprogress.org/gravesrd>
- COMMERCIAL BIG BOX:**
Managed stone, curb and asphalt site packages for four big-box buildings in three different developments in Northern Kentucky and around the CVG airport.
- 2017- 2018 **PLATINUM MARKETING GROUP** Cincinnati, OH
Account Coordinator
Responsible for the development and execution of all facets of marketing for multiple local and regional clients to meet their objectives and ensure long-term success.
- 2016- 2016 **USGREENTECH** Newtown, OH
Account Manager
Maintained and expanded relationships with partners to foster long lasting relationships with key influencers.
- 2013- 2016 **BOONE COUNTY FISCAL COURT- PUBLIC WORKS** Burlington, KY
Sign Division Crew Leader
Responsible for compliance with Federal regulations regarding the design, manufacture, and overseeing the proper installation of roadway signage as well as design and installation of banners and signs on county property.

2013 **A BOOK COMPANY LLC- ECAMPUS.COM** Lexington, KY
Affiliate Marketing Manager
Member of the eCampus.com Marketing team solely responsible for overseeing and expanding relationships with online retailers to increase sales by negotiating commissions and purchased ad space.

2008-2011, 2013 **BOONE COUNTY PARKS - MAINTENANCE DEPARTMENT (SEASONAL)** Burlington, KY

EDUCATION

UNIVERSITY OF KENTUCKY Lexington, KY
Bachelor of Business Administration, Marketing
Minor, Political Science

- Microsoft Certification: Word, Excel, Powerpoint

CERTIFICATIONS

- Kentucky Erosion Prevention and Sediment Control Inspector (KEPSC)
- CPR/AED
- OSHA 10/30
- Notary Public

Jacob Grant Young

404 Russell Branch Road, Harrodsburg, KY 40330

1-859-612-2381

jacobyoun8801@gmail.com

Experience

8/18/2007 to 1/10/2018	Foreman/ATS Construction	Lexington, KY
1/23/2018 to 1/25/2019	Foreman/McCain Bros. Excavating	Springfield, KY
1/25/2019 to 6/25/2022	Foreman/ Louisville Paving and Construction	Louisville, KY
6/25/2022 to Present	Superintendent Louisville Paving and Construction	Louisville, KY

Career Achievements

- Use heavy earth moving equipment to build roads, building pads, lay rock on roads, lay pipe (sanitary, storm, water, etc.)
 - Over 16 year's experience
 - Handled many types of projects such as asphalt, milling, grade and drain, rehabs, streetscapes, highways, subdivisions, and stadiums
 - Use sound judgment and decision-making skills to create safety and efficiency on the job
 - Developed strong leadership and communication skills through many years of experience handling large crews as well as working with the public.
 - Double diamond crossover in Lexington (2010-2011) 7 million
 - Limestone Streetscape (2009-2010) 17 million
-

Education

2004 to 2007	Boyle County High School	Danville, KY
2016 to Present	Bluegrass Community and Technical College (Civil Engineering)	Lexington, KY

References

Andy Richardson	859-509-3104	ATS Construction-Superintendent
Eric Patrick	859-338-8062	ATS Construction-Superintendent
Chris Coburn	502-727-4093	Louisville Paving-Project Manager

Jonathan Sisk

502.331.3629
Bardstown, KY 40004
jsisk@loupaving.com

Work Experience

Louisville Paving & Construction, Louisville, KY
January 2022 – Present

IDI – Airport Logistics West – 500,000 sf industrial big box warehouse project on a 40 acre site. Responsible for managing the \$8 million site contractor scope of work including earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

UofL Kindred Rehabilitation Hospital – Hospital on a 9 acres site. Responsible for managing the \$1.9 million site contractor scope of work including earthwork, waterline, sanitary sewer, storm drainage and asphalt paving.

The Station of Middletown Apartment Complex – 4 building apartment complex on 2 acres in urban Middletown area. Responsible for managing the \$3.6 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Lot 30 & 31 – 240,600 sf and 150,000 sf industrial big box warehouse project positioned on a 30 acre site. Responsible for managing the \$10.8 million site contractor scope of work including earthwork, rock excavation, waterline, sanitary sewer, storm drainage and asphalt paving.

Shelby County Barrel Warehouse – Distillery and 7 warehouses built on a 106 acre site. Responsible for managing the \$1.9 million site contractor scope of work including earthwork, rock excavation, storm drainage and asphalt paving.

Louisville Paving & Construction, Louisville, KY
March 2020 –

Site Foreman – Responsibilities include managing crew, meeting deadlines, coordination of work to be performed and completed, installing underground utilities, building roads and sites, operating heavy equipment such as excavators, dozers, highlifts, skidsteers, and backhoes. Operating GPS equipment on heavy equipment and the handheld rover.

Trademark Excavating
April 2019 – March 2020

Site Foreman – Responsibilities included operating heavy equipment such as excavators, dozers, highlifts, skidsteers, backhoes, and dump trucks. Managed a small crew, finishing out jobs, installing underground utilities, mobilizing equipment, and minor fleet maintenance.

Special Training

- OSHA 10
- MSD Certified
- Leadman Builds Program