

CONSTRUCTION ASSOCIATION OF MICHIGAN

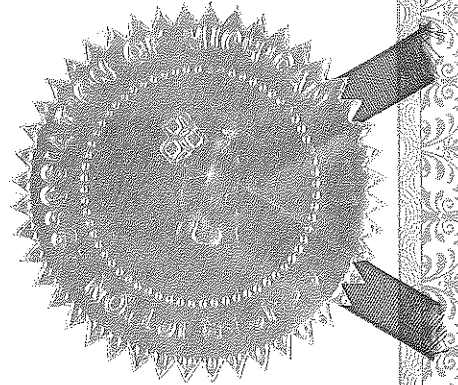


This is to certify that

Heritage and Company

Achieved injury rates below industry average in the following categories:
Lost Workdays ■ OSHA Recordable Injuries ■ 0-50,999 Hours Worked

HONORABLE MENTION



A handwritten signature in black ink, appearing to read "Kevin N. Koehler".

Kevin N. Koehler, CAM President

A handwritten signature in black ink, appearing to read "Tracey Alfonsi".

Tracey Alfonsi, Director of CAMSAFETY