

Midland Engineering Co., Inc. CLIENT FACILITY POLICY

In the course of performing construction related services for clients, it is possible that Midland Engineering Company, Inc. (Midland) employees will be working in the general vicinity of students, minors (individuals under age of 19) and other occupants who are also utilizing the client's facility.

Under no circumstances is a Midland employee allowed to be alone in an enclosed area with the student, minor or other facility occupant out of view of other Midland employees or other occupants of the facility. If such a situation occurs, the Midland employee is to immediately leave the area. The Midland employee can return to the work area only if:

1. they are accompanied by another Midland employee;
2. the student, minor or other occupant leaves the area or
3. additional occupants enter into the area.

In addition, Midland employees are to limit their interaction with client's facility occupants to that necessary to perform Midland's construction related services. This policy is intended to aid in maintaining a safe and efficient workplace and to protect both Midland's employees and the client's facility occupants. Interaction with client's supervisory personnel in conjunction with the performance of Midland's construction related services is exempt from this requirement.

Failure to comply with this policy will result in disciplinary action including the possibility of dismissal of the violating employee(s).