



Dear Greiner Construction Vendor:

This packet of information has been prepared to familiarize you with Greiner Construction policies concerning the purchase of products and services.

Maintaining good relationships with our suppliers is key to our success. To ensure such relationships, ethical conduct is a must. Greiner Construction is committed to treating all contractors and suppliers fairly and honestly at all times. Likewise, we expect that all your dealings with us reflect the highest standards of personal and business conduct.

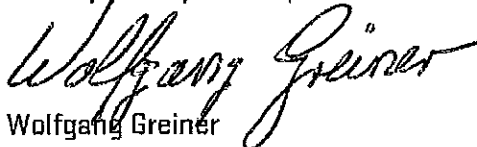
We are looking for excellence in the goods and services we purchase. Continuous improvement is one of the key performance elements we seek and we encourage those who do business with us to do the same. We are particularly interested in new approaches and technology that lead to lower costs. Please talk to us about your improvements or ideas in any of these areas.

We hope that by informing you of our procurement policies, we can establish a relationship that is mutually beneficial. Please take a few minutes to read our purchasing policies overview, and contact me if you have questions. **ADHERENCE TO THESE POLICIES IS A REQUIREMENT BETWEEN GREINER CONSTRUCTION AND ITS SUPPLIERS.**

Please sign and date this form acknowledging receipt and understanding of Greiner's policy.

Company Name	Signature of Officer	Date

Thank you for your cooperation. We look forward to doing business with you.


 Wolfgang Greiner
 President



APPOINTMENTS

We are pleased to meet with suppliers that are interested in selling products or services to us. Appointments are required to ensure the best utilization of your time and ours.

BUSINESS ETHICS

Greiner Construction is committed to acting fairly and honestly in all business transactions. Purchasing decisions are made on the basis of objective criteria such as competitive price, quality service, and reputation. The ethical and environmental standards of suppliers are also considered.

QUALITY REQUIREMENTS

Our success depends on our ability to deliver quality products and services to our customers. This requires that our suppliers have satisfactory quality at a competitive price, maintain adequate quality control, and deliver products and services on schedule.

SUPPLIER EVALUATION

As a matter of good purchasing practice, we regularly evaluate all major suppliers on the basis of actual performance compared to promised delivery, ability to meet our rush requirements, number of rejects due to poor quality, and adherence to purchase order price. Subsequent buying decisions are strongly influenced by this evaluation.

INSURANCE

All suppliers/subcontractors are required to maintain insurance coverage. **Insurance certificates are required prior to the job start.** Please see attached insurance rider for required levels of insurance coverage. Please sign this rider and return with insurance certificate.

W-9

Legislation requires us to request a Federal Identification Number (not a Social Security Number) to be reported on form W-9. Please return the completed W-9 by mail or fax (612-338-1892) **within ten days of receipt.** Failure to respond in a timely manner will require us to commence backup withholding on applicable payments which are made to you or your business.

PURCHASE ORDERS

All invoices to Greiner Construction require a purchase order number. Subcontractors and Suppliers should not ship product or perform services without a purchase order and a job number.

CHANGE ORDERS

Any changes to the original purchase order need to be accompanied by a signed change order.



INVOICES/PAYMENT

Vendors normally receive payment when Greiner Construction receives payment, unless other arrangements have been made in writing. Each invoice received in our office must be accompanied by the following:

- Purchase Order Number
- Job Number
- Duplicate Copy
- Lien Waiver
- Sales Tax Information
- Greiner Payment Application (see sample)
- Supporting Schedule

Invoices will be returned if these items are not included. Let this also serve as a reminder that all applications for payment must be in our office by the 25th of each month.

If applicable, prompt payment discounts are taken from the day of receipt of your invoice. Mail invoices to: **Accounts Payable Department, 625 Marquette Avenue, Suite 840, Minneapolis, MN 55402.** Attention to detail when preparing invoices, including breakdown of costs as indicated on the purchase order, will speed their flow through our Accounts Payable system. **Upon receipt of our payment, a full and final lien waiver is required to be delivered to Greiner Construction. On occasion, we may require your supplier lien waiver.**

SALES TAX INFORMATION

Greiner Construction is not exempt from Sales Tax for all material purchases. You must list MN Sales Tax and any applicable local/city tax for material purchases on your invoices or indicate that the taxes are included in the amount due.

GIFTS AND ENTERTAINMENT

Inappropriate entertainment, hospitality, or gifts (other than promotional items of limited value) from companies doing or seeking to do business with us cannot be accepted. Business gifts, including meals and entertainment in any form that would likely result in a feeling or expectation of personal obligation should not be extended to Greiner Construction employees.

FAILURE TO FOLLOW THESE PURCHASING POLICIES

Compliance with this policy is a requirement for doing business with Greiner Construction. Failure to comply with this policy may result in cancellation of the agreement, adjustment in the payment due, or other penalty deemed by Greiner Construction to be appropriate to the violation.

PROMPT PAYMENT DISCOUNTS

Available to subs/vendors who have successfully partnered with Greiner Construction for one year (See Attached).



To: Subcontractors & Suppliers
From: Greiner Construction, Inc.
Re: Prompt Payment Discounts - Available to vendors/subs who have successfully partnered with Greiner for one year.

Normal payment terms to Subcontractors/Suppliers is conditional upon the receipt of Owner's payment to Greiner Construction, Inc. Upon Greiner Construction's receipt of payment from Owner, payment will then be disbursed to Subcontractors/Suppliers.

For those subcontractors/suppliers who offer discounts, Greiner Construction will pay within the discounted terms of 2% net 10. The 10 day period will begin on the date we receive your invoice. Discounted invoices must be received by the 25th of each month to qualify for the prompt pay discount.

If you decide to take advantage of the Discount Plan, your lien waiver and/or your supplier lien waiver must be attached to your invoice. Retention, if applicable is not part of the discount plan.

____ Yes, I am interested in taking advantage of the Discount Plan.

Company Name: _____

Officer's Signature: _____

Contact Name: _____

Phone #: _____

Date: _____

APPLICATION FOR PAYMENT



GREINER SAMPLE DOCUMENT ONLY
CONSTRUCTION

This application must be completed in duplicate and returned to Greiner Construction, Inc. by the 25th day of each month in order to receive payment in a timely manner, as specified in the Greiner Vendor Packet. **NO FAXES PLEASE.**

Vendor: _____

Project Name: _____

Greiner Job Number: _____

Purchase Order # _____

Payment Request # _____

Application Date: _____

Invoice # _____

Period From: _____

Period To: _____

(Attach your invoice in duplicate)

Statement of Account		Pending Change Orders - Attach Backup	
1. Original Contract Amount:	\$ _____	Description	Amount
2. Greiner Approved Change Order	\$ _____		\$ _____
3. Adjusted Contract Amount	\$ _____		\$ _____
4. Total Completed and Stored to Date	\$ _____		\$ _____
5. Retainage Based on Line 4 (%)	\$ _____		\$ _____
6. Total Earned Less Retainage (Line 4 Less Line 5)	\$ _____		\$ _____
7. Less Previous Applications for Payment (Line 6 from prior appl.)	\$ _____		\$ _____
8. Current earned including retention (current line 4 less prior appl. line 4)	\$ _____		\$ _____
9. Less retainage (Line 8) (%)	\$ _____		\$ _____
10. Actual current payment due (Line 8 Less Line 9)	\$ _____		\$ _____
11. Balance to finish including retainage (line 3 less line 6)	\$ _____		\$ _____

CERTIFICATE OF THE SUBCONTRACTOR:
I hereby certify that the work performed and the material supplied to date, as shown on the above, represent the actual value of accomplishment under the terms of the Contract (and all authorized changes hereto) between the undersigned and Greiner Construction, Inc. relating to the above referenced project.

I further certify that no labor or materials have been supplied under other contracts, agreements, verbal or written, or any other arrangement for any type whatsoever, other than the above contract duly authorized and executed change orders as noted in Item 2 above, and the undersigned does hereby release Greiner Construction, Inc. from any claim or liability therefore for the period covered by this application.

I also certify that payments, less applicable retention, have been made through the period covered by previous payments received from the contractor to (1) all my subcontractors (sub-subcontractors) and (2) for all materials and labor used in or in connection with the performance of this Contract. I further certify I have complied with Federal, State, and local tax laws, including Social Security laws, Unemployment Compensation Laws, Workmen's Compensation laws and Union Contributions insofar as applicable to the performance of this contract.

PARTIAL WAIVER OF LIEN
NOW THEREFORE, in receipt of the payment of the amount due on this application the undersigned does hereby irrevocably release and waive any and all mechanic's liens or other liens or right to claim any and all mechanic's liens or other liens against the above real estate or any other part thereof for any and all of the materials and/or labor heretofore furnished or performed in connection with this project, reserving, however, all lien rights for labor and/or materials furnished after said date.

The undersigned also certifies (i) that the undersigned has fully paid all subcontractors and for all materials furnished prior to said date; and (ii) has obtained appropriate lien waivers from such subcontractors and material suppliers. The undersigned hereby indemnifies Greiner Construction, Inc. for any damages, including attorneys fees, incurred by virtue of the breach of these representations by the undersigned.

Vendor: _____

Signed: _____ Date: _____

Printed /Typed Name, Title: _____

APPLICATION FOR PAYMENT
Supporting Schedule
SAMPLE DOCUMENT ONLY

Purchase Order # _____

Proj Mgr: _____

A. Code	B. Description	C. Contract Value	D. Previous Applications	E. Total Completed	F. This Application
15-300 S	Plumbing	0.00	_____	_____	_____
	TOTALS:	0.00	_____	_____	_____

Vendor: _____
 Signed: _____ Date: _____

For subcontracts in excess of \$10,000

The President or Owner of the company identified above (the Contractor), the builder or general contractor for the construction of certain improvements at the property described above, hereby swears and affirms that the following is a list of each professional, subcontractor, supplier, laborer & union affiliation that Contractor has retained in connection with such improvements and that opposite each such name is a correct and full description of the work or material to be provided by such party and the amount of the original contract or bid.

NOTE: No payment can be made on this subcontract until this form is accurately furnished to Greiner Construction & signed by subcontractor. Further, subcontractor shall notify Greiner Construction in writing within 7 calendar days of any material changes to the information provided. **As a reminder, all supplier lien waivers must be provided from every previous draw. Lien waivers must be unconditional.**

Please initial if applicable: If materials have been supplied by us or if we have employed subcontractors, we hereby certify that all materials have been fully paid for and no material supplier or subcontractor of ours has a right to file a lien or make any other claim against this project for materials, work, service, or equipment.

Name, Address, Telephone of Contractor, Supplier, Laborer, Union Affiliation.	Description of Work or Material	Contract Price	Previously Paid	This Payment	Balance Due
Total Labor and Materials to Complete:					



PROJECT _____

Subcontractor shall obtain and maintain insurance with limits at least equal to those specified below.

<u>TYPE OF INSURANCE</u>	<u>LIMITS OF LIABILITY</u>	
COMMERCIAL GENERAL LIABILITY		
Occurrence Form	Bodily Injury/Property Damage (CSL)	
Comprehensive Form	Each Occurrence	\$1,000,000
Premises/Operations	General Aggregate	\$2,000,000
Products/Completed Operations	Products Comp/OPS Aggregate	\$2,000,000
Contractual Liability	Personal & Advertising Injury	\$1,000,000
Independent Contractors		
Personal Injury		
Explosion/Collapse/Underground (XCU)		
General Aggregate applies on a "per project" basis		
AUTOMOBILE		
Any Automobile	Bodily Injury (Per Person)	\$1,000,000
All Owned Automobiles	Bodily Injury (Per Accident)	\$1,000,000
Hired Automobiles	Property Damage	\$1,000,000
Non-Owned Automobile	or Bodily Injury/Property Damage (CSL)	\$1,000,000
UMBRELLA LIABILITY		
	Each Occurrence	\$1,000,000
	Aggregate	\$1,000,000
WORKERS' COMPENSATION AND EMPLOYERS LIABILITY		
(Must Extend To Every Employee, Including Owners)	Coverage "A"	Statutory
	Coverage "B"	
	Each Accident	\$100,000
	Disease - Policy Limit	\$500,000
	Disease - Each Employee	\$100,000

The Commercial General Liability coverage must include Greiner Construction, Inc. ("Greiner"), the Owner and others as required in the Contract Documents, as **ADDITIONAL INSUREDS**. The insurance policy to which this Additional Insured endorsement is added shall apply on a primary basis, and the Additional Insured's own CGL policy shall be noncontributory. The Additional Insured endorsements must be ISO forms CG 2010 (10/01 edition) and CG 2037 (10/01 edition) or their equivalents. Products/Completed Operations coverage shall remain in effect for at least two (2) years from the date of acceptance (by Owner) of the project. The General Aggregate limit shall apply on a per project basis.

It is understood and agreed that the insurance coverages and limits, required above, shall not limit the extent of the Subcontractor's responsibilities and liabilities specified within the Contract Documents or by law.

Limits of liability beyond those required above by Greiner Construction, Inc., or any type of insurance not described above which Subcontractor normally requires for its own protection (including builder's risk or other coverage to insure Subcontractor's property or work product) or which Subcontractor is required by law to carry, shall be Subcontractor's sole responsibility and at Subcontractor's own expense.

If Builder's Risk Insurance is provided by Owner, the expense of any deductible amounts applicable within the Builder's Risk Policy of insurance covering this project shall be handled in accordance with the terms and conditions of the contract between Owner and Greiner Construction, Inc. In absence of specific conditions, deductibles shall be borne by contractor, subcontractor and suppliers in direct proportion as their individual losses bear to the total loss in an occurrence.

The policies obtained and maintained to provide the specified insurance for said project must provide that the required coverage and limits will not be altered, cancelled or allowed to expire without at least 30 days prior written notice to Greiner.

Before beginning any work on the project for GREINER CONSTRUCTION, INC., SUBCONTRACTOR and SUB-SUBCONTRACTORS will provide to GREINER CONSTRUCTION, INC. insurance certificates showing compliance with these insurance specifications.

<p>_____ (SUBCONTRACTOR)</p> <p>By _____</p> <p>Its _____</p> <p>Date _____</p>	<p style="text-align: center;"><i>Wolfgang Greiner</i></p> <p style="text-align: center;">GREINER CONSTRUCTION, INC.,</p> <p>By _____</p> <p>Its <i>President</i></p> <p>Date <i>6-9-2010</i></p>
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To: Subcontractors & Suppliers
From: Greiner Construction, Inc.
Re: Prompt Payment Discounts - Available to vendors/subs who have successfully partnered with Greiner for one year.

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For those subcontractors/suppliers who offer discounts, Greiner Construction will pay within the discounted terms of 2% net 10. The 10 day period will begin on the date we receive your invoice. Discounted invoices must be received by the 25th of each month to qualify for the prompt pay discount.

If you decide to take advantage of the Discount Plan, your lien waiver and/or your supplier lien waiver must be attached to your invoice. Retention, if applicable is not part of the discount plan.

_____ Yes, I am interested in taking advantage of the Discount Plan.

Company Name: _____

Officer's Signature: _____

Contact Name: _____

Phone #: _____

Date: _____



Dear Vendor:

In order to comply with the Internal Revenue Service regulations, we are requesting that you complete the attached Form W-9. We are sending this request to you because you or your business appear on our vendor records as an individual or company with whom we have done business or will be doing business.

Legislation requires us to request a Federal Identification number (not a Social Security Number) to be reported on Form W-9. Please return the completed W-9 by mail, fax, or email within (10) days of receipt. Failure to respond in a timely manner will require us to commence backup withholding at a 28% rate on applicable payments, which are made to you or your business.

All vendors must have a current Certificate of Insurance on file with our office. Please see the enclosed Insurance Rider, please sign and return with Certificate of Insurance.

Let this also serve as a reminder that all applications for payment must be in our office by the 25th of the month. All invoices must indicate our purchase order number, our job number, lien waiver, Greiner Payment Application, Supporting Schedule (if applicable), and submitted in duplicate.

Thank you for your attention to this matter.

Sincerely,

Debra J. Hansen
Vice President

Request for Taxpayer Identification Number and Certification

**Give form to the
 requester. Do not
 send to the IRS.**

Print or type See Specific Instructions on page 2.	Name (as shown on your income tax return)	
	Business name, if different from above	
	Check appropriate box: <input type="checkbox"/> Individual/Sole proprietor <input type="checkbox"/> Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Limited liability company. Enter the tax classification (D=disregarded entity, C=corporation, P=partnership) ▶ <input type="checkbox"/> Exempt payee <input type="checkbox"/> Other (see instructions) ▶	
	Address (number, street, and apt. or suite no.)	Requester's name and address (optional)
	City, state, and ZIP code	
	List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Social security number
or
Employer identification number

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here	Signature of U.S. person ▶	Date ▶
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following cases:

- The U.S. owner of a disregarded entity and not the entity,

Minnesota Statute

The purpose of this form is to comply with the Minnesota State Unemployment law.

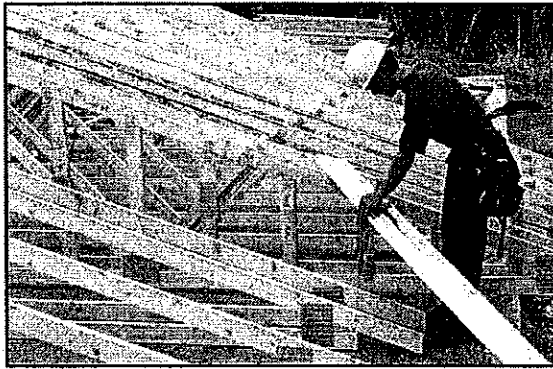
The following is from Minnesota Statutes 268.035 Definitions, Subdivision 9

Construction/Independent Contractor: A worker doing commercial or residential building construction or improvement, in the public or private sector, performing services in the course of the trade, business, profession, or occupation of the employer, shall be considered an employee and not an "independent contractor" unless the worker meets all the following conditions:

- (1) Maintains a separate business with the independent contractor's own office, equipment, materials, and other facilities;
- (2) Holds or has applied for a federal employer identification number or has filed business or self-employment income tax returns with the federal Internal Revenue Service based on that work or service in the previous year;
- (3) Operates under contracts to perform specific services or work for specific amounts of money under which the independent contractor controls the means of performing the services or work;
- (4) Incurs the main expenses related to the service or work that the independent contractor performs under contract;
- (5) Is responsible for the satisfactory completion of work or services that the independent contractor contracts to perform and is liable for a failure to complete the work or service;
- (6) Receives compensation for work or service performed under a contract on a commission or per job or competitive bid basis and not on any other basis;
- (7) May realize a profit or suffer a loss under contracts to perform work or service;
- (8) Has continuing or recurring business liabilities or obligations; and
- (9) The success or failure of the independent contractor's business depends on the relationship of business receipts to expenditures.

If all of the above nine items apply to you, please sign and date verifying that you are an independent contractor and not an employee of Greiner Construction.

Name	Company	Date
GREINER CONSTRUCTION Northstar Center West, 625 Marquette Avenue, Suite 840, Minneapolis, MN 55402		PHONE 612.338.1696 FAX 612.338.1892



FACT Sheet



MINNESOTA DEPARTMENT OF
LABOR & INDUSTRY
CONSTRUCTION CODES AND LICENSING

Who may work as an independent contractor in the construction industry?

Exemption certificate

State law requires individuals working as independent contractors in the residential and commercial construction industry to obtain an Independent Contractor Exemption Certificate (ICEC) from the Department of Labor and Industry. For purposes of the state workers' compensation, unemployment insurance, wage and hour occupational safety and health laws and state and federal tax withholding, individuals doing residential and commercial construction work without an ICEC will be employees of the contractor for whom they are working.

These businesses are characterized as contracting, performing work and receiving compensation from another contractor. **The ICEC is only required for independent contractor sole proprietorships who subcontract.**

Businesses that are registered as another business entity with the Minnesota Secretary of State do not qualify for the ICEC. This includes corporations, LLCs and partnerships. Also, the ICEC does not apply to construction sales, many types of landscaping (see Minn. Statutes 181.723, sub. 2) construction design, manufacturing, cleanup, deliveries or maintenance.

To obtain an ICEC, individuals must complete and submit an application that establishes that they meet the conditions required to operate as an independent contractor. Applications are available at www.doli.state.mn.us/ic.

Certificate holders may work as either independent contractors or employees. Whether a certificate holder is working as an independent contractor or employee will depend on the conditions of the particular work relationship. To operate as independent contractors, individuals

must be able to meet the conditions set out in the law's nine-factor test. View the nine-factor test at www.doli.state.mn.us/ic.

Apply for a certificate

Applications for the ICEC are available on the DLI Web site at www.doli.state.mn.us/ic_apply. The application and the renewal fee for the certificate is \$150. These fees are **nonrefundable**. Independent contractors are required to renew their exemption certificate every two years.

Contractor responsibility

Contractors will be obligated to verify that the workers with whom they enter into agreements as independent contractors have a current ICEC.

DLI maintains a list of certificate holders on its Web site, and certificates for those individuals are available to download and print. Contractors are required to maintain a copy of these certificates for five years.

Individuals and contractors who fail to comply with the law are subject to a penalty of up to \$5,000 for each violation and will be reported to workers' compensation, unemployment insurance and revenue regulation for further action.

**For more information
about the ICEC, visit
www.doli.state.mn.us/ic**

This fact sheet is a general outline, subject to statutory change. To read the text of the law, visit www.doli.state.mn.us/ic. Determination of independent contractor status for those doing commercial or residential building construction or improvements in the public or private sector is governed by Minnesota Statutes §181.723.

443 Lafayette Road N. • St. Paul, MN 55155 • E-mail: dli.ic@state.mn.us • Phone: (651) 284-5074 • TTY: (651) 297-4198



Work Ethics Policy

Greiner Construction will comply with all applicable laws and regulations and expects its directors, officers, volunteers and employees to conduct business in accordance with the letter and spirit of relevant laws and refrain from dishonest or unethical conduct.

Employees shall, during both working and nonworking hours, act in a manner which will inspire public trust in their integrity, impartiality and devotion to the best interests of the company, its customers and citizens.

To ensure ethical and impartial business practices it is prohibited for Greiner Construction employees to engage in any activities, transactions, or relationships that are incompatible with the impartial, objective, and effective performance of their duties.

Any time labor, materials or services are provided to a Greiner employee for personal use **full disclose to Greiner Management is required, by the employee and by the service provider.** Failure to make required disclosure or resolve conflicts of interest satisfactorily can result in discipline up to and including termination of employment and termination of future business transactions with Greiner Construction.

I have received and read a copy of this Code of Ethics Policy Statement, understand all of its terms and agree to be bound by the provisions contained therein.

{Printed Name}

{Signature}

{Company Name}

{Date}