

**Amendment Shirts and Uniforms (page 11)**  
**Revised 11/1/2017**

The Company provides t-shirts for construction employees and uniforms for service technicians to purchase at company's cost. All employees are required to wear safety colored clothing on a job site or uniforms on customer's premises. Employees may order as many items as they want and the cost will be deducted in two weekly installments from their first two pay checks. After the initial purchase and within the first three years of employment, additional items may be purchase by the employee and the company will match the purchase BOGO buy one get one. After three years of employment and each six-month period thereafter, additional items may be order and the company will pay the cost, shipping costs only will apply.