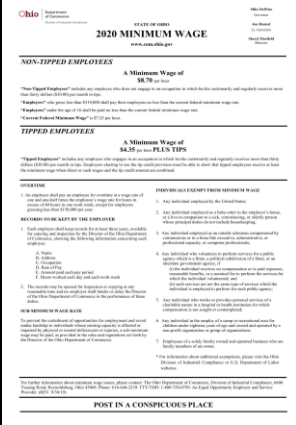


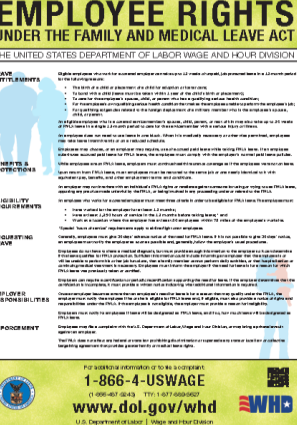

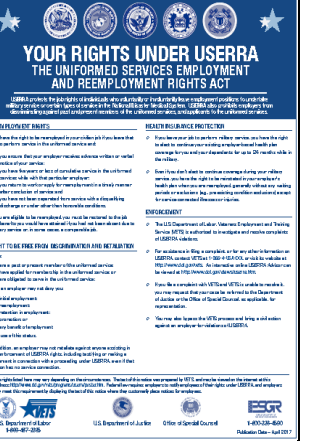


Appendix O

STATE (NonFederal) BULLETIN BOARD REQUIREMENTS

| Precon Date: | Site Visit Date: | Project: | Page 1 | | |
|--|---|--|---|---|---|
| Title | Wage Rate Determination | Ohio Minimum Wage 2020 | Ohio Minor Labor 9/16 | Know Your Rights EEO | Family Medical Leave Form 1420 4/16 |
| Contractor EEO Policy & Officer Contact Information Contractor's EEO policy, EEO Officer name and contact information will be posted on the project bulletin board in plain sight. | This project is State funded (nonfederal) and rates may change per Ohio Wage & Hour during the project. Applicable updates will be posted within 24 hours, wages adjusted as needed, and subs notified. |  |  |  |  |
| Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> |
| | | Spanish <input type="checkbox"/> | Spanish <input type="checkbox"/> | Spanish <input type="checkbox"/> | Spanish <input type="checkbox"/> |

| Title | Job Safety & Health Form 3165 (8.5x14) 2015 | *Your Rights Under USSERRA 4/17 | Page 2 | | |
|--|---|--|----------------------------------|----------------------------------|----------------------------------|
| *Notice Employee Polygraph Form 1462 7/16 EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. |  |  | | | |
| Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> | Posted <input type="checkbox"/> |
| | | Spanish <input type="checkbox"/> | Spanish <input type="checkbox"/> | Spanish <input type="checkbox"/> | Spanish <input type="checkbox"/> |