



March 11, 2009

Bill Demello
President
Brockton and Vicinity Building Trades Council
11 Hemingway Drive
East Providence, RI 02915

**Re: Plymouth Rock Studios Movie Production and Entertainment
Production Studio Development Project**

Dear Mr. Demello,

You have inquired about our construction policy regarding the Plymouth Rock Studios Movie Production and Entertainment Production Studio Development Project ("Plymouth Rock Studios"). This letter sets forth our unilaterally adopted, but nevertheless binding, policy.

As developer of Plymouth Rock Studios, we support socially responsible contractors during construction of our facilities. In furtherance of that support and consistent with our own social values, we have adopted certain minimum requirements for contractor participation in the construction, renovation, alteration and/or remodeling of Plymouth Rock Studios. Failure to meet any of these minimal requirements precludes contractors from bidding for work on Plymouth Rock Studios. Contractors who meet all of these minimal requirements will be permitted to bid for work on Plymouth Rock Studios. However, meeting all minimal requirements does not guarantee a contractor's selection or acceptance of the contractor's bid.

In order to be eligible to submit a bid for work on Plymouth Rock Studios, a contractor must meet all of these minimal requirements:

1. The contractor must be signatory to a collective bargaining agreement with the union representing the appropriate craft employees.
2. All contractors and subcontractors will at all times properly classify their employees as such. Contractors who improperly classify their employees as "independent contractors" will be deemed ineligible to participate in this project.
3. The contractor must comply with all health and safety laws, regulations and procedures required by state and federal laws.
4. The contractor must provide and pay for workers compensation insurance for all employees assigned to work on its construction sites.

5. The contractor must provide for minimally credible health insurance coverage for all its construction employees and their dependents.
6. Any contractor who employs appropriate crafts must maintain or participate in a bona fide apprentice training program that meets the requirements of Mass. Gen. L. c. 23, 55 11H and 11I and that is approved by the Division of Apprentice Training of the Department Labor and Workforce Development.
7. The contractor must pay all wages due in a timely fashion in accordance with applicable law.
8. The contractor must agree to staff the Plymouth Rock Studios jobsite with the appropriate number of “responsible” persons as required by OSHA.

We reserve the right to add to these minimal requirements.

Within fifteen days of executing a contract with a construction manager for this project, we will direct our construction manager to commence collective bargaining negotiations with the Brockton and Vicinity Building Trades Council in an effort to agree on a Project Labor Agreement covering all terms and conditions of employment of the employees working on the project.

Thank you very much.

Sincerely,



David Kirkpatrick
Plymouth Rock Studios, LLC

Cc: Francis X. Callahan, Jr., Massachusetts Building Trades Council