

**CITY OF SOUTH BEND, INDIANA**  
**CONTRACTOR'S QUOTE FOR PUBLIC WORK**



**PROJECT NAME:** Demolition of Former NIPSCO Building  
**PROJECT NO.** 125-080  
**QUOTES DUE** January 13, 2026, by 9:00 A.M. – BPWbids@southbendin.gov

(Must be completed for all quotes. Please type or print)

Date: 1-13-2026 Firm: Indiana Earth, INC  
Address: 10343 McKinley HWY  
City/State/Zip: Osceola, IN 46561 Telephone Number: (574) 674-6488  
Email Address: estimatorindianaeearth@yahoo.com  
Agent of Bidder (if Applicable): TCyne Myers

Pursuant to notices given, the undersigned offers to furnish labor and/or material necessary to complete the public works project of:

**Demolition of Former NIPSCO Building**

the City of South Bend, Indiana, in accordance with plans and specifications prepared by:

**The City of South Bend, Department of Public Works**

and dated 12/18/2025 for the sum of (enter the Total Quote as shown on the Proposal)

Three Hundred Forty Nine Thousand Eight Hundred <sup>00</sup>/<sub>100</sub> (\$ 349,800.00 )  
(Enter Sum of Total Quote plus Alternates shown on Proposal) (Numerical)

If alternative quotes apply, the undersigned submits a proposal for each in accordance with the notice. Any addendums attached will be specifically referenced at the applicable page.

If additional units of material included in the contract are needed, the cost of units must be the same as that shown in the original contract if accepted by the City of South Bend. If the quote is to be awarded on a unit basis, the itemization of the units shall be shown on a separate attachment.

By

Mark Osler, President

(Printed Name of Person Signing)

**ACCEPTANCE**

The above quote is accepted this \_\_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_\_

Subject to the following conditions: \_\_\_\_\_

**BOARD OF PUBLIC WORKS**

\_\_\_\_\_  
President

\_\_\_\_\_  
Members

*When the prospective Contractor is unable to certify to any of the statements below, it shall attach an explanation to this Affidavit.*

**CONTRACTOR'S NON-COLLUSION AND NON-DEBARMENT AFFIDAVIT,  
CERTIFICATION REGARDING INVESTMENT WITH IRAN, EMPLOYMENT ELIGIBILITY  
VERIFICATION, NON-DISCRIMINATION COMMITMENT AND CERTIFICATION OF USE  
OF UNITED STATES STEEL PRODUCTS OR FOUNDRY PRODUCTS**

(Must be completed for all quotes and bids. Please type or print)

---

STATE OF Indiana )  
 ) SS:  
St. Joseph COUNTY )

The undersigned Contractor, being duly sworn upon his/her/its oath, affirms under the penalties of perjury that:

1. Contractor has not, nor has any other member, representative, or agent of the firm, company, corporation or partnership represented by him, entered into any combination, collusion or agreement with any person relative to the price to be bid by anyone at such letting nor to prevent any person from bidding nor to induce anyone to refrain from bidding, and that this bid is made without reference to any other bid and without any agreement, understanding or combination with any other person in reference to such bidding. Contractor further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, fee, gift, commission or thing of value on account of such sale; and

2. Contractor certifies by submission of this proposal that neither contractor nor any of its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency; and

3. Contractor has not, nor has any successor to, nor an affiliate of, Contractor, engaged in investment activities in Iran.

a. For purposes of this Certification, "Iran" means the government of Iran and any agency or instrumentality of Iran, or as otherwise defined at Ind. Code § 5-22-16.5-5, as amended from time-to-time.

b. As provided by Ind. Code § 5-22-16.5-8, as amended from time-to-time, a Contractor is engaged in investment activities in Iran if either:

i. Contractor, its successor or its affiliate, provides goods or services of twenty million dollars (\$20,000,000) or more in value in the energy sector of Iran; or

ii. Contractor, its successor or its affiliate, is a financial institution that extends twenty million dollars (\$20,000,000) or more in credit to another person for forty-five (45) days or more, if that person will (i) use the credit to provides goods and services in the energy sector in Iran; and (ii) at the time the financial institution extends credit, is a person identified on list published by the Indiana Department of Administration.

4. Contractor does not knowingly employ or contract with an unauthorized alien, nor retain any employee or contract with a person that the Contractor subsequently learns is an unauthorized



I, the undersigned bidder or agent as contractor on a public works project, understand my statutory obligations to the use of steel products or foundry products made in the United States (I.C. 5-16-8-1). I hereby certify that I and all subcontractors employed by me for this project will use steel products or foundry products made in the United States on this project if awarded. I understand I have an affirmative duty to notify the City in my bid that my proposal does not include the use of steel products or foundry products made in the United States. I understand it is my sole obligation and responsibility to provide a justification to the City, subject to review and approval, why the cost of United States made steel or foundry products is unreasonable. Prior to award and upon submission of bid which does not use steel products or foundry products made in the United States, the City, through its director of public works, shall make a determination if the price of United States made steel or foundry is unreasonable. I understand that violations hereunder may result in forfeiture of contractual payments.

\*\*\*

I hereby affirm under the penalties of perjury that the facts and information contained in the foregoing bid for public works are true and correct.

Dated this 12<sup>th</sup> day of JAN, 2026

Indiana Earth, INC  
Contractor/Bidder (Firm)

[Signature]  
Signature of Contractor/Bidder or Its Agent

Mark Osler, President  
Printed Name and Title

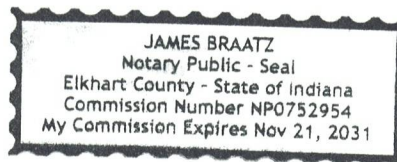
Subscribed and sworn to before me this 12<sup>th</sup> day of JANUARY, 2026

My Commission Expires 11-21-2031

[Signature]  
Notary Public

County of Residence

Elkhart



alien. Contractor agrees that he/she/it shall enroll in and verify the work eligibility status of all of Contractor's newly hired employees through the E-Verify Program as defined by I.C. 22-5-1.7-3. Contractor's documentation of enrollment and participation in the E-Verify Program is included and attached as part of this bid/quote; and

5. Contractor shall require his/her/its subcontractors performing work under this public contract to certify that the subcontractors do not knowingly employ or contract with an unauthorized alien, nor retain any employee or contract with a person that the subcontractor subsequently learns is an unauthorized alien, and that the subcontractor has enrolled in and is participating in the E-Verify Program. The Contractor agrees to maintain this certification throughout the term of the contract with the City of South Bend, and understands that the City may terminate the contract for default if the Contractor fails to cure a breach of this provision no later than thirty (30) days after being notified by the City.

6. Persons, firms, partnerships, corporations, associations, or joint venturers awarded a contract by the City of South Bend through its agencies, boards, or commissions shall not discriminate against any employee or applicant for employment in the performance of a City contract with respect to hire, tenure, terms, conditions, or privileges of contract or employment, or any matter directly or indirectly related to contracting or employment because of race, sex, religion, color, national origin, ancestry, gender expression, gender identity, sexual orientation, or due to age or disability that does not affect that person's ability to perform the work.

In awarding contracts for the purchase of work, labor, services, supplies, equipment, materials, or any combination of the foregoing including, but not limited to, public works contracts awarded under public bidding laws or other contracts in which public bids are not required by law, the City, its agencies, boards, or commissions will consider the Contractor's good faith efforts to obtain participation by those subcontractors certified by the State of Indiana as a Minority Business ("MBE") or as a Women's Business Enterprise ("WBE") as a factor in determining the lowest, responsible, responsive bidder.

Contractors seeking the award of a City contract cannot be required to award a subcontract to an MWBE; however, they may not unlawfully discriminate against said MBE/WBE. On goal-eligible contracts, Contractors are required to either meet both MBE and WBE utilization goals or demonstrate that the Contractor has made good faith efforts to obtain participation from MBE and WBE subcontractors. A finding of noncompliance or a discriminatory practice shall prohibit that Contractor from being awarded a City contract for a period of one (1) year from the date of such determination, and such determination may also be grounds for terminating the contract to which the discriminatory practice or noncompliance pertains.

7. The undersigned Contractor agrees that the following nondiscrimination commitment shall be made a part of any contract which it may henceforth enter into with the City of South Bend, Indiana or any of its agencies, boards or commissions.

Contractor agrees not to discriminate against or intimidate any employee or applicant for employment in the performance of this contract with privileges of employment, or any matter directly or indirectly related to employment, because of race, religion, color, sex, gender expression, gender identity, sexual orientation, handicap, national origin or ancestry. Breach of this provision may be regarded as material breach of contract.





## QUOTE/PROPOSAL CITY OF SOUTH BEND

PROJECT NAME Demolition of Former NIPSCO Building

PROJECT NO. 125-080

QUOTES DUE January 13, 2026

Item No.	Description	Quantity	Unit	Unit Price	Total Amount
1	Provide a Lump Sum price to perform the building demolition, clearing and grubbing, backfill, grading and seeding as intended by these Specifications at <b>307 N. Dr. Martin Luther King, Jr. Blvd.</b>	1	LSUM	\$349,800.00	\$349,800.00
Total Amount of Quote					\$349,800.00

Firm:

Indiana Earth, INC

Address:

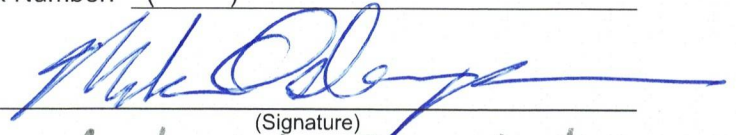
10343 McKinley Hwy

City/State/Zip: Osceola, IN 46561

Telephone Number: (574) 674-6488

Fax Number: ( )

By



(Signature)

Mark Oster, President

(Printed Name of Person Signing)

**CITY OF SOUTH BEND**  
**MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN**  
**FORM MBE-1.0**  
**MBE UTILIZATION PLAN**



**This completed form should be supplied with Bids that pertain to City of South Bend Public Works Projects involving MBE participation. It is the bidder's sole responsibility to verify whether any listed minority or woman business meets the MBE qualifications.**

**\*\*\*Goals should be calculated based on the Base Bid only.\*\*\***

Project Number: 125-080 Project Name: Demolition of Former NIPSCO Building  
 Bidder: Indiana Earth, INC Total Bid Amount: 349,800 MBE Goal: 1.28%  
 Page 1 of 1

Name & Address of MBE	Primary Contact Person (Name/Telephone)	Scope of Work to be Performed (Attach scope/schedule if you need additional space)	Dollar Amount of MBE Component	Percentage of Total Bid/Proposal
Kennedy Trucking	Marcus 574-876-8881	Trucking	4,478.00	1.28%

Submitted by: Ryne Myers Ryne Myers 1-13-2026  
 Print Name Signature Date

**\*\*\*Goals should be calculated based on the Base Bid only.\*\*\***



**CITY OF SOUTH BEND**  
**MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN**  
**FORM WBE-1.0**  
**WBE UTILIZATION PLAN**



**This completed form should be supplied with Bids that pertain to City of South Bend Public Works Projects involving WBE participation. It is the bidder's sole responsibility to verify whether any listed minority or woman business meets the WBE qualifications.**

**\*\*\*Goals should be calculated based on the Base Bid only.\*\*\***

Project Number: 125-080 Project Name: Demolition of Former NIPSCO Building  
 Bidder: Indiana Earth, INC Total Bid Amount: 349,800 WBE Goal: 4.62%  
 Page 1 of 1

Name & Address of WBE	Primary Contact Person (Name/Telephone)	Scope of Work to be Performed (Attach scope/schedule if you need additional space)	Dollar Amount of WBE Component	Percentage of Total Bid/Proposa l
Montgomery Trucking	Karen 240-312-2632	Trucking	16,161.00	4.62%

Submitted by: Ryne Myers Ryne Myers 1-13-2026  
 Print Name Signature Date

**\*\*\*Goals should be calculated based on the Base Bid only.\*\*\***

**CITY OF SOUTH BEND  
MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN**



**FORM MBE-2.0  
EVIDENCE OF GOOD FAITH EFFORTS**

**This completed form should be included as part of the Bids documents related to City of South Bend Public Works Projects requiring Good Faith Efforts to obtain MBE participation.**

Project Number: 125-080 Date: 1-13-2026  
 Project Name: Demolition of Former NIPSCO Building  
 Bidder: Indiana Earth, INC  
 Contact Person: Ryne Myers Telephone: 574-674-6488  
 Address: 10343 McKinley HWY  
 City: Osceola State: IN Zip: 46561  
 Email: estimator.indianaeearth@yahoo.com

To determine whether a bidder has demonstrated good faith efforts to reach the MBE utilization goal set forth in the City of South Bend Public Works Project Specifications, the City and its agencies, boards, or commissions, **REQUIRE ALL** of the following Good Faith Efforts as listed in the table below\*:

EVIDENCE OF GOOD FAITH EFFORTS	
<b>MBE LIST(S):</b> The bidder reviewed 1) the City of South Bend's Minority and Women Business Enterprise Inclusion Program Plan; 2) the list of certified MWBEs provided by the City; and 3) the Indiana Department of Administration list of Minority and Women Owned Businesses (both certified and non-certified) found at: <a href="http://www.in.gov/idoa/">http://www.in.gov/idoa/</a> .	
<p align="center"><b>GOOD FAITH EFFORTS TO OBTAIN MBE PARTICIPATION</b></p> <p>The bidder shall initial each item below, as evidence of its good faith efforts to obtain MBE participation in the awarded contract.</p>	
<i>RM</i>	I <b>affirm</b> that I reviewed the City of South Bend's Minority and Women Business Enterprise Inclusion Program Plan and the Indiana Department of Administration's certified list of Indiana Minority and Women Business Enterprises, found on their website ( <a href="http://www.in.gov/idoa/">http://www.in.gov/idoa/</a> ).
<i>RM</i>	I <b>affirm</b> that I have made good faith efforts to select portions of the contract work to be performed by MBEs, including, where appropriate, breaking out contract work items into economically feasible units to facilitate MBE participation.
<i>RM</i>	I <b>affirm</b> that I have made good faith efforts to solicit through all reasonable and available means the interest of all MBEs in the scopes of work of the contract.
<i>RM</i>	I <b>affirm</b> that I attended all pre-bid meetings scheduled by the City of South Bend to inform MBEs of contracting and subcontracting opportunities.
<i>RM</i>	I <b>affirm</b> that I advertised in general circulation and/or trade association publications concerning subcontract opportunities and allowed MBEs reasonable time to respond to such advertisements.
<i>RM</i>	I <b>affirm</b> that I performed any and all necessary steps to provide written notices in a manner reasonably calculated to inform MBEs of subcontracting opportunities and allowed sufficient time for MWBEs to participate effectively.
<i>RM</i>	I <b>affirm</b> that I followed up on initial solicitations with interested MBEs.
<i>RM</i>	I <b>affirm</b> that I negotiated with interested MBEs in good faith, including providing such MBEs with adequate information about the plans, specifications and other requirements of the subcontract.
<i>RM</i>	I <b>affirm</b> that I have made good faith efforts to assist interested MBEs in obtaining bonding, lines of credit, or insurance as required by the City or the bidder, where appropriate.



**CITY OF SOUTH BEND  
MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN**



**FORM MBE-2.0  
EVIDENCE OF GOOD FAITH EFFORTS**

		<p>I <b>affirm</b> that I have made good faith efforts to assist interested MBEs in obtaining necessary equipment, supplies, materials, or related assistances or services, where appropriate.</p>
		<p>I <b>affirm</b> that I did not reject any MBEs as unqualified without sound business reasons based on a thorough investigation of their capabilities.</p>
<p><b>CONTRACT RECORDS:</b> The bidder has maintained the following records for each MBE that has bid on the subcontracting opportunity:</p> <ol style="list-style-type: none"> <li>1. Name, address, and telephone number;</li> <li>2. A description of information provided by the bidder or subcontractor; and</li> <li>3. A statement of whether an agreement was reached, and if not, why not, including any reasons for concluding that the MBE was unqualified to perform the job.</li> </ol>		

**\*Proper demonstration of Good Faith Efforts requires your initials next to all of the above boxes. Any omissions shall be considered grounds for rejection of the bid by the Board of Public Works. The City of South Bend reserves the right to request additional information.**

**CITY OF SOUTH BEND  
MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN**



**FORM WBE-2.0  
EVIDENCE OF GOOD FAITH EFFORTS**

This completed form should be included as part of the Bids documents related to City of South Bend Public Works Projects requiring Good Faith Efforts to obtain WBE participation.

Project Number: 125-080 Date: 1-13-2026  
 Project Name: Demolition of Former NIPSCO Building  
 Bidder: Indiana Earth, INC  
 Contact Person: Ryne Myers Telephone: 574-674-6488  
 Address: 10343 McKinley Hwy  
 City: Osceola State: IN Zip: 46561  
 Email: estimatorindianearth@yahoo.com

To determine whether a bidder has demonstrated good faith efforts to reach the WBE utilization goals set forth in the City of South Bend Public Works Project Specifications, the City and its agencies, boards, or commissions, **REQUIRE ALL** of the following Good Faith Efforts as listed in the table below\*:

EVIDENCE OF GOOD FAITH EFFORTS	
<b>WBE LIST(S):</b> The bidder reviewed 1) the City of South Bend's Minority and Women Business Enterprise Inclusion Program Plan; 2) the list of certified MWBEs provided by the City; and 3) the Indiana Department of Administration list of Minority and Women Owned Businesses (both certified and non-certified) found at: <a href="http://www.in.gov/idoa/">http://www.in.gov/idoa/</a> .	
<b>GOOD FAITH EFFORTS TO OBTAIN WBE PARTICIPATION</b>	
The bidder shall initial each item below, as evidence of its good faith efforts to obtain WBE participation in the awarded contract.	
	<b>I affirm</b> that I reviewed the City of South Bend's Minority and Women Business Enterprise Inclusion Program Plan and the Indiana Department of Administration's certified list of Indiana Minority and Women Business Enterprises, found on their website ( <a href="http://www.in.gov/idoa/">http://www.in.gov/idoa/</a> ).
	<b>I affirm</b> that I have made good faith efforts to select portions of the contract work to be performed by WBEs, including, where appropriate, breaking out contract work items into economically feasible units to facilitate MWBE participation.
	<b>I affirm</b> that I have made good faith efforts to solicit through all reasonable and available means the interest of all WBEs in the scopes of work of the contract.
	<b>I affirm</b> that I attended all pre-bid meetings scheduled by the City of South Bend to inform WBEs of contracting and subcontracting opportunities.
	<b>I affirm</b> that I advertised in general circulation and/or trade association publications concerning subcontract opportunities and allowed WBEs reasonable time to respond to such advertisements.
	<b>I affirm</b> that I performed any and all necessary steps to provide written notices in a manner reasonably calculated to inform WBEs of subcontracting opportunities and allowed sufficient time for WBEs to participate effectively.
	<b>I affirm</b> that I followed up on initial solicitations with interested WBEs.
	<b>I affirm</b> that I negotiated with interested WBEs in good faith, including providing such WBEs with adequate information about the plans, specifications and other requirements of the subcontract.
	<b>I affirm</b> that I have made good faith efforts to assist interested WBEs in obtaining bonding, lines of credit, or insurance as required by the City or the bidder, where appropriate.



**CITY OF SOUTH BEND  
MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN**



**FORM WBE-2.0  
EVIDENCE OF GOOD FAITH EFFORTS**

	I <b>affirm</b> that I have made good faith efforts to assist interested WBEs in obtaining necessary equipment, supplies, materials, or related assistances or services, where appropriate.
	I <b>affirm</b> that I did not reject any WBEs as unqualified without sound business reasons based on a thorough investigation of their capabilities.
	<b>CONTRACT RECORDS:</b> The bidder has maintained the following records for each WBE that has bid on the subcontracting opportunity: 1. Name, address, and telephone number; 2. A description of information provided by the bidder or subcontractor; and 3. A statement of whether an agreement was reached, and if not, why not, including any reasons for concluding that the WBE was unqualified to perform the job.

**\*Proper demonstration of Good Faith Efforts requires your initials next to all of the above boxes. Any omissions shall be considered grounds for rejection of the bid by the Board of Public Works. The City of South Bend reserves the right to request additional information.**

CITY OF SOUTH BEND  
MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN



FORM MBE-2.1  
MBE CONTACTED

This completed form should be supplied with Bids that pertain to City of South Bend Public Works Projects requiring Good Faith Efforts to contact MBEs. It is the bidder's sole responsibility to verify whether any listed minority or woman business meets the MBE qualifications. Attach additional pages if necessary.

PAGE 1 OF 1

Project Number: 125-080 MBE Participation Goal 1.28%

Project Name: Demolition of Former NIPSCO Building

Bidder: Indiana Earth, INC

By: [Signature] Estimator 1-13-2026  
(Signature) (Title) (Date)

MBE Firm Kennedy Trucking

Owner or Contact at MBE Firm Marcus

Telephone: 574-876-8881 Fax: \_\_\_\_\_ Email: \_\_\_\_\_

TYPE OF WORK SOLICITED FOR THIS PROJECT:

Trucking

RESULTS OF CONTACT WITH THE MBE FIRM:

Received Rates

MBE Firm \_\_\_\_\_

Owner or Contact at MBE Firm \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

TYPE OF WORK SOLICITED FOR THIS PROJECT:

RESULTS OF CONTACT WITH THE MBE FIRM:



CITY OF SOUTH BEND  
MINORITY AND WOMEN BUSINESS ENTERPRISE INCLUSION PROGRAM PLAN



FORM WBE-2.1  
WBE CONTACTED

This completed form should be supplied with Bids that pertain to City of South Bend Public Works Projects requiring Good Faith Efforts to contact WBEs. It is the bidder's sole responsibility to verify whether any listed minority or woman business meets the WBE qualifications. Attach additional pages if necessary.

PAGE 1 OF 1

Project Number: 125-080 WBE Participation Goal 4.62%

Project Name: Demolition of Former NIPSCO Building

Bidder: Indiana Earth, INC

By: Ryne Myers Estimator 1-13-2026  
(Signature) (Title) (Date)

WBE Firm Montgomery Trucking

Owner or Contact at WBE Firm Karen

Telephone: 260-312-2632 Fax: \_\_\_\_\_ Email: \_\_\_\_\_

TYPE OF WORK SOLICITED FOR THIS PROJECT:

Trucking

RESULTS OF CONTACT WITH THE WBE FIRM:

Received Rates

WBE Firm \_\_\_\_\_

Owner or Contact at WBE Firm \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

TYPE OF WORK SOLICITED FOR THIS PROJECT:

RESULTS OF CONTACT WITH THE WBE FIRM:

**CITY OF SOUTH BEND, INDIANA**  
**CONTRACTOR'S BID FOR PUBLIC WORK**  
**RESPONSIBLE BIDDER CHECKLIST**

Project Name Demolition of Former NIPSCO Building  
Project No. 125-080  
For Quotes Due: Tuesday, January 13, 2026 @ 9:00 A.M. (E.S.T.)  
Contractor Name: Indiana Earth, INC

The City seeks to enhance its ability to identify responsive and responsible bidders on all City public works projects by institution of comprehensive submission requirements in compliance with State law. Quality workmanship, efficient operation, safety, and timely completion of projects requires that all bidders meet certain minimum requirements to be responsive and responsible bidders.

**THIS FORM MUST BE SUBMITTED WITH YOUR BID.**

**\*\*THIS FORM ONLY APPLIES TO QUOTES GREATER THAN \$250,000. \*\***

**INSTRUCTIONS:**

**If you are a pre-qualified bidder, complete Section I only.**

**If you are not a pre-qualified bidder, complete Section II only.**

Section II acts as an application for pre-qualification. Submission of Section II will allow the bidder to be considered for pre-qualification for bids with the City of South Bend Department of Public Works. Pre-qualified bidders will then be exempt from a portion of the submission requirements outlined in Section 6-71 of The Responsible Bidding **Ordinance No. 10975-23** (hereinafter, "Responsible Bidding Ordinance") for a period of twelve (12) months.

Thereafter, contractors who are pre-qualified must submit a complete application for continuation of "pre-qualified" standing, on a form provided by the City ("Responsible Bidder Checklist (1) Pre-Qualified Bidders") within twelve (12) months of obtaining pre-qualified standing. If the status of any item changes within the twelve (12) months, it is the responsibility of the contractor to notify the City. Failure by any pre-qualified contractor to submit its complete application for continuation of "pre-qualified" standing within the time prescribed above shall result in automatic removal of the designation, effective immediately following the twelve (12) months of pre-qualified standing.

However, the "removed" contractor or subcontractor shall still be permitted to bid on City public works projects, though the contractor must submit all required documents under 6-71 until "pre-qualified" status is re-established.

**Please Note: The City reserves the right to request supplemental information from the bidder, additional verification of any information provided by the bidder, and may also conduct random inquiries of the bidder's current and previous customers regardless of pre-qualified standing.**

It is the sole responsibility of the potential bidder to comply with all submission requirements applicable to the bidder in Section 6-71 of the Responsible Bidding Ordinance no later than the date of the public bid opening.



**POST BID SUBMISSIONS:**

Post-bid submissions must be submitted in accordance with Section 6-72 of the Responsible Bidding Ordinance. The post-bid submission requirements are as follows:

1. All bidders shall collect, maintain, and provide upon request, a current written list that discloses the name, address, licensing status, and type of work for any subcontractor from whom the bidder has accepted a bid and/or intends to hire on any part of the public work project, including individuals performing work as independent contractors.
2. Each subcontractor, whose portion of the project is estimated to be at least two-hundred fifty thousand dollars (\$250,000.00), shall be required to adhere to the requirements of Section I of the Responsible Bidder Ordinance as though it were bidding directly to the City, except that the subcontractor shall submit the required information (including the name, address, and type of work) to the successful bidder prior to the commencement of work.
3. Failure of a subcontractor to submit the required information shall not disqualify the successful bidder from performing work on the project and shall not constitute a contractual default and/or breach by the successful bidder. However, the City may withhold all payment otherwise due for work performed by a subcontractor, until the subcontractor submits the required information and the City approves such information.
4. The disclosure of a subcontractor list ("Disclosed Subcontractor(s)") to the City by a bidder shall not create any rights in the Disclosed Subcontractor(s). Thus, a bidder may substitute another subcontractor for a Disclosed Subcontractor by giving the City, upon request, written notice of the name, address, licensing status, and type of work of the substitute subcontractor.
5. The successful bidder for projects greater than \$250,000 and all subcontractors performing work greater than \$250,000 on a public works project are required to submit certified payroll utilizing the federal form known as WH-347 or a similar form on a bi-weekly basis, submitted within 10 days after the end of each bi-weekly payroll period. Certified payrolls shall identify the job title and craft for each employee. **Certified payrolls shall be submitted electronically.**

**Please Note: Submissions deemed inadequate, incomplete, or untimely by the City may result in the automatic disqualification of the bid.**

The City, after review of complete and timely submissions, shall, in its sole discretion, after taking into account all information in the submission requirements, determine whether a bidder is responsive and responsible, and provide a Pre-Qualification Verification Letter. The City specifically reserves the right to utilize all information provided in the contractor's submission and any information obtained by the City through its own independent verification of the information provided by the contractor.

## I. PRE-QUALIFIED BIDDER CHECKLIST

### (a) Acknowledgements:

- (i) ☐ By checking this box, I hereby acknowledge that I am a pre-qualified bidder with the City of South Bend and that I have met the pre-qualification requirements within the last twelve (12) months. **A copy of my Pre-Qualification verification letter is attached.**
- (ii) ☐ By checking this box, I hereby acknowledge that the City reserves the right to request supplemental information, additional verification of any information provided by me, and may also conduct random inquiries of my current and prior customers.
- (iii) ☐ By checking this box, I hereby acknowledge that apprenticeship and training programs that I participate in have graduated at least five (5) apprentices in each of the past five (5) years.
- (iv) ☐ By checking this box, I hereby acknowledge that all subcontractors performing work greater than \$250,000 also meet the qualifications of the Responsible Bidder Ordinance.

### (b) Attachments:

- (i) ☐ Indiana Secretary of State's on-line records (ie. Business verification) dated within sixty (60) days of the submission of said document showing that business is in existence, current with the Indiana Secretary of State's Business Entity Report, and eligible for a certificate of good standing. (Not applicable to individuals, sole proprietors or partnerships).
- (ii) ☐ Statement on staffing capabilities, including labor sources. This statement indicates and ensures I have sufficient employees on staff to complete the work. It outlines how I intend to meet the staffing needs of the work.
- (iii) ☐ List of projects of similar size and scope of work performed in all areas, including the State of Indiana, within the last three (3) years.
- (iv) ☐ For every project, submit evidence of participation in apprenticeship and training programs, applicable to the work to be performed on the project, which are approved by and registered with the United States Department of Labor's Office of Apprenticeship, or its successor organization. This includes, but may not be limited to, letters from apprenticeship coordinators detailing the bidder's association with the program, and the United States Department of Labor Office of Apprenticeship Certificates of Registration of Apprenticeship Programs for each type of work to be performed on the project.



## II. PRE-QUALIFICATION CHECKLIST (FOR BIDDERS THAT ARE NOT PRE-QUALIFIED)

### (a) Acknowledgements:

- (i) ☒ By checking this box, I hereby acknowledge that I am not a pre-qualified bidder with the City of South Bend.
- (ii) ☒ By checking this box, I hereby acknowledge that the City reserves the right to request supplemental information, additional verification of any information provided, and may also conduct random inquiries of my current and prior customers. The City reserves the right to utilize all information provided in this submission and all information obtained in inquiries or requests to determine if a bidder is responsive and responsible. Additionally, I acknowledge that all information provided to the City shall be regarded as public records.
- (iii) ☒ By checking this box, I hereby acknowledge that copies of all Applicable apprenticeship certificates or standards for training programs applicable to the work performed on the project may be requested at any time and shall be furnished upon request.
- (iv) ☒ By checking this box, I hereby acknowledge and ensure that I and all sub-contractors, from whom I have accepted a bid and/or intend to hire to perform work on the public work project, are properly licensed. Furthermore, I acknowledge my understanding that it is my responsibility to ensure that all sub-contractors have the necessary licenses to undertake the work called for in this bid. If a sub-contractor loses their license at any point, it is the responsibility of that sub-contractor to notify the City.
- (v) ☒ By checking this box, I hereby acknowledge that apprenticeship and training programs that I participate in have graduated at least five (5) apprentices in each of the past five (5) years.
- (vi) ☒ By checking this box, I hereby acknowledge that all subcontractors performing work greater than \$250,000 also meet the qualifications of the Responsible Bidder Ordinance.

### (b) Attachments

- (i) ☒ Indiana Secretary of State's on-line records (ie. Business verification) dated within sixty (60) days of the submission of said document showing that business is in existence, current with the Indiana Secretary of State's Business Entity Report, and eligible for a certificate of good standing. (Not applicable to individuals, sole proprietors or partnerships).
- (ii) ☒ List identifying all former business names.
- (iii) ☒ Any determinations by a court or governmental agency any violations of federal, state, or local laws including, but not limited to, violations of contracting or antitrust laws, tax or licensing laws, environmental laws, Occupational Safety and Health Act (OSHA) or federal Davis-Bacon and related Acts, within the preceding five (5) years.
- (iv) ☒ Statement about staffing capabilities, including labor sources. This statement indicates and ensures I have sufficient employees on staff to complete the work I am bidding on OR outlines how I intend to meet the staffing needs of the work.
- (v) ☒ Statement that individuals who will perform work on the public work project on my behalf will be properly classified as an employee or as an independent contractor under all applicable state and federal laws and local ordinances.
- (vi) ☒ For every project, submit evidence of participation in apprenticeship and training programs applicable to the work to be performed on the project, which are approved by and registered with the United States Department of Labor's Office of Apprenticeship, or its successor organization. This includes, but may not be limited to, letters from apprenticeship coordinators detailing the bidder's association with

the program and the United States Department of Labor Office of Apprenticeship Certificates of Registration of Apprenticeship Programs for each type of work to be performed on the project.

- (vi) ☒ Copy of a written plan for employee drug testing that covers all of my employees who will perform work on the public work project and meets or exceeds the requirements set forth in IC 4-13-18-5 or IC 4-13-18-6.
- (vii) ☒ Evidence that I am utilizing a surety company which is on the Bureau of Fiscal Service "Department of Treasury's Listing of Approved Sureties" as required in the bid specifications or contract.
- (viii) ☒ Written statement of any federal, state or local tax liens or tax delinquencies owed to any federal, state or local taxing body in the preceding three years.
- (ix) ☒ List of projects of similar size and scope of work performed in all areas, including the State of Indiana, within three (3) years prior to the date on which the bid is due.

Date: 6/12/26



(Sign Here)

MARK OSLER, PRESIDENT

(Print Name Here)

INDIANA EARTH, INC

(Name of Company)

10343 MCKINLEY HWY

(Address of Company)

OSCEOLA

(City)

IN

(State)

574-674-6488

(Telephone Number)





City of South Bend

Bidding Pre-Qualification checklist items:

- Indiana Earth, Inc. has no former business names
- Indiana Earth, Inc. has no determinations by a governmental agency of any violations.
- Indiana Earth has the crew and staff to complete this project.
- Indiana Earth partners with the Local 150 operators union and the Local 645 Laborers union for training and apprentices.
- Those that work on this project will be employees of Indiana Earth or of a hired subcontractor which are under all applicable state and federal laws and local ordinances.
- Operators and Laborers drug screening are performed through the BCRC Building Construction Resource Center at [BCRCNET.com](http://BCRCNET.com)
- Teamsters drug screening are performed during the pre-employment and by random selection through Figment Group with quarterly random requirements.
- Indiana Earth, Inc. has no current tax liens.
- Projects similar to this one:
  - Campus View Apartments Demo
  - Elkhart WWTP
  - Kamm Island Apartments
  - Drewery Brewery
  - Goshen Hospital
  - North Liberty Church
  - Granger Storage
  - Portage School
  - Madison Center
  - LaPorte Co Courthouse
- All subcontractors working for Indiana Earth are qualified under EC 4-13.4 or IC 8-23-10

**BUSINESS INFORMATION**  
DIEGO MORALES  
INDIANA SECRETARY OF STATE  
01/12/2026 03:53 PM

#### Business Details

Business Name: **INDIANA EARTH, INC.** Business ID: **1990031137**  
Entity Type: **Domestic For-Profit Corporation** Business Status: **Active**  
Creation Date: **03/22/1990** Inactive Date:  
Principal Office Address: **10343 MCKINLEY HWY., OSCEOLA, IN,  
46561 - 9756, USA** Expiration Date: **Perpetual**  
Jurisdiction of Formation: **Indiana** Business Entity Report Due  
Date: **03/31/2026**  
Years Due: **2026/2027**

#### Governing Person Information

Title	Name	Address
President	MARK L OSLER	10343 McKinley Hwy., Osceola, IN, 46561, USA

#### Registered Agent Information

Type: **Individual**  
Name: **MARK OSLER**  
Address: **10343 MCKINLEY HWY., OSCEOLA, IN, 46561 - 9756, USA**



**MICHIANA BUILDERS ASSOCIATION  
CONTRACTORS LABOR AGREEMENT  
WITH  
LABORERS' LOCAL UNION #645**

laborers  
645

**EFFECTIVE  
JUNE 1, 2023  
thru  
MAY 31, 2026**

## INDEX

ARTICLE I - COVERAGE .....	1
ARTICLE II - FOREMEN.....	7
ARTICLE III - EMPLOYERS BARGAINING AGENT.....	7
ARTICLE IV - UNION SECURITY.....	7
ARTICLE V - WORKING DUES CHECK-OFF .....	8
ARTICLE VI - EQUAL EMPLOYMENT OPPORTUNITY .....	9
ARTICLE VII - SELECTION OF LABOR-EMPLOYMENT REGULATIONS .....	9
ARTICLE VIII - WELFARE TRUST FUND .....	11
ARTICLE IX - PENSION TRUST FUND.....	11
ARTICLE – IX-A - DEFINED CONTRIBUTION TRUST FUND .....	11
ARTICLE X - TRAINING TRUST FUND.....	12
ARTICLE XI - NOTIFICATION.....	12
ARTICLE XII - PRE-JOB CONFERENCE.....	12
ARTICLE XIII - WORKING HOURS AND OVERTIME .....	13
ARTICLE XIV - SHIFT WORK.....	16
ARTICLE XV - STEWARD .....	16
ARTICLE XVI - NON-VIOLATION .....	17
ARTICLE XVII - PAY-DAY .....	17
ARTICLE XVIII - SAFETY .....	18
ARTICLE XIX - WORKER'S COMPENSATION .....	18
ARTICLE XX - ELIMINATION OF RESTRICTIONS.....	18
ARTICLE XXI - SUB-CONTRACTOR.....	18
ARTICLE XXII - GRIEVANCE PROCEDURE .....	19
ARTICLE XXIII - GENERAL PROVISIONS .....	20
ARTICLE XXIV – BCRC - DRUG & ALCOHOL POLICY.....	21
ARTICLE XXV - INDUSTRY FUND.....	21
ARTICLE XXVI - LOCAL UNION COVERAGE .....	22
ARTICLE XXVII - SCHEDULE OF FRINGE BENEFIT CONTRIBUTIONS .....	22
ARTICLE XXVIII - HOURLY WAGE RATES .....	22
ARTICLE XXIX - BONDING.....	27
ARTICLE XXX - GENERAL SAVINGS CLAUSE .....	28
ARTICLE XXXI - MANAGEMENT RIGHTS .....	28
ARTICLE XXXII - UNIFORMITY.....	28
ARTICLE XXXIII - MEMORANDUM OF MARKET RECOVERY .....	29
ARTICLE XXXIV - INDEMNITY .....	31
ARTICLE XXXV - EFFECTIVE DATE .....	31
DIRECTORY LABORERS' INT'L UNION OF NORTH AMERICA OFFICES.....	33
DIRECTORY LABORERS' INT'L UNION OF NORTH AMERICA.....	34
DIRECTORY OF LOCALS BY COUNTIES.....	40



**Section 7.** Any Contractor who signs this Agreement to perform work covered by this Agreement has the option of signing any other Agreement negotiated by the State of Indiana District Council of Laborers and any other Employer Group covering any and all work of the Construction Industry covered by the Laborers and pay the applicable wages, fringes and other conditions contained therein.

**Section 8.** High Pay: Forty (\$.40) cents per hour for men working forty (40) feet or more subject to free fall.

**Section 9.** In the event of an on the job-site injury, the Employee shall receive up to eight (8) hours pay even though the Employee may not be able to perform eight (8) hours work for that day.

**Section 10.** Employees shall be given a sufficient amount of time to pick up tools at the end of a scheduled work day. However, no Employee shall be permitted to leave the job until quitting time.

#### **ARTICLE XXIV – BCRC - DRUG & ALCOHOL POLICY**

**Section 1.** Various Employer Associations and the Union members are of Building and Construction Resource Center, Inc. (hereinafter “BCRC”), a non-profit corporation that was formed to provide services in the construction industry, including, but not limited to, education and referral services concerning alcohol, drug, and other substance abuse, which purposes are more fully defined in the Articles of Incorporation and By-Laws of said BCRC and Fund Trust Agreement and Declaration of Trust.

**Section 2.** Each Employer under this Agreement shall pay to BCRC the amount specified in the wage and fringe benefit section of the Agreement which is fifteen cents (\$.15) per hour for each hour worked by its Employees covered by this Agreement. Each Employer is obligated to make such contributions, regardless of whether or not such Employer is a member of BCRC.

**Section 3.** Payments required to be made to BCRC shall be deemed to be governed by the provisions of this Agreement pertaining to the collection of the Health and Welfare and Pension payments required to be made by the Employers and thus, may be enforced in the same manner.

**Section 4.** The Board of Directors of BCRC will have full audit authority of the Employer’s books and records as they pertain to this contribution.

**Section 5.** The Employees covered by this Agreement will abide by the provisions of the BCRC substance abuse program when required by the owner.

#### **ARTICLE XXV - INDUSTRY FUND**

**Section 1.** Each Employer signatory to this Agreement hereby agrees to contribute to the Industry Fund, established July 1, 1980 twenty-five cents (\$.25) per hour for each hour worked by the Employees covered by this Agreement, it being understood and agreed that the enforcement, administration, etc., is solely the responsibility of the Employer, through the Michiana Area Construction Industry Advancement Fund, known as the “MACIAF”, in accordance with all Federal and State laws and regulations covering such Trust Funds.





## **CONTRIBUTIONS TO BUILDING AND CONSTRUCTION RESOURCE CENTER, INC.**

Various Employer Associations under this Agreement and the Union are members of Building and Construction Resource Center, Inc. (hereinafter "BCRC"), a non-profit corporation, that was formed to provide services in the construction industry concerning alcohol, drug and other substance abuse.

Effective June 1, 2023, each Employer under this Agreement shall pay to BCRC the sum of fifteen cents (\$0.15) per hour for each hour worked by each of its employees covered by this Agreement. Each Employer is obligated to make such contributions, regardless of whether such Employer is a member of BCRC.

Payments required to be made to BCRC shall be deemed to be governed by the provisions of this Agreement pertaining to the collection of the Health & Welfare and Pension payments required to be made by the Employers and thus, may be enforced in the same manner. Payments shall be payable to Building and Construction Resource Center, Inc. (BCRC), 6050 Southport Suite B, Portage, Indiana 46368.

The Board of Directors of BCRC will have full audit authority of the Employer's books and records as they pertain to this contribution.

BCRC shall notify the Union of any failure to test under this Article and of any positive test result.

# **Employee Policy Manual**

## **INDIANA EARTH, INC.**

10343 McKinley Hwy.

Osceola, IN 46561

(574) 674-6488

E-Mail: [earth92inc@sbcglobal.net](mailto:earth92inc@sbcglobal.net)



# Index

## **Employment Statement:**

pg. 05

## **Attendance:**

Policy 100-01	Absences	pg. 06
Policy 100-02	Tardiness	pg. 06
Policy 100-03	Sickness / Personal Leave	pg. 06
Policy 100-04	Bereavement	pg. 07
Policy 100-05	Jury Duty	pg. 07

## **Benefits:**

Policy 200-01	Vacation	pg. 07
Policy 200-02	Holiday	pg. 08
Policy 200-03	Personal Days	pg. 08
Policy 200-04	Insurance / Health Care	pg. 09
Policy 200-05	Insurance / Cobra	pg. 09
Policy 200-06	Insurance / Worker's Compensation	pg. 09

## **Conduct:**

Policy 300-01	Employee Code of Ethics	pg. 10
Policy 300-02	Gift Acceptance Rule	pg. 11
Policy 300-03	Dress Code	pg. 11
Policy 300-04	Eye Protection	pg. 12
Policy 300-05	Footwear	pg. 12

## **Technological Standards & Uses:**

Policy 400-01	Standard for Use	pg. 12
Policy 400-02	Shareware, Games & Programs	pg. 13
Policy 400-03	Passwords	pg. 13
Policy 400-04	E-Mail	pg. 13
Policy 400-05	Internet	pg. 13
Policy 400-06	Improper Use	pg. 13

## **Substance Abuse:**

Policy 500-01	Substance Abuse	pg. 14
Policy 500-02	Drug Testing	pg. 15

original is strictly forbidden.

Use of e-mail for non-business purposes. This includes internal mail as well as internet mail. "Chatting", "Chain Letters", and other non-business "broadcasts" (e.g. jokes, pictures, programs, etc.) to multiple users not only use the company's network resources, but the sender and recipients' time and are prohibited.

- Transferring information to a flash drives, CDs or DVDs without the permission of the Office Manager.
- Personal uses such as advertisements and notices.
- Mass e-mail, unless for official business.
- Sending images or documents that can be offensive or inappropriate.
- No visiting chat rooms, shopping sites, X-rated sites, advertising sites, sports centers, news stories, etc. during business hours and this includes lunchtime. etc.

## **Substance Abuse**

**Substance Abuse:** Policy 500-01

Revised 6-20-19

Indiana Earth, Inc. supports all efforts to create a drug free workplace and has instated a policy which prohibits all employees from using, selling or transferring drugs, alcohol or any other illegal substances on or around the jobsite and at the company facility. All employees shall carry themselves in a respectable manner at all times (on and off the jobsite) in order to promote the good image of Indiana Earth, Inc.

Drug and alcohol abuse is a serious concern and Indiana Earth, Inc. recognizes this problem. Maintaining a safe, efficient, and healthy working environment to benefit the company and its employees is of the greatest importance to Indiana Earth, Inc. Participating in any jobsite activities while under the influence of drugs or alcohol poses a serious risk to jobsite safety and therefore will not be tolerated. In order to protect the health and safety of all Indiana Earth, Inc. employees and any other individuals involved in the construction process, the following policy regarding substance abuse in the workplace has been instated as vital to Indiana Earth, Inc.

From the time you leave home, until such time as you return home on completion of work, or until the homeward journey is broken, Indiana Earth, Inc., prohibits the use, possession or distribution on its premises, facilities or work places of any of the following: alcoholic beverage, intoxicants and narcotics, illegal or unauthorized drugs (including marijuana), "look-alike" (simulated) drugs, and related drug paraphernalia. Company employee must not report for duty while under any drug, alcoholic beverage, intoxicant or narcotic or other substance (including legally prescribed drugs and medicines), which will in any way adversely affect their working ability, alertness, coordination, response or adversely affect the safety of others on the job. Using or possessing illegal drugs will not be tolerated and will be grounds for immediate dismissal and no unemployment benefits will be granted.

*Indiana Earth Handbook*



Indiana Earth, Inc. permits the testing for the use of illegal substances or alcohol at any time including, but not exclusive to the stages listed below.

*Pre-Employment Testing:*

Applicants for employment with Indiana Earth, Inc. may be required to participate in a pre-employment drug urinalysis and/or blood test. Applicants who test positive without previous direct explanation will be immediately removed from employment consideration. Any individual who refuses to participate in a drug screen will not be considered for employment.

*Reasonable Suspicion:*

Any employee displaying evidence of being in violation of the Substance Abuse Policy set up by Indiana Earth, Inc. may be subjected to a drug test.

*Former Conviction:*

If an employee has a history of drug or alcohol abuse, Indiana Earth, Inc. may request a drug test to ensure the safety of all employees on the jobsite

*Random Testing:*

Employees of Indiana Earth, Inc. could periodically be selected to submit a drug test to ensure the safety of all employees.

**\* A positive test will lead to immediate termination of employment.** Refusal to participate in a drug test will be treated as a positive test result and will lead to immediate termination of employment

## Transportation, Equipment, Tools & Property

### **Company Owned:**

Revised 6-20-19

Employees are expected to use the company vehicles and equipment in the conduct of all Indiana Earth, Inc. business. Personal use of company vehicles or Equipment is not permitted. The privilege of company vehicle use is extended only to those with both a valid state driver's license and an admirable driving record. Insurability is a condition of employment for those whose work involves driving. The use of company vehicles or equipment shall be restricted to work related activities and/or during normal working hours. Superintendents and foremen are expected to be diligent in keeping company vehicles clean and in good repair. All vehicles are not allowed at any bars, exotic dancing places, adult bookstores, or liquor stores. If driving a company vehicle, you must possess a valid drivers license. If you do not have one then you are not allowed to drive our vehicles and you could be terminated if you drive a company vehicle without a

# INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL UNION NO. 150, 150B, 150A, 150C, 150RA, 150D, 150G, 150M

AFFILIATED WITH THE AFL-CIO AND BUILDING TRADES DEPARTMENT

JAMES M. SWEENEY  
PRESIDENT-BUSINESS MANAGER



(708) 482-8800 • FAX (708) 482-7186  
6200 JOLIET ROAD  
COUNTRYSIDE, IL 60525-3992

Date: 9-3-2025

To whom it may concern:

Countless individuals, businesses, and communities – in the private and public sector, alike – recognize the added value of doing business with contractors who support Workforce Development through their participation in United States Department of Labor (USDOL) approved apprenticeship programs. USDOL-approved apprenticeship programs ensure that the young people of Indiana have the opportunity to develop a portable skill set that remains with them throughout their careers in the construction industry. The training provided by these programs addresses the evolving concerns of communities, businesses, and industry for the development of a quality skilled craft workforce that meets their needs, whether the projects are public or private in nature.

To that end, please be advised that Indiana Earth, Inc. is signatory to a collective bargaining agreement (CBA) with the International Union of Operating Engineers Local 150. This CBA requires the above-referenced employer to participate in Local 150's USDOL-approved Apprenticeship and Skill Improvement Program. It is understood and agreed that the Employer shall be bound by the terms and provisions of the Agreement and Declaration of Trust of the Apprenticeship Fund, and all amendments heretofore or hereafter made thereto, as though the same were fully incorporated herein. The Employer further agrees to be bound by the terms of the Apprenticeship Standards established by Joint Apprenticeship Training Committee of the Northern Illinois and Northern Indiana Apprenticeship and Skill Improvement Program, as approved by the United States Department of Labor, Bureau of Apprenticeship Training.

Sincerely,

A handwritten signature in blue ink, appearing to read "James Gardner".

James Gardner  
Business Agent\ Organizer  
Operating Engineers  
Local 150, AFL-CIO  
District 6  
1001 N. Michigan Street  
Lakeville, Indiana 46536  
574/784-3694 office  
574/784-8035 fax  
574/215-8901 cell  
[jgardner@local150.org](mailto:jgardner@local150.org)





## IUOE OPERATING ENGINEERS LOCAL 150 APPRENTICESHIP FUND

A joint effort Labor and Management to further aim of Industry [www.asiplocal150.org](http://www.asiplocal150.org)

*James M. Sweeney/ Chairman*

*David M. Snelten/ Secretary*

Wednesday, September 3<sup>rd</sup> 2025

To whom it may concern,

Indiana Earth, Inc. is a signatory contractor to the I.U.O.E Local 150, and therefore, also participates in the I.U.O.E Local 150 Apprenticeship and Skill Improvement Program (ASIP), located at 19800 W. South Arsenal Rd, in Wilmington, IL. The Local 150 ASIP is a DOL Registered Apprenticeship Program overseen by the DOL's Office of Apprenticeship (OA). Listed below are the number of graduates of its program during the years 2020 – 2024.

- 2024 - 216
- 2023 - 209
- 2022 - 228
- 2021 - 100
- 2020 - 105

If there are any questions regarding the I.U.O.E Local 150 Apprenticeship, please feel free to contact me directly.

*Mark D. Kara*

Mark Kara  
Assistant Coordinator  
Operating Engineers Local 150 Apprenticeship  
19800 W. South Arsenal Rd.  
Wilmington, IL 60481  
[mkara@asiplocal150.org](mailto:mkara@asiplocal150.org)  
Tel: 815-722-3201 x6003  
Fax: 815-423-5749



# United States Department of Labor

## Bureau of Apprenticeship and Training

LOCAL 150 OPERATING ENGINEERS, NORTHERN ILLINOIS AND NORTHERN INDIANA  
APPRENTICESHIP AND SKILL IMPROVEMENT PROGRAM

### *Certificate of Registration*

for the trade classification of OPERATING ENGINEER

*Issued in recognition of the above apprenticeship system, registered as part of the  
National Apprenticeship Program, in accordance with the standards recommended by the*

## Federal Committee on Apprenticeship

March 22, 1968

Revised: September 20, 1971  
(Date Change Only)

*George P. Shultz*

SECRETARY OF LABOR

*Arnold R. Weber*

ASSISTANT SECRETARY FOR MANPOWER

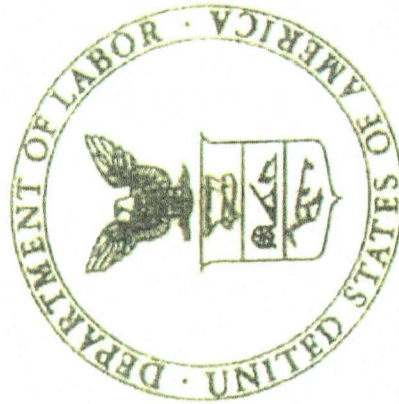
V-ILL-91366.1 (formerly V-ILL-90966.1)  
REGISTRY NO.

*W. H. Howell*

MANPOWER ADMINISTRATION

*Hugh C. Murphy*

BUREAU OF MANPOWER  
BUREAU OF APPRENTICESHIP AND TRAINING





# INDIANA LABORERS' TRAINING TRUST FUND

**David A. Frye**  
*Secretary-Treasurer*  
Jerry J. Bolk  
Chris Brickey  
Ricky Henson, Jr.  
Ramon Mendoza, Jr.  
Brian Short



**John P. Brown**  
*Chairman*  
Kelly Abel  
Michael Ferrara  
Jade Painter  
Nick Timmerman  
Jim Wiseman

**P.O. Box 758 - Bedford, Indiana 47421**  
(812) 279-9751

*Sean Coakley, Director*

**FAX: (812) 279-5545**  
Toll Free (800) 742-4086

September 2, 2025

To Whom It May Concern:

This letter is to confirm that "Indiana Earth, Inc." is a signatory contractor in good standing with the Indiana Laborers' Training Trust Fund.

The abovementioned company is a participant in the Joint Apprenticeship and Training Committee through this Union and has been an active participant in good standing for each of the past five consecutive years and is currently eligible to use our apprentices on a project.

Further, our organization's program is approved by the U.S. Veterans Administration to participate in the GI educational benefits program. A copy of our approval letters are attached. Please refer to the current collective bargaining agreement for the ratio of Journey Worker to Apprentice, if no ratio is prescribed in these documents, the ratio shall be one (1) Apprentice for every (5) Journey Workers and thereafter not employ more than (1) Apprentice for every (3) Journey Workers.

Sincerely,

Sean Coakley,  
Director

# United States Department of Labor



## Bureau of Apprenticeship and Training Certificate of Registration

INDIANA LABORER'S TRAINING TRUST FUND

BEDFORD, INDIANA

For the trade classification of CONSTRUCTION CRAFT LABORER

*Registered as part of the National Apprenticeship Program  
in accordance with the basic standards of apprenticeship  
established by the Secretary of Labor*

December 14, 1995

*Date*

IN040-0528

*Registration No.*

*Robert B. Loh*

*Secretary of Labor*

*Anthony Swargo*

*Director, Bureau of Apprenticeship and Training*

## Apprentice Status Report By Indenture Date

Apprentices Indentured Between 1/1/2020 And 12/31/2024

Apprentice Program: IN2

Year	Apprentice Status	Apprentices	Percentage
2024	Active	920	80.07%
	Active Duty	1	0.09%
	Adv. to Journeyman	21	1.83%
	Deceased	1	0.09%
	Graduated	1	0.09%
	Med. Susp.	2	0.17%
	Not Registered	1	0.09%
	Reinstate	55	4.79%
	Suspended	5	0.44%
	Terminated	138	12.01%
	Voluntary withdraw	4	0.35%
	<b>Total Indentured</b>	<b>1149</b>	



## Apprentice Status Report By Indenture Date

Apprentices Indentured Between 1/1/2020 And 12/31/2024

Apprentice Program: IN2

Year	Apprentice Status	Apprentices	Percentage
------	-------------------	-------------	------------

**2022**

Active	217	22.89%
Adv. to Journeyman	75	7.91%
Deceased	5	0.53%
Graduated	95	10.02%
Journeyman	1	0.11%
Med. Susp.	3	0.32%
Not Registered	1	0.11%
Reinstate	6	0.63%
Suspended	7	0.74%
Terminated	498	52.53%
Transferred Out	2	0.21%
Voluntary withdraw	38	4.01%
<b>Total Indentured</b>	<b>948</b>	

**2023**

Active	447	43.91%
Adv. to Journeyman	55	5.40%
Deceased	2	0.20%
Graduated	5	0.49%
Journeyman	3	0.29%
Med. Susp.	1	0.10%
Not Registered	5	0.49%
Reinstate	25	2.46%
Suspended	7	0.69%
Terminated	441	43.32%
Voluntary withdraw	27	2.65%
<b>Total Indentured</b>	<b>1018</b>	

# Apprentice Status Report By Indenture Date

Apprentices Indentured Between 1/1/2020 And 12/31/2024

Apprentice Program: IN2

Year	Apprentice Status	Apprentices	Percentage
------	-------------------	-------------	------------

2020

Active	22	3.42%
Adv. to Journeyman	73	11.34%
Deceased	2	0.31%
Graduated	64	9.94%
Journeyman	1	0.16%
Not Registered	1	0.16%
Reinstate	2	0.31%
Suspended	1	0.16%
Terminated	433	67.24%
Voluntary withdraw	45	6.99%
<b>Total Indentured</b>	<b>644</b>	

2021

Active	53	7.13%
Active Duty	2	0.27%
Adv. to Journeyman	72	9.69%
Deceased	4	0.54%
Graduated	93	12.52%
Med. Susp.	1	0.13%
Reinstate	2	0.27%
Suspended	1	0.13%
Terminated	471	63.39%
Voluntary withdraw	44	5.92%
<b>Total Indentured</b>	<b>743</b>	



# STATE OF INDIANA

## DEPARTMENT OF VETERANS AFFAIRS STATE APPROVING AGENCY

402 WEST WASHINGTON STREET ROOM W-469  
INDIANAPOLIS, INDIANA 46204-2738



Eric Holcomb, Governor  
James M. Brown, Director

Jeremy Brewer  
Apprenticeship Coordinator  
Indiana Laborers Training Trust Fund-Apprenticeship  
439 Patton Hill Rd.  
Bedford, IN 47421

January 9, 2019

Dear Jeremy Brewer,

The Indiana State Approving Agency conducted a supervisory visit on 01/8/2019 at Indiana Laborers Training Trust Fund-Apprenticeship. The purpose of the visit was to provide training to the Certifying Officials and review enrollment certifications, record retention and reporting procedures.

The organization demonstrated proper record maintenance and record maintenance and reporting procedures: During the visit, we discussed the importance of reporting hours on a monthly basis, good record keeping techniques, and how to report a leave of absence or completion via VA Form 22-1999b. We also updated the Certifying Officials via VA Form 22-8794, work processes, and wage scale.

If you need any assistance or have any questions regarding this technical visit please contact me directly at [tgriffin@dva.in.gov](mailto:tgriffin@dva.in.gov) or (317) 232-3916. Thank you for the courtesy extended during my visit. The education and training opportunities that your organization continues to provide veterans and their dependents are appreciated.

Sincerely,

Taniqua Griffin  
Program Director

APPROVED  
JAN - 9 2019  
INDIANA STATE APPROVING AGENCY

# STATE OF INDIANA

## DEPARTMENT OF VETERANS AFFAIRS STATE APPROVING AGENCY

402 WEST WASHINGTON STREET ROOM W469  
INDIANAPOLIS, INDIANA 46204-2738



Eric Holcomb, Governor  
James M. Brown, Director

Jeremy Brewer  
Apprenticeship Coordinator  
Indiana Laborers Training Trust Fund-Apprenticeship  
439 Patton Hill Rd.  
Bedford, IN 47421

January 9, 2019

Dear Jeremy Brewer,

This will acknowledge receipt of your updated **Wage Scale** for the **Construction Craft Laborer** program offered by Indiana Laborers Training Trust Fund-Apprenticeship. The State Approving Agency has reviewed the document as listed below:

**Wage Scale: Construction Craft Laborer**

**FACILITY CODE: 30004114**

To the best of my knowledge Indiana Laborers Training Trust Fund-Apprenticeship does not utilize erroneous or misleading advertisement, either by actual statement, omission, or intimation. It is understood by Indiana Laborers Training Trust Fund-Apprenticeship that they will maintain a complete record of all advertising utilized by or on behalf of the Indiana Laborers Training Trust Fund-Apprenticeship in regards to their training programs during the preceding 12 months. Indiana Laborers Training Trust Fund-Apprenticeship's advertising will be available for review by any and all future supervisory visits by the SAA, or the U.S. Department of Veteran Affairs.

Please Review the entire packet for content and accuracy. Approval is granted pursuant to the provisions of Title 38, U.S. Code 3687, with an effective date of **April 1, 2018**.

If you have any questions, please feel free to give me a call at 317-232-3916 or email me at [tgriffin@dva.in.gov](mailto:tgriffin@dva.in.gov). Thank you for what you do for our Veterans, and have a great day!

Sincerely,

Taniqua Griffin  
Program Director  
State Approving Agency  
Cc: VARO/ELR

APPROVED  
JAN - 9 2019  
INDIANA STATE APPROVING AGENCY

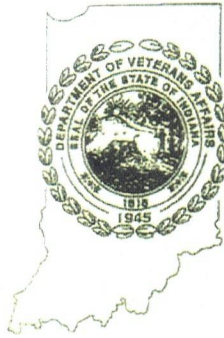


# STATE OF INDIANA

DEPARTMENT OF VETERANS AFFAIRS

STATE APPROVING AGENCY

402 WEST WASHINGTON STREET ROOM W-469  
INDIANAPOLIS, INDIANA 46204-2738



Eric Holcomb, Governor

James M. Brown, Director

Jeremy Brewer  
Apprenticeship Coordinator  
Indiana Laborers Training Trust Fund-Apprenticeship  
439 Patton Hill Rd.  
Bedford, IN 47421

January 9, 2019

Dear Jeremy Brewer,

This will acknowledge receipt of your **revised Work Processes** for the **Construction Craft Laborer** program offered at Hoosier Energy, located in Bedford, Indiana. The State Approving Agency has reviewed the document as listed below:

<u>TRAINING PROGRAM</u>	<u>LENGTH</u>	<u>DOT CODE</u>
Construction Craft Laborer	4,000-7800 hours	47-2061.00

**FACILITY CODE: 30004114**

To the best of my knowledge Indiana Laborers Training Trust Fund-Apprenticeship does not utilize erroneous or misleading advertisement, either by actual statement, omission, or intimation. It is understood by Indiana Laborers Training Trust Fund-Apprenticeship that they will maintain a complete record of all advertising utilized by or on behalf of the company in regards to their training programs during the preceding 12 months. The company's advertising will be available for review by any and all future supervisory visits by the SAA, or the U.S. Department of Veteran Affairs.

This approval is made pursuant to and under the provisions of Title 38, U. S. Code 3687, with an effective date of **January 8, 2019**.

If you have any questions, please contact me at 317-232-3916.

Sincerely,

Taniqua Griffin  
Program Director  
State Approving Agency  
Cc:VARO/ELR

APPROVED  
JAN - 9 2019  
INDIANA STATE APPROVING AGENCY

SURETY LICENSES c,f/: AL, AK, AZ, AR, CA, CO, CT, DE, DC, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WA, WV, WI, WY

INCORPORATED IN: Texas

## **SURETY BONDING COMPANY OF AMERICA**

(NAIC #24047)

BUSINESS ADDRESS: 151 N. Franklin Street, CHICAGO, IL 60606

PHONE: (312) 822-5000

UNDERWRITING LIMITATION b/: \$489,000

SURETY LICENSES c,f/: AL, AZ, AR, CA, CO, DE, DC, GA, ID, IL, IN, KS, MN, MO, MT, NE, NV, NM, NY, ND, OK, OR, SC, SD, TN, TX, UT, WV, WY

INCORPORATED IN: South Dakota

## **Swiss Re Corporate Solutions America Insurance Corporation**

(NAIC #29874)

BUSINESS ADDRESS: 1200 MAIN ST. SUITE 800, KANSAS CITY, MO 64105 - 2478

PHONE: (816) 235-3700

UNDERWRITING LIMITATION b/: \$113,786,000

SURETY LICENSES c,f/: AL, AK, AZ, AR, CA, CO, CT, DE, DC, FL, GA, GU, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, PR, RI, SC, SD, TN, TX, UT, VT, VA, VI, WA, WV, WI, WY

INCORPORATED IN: Missouri

## **Swiss Re Corporate Solutions Premier Insurance Corporation**

(NAIC #32778)

BUSINESS ADDRESS: 1200 MAIN ST. SUITE 800, KANSAS CITY, MO 64105 - 2478

PHONE: (816) 235-3700

UNDERWRITING LIMITATION b/: \$7,070,000

SURETY LICENSES c,f/: AL, AK, AZ, AR, CA, CO, CT, DE, DC, FL, GA, GU, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, PR, RI, SC, SD, TN, TX, UT, VT, VA, VI, WA, WV, WI, WY

INCORPORATED IN: Missouri

## **Swiss Reinsurance America Corporation**

(NAIC #25364)

BUSINESS ADDRESS: 175 KING STREET, ARMONK, NY 10504 - 1606





June 25, 2025

**Re: Bonding Limits for Indiana Earth, Inc.**

To Whom It May Concern:

Please be advised that Swiss Re Corporate Solutions America Insurance Corporation of Kansas City, MO has had the continuing privilege of providing bonding support to **Indiana Earth, Inc.** of Osceola, IN. Swiss Re Corporate Solutions America Insurance Corporation has a Best Insurance Guide rating of A+ XV. We currently have a bonding line established with single job limits of \$10,000,000 and aggregate limitations of \$20,000,000. **By no means do these limits constitute maximums, as we will consider larger projects at the time a request is submitted to our company.**

We are of the opinion that **Indiana Earth, Inc.** is one of the finest managed contracting firms in the industry. They have consistently handled each of their projects in a professional manner and all projects have been satisfactorily completed.

This letter is not an assumption of liability nor is it a bond. Subject to a routine underwriting review of the contract, bond forms, confirmation of adequate project funding and current underwriting information, we are prepared to arrange for the issuance of performance and payment bonds upon request. Please note that any decision regarding the extension of surety credit is between Swiss Re Corporate Solutions America Insurance Corporation and **Indiana Earth, Inc.**, and no liability attaches to third parties.

Should you have any questions, please do not hesitate to call.

Sincerely,

A handwritten signature in blue ink, appearing to read "Thomas O. Chambers".

Thomas O. Chambers  
Attorney-in-Fact  
Swiss Re Corporate Solutions America Insurance Corporation



2626 49th Drive, Franksville, WI 53126  
PHONE: 262.835.9575 or 800.264.1634  
FAX: 262.835.9649  
WEBSITE: [www.shorewestsurety.com](http://www.shorewestsurety.com)



**Public Projects completed:**

1) Excavation and Utility – Knox Community Schools	\$150,000 Summer 2022
2) Excavation and Demolition – Mishawaka City Hall	\$200,000 Summer 2022
3) Excavation and Utility – Ironworks Plaza Phase 3	\$500,000 Summer 2022
4) Excavation and Utility – Topeka Water Treatment Plant	\$500,000 Summer 2022
5) Excavation and Utility—Mishawaka River Walk	\$1,100,446 Fall 2023
6) Excavation and Utility – LaGrange INDOT Unit Building	\$1,000,000 Winter 2023
7) Excavation Elkhart County Courthouse	\$176,200 Summer 2024
8) Excavation New Buffalo School	\$68,100 Summer 2024
9) Excavation/Demo Kamm Island	\$220,656 Spring 2024
10) Excavation and Utility--Evergreen Park	\$401,250 Summer 2024

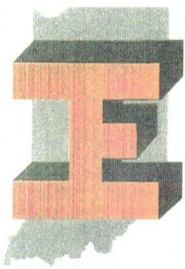
**Public Works in Process:**

- 1) Excavation and Utility--MLK Dream Center
- 2) Excavation and Utility-Porter County Highway Garage
- 3) Excavation and Utility-Chesterton Police Station
- 4) Excavation and Utility-Four Winds Field Improvements
- 5) Excavation and Utility-Michigan City Parking Garage

**Completed all work awarded to our firm.**

**References of Private Firms**

1) Gibson Lewis LLC	574-259-8581
2) Larson Danielson	219-362-2127
3) Weis Builders	773-304-4600
4) Gariup Construction	219-887-5233
5) Flaherty and Collins	317-816-9300
6) Skillman Corporation	317-783-6151
7) Horizon Develop Build Manage	574-581-9779



**INDIANA  
EARTH  
INC.**

**Plan of proposed work**

- 1) Per Spec

**Subcontractors Utilized on Past Projects**

- 1) Weaver Boos –South Bend, IN, Compaction Testing
- 2) Acorn Landscaping – IUSB West Parking Lot
- 3) Abonmarch – South Bend, IN, Surveying
- 4) Hawk Electric – Merrillville, IN
- 5) Montgomery Trucking
- 6) State Barricade
- 7) Mt. Carmel Stabilization
- 8) Milestone Contractors

**Subcontractors to Utilize on this Project** – Possible subs listed, will determine prior to contract approval

- 1) Contractors to be determined

**List of our Equipment Owned:**

- 1) 29 Excavators
- 2) 6 Dozers
- 3) 17 Dump Trucks
- 4) 3 Semi Trucks with dump trailers
- 5) 6 Rollers
- 6) 7 Loaders
- 7) 7 Skidsteers
- 8) 2 Off Road Haul Trucks
- 9) 2 Man Lifts
- 10) 1 Vermeer Vac Truck
- 11) Eagle Crusher

**We have received pricing for services and materials by potential subcontractors.**