



PIT CAMPING POLICY

To help alleviate the cost of traveling for work, Riverside Contracting, Inc. ("Riverside") sometimes allows Employee(s) to camp in the Pit Area on Montana projects; permission relies on land-owner approval. In Wyoming, many of the pits are state-owned, and over-night camping in the pit is often prohibited.

Employees must abide by the following when residing in Riverside's Pit Area(s):

1. Employee must park their camper in the area designated by the Superintendent and/or Foreman, along with using the vehicle route designated. Only Employee and their spouses are allowed to stay in the Pit Area, no children or minors are allowed in the Pit Area.
2. If Employee has a pet, the pet must be restrained by a chain at all times, and not allowed to roam freely.
3. Employee's stay in the pit at their own risk. The Employee shall indemnify, defend, and hold harmless the Landowner, Riverside (including its owners, affiliates and subsidiaries), its officers, directors, agents, shareholders, successors and employees from and against any and all claims, liability, actions, causes of actions, complaints, laws, expenses and demands whatsoever, in law and in equity, including without limitation for bodily injury, personal injury, sickness, disease, death or property damage, arising out of, or as a result of, or to arise out of the Employee residing in the Pit Area, regardless of negligence. Employee, at Employee's sole expense, shall handle all such claims, defend all lawsuits filed against Riverside on account thereof, pay all judgments rendered against Riverside in such lawsuits, and reimburse Riverside in cash for all reasonable expenses incurred by Riverside on account thereof including, but not limited to, attorney fees, expert witness fees and court costs.
4. Employees are not to interfere with pit operations; if work-related operations are near campers, the camper must be moved.
5. The use or operation of Riverside equipment is strictly prohibited outside of work-hours and without Supervisor permission. Violating this policy will result in termination.
6. The area around campers must remain tidy; no surplus of belongings strewn about. Littering is against the law and against company policy. Employees can be terminated for littering.
7. Employees are expected to conduct themselves in a respectable manner. If Employee's conduct interferes with their neighbors and co-workers, they will lose the privilege of staying in the Pit Area.
8. Excessive drinking, rowdiness, and partying are not allowed in the pit.
9. Employee is allowed ingress and egress access to their camper spot only, no other access to the Pit Area is allowed, except while performing official duties for Riverside. No All-Terrain Vehicle operation is allowed in the Pit Area.
10. When Employee's work is complete in a particular area, campers must be removed from the Pit Area immediately.
11. Employees must report violations of this policy to their supervisor, or by calling the office; Billings: 406-256-0555, Missoula: 406-721-9267. Report all emergencies immediately to 911, if not available, to the authorities as expeditiously as possible.
12. This Agreement constitutes the entire agreement of the parties. This Agreement supersedes all prior communications, contracts, or agreements between the parties. This Agreement cannot be modified verbally by any Riverside employee; all changes must be in writing, and signed by the President.

By signing this Agreement, Employee agrees to be bound by the aforementioned language, from date of execution, until termination of Employment. All Indemnification language shall survive employment termination. Upon receipt of this executed agreement, Riverside will issue a Pit Camping Authorization decal to the Employee. An authorization decal is REQUIRED to camp in the Pit Area, and must be displayed on the camper inhabited by the Employee.

Print Name _____ Date _____

Signature _____