



Alliance Agreement

Dow AgroSciences
and the
Indiana Department of Labor

November 7, 2013



III. Goals and Metrics

An implementation team consisting of representatives of each signatory will meet to develop a plan of action, determine working procedures and identify the roles and responsibilities of the participants. Representatives will meet at least semiannually to track and share information on activities and results in achieving the goals of the Alliance. Implementation team members will include representatives of IDOL and DAS.

GOALS	METRICS
DAS will share knowledge of technology, innovations and work practices to help improve workplace safety and health performance in the areas of agriculture and transportation safety.	IDOL will track and report these efforts.
IDOL and DAS will work together to reach out to and communicate workplace safety and health matters to agriculture industry stakeholders. These stakeholders may include employers, employees, commodity groups (e.g. soybean, grain, FFA, etc.) and other representatives.	IDOL will track and report these efforts.
IDOL will assist in connecting DAS representatives with councils, associations, etc. to further outreach and educational opportunities and initiatives.	IDOL will track and report these efforts.
IDOL will recognize DAS as a valued industry alliance member. This recognition may include news releases, media events, website presence and placement in IDOL's newsletter and social media websites.	IDOL will track and report these efforts.

Employer Rights and Responsibilities

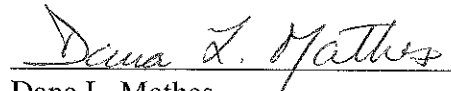
This Agreement does not preclude employees and/or employers, including DAS, from exercising any rights provided under the IOSH Act nor shall it alleviate any responsibility to comply with any rule or regulation adopted under the IOSH Act. IOSHA may enter the site at any time, as provided by the IOSH Act, when it believes a serious compliance issue exists. No part of this agreement should be construed as limiting IOSHA enforcement activities, authority or rights of workers to protections afforded by the IOSH Act. This Agreement in no manner limits DAS's ability to exercise its rights to contest or appeal a citation.

This Agreement will remain in effect for two years. Any signatory may terminate the Agreement for any reason at any time, provided they give 30 days written notice. This Agreement may be modified at any time with the concurrence of the signatories.

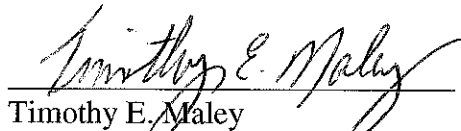
Dated this 7th day of November 2013.



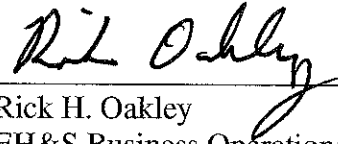
Rick J. Ruble
Commissioner
Indiana Department of Labor



Dana L. Mathes
Vice President of Operations
Dow AgroSciences



Timothy E. Maley
Deputy Commissioner of IOSHA
Indiana Department of Labor



Rick H. Oakley
EH&S Business Operations Leader
Dow AgroSciences



Michelle L. Ellison
Assistant Commissioner of INSafe
Indiana Department of Labor



INDIANA
DEPARTMENT
OF LABOR



Dow AgroSciences