



hereby presents the

STEP Safety Management System

STEP Silver *to*

Northshore Paving, Inc.

in recognition of the company's achievement and its ongoing efforts in the development of a quality safety program for 2020

A handwritten signature in black ink, appearing to read 'Tim Keating'.

Tim Keating
ABC National Chairman

A handwritten signature in black ink, appearing to read 'Michael Bellaman'.

Michael Bellaman
ABC National President and CEO