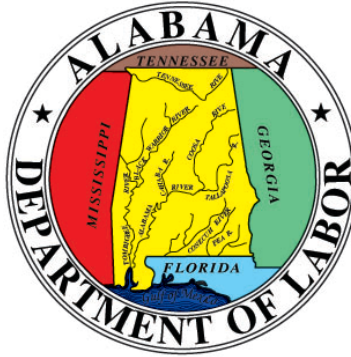


State of Alabama



Department of Labor, Workers' Compensation Division Drug-Free Workplace Certification

Issued To:

Parrot Structural Services, LLC
137 County Road 902
Calera, AL 35040

This is to certify that the above named organization has properly applied to the Alabama Department of Labor, Workers' Compensation Division and met all requirements to be certified as a Drug-Free Workplace pursuant to Code of Alabama, 1975, §25-5-330 through 340. This certification is effective as of 12/18/2019 and shall remain in effect until 12/17/2020 unless cancelled, suspended or revoked.

Steve Garrett, Director
Workers' Compensation Division

Fitzgerald Washington, Commissioner
Department of Labor