

CERTIFICATE FOR PERFORMANCE OF SERVICES

The undersigned bidder does hereby certify that in performing the services required for the KAAWALII GULCH TREE AND SHRUB TRIMMING, PROJECT NO.19H-02-04M, DISTRICT OF NORTH HILO, ISLAND OF HAWAII it will fulfill the following conditions:

1. All applicable laws of the Federal and State governments relating to workers' compensation, unemployment compensation, payment of wages, and safety will be fully complied with; and

2. The services to be rendered shall be performed by employees paid at wages or salaries not less than the wages paid to public officers and employees for similar work, with the exception of professional, managerial, supervisory, and clerical personnel who are not covered by Section 103-55, HRS.

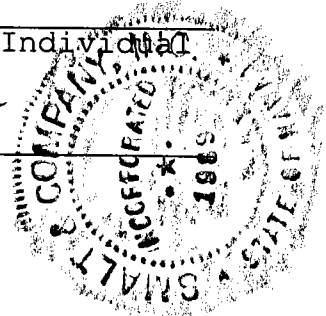
I understand that failure to comply with the above conditions during the period of the contract shall result in cancellation of the contract, unless such noncompliance is corrected within a reasonable period as determined by the Director of Transportation. Payment in the final settlement of the contract or the release of bonds, if applicable, or both shall not be made unless the Director of Transportation has determined that the noncompliance has been corrected; and

I further understand that all payments required by Federal and State laws to be made by employers for the benefit of their employees are to be paid in addition to the base wage required by Section 103-55, HRS.

DATED at Honolulu, Hawaii, this 12 day of October 2004

SMALT & COMPANY, INC.  
Name of Corporation, Partnership, or Individual

*Luia Layataewa* President  
Signature and Title of Signer



Subscribed and sworn before me  
this 12th day of October, 2004.

*[Signature]* Jason Cheung  
Notary Public, First Judicial  
Circuit, State of Hawaii  
My Commission Expires: June 9, 2006

