

Bidder's statement regarding the observance of collectively agreed rates, minimum remuneration and social insurance contributions

I/we declare that

- in carrying out the services I/we shall guarantee my/our employees at least those working conditions, including the remuneration, stipulated in the tariff agreement under the Employee Assignment Act (*Arbeitnehmerentsendegesetz*) of 20/04/2009 (BGBl. I P. 799) or to comply with other legal requirements regarding minimum remuneration,
- in carrying out the services I/we shall pay my/our employees (excluding trainees) an hourly rate of at least EUR 8.50,
- in carrying out the services I/we shall pay my/our employees the same remuneration for the same or equivalent work (without prejudice to the tariff agreement regulations).
- I/we require the subcontractor commissioned by me/us or an employment agency commissioned by me/us or by a subcontractor to guarantee their employees at least the employment conditions that I/we have myself/ourselves undertaken to provide and I/we shall jointly agree to the "Particular contractual terms and conditions regarding pay rate compliance, minimum salaries and social insurance contributions" (Wirt 323).

I am/we are aware that a deliberately false statement will result in my/our exclusion from the receipt of any further orders and my/our enterprise may be excluded from any public tender awards for up to three years.

13 August 2014

(Place/Date)



(Signature, company stamp)

James Ratajczek
VP Sales
Reconyx, Inc.