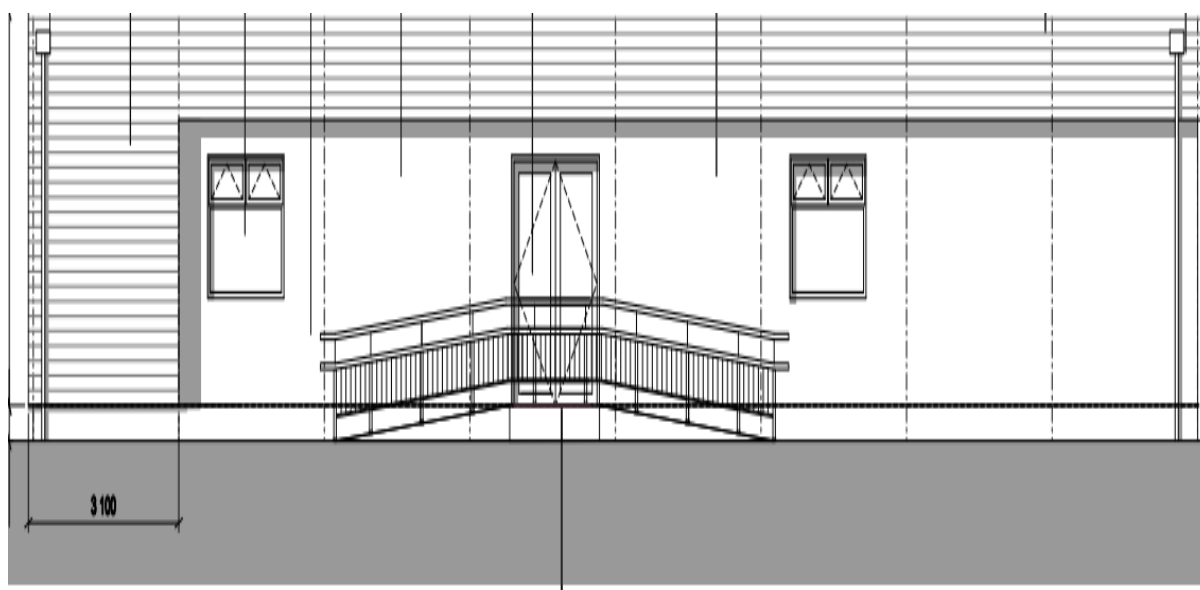


THE DEAN TRUST ACADEMY ARDWICK

CONSTRUCTION MANAGEMENT PLAN



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1.0 Introduction and scheme overview

The purpose of this document is to give a broad overview of the construction proposals in respect of the proposed Extension/development of the site known as Dean Trust Academy Ardwick Manchester.

The project “Dean Trust Ardwick” comprises of a single storey building to create a new flexible classroom / break out space with supporting services and facilities. There will be green space surrounding part of the building with the remaining space being car parking facilities.

- Phase 1 – Installation of drainage and foundation
- Phase 2 - Delivery and erection of modular buildings including first fix M&E
- Phase 3 – Cladding of Exterior Installation of Final Finishes Install of sliding doors / wall partitions. Forming of access ramps and balustrades

The proposed works will consist of, but not limited too:

- Foundations/drainage.
- Ground works
- Damp Proofing Membrane
- Modular install/Pod Erection
- Brick and Block Work
- Mechanical and engineering
- Air con installation
- Flat roof detail
- Window/Glazing
- Electrical
- Structural works
- Dry lining/Plastering
- Painting
- Flooring detail
- Furniture fit out
- Tiling
- Joinery

Principal Contractor have prepared this document in conjunction with their H&S consultants, to discharge the pre-commencement planning condition, no 5 which requires a detailed construction management plan outlining working practices during development.

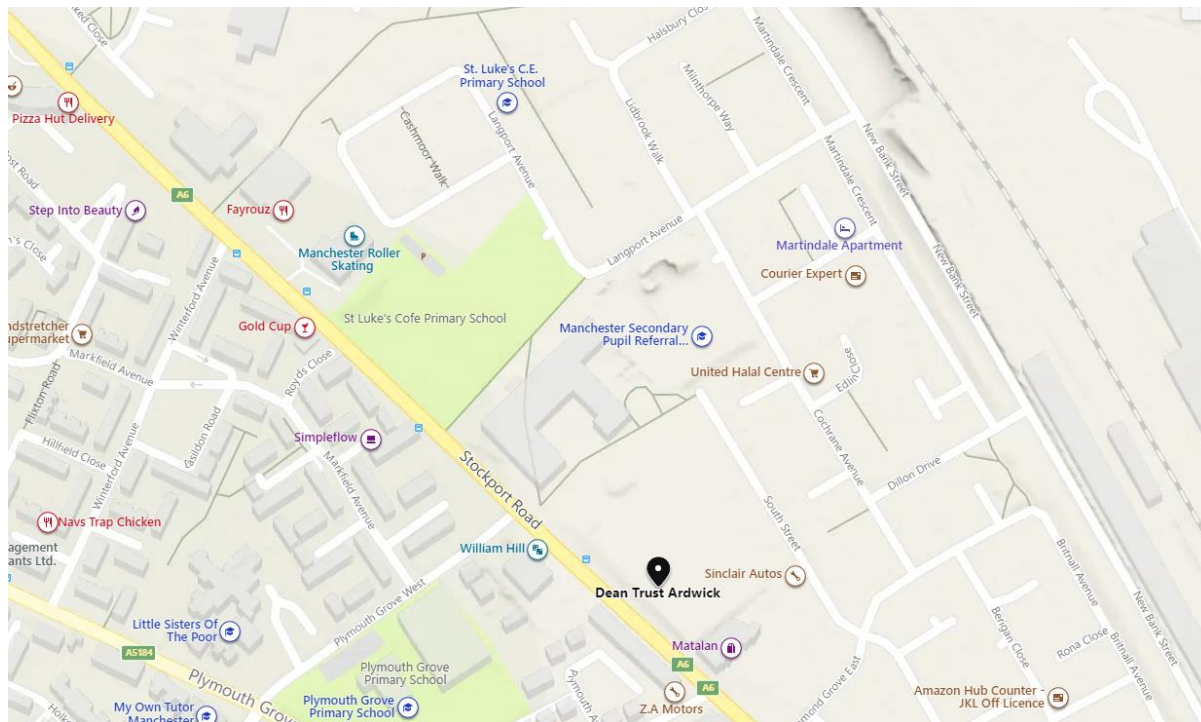
Start Date: TBC

Duration: 60 weeks

Emergency Contact Details will be displayed on site and included in our newsletters. This will include the project managers, name and mobile number, however at this stage the key emergency contact is Mr Liam Rice Mob 07775 847 001. (Display of an emergency contact number)

2.0 Access to, and traffic circulation around, the site:

The Dean Trust Ardwick site is located on Stockport Road. It is in the heart of the local area of this part of Manchester which is a main thorough fair in the Ardwick area.



The A6 is a very busy road with a constant flow of traffic, which will be taken into consideration and included as part of any traffic management plan, particularly when deliveries to site are occurring and/or waste removal. Fortunately, the site can be accessed by New Bank Street and Langport Avenue and this will facilitate safe delivery and loading of materials.

Banks-men will be used to direct vehicles coming in and out of the site and it will be critical that existing traffic systems are not restricted in any way. Approach signage will be placed to advise other road users of the location of the site and the likelihood of site traffic.

The principal contractor will ensure nominated persons control all site traffic movements, including supervision of deliveries to and from site.

Liaison will occur with the Local Council regarding the requirement for temporary pavement closures and/or partial road closures to ensure the scheme can be adequately serviced during the construction phase, minimising risks to the public.

The main site entrance will be from Langport Avenue into the main school car park and beyond onto the site which will be used for all heavy goods vehicles (including deliveries), the gates will be kept closed at all other times. There will be entry and exit gates for traffic, which will be manned at all times when these gates are open, to ensure all traffic entering and leaving site will be managed. Provision for cleaning site traffic wheel deposits will be in place as to ensure surrounding roads are kept clean as required, particularly during basement and structural frame construction activities.

2.0 Access to, and traffic circulation around, the site cont'd:

There will also be a separate security gate for pedestrians, which will be the only access to site for both site operatives and visitors, with a designated, and clearly signed, path leading to the site welfare compound, to ensure that traffic and pedestrian segregation can be maintained at all times.

Levels of traffic will vary throughout the projects lifespan. Based on early vehicle movement analysis estimated peak construction movements are anticipated as being an considerable vehicles per day for muck shift, with a peak during piling and core/slab pours, this will quickly reduce however.

To minimise the impact on adjacent property occupants, members of the public and adverse environmental impacts, loading & deliveries to the project will only occur via pre booked coordinated arrangement with the Principal Contractor site management, any vehicles arriving at site outside of this arrangement will be turned away and rescheduled. Our main control measures which will be adopted in respect of traffic management will be;

- Where assessed & identified by the Principal Contractor management, Haulage contractors will fit dust covers to load during removals & material deliveries. (Sheeting over of construction vehicles)
- Dust suppression (Watering/Mist Spray) during vehicle loading procedures will be applied. (
- Water suppressed road cleaning measures will be applied on site. It is anticipated that this will be more necessarily during ground works, however, it will be maintained throughout the duration of the job as required. (Details of wheel washing)
- Existing drainage systems to be maintained and cleaned by the principal contractor to prevent any environmental impact from proposed procedures.
- Plant & vehicle selection will be assessed to maintain noise levels to a minimum.
- Vehicles will turn of engines during loading process (reduction of noise & emissions)
- Material loading and waste removal process will be coordinated & arranged to maximise on reduction of noise levels, no multi vehicle attendance
- Vehicles attending site will be coordinated by the site manager (pre booked only) to enable minimum attendance at any one time (Haulage vehicles will not be allowed to park up and wait around the site perimeter on within site, unless immediately loading/unloading)
- Placement of construction site traffic signage on approach roads
- Parking for site operatives is not available and at induction stage advice will be given on the nearest available car parks.

It is envisaged that there will be vehicles entering and egressing from site every day for the duration of the works. The majority of vehicles will be delivering materials, although there will be a number removing excavated materials, equipment and surplus and waste materials. The types of vehicles and materials will vary duration the course of the construction. Access/egress arrangements for the site will allow for safe pedestrian and vehicular access onto site that has the least impact on members of the public and surrounding land uses.

Trained and competent banks-men will control all vehicular movement in and around the site. Deliveries will be timed to avoid busy rush hour periods and also a build-up of site traffic. Construction vehicles will not be allowed to wait on Langport Avenue or New Bank Street or neighbouring roads. Liaison will occur with our neighbours throughout the construction phase.

Access to, and traffic circulation around, the site cont'd:

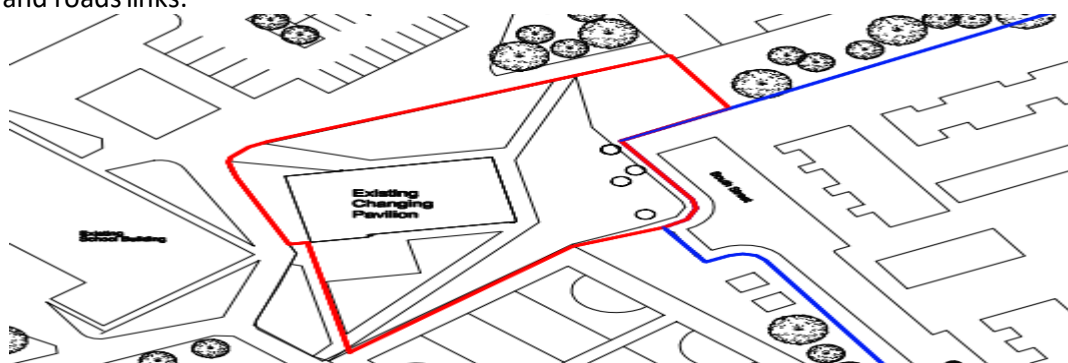
Please note a fully developed traffic management and access plan will be formulated as part of the construction phase plan. This will further enhance on the information described within this document and identify key personnel for its implementation.

Non-Road Mobile Machinery

- Dumper trucks
- Excavators
- Rollers
- Cranes
- MEWP's (scissor lifts, cherry pickers)

3.0 Surrounding land use and restrictions:

The site land locked by neighbouring residential properties and businesses, and is close to the main roads that lead into Ardwick area which can become heavily congested at peak times of the working day. In addition, it is paramount to maintain vehicular and pedestrian access to and from the local area and roads links.



The site is roughly square (please see above). The site is currently vacant and green land, which is located in the grounds of the school which is part of the Deans Trust.

The public footpath that leads around the site, traffic routes and neighbouring foot paths will need to be closely monitored at some stage prior to construction works to ensure the works don't affect the general public and local residents.

The principal Contractor will assess if any partial or full road closure are needed to install future services, there may need to be a road if permitted closure vehicular lane(s) intermittently when specific programme critical works are due to be completed, and this will be facilitated through close consultation with the local Council.

The Principal Contractor are engaging with the local Council in respect of obtaining and applying for the necessary permits for closures, hoardings and other agreements and we will ensure continual coordination and cooperation with them and all stakeholders throughout the process.

Immediate neighbours also mostly include residential buildings. Due consideration will also be given to our neighbours throughout the works with every effort made to minimise any disruption.

The site will have a designated parking area set up for vehicles and plant, this will be limited parking so guidance and information will be provided to contractors and visitors on local parking arrangements.

Routes for construction traffic will be on site and will be designated and separated from pedestrian routes, site traffic at any point need to go on to the general public road then this will be banked.

Unloading and loading will take place in a designated area on site and this will be controlled under specific risk assessment and method statements by the PC and their contractors. All vehicles when on site will have enough space to turn round safely in order to always be leaving site front on. All vehicles will be banked in and out of the site.

Environmental Context

The site is bounded by Langport Avenue and Stockport Road along with surrounding school premises, residential properties and a school. Due to the location it is subject to significant noise and air quality considerations.

There are TPO'S in place for trees which have been identified and will be protected by being isolated and signage applied.

There are no other known exclusion areas for the protection of any priority or notable species that we are aware of.

4.0 Access to the works

The PC will utilize MEWPS and scaffold. The Work at Height Regulations 2005 require that scaffolds be designed and constructed to a generally recognised standard, or be designed and calculated to ensure that it is fit for the intended use, stable and of adequate strength. The PC will provide scaffolding contractors with as much information as possible within the tender process. This will include the following;

- Purpose and position of scaffold
- Period of time scaffold is required for
- Design criteria for the scaffold
- Security arrangements for scaffold
- Traffic management arrangements
- Site restrictions

The scaffolding sub-contractor must provide their risk assessments and method statements prior to commencing activity on site, which must cover the following;

- Name of scaffold supervisor and/or person responsible for managing work
- Who is to use and scaffold and for what
- Delivery arrangements for materials
- Proposed working hours for erection and dismantling
- Site restrictions
- Public protection
- Fall protection
- How the scaffold is to be stabilised
- Number of ties required and pull tests
- Hand-over arrangements.

All appropriate licenses and agreements will be obtained for any scaffold structures as required by the local Council or any adjacent premises as they may be affected.

The façade and bricklayers contractor will utilize scaffold that will provide access for both materials and labour.

Reference should be made to appendices 1 and 2 which include a proposed logistics plan and site accommodation plan respectively.

5.0 Proposed Works

5.1 Enabling Works

The enabling works will include setting up site and conducting surveys for ground levels to commence with ring foundations.

5.2 New build works

The scheme will provide a high-quality development ranging over one floor. The project “Dean Trust Ardwick” comprises of a single storey building to create a new flexible classroom / break out space with supporting services and facilities. There will be green space surrounding part of the building with the remaining space being car parking facilities.

The civil and structural engineers once appointed will accordingly provide a full tender pack incorporating drawings and specifications.

Prior to any construction works commencing on site, all sub-contractors must provide full and comprehensive risk assessments and method statements for approval prior to works commencing.

Below is a broad overview of the construction methodology.

Excavations

The excavations will be created for ring foundations. The equipment will be delivered on low loaders, and during the excavation operations, wagons will be regularly visiting site to deliver reinforcement/concrete rings and concrete.

During the ring concrete works vehicles will be constantly delivering shuttering equipment, steel reinforcement and concrete to site, all of which will be lifted by a crane/telehandler and slung into position. During this period a concrete pump will be brought to site to assist in the general distribution of concrete.

Frame Works

The frame works will consist of the modular delivery which will be delivered to site and installed on to the ring foundations/pad stones once in position. During that period there will be constant deliveries of plant, equipment and modulars all of which will be off-loaded by mobile crane. There will also be constant deliveries, and for speed, this will be connected by the use of MEWPS.

Facade works

The Façade works are programmed to start when the modular/pods have been installed and cladding works has reached approximately the roof.

MEWPS will be used however we have included Scaffold which may be used to access the facade works and has modular/pods will be craned into position with a crane.

There is very little space on site for the storage of materials. Consequently materials will be delivered on a just in time basis. Deliveries will have to be coordinated so as not to disrupt the concrete frame works, particularly when large concrete pours are in progress.

The cladding will be a Cesare cladding which will be installed to all elevations of the external envelope.

Mechanical, Electrical & Plumbing works

The mechanical services installation shall comprise the following elements:

- Provision of new water supplies
- Provision of new natural gas supplies
- Electric install will be part of the modulars- however connection will happen on site.
- Hot and cold water installations
- Above and below ground drainage
- Fire engineering installations
- Rainwater disposal

The electrical services installation will comprise the following systems:

- Incoming Utility Electrical Supply
- Incoming Utility Telecoms Supply

The appointed M&E consultants are dealing with new incoming services along with the M&E plant, equipment and services installation. A mechanical and electrical performance specification along with drawings is provided direct by the M&E consultant and included within their tender pack.

Finishing Works

The finishing works will commence approximately duration date will need to be confirmed and will include partitioning, boards, plastering, mist coat, painting, decorations, floor finishes, joinery, fitted furniture etc. The finishing works will require close coordination with the Concrete works and Façade works as these will be progressed simultaneously.

The Principal Contractor will take all reasonable measures to ensure that the **stability and structural integrity** of the new building(s) is retained at all times throughout the works and in doing this will ensure that temporary supports are **designed and installed** were required.

Temporary works is defined in BS5975: 2008 “Code of practice for temporary works procedures and the permissible stress design of falsework” as “(those) parts of the works that allow or enable construction of, protect, support or provide access to, the permanent works and which might or might not remain in place at the completion of the works”.

The Principal Contractor will apply suitable temporary work procedures for the project, which will contain the following elements:

- Appointment of a Temporary Works Co-ordinator (TWC)
- Production of a temporary works design
- Completion and maintenance of a temporary works register
- Independent checking of the temporary works design as per the category requirements.
- Issue of a design/design check certificate, if appropriate.
- Pre-erection inspection of the temporary works materials and components.
- Appointment of temporary works supervisors

Potential temporary works include;

- Hoardings
- Scaffold
- Excavations
- Propping

The above list is not exhaustive and the Principal Contractor will include a schedule of temporary works and their associated management procedures within the construction phase plan.

6.0 KEY INFORMATION

Commencement Date: Summer TBC

Completion Date: TBC

Hours of Operation Monday to Friday 8am to 6pm and Saturday 8am to 2pm
No works will occur on a Sunday or Bank Holiday without prior permission. (Hours of work)

Key Contacts: Mr Liam Rice, THE REST TBC

Other key site personnel, project manager, site managers etc will be appointed and reflected in the construction phase plan.

6.1 Dust suppression

Dust is created on the site during most stages of construction and will be managed throughout the construction phase. Measures will be taken to minimise and control dust on site through industry standard measures, i.e. dampening down etc.

Internal works – Dust will be controlled in a similar manner. The majority of dust escaping to outside locally is created from the use of waste chutes. For that reason the PC will **not** use waste chutes, waste shall be transported in bins via a goods hoist.

Generally good housekeeping will be employed to reduce the amount of dust created. PC in conjunction with its sub-contractors shall ensure dust generated from site activities does not become a risk to others and in doing so shall assess the dust risk for each work package, ensure adequate controls are in place and review these controls with their contractors.

Measures will be taken to eliminate, or at least minimize, dust generation with consideration given to material usage, type of work equipment used and work methods applied. Where dust creation is unavoidable, dampening down techniques will be applied.

6.2 Noise

As part of the pre-planning process of work activities, those works, which may bring about excessive or high levels of noise will be pre-assessed, including the impact upon construction operatives and residents/neighbours in nearby premises.

The requirements described within The Noise at Work Regulations 2005 and the British Standard BS 5228 Noise and Vibration Control on Construction and Open Sites will be adhered to fully.

In brief, PC will limit as much as is practical high noise operations and where this is unavoidable measures will be taken, such as the selection of plant and equipment or work processes, which does not emit high noise levels or equipment, which is fitted with silencing/anti-vibration equipment.

6.2 Noise cont'd

Also any noisy equipment will be sited as far away from occupied premises as possible and turned off when not in use. Noise paths will be restricted by the placement of enclosures/barriers where practical.

The above measures will be considered as part of the assessment process, which will identify noisy hazards, estimate likely exposure to noise by construction operatives and any other persons likely to be affected, identify measures required to eliminate or reduce noise exposure, and make persons likely to be affected by noise aware of the risks and controls which are being taken.

Full liaison will occur with affected residents/neighbours as part of the pre-planning of construction work activities and every effort will be made to minimise the impact upon their work activities as described above and also to work in cooperation with tenants regarding any specific requirements they may have, including restricting high level noise during key times. (Consideration will also be given to works occurring outside of normal works hours, were noise levels cannot be satisfactorily reduced).

Noise monitoring will occur during potential noisy activities and were the action levels are exceeded as identified within the Noise at Work Regulations (see below), then appropriate action will be taken.

Lower exposure action level is a daily or weekly exposure of 80db and a peak sound pressure of 135db

Upper exposure action levels is a daily or weekly exposure of 85db and a peak sound pressure of 137db

Additionally, liaison will also occur with the local authority regarding any restrictions they have and ensuring minimal impact upon neighbours.

6.3 Crane Use

Extensive coordination has been undertaken with our approved steel frame contractor and structural engineer. Crane operations whilst always being a high risk activity will be particularly challenging on this scheme due to the restricted size of the site and the footprint of the building being constructed.

Over sailing license agreements will be obtained with Local Council and any restrictions imposed on crane use/over-sailing will be reflected within the selection, positioning, and use of any crane, and that all appropriate design information, crane details and subsequent lifting plans must be submitted to Local Council and that the crane will need to be configured to suit local stakeholder and authority requirements.

Ongoing dialogue will occur with respect to crane usage and this will be done in conjunction with the design team, Principal Contractor and crane operator. At all times the requirements of the Lifting Operations and Lifting Equipment Regulations 1998, BS 7121-1 Code of Practice for the Safe Use of Cranes and GE700/D3 'Lifting Equipment and Accessories for Lifting' must be followed at all times.

The PC will ensure an **appointed person** who has adequate training, authority and experience will take overall responsibility and control of a lifting operation.

6.3 Crane Use cont'd

A safe system of work will be in place for all crane operations, which is written down and communicated to all relevant operatives.

As a minimum this safe system of work must detail;

- Thorough planning of the operation, along with the selection, provision and use of suitable cranes and equipment
- The maintenance, testing and examination of all equipment
- Supervision by trained and competent personnel, with all necessary authority to progress or stop a job as necessary
- The provision of all test certificate and other documentation relevant to the equipment being used
- The prevention of unauthorised use or movement of equipment, both by workers or members of the public who may be trespassing
- The safety of all persons, both those involved in the lift as well as those not involved in the lift but who may be affected by the lifting operation.

Any temporary works associated with the crane base must be designed by a competent person and will require independent checking.

6.4 Details of Site Compounds, storage of plant and materials

With respect to the storage of plant and materials, as previously detailed, this will be within the confines of the site. Careful management of materials, equipment and storage are to be followed. The delivery, storage and movement of materials around the site shall not adversely affect the day-to-day usage of surrounding land uses. Management of deliveries and the amounts brought to site on a daily basis will be considered and organised in such a way as to not have excessive amounts building up. (Consideration will be given to “Just in Time” procurement).

Suppliers and contractors will be made aware of the transport routes to be adopted. Delivery vehicles will be directed to the site entrance depending on what is being delivered. Deliveries are to be pre booked for delivery times to the site, which are co-ordinated by a site representative.

Facilities will include site offices, canteen/mess facility with tables and chairs with back supports, drying room, and hot and cold running water (including drinking water), facility to heat meals, toilets, wash hand basins and drying facilities with cleaning agents. (Compound Location)

6.5 Temporary highway works or closures

Footpath closure applications will be lodged with Local Council and subject to their approval. The site construction phase traffic management and access plan will be reflective of these closures.

6.6 Access for Construction Traffic

Currently, the only vehicular access to the site is achieved from Langport Avenue. There is a constant flow of traffic on all of the surrounding main streets, which will be taken into consideration as part of the Traffic Management Plan, particularly when deliveries to site are occurring and mobile plant is manoeuvring around the site. A separate pedestrian entrance/exit onto site will be formed.

Because of the existing physical site restrictions it is **not** envisaged that there be any significant vehicle ingress into the actual site and consequently loading/offloading of vehicles will have to use the laydown area designated for this purpose.

Undoubtedly, there **will** be some vehicles within the site area (excavators and dumpers etc.) and the Traffic Management Plan will assess the risks arising and provide segregation of pedestrian/vehicle routes etc.

The majority of vehicles will be delivering materials, although initially there will be a number removing excavated/demolition materials, equipment and surplus-waste materials. The number of lorries arriving on site should be minimal, but this will vary depending on the activities being progressed at any particular time.

Access/egress arrangements for the site will allow for safe pedestrian and vehicular access onto site that has the least impact on members of the public and surrounding land uses.

Trained and competent banks-men will control all vehicular movement in and around the site.

Deliveries will be timed to avoid busy rush hour periods and also a build-up of site traffic. Construction vehicles will not be allowed to wait on surrounding streets, save for when waiting to be unloaded/loaded in the designated loading bays.

Liaison will occur with our neighbours throughout the construction phase.

Workforce parking will be limited and public transport will be encouraged to use public transport. (Parking of construction vehicles and staff)

6.7 Recycling/disposing of waste (Location, removal and recycling of waste)

The legal requirement to produce a Site Waste Management Plan was removed in 2013, however, the PC will produce and define a waste management hierarchy of control (i.e. a Waste Management Strategy).

This will include:

- Mitigation of waste generated
- Re-use of materials where possible
- Recycling of materials
- Disposal of remaining waste at a suitable facility.

Waste produced during the construction process is to be cleared on a regular (ideally daily) basis.

On each floor of the buildings, a series of paladin bins will be deposited within easy reach of the workstations. Contractors are to deposit waste in these bins during the day. The bins will then be transported to the skip **via a loading bay (telehandler)**, to reduce manual handling to the minimum.

6.7 Recycling/disposing of waste cont'd

Because of space limitations on this site, it is not envisaged that many skips can be positioned on site. Therefore, to reduce the amount of waste for landfill, waste is to be segregated at the waste transfer station into the following categories:

- Cat A: Hazardous waste i.e. paint tins, mastic tubes etc.
- Cat B: Metal
- Cat C: General waste / building debris

6.8 Security

Prior to starting works the site will be secured via a 2.4m high solid hoarding, which will be subject to a temporary works design. Signage will be prominently displayed advising of construction works ongoing and site contact details will be clearly displayed also. The hoarding will be inspected on a daily basis.

Access will be controlled onto site via designated entrances with these being separate for pedestrians and vehicles. All operatives and visitors will be required to sign in/out with a biometric fingerprint recognition system being utilised following completion of the demolition phase, which log all egress / ingress and act as an accurate personnel record.

6.9 Coordination and cooperation with non-construction persons

The PC will liaise with neighbors regarding the proposed works and in particular any elements which may impact upon their day to day undertakings. This will be done initially at pre-commencement via letter drop/bulletin update and thereafter at periodic intervals.

The PC will endeavor to plan, manage, organize and carry out the works in such a way as to minimise disruption. Deliveries will be planned and timed as reasonably as possible. Any footpath closures will be clearly indicated and done in accordance with local authority applications and approval.

Signage will be prominently displayed for all other road users including cyclists.

6.10 Complaints Procedure

Site contact details will be prominently displayed on the external hoardings, and members of the public will be able to directly contact the site team with any complaints relating to the construction works.

All complaints will be treated seriously and thoroughly investigated with the complainant kept fully informed of proceedings throughout and the outcome of the investigation.

6.11 Welfare arrangements

Welfare facilities will be proportionate to the works being carried out, numbers on site out and the weather conditions and comply fully with the requirements of CDM 2015.

Welfare facilities will consist of as a minimum, rest facility with tables and chairs with backs, running cold and hot water, including drinking water, toilets, wash hand basins, drying facilities, cleaning agents and drying room.

6.12 Fire and emergency procedures

As part of the site set up, adequate arrangements for protection against fire during the construction phase will be considered. This will include establishing the measures for fire detection, warning, and prevention, including appointment of fire marshals and establishment of evacuation procedures and assembly point.

Reference will be made to the Joint Code of Practice for Fire Prevention on Construction sites and HSG 168 Fire Safety in Construction, and a Construction Phase Fire Risk Assessment supported by a fire and emergency plan will be undertaken, and also reviewed/amended periodically, particularly if there are any significant changes. The construction phase fire risk assessment will consider any potential impact, from or to adjacent premises.

Adequate written records will be kept of all fire alarm inspections, tests and fire evacuations (both planned and accidental).

7.0 Summary Statement

The Construction Design and Management Regulations 2015 will apply to this project and all appropriate controls and systems will be in place to comply with the standards of the Regulations and associated guidance.

Every stage of the project will be pre risk assessed and appropriate controls applied, sub-contractors will be pre vetted and will be subject to extensive pre contract requirements of information transfer and risk assessment.

A fundamental aspect of the Principal Contractor's role is the development of a **Construction Phase Plan**, which will take account of all known risks, which have been identified at pre-construction stage by the Principal Designer/CDM Consultant, the Design Team and also through site investigations.

The Construction Phase Plan will describe arrangements and procedures for managing these key risk areas in more detail, as well as any future risk, and also the resources, including personnel, which will be applied to the scheme and which will ensure the Health and Safety of all those working on or affected by the project works.

The PC will have an on-going process of monitoring health and safety standards throughout its organisation. This is normally done directly (on site) by the site management team through regular inspections, toolbox talks etc. and also via the risk assessment process both during the completion of risk assessments and then by monitoring the effectiveness of risk control measures, which have been implemented. Site managers will also undertake regular reviews of safety on site, including any accidents or incidents and any matters raised will be dealt with accordingly.

Health and safety is also incorporated as a fundamental aspect of the overall project review, which will occur and this monitoring and review process will be supported by the **Principal Designer** (CDM).

The Principal Contractor will at the earliest possible stage of the project enter into dialogue With all relevant parties, including neighbours to ensure there is effective coordination throughout all stages of construction.

END OF THE CONSTRUCTION MANAGEMENT PLAN STATEMENT.

