# Twain Harte School District Integrated Pest Management Plan

When completed, this template meets the Healthy Schools Act requirement for an integrated pest management (IPM) plan.

An IPM plan is required if a school district uses pesticides<sup>1</sup>

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Twain Harte School District	18815 Manzanita Drive Twain Harte, CA 95383						
School District Name	Address	<del></del>					
Mark Van Houten	(209) 586-5871	mvanhouton@twainharteschool.com					
District IPM Coordinator	IPM Coordinator's Phone Number	Email Address					
It is the goal of <a href="Twain Harte School District">Twain Harte School District</a> to implement IPM by focusing on long-term prevention or suppression of pests through accurate pest identification, by frequent monitoring for pest presence, by applying appropriate action levels, and by making the habitat less conducive to pests using sanitation and mechanical and physical controls. Pesticides that are effective will be used in a manner that minimizes risks to people, property, and the environment, and only after other options have been shown ineffective.  Our pest management objectives are to: (Example: Focus on long-term pest prevention)							
Eliminate significant threats caused by pests to the h     Prevent loss or damage to structures or property by     Protect environmental quality inside and outside build	pests.						

#### **IPM** team

In addition to the IPM Coordinator, other individuals who are involved in purchasing, making IPM decisions, applying pesticides, and complying with the Healthy Schools Act requirements, include:

Name and/or Title	Role in IPM program			
Custodians	Applying Pesticides, Recordkeeping, and Making IPM Decisions			

# Pest management contracting

Pest management services are contracted to a licensed pest control business.

Pest Control Business name(s): Foothill Sierra Pest Control

Prior to entering into a contract, the school district has confirmed that the pest control business understands the training requirement and other requirements of the Healthy Schools Act.

# Pest identification, monitoring and inspection

Pest Identification is done by: Mark Van Houten

(Example: College/University staff, Pest Control Business, etc.)

Monitoring and inspecting for pests and conditions that lead to pest problems are done regularly by

Custodians & Groundskeepers

and results are communicated to the IPM Coordinator.

(Example: District staff title, e.g. Maintenance staff)

Specific information about monitoring and inspecting for pests, such as locations, times, or techniques include:

(Example: Sticky monitoring boards are placed in the kitchen and are checked weekly by custodial staff.)

- Monitoring for vertebrate pest debris by custodians in all work areas.
- Utilizing sticky monitoring boards for vertebrate and non-vertebrate pest activity. These are checked by custodians and results communicated to the IPM Coordinator.
- Monitoring of gopher and other vertebrate mounds in playgrounds, athletic fields, and other landscaped areas. These results are communicated to the IPM Coordinator.
- · Monitoring buildings for wasp and hornet activity by the site custodians. Any activity is reported to the IPM Coordinator.

# Pests and non-chemical management practices

This school district has identified the following pests and routinely uses the following non-chemical practices to prevent pests from reaching the action level:

Pest	Remove food	Fix leaks	Seal cracks	Install barriers	Physical removal	Traps	Manage irrigation	Other
Ants	×	×	×			×		
Nasps & Hornets	×		×			×		
Other Insects	×	X	×		×	M	<b>C</b>	
Veeds		×			×			
Rats & Mice	×		R	×	X			
Gophers & Squirrels	×			×	×	×	×	

# Chemical pest management practices

If non-chemical methods are ineffective, the school district will consider pesticides only after careful monitoring indicates that they are needed according to pre-established action levels and will use pesticides that pose the least possible hazard and are effective in a manner that minimizes risks to people, property and the environment.

This school district expects the following pesticides (pesticide products and active ingredients) to be applied during the year. (This list includes pesticides that will be applied by school district staff or licensed pest control businesses.);

#### See Appendix

\*The use of products containing Glyphosate (i.e., Roundup) are prohibited on all District properties.

# **Healthy Schools Act**

This school district complies with the notification, posting, recordkeeping, and all other requirements of the Healthy Schools Act. (Education Code Sections 17608 - 17613, 48980.3; Food & Agricultural Code Sections 13180 - 13188)

#### Training

Every year school district employees who make pesticide applications receive the following training prior to pesticide use:

- Pesticide specific safety training (Title 3 California Code of Regulations 6724) PublicSchoolWORKS M-610.
- School IPM training course approved by the Department of Pesticide Regulation (Education Code Section 16714; Food & Agricultural Code Section 13186.5).

# Submittal of pesticide use reports

Reports of all pesticides applied by school district staff during the calendar year, except pesticides exempt from HSA recordkeeping. are submitted to the Department of Pesticide Regulation at least annually, by January 30 of the following year, using the form provided at www.cdpr.ca.gov/schoolipm. (Education Code Section 16711)

#### Notification

This school district has made this IPM plan publicly available by the following methods (check at least one):

- This IPM plan can be found online at the following web address: www.twainharteschool.com
- This IPM plan is sent out to all parents, guardians and staff annually.

## Review

This IPM plan will be reviewed (and revised, if needed) at least annually to ensure that the information provided is still true and correct.

Date of next review: July 1, 2026

I acknowledge that I have reviewed this school district's IPM Plan and it is true and correct.

Signature:

Date:

These pesticides are exempt from all Healthy Schools Act requirements, except the training requirement: 1) products used in self-contained baits or traps, 2) gels or pastes used as crack and crevice treatments, 3) antimicrobials, and 4) pesticides exempt from U.S. EPA registration, (Education Code Section 17610.5)

# **Appendix**

Twain Harte School District expects the following pesticides (pesticide products and active ingredients to be applied during the year. The use of products containing Glyphosate (i.e., Roundup) are prohibited on all Twain Harte School District properties. (This list includes pesticides that may be applied by Twain Harte School District staff or licensed pest control businesses.)

Pesticide Name	USA EPA ID Number	Active Ingredient
Essentria IC Pro	300533632	Sodium Lauryl Sulphate, Geraniol, Clove Oil
Bifen	53883-118	Bifenthrin

## 1. IDENTIFICATION

Product name:

BIFEN I/T

Product type:

Insecticide/Termiticide

EPA Registration No.:

53883-118

Chemical name of active ingredient(s):

Bifenthrin: (2-methyl[1,1'-biphenyl]-3-yl)-methyl-3-(2-

chloro-3,3,3-trifluoro-1-propenyl)-2,2-dimethyl

cyclopropanecarboxylate

Manufacturer/Registrant:

Control Solutions, Inc. 5903 Genoa-Red Bluff Pasadena, TX 77507

For fire, spill, and/or leak emergencies,

contact Chemtrec:

Phone: 1-800-424-9300

For medical emergencies and health

Phone: 1-866-897-8050

and safety inquiries, contact Safety

2. HAZARDS IDENTIFICATIONS

Poison Control Center

# Phone: 1-800-222-1222

# **OSHA HCS CLASSIFICATION (29 CFR 1910.1200)**

# **Acute Toxicity:**

	Acute oral	Acute dermal	Acute inhalation	Eye irritation	Skin irritation	Skin Sensitization
Category	Category 4	NC	Category 4	NC	NC	NC

NC: Not classified

# **SIGNAL WORD: WARNING HAZARD STATEMENTS:**

- Harmful if swallowed.
- Harmful if inhaled

## PICTOGRAM:



PRECAUTIONARY STATEMENTS: Wash hands thoroughly after handling. Do not eat, drink or smoke when using this product. If swallowed: Call a poison center if you feel unwell. Rinse mouth. Avoid breathing mist, vapors and spray. Use only outdoors or in a well-ventilated area. In inhaled: remove a person to fresh air and keep comfortable for breathing. Contact Safety Call® International for emergency medical treatment at (866) 897-8050.

# 3. COMPOSITION/INFORMATION ON INGREDIENTS

COMMON NAME	CAS NO.	%	OSHA PEL	ACGIH TLV	OTHER	NTP/IARC/OSHA (Carcinogen)
Bifenthrin	82657-04-3	7.9	NA	NA	NA	NA

NA=Not available.

## 4. FIRST AID MEASURES

	FIRST AID
IF SWALLOWED:	<ul> <li>Call a poison control center or doctor immediately for treatment advice.</li> <li>Have person sip a glass of water if able to swallow.</li> </ul>
	Do not induce vomiting unless told to do so by the poison control center or doctor.
	Do not give anything by mouth to an unconscious person.
IF INHALED:	Move person to fresh air.
	If person is not breathing, call 911 or an ambulance, then give artificial
	respiration, preferably by mouth-to-mouth if possible.
	Call a poison control center or doctor for further treatment advice.
IF ON SKIN OR	Take off contaminated clothing.
CLOTHING:	Rinse skin immediately with plenty of water for 15-20 minutes.
	Call a poison control center or doctor for treatment advice.
IF IN EYES:	Hold eye open and rinse slowly and gently with water 15-20 minutes.
	Remove contact lenses, if present, after the first 5 minutes, then continuing
	rinsing eye.
	Call a poison control center or doctor for treatment advice.
	ontainer or label with you when calling a poison control center or doctor, or going
	nay also contact Poison Control Center 1-800-222-1222.
Note to Physician	This product is a pyrethroid. If large amounts have been ingested, the stomach

## 5. FIRE FIGHTING MEASURES

FLASH POINT: Will not flash.

FLAMMABLE LIMITS: Not applicable

EXTINGUISHING MEDIA: Water fog, CO<sub>2</sub>, foam, dry chemical.

alcohol may increase absorption and so should be avoided.

FIRE & EXPLOSION HAZARDS: Pesticide fires have potential to emit hazardous decomposition products.

and intestine should be evacuated. Treatment is symptomatic and supportive. Digestible fats, oils, or

**FIRE-FIGHTING PROCEDURES:** Isolate fire area and evacuate downwind. DO NOT breathe gases, smoke or vapors generated. Wear self-contained breathing apparatus and full-protective clothing. **HAZARDOUS DECOMPOSITION PRODUCTS:** May release irritating and toxic gases due to thermal decomposition. Products of decomposition may include CO, CO<sub>2</sub>, hydrogen chloride, and hydrogen fluoride.

# 6. ACCIDENTAL RELEASE MEASURES

**ABSORBENT MATERIALS AND CONTAINMENT:** Universal absorbent pads, vermiculite, absorbent booms, or clay granules. Do not discharge into municipal wastewater or public storm drains. Eliminate runoff as much as possible.

**WASTE DISPOSAL:** Vacuum or sweep contaminated absorbent material into suitable container. Seal container and dispose of all contaminated waste material in municipal land-fill or through licensed TSDF. Open dumping is prohibited. Not an RCRA hazardous waste.

# 7. HANDLING AND STORAGE

Do not contaminate water, food, or feed by storage or disposal.

**PRECAUTIONS TO BE TAKEN IN HANDLING:** Do not use or store near heat, open flame or hot surfaces. Carefully open containers and after partial use close container tightly. Avoid contact with skin, eyes or clothing. Avoid breathing spray mist. Wash thoroughly with soap and water after handling. Remove contaminated clothing and wash before reuse.

**PRECAUTIONS TO BE TAKEN IN STORAGE**: Store upright at room temperature. Avoid exposure to extreme temperatures. Do not store near heat or open flame. Store away from foodstuffs, feed, and children.

**STORAGE TEMPERATURE (MIN/MAX):** Normal ambient temperatures. Avoid exposure to extreme temperatures.

# 8. EXPOSURE CONTROLS/PERSONAL PROTECTION

THE FOLLOWING RECOMMENDATIONS FOR EXPOSURE CONTROLS/PERSONAL PROTECTION ARE INTENDED FOR THE MANUFACTURE, FORMULATION, PACKAGING AND USE OF THIS PRODUCT.

FOR COMMERCIAL APPLICATIONS AND/OR ON-FARM APPLICATIONS CONSULT THE PRODUCT LABEL.

**EYE PROTECTION:** Protective eyewear or chemical safety glasses with side shields or chemical goggles when working in non-ventilated spaces.

SKIN PROTECTION: Long-sleeve shirt, long pants, shoes plus socks.

HAND PROTECTION: Chemical-resistant gloves.

**RESPIRATOR REQUIREMENTS:** All pesticide handlers must wear a respiratory protection device when working in a non-ventilated space. Use one of the following: NIOSH-approved respirator with an R, P, or HE filter or a NIOSH-approved respirator with an organic vapor (OV) cartridge or canister with any R, P, or HE prefilter.

**VENTILATION:** Whenever possible, adequate ventilation should be used to minimize the need for personal protective equipment.

#### **WORK HYGIENIC PRACTICES:**

Clean water should be available to rinse eyes and skin in case of chemical exposure. Wash thoroughly with soap and water after handling and before eating, drinking, chewing gum, or using tobacco. Thoroughly wash the outside of gloves with soap and water prior to removal. Remove and wash contaminated clothing and wash before reuse; use detergent and hot water. Keep and wash separately from other laundry. Leather items (such as watchbands, belts, shoes) that become contaminated should be removed and destroyed.

## **ADDITIONAL PROTECTIVE MEASURES:**

Follow manufacturer's instructions for cleaning/maintaining PPE. If no such instructions for washables, use detergent and hot water. Keep and wash PPE separately from other laundry.

# **USER SAFETY RECOMMENDATIONS:**

#### **Users Should:**

- Wash hands before eating, drinking, chewing gum, using tobacco or using the toilet.
- Remove clothing immediately if pesticide gets inside. Then wash thoroughly and put on clean clothing.
- Remove PPE immediately after handling this product. Wash the outside of gloves before removing. As soon as possible, wash thoroughly and change into clean clothing.

**EXPOSURE GUIDELINES:** Refer to Section 3.

**ENGINEERING CONTROLS:** Minimize airborne concentrations.

# 9. PHYSICAL AND CHEMICAL PROPERTIES

**APPEARANCE:** Off white liquid **ODOR:** Mild characteristic

pH: 5.8-6.2

FLASH POINT: Will not flash
SPECIFIC GRAVITY: 1.037 g/ml
SOLUBILITY IN WATER: Dispersible

VISCOSITY: 550-750 cps

## 10. STABILITY AND REACTIVITY

STABILITY: Stable under normal conditions.

**CONDITIONS TO AVOID:** Exposure to extreme temperature.

HAZARDOUS DECOMPOSITION PRODUCTS: May release irritating and toxic gases due to thermal decomposition. Products of decomposition may include CO, CO<sub>2</sub>, hydrogen chloride, and hydrogen fluoride

HAZARDOUS POLYMERIZATION: Will not occur.

#### 11. TOXICOLOGICAL INFORMATION

#### **ACUTE TOXICITY/IRRITATION STUDIES:**

Acute Oral LD<sub>50</sub> (Rat): > 632 mg/kg Acute Dermal LD<sub>50</sub> (Rabbit): >2,000 mg/kg Acute Inhalation LC<sub>50</sub> (Rat): >11.58 mg/L/1 hr

Eye Irritation: Non-irritating Skin Irritation: Non-irritating

Dermal Sensitization: No data available

**POTENTIAL HEALTH EFFECTS:** Effects from overexposure may result from either swallowing, inhaling or coming into contact with the skin or eyes. Symptoms of overexposure include bleeding from the nose, tremors and convulsions. Contact with bifenthrin may occasionally produce skin sensations such as rashes, numbing, burning or tingling. These skin sensations are reversible and usually subside within 12 hours.

#### **MUTAGENIC POTENTIAL:**

Bifenthrin: None observed.

TERATOGENIC EFFECTS:
Bifenthrin: None observed.

# 12. ECOLOGICAL INFORMATION

**ENVIRONMENTAL HAZARDS:** This pesticide is extremely toxic to fish and aquatic invertebrates. Do not apply directly to water, to areas where surface waters present or to intertidal areas below the mean high-water mark. Drift and run-off from treated areas may be hazardous to aquatic organisms in neighboring areas. Do not contaminate water when disposing of equipment wash waters. Care should be used when spraying to avoid fish and reptile pets in/around ornamental ponds.

This product is highly toxic to bees exposed to direct treatment or residues on blooming crops or weeds. Do not apply this product or allow to drift to blooming crops if bees are visiting the treatment area.

# **ECOTOXICOLOGICAL INFORMATION:**

#### **Aquatic Organisms Effects:**

Rain trout LC<sub>50</sub>: 0.00015 mg/L Bluegill LC<sub>50</sub>: 0.00035 mg/L Daphnia magna EC<sub>50</sub>: 0.0016 µg/L

**Effects on Birds:** 

Mallard Duck LD50 (21-day): 2150 mg/kg Bobwhite quail LD50 (21-day): 1,800 mg/kg

## 13. DISPOSAL CONSIDERATIONS

**PESTICIDE DISPOSAL:** Pesticide wastes are toxic. Do not contaminate water, food, or feed by storage or disposal. Improper disposal of excess pesticide, spray mixture, or reinstate is a violation of Federal Law. Dispose of excess or waste pesticide by use according to label directions, or contact your State Pesticide or Environmental Control Agency, or the Hazardous Waste representative at the nearest EPA Regional Office for guidance.

**CONTAINER DISPOSAL:** Dispose of product containers, waste containers, and residues according to label instructions and local, state, and federal health and environmental regulations.

#### 14. TRANSPORT INFORMATION

#### DOT CLASSIFICATION:

Not Regulated.

# **INTERNATIONAL TRANSPORTATION:**

IMO (vessel): UN3082, Environmentally Hazardous substances, liquid, n.o.s. (bifenthrin), 9, PG

III, Marine Pollutant

IATA (air):

UN3082, Environmentally Hazardous substances, liquid, n.o.s. (bifenthrin), 9, PG

III, Marine Pollutant

## 15. REGULATORY INFORMATION

#### FIFRA INFORMATION:

This chemical is a pesticide product registered by the Environmental Protection Agency and is subject to certain labeling requirements under federal pesticide law. These requirements different from the classification criteria and hazard information for safety data sheet, and for workplace labels of nonpesticide chemicals. Following is the hazard information as required on the pesticide label.

CAUTION Harmful if swallowed, inhaled, or absorbed through skin. Avoid contact with skin, eyes or clothing. Avoid breathing spray mist. Wash thoroughly with soap and water after handling. Remove contaminated clothing and wash before reuse.

#### SARA TITLE III CLASSIFICATION:

Section 302:

Not applicable.

Section 311/312: Acute health hazard (immediate)

Chronic health hazard (delayed)

Section 313:

Bifenthrin (7.9%) CAS #:82657-04-3

**CA PROPOSITION 65:** Not applicable

CERCLA RQ: Not applicable

RCRA CLASSIFICATION: Under RCRA, it is the responsibility of the product user to determine at the time of disposal, whether a material containing the product or derived from the product should be classified as a hazardous waste.

TSCA STATUS: The ingredients of this product are listed on the TSCA inventory or are exempt.

# 16. OTHER INFORMATION

HAZARD RATINGS	NFPA	HMIS		
HEALTH:	1	1	0	MINIMAL
FLAMMABILITY:	1	1	1	SLIGHT
<b>REACTIVITY:</b>	0	0	2	<b>MODERATE</b>
			3	HIGH
			4	SEVERE

MSDS DATE: 11-9-2012. Supersedes version dated 8-12-2011. Changes made to all sections.

The information and recommendations contained herein are based upon data believed to be correct. However, no warranty of any kind, expressed or implied, is made with respect to the information contained herein.



# **MATERIAL SAFETY DATA SHEET**

# 1. Product And Company Identification

PRoDucT NAME: Essentria™ Ic3

#### **coMPANY IDENTIFICATION:**

**Envincio LLC** 

501 Cascade Pointe Lane, Suite 103

Cary, NC 27513 www.envincio.com

# 2. comPosition/InformAtion on Ingredients

AcTIVE INGREDIENTS	cas No.	% coMPoSITION
Rosemary Oil		10.0
Peppermint Oil		2.0
Geraniol		5.0

Ingredients not precisely identified are proprietary or non-hazard-

ous. Values are not product specifications. ExPoSuRE LIMITS: None established

# 3. PHysicAL dAtA

APPEARANCE: Clear Very Pale Yellow Liquid

oDoR: Faint Minty Scent

WEIgHT PER voluME: 0.995 g/ml

#### 4. HAzArd IdentIfIcAtIon

Prolonged exposure to this product may cause dry skin, eye irritation, and drying of the nasal passages. Burning may produce toxic by-products.

State of California requires any product containing 8.5% or more of Rosemary Oil must at a minimum bear the signal word "Caution", the phrase "Keep Out of Reach of Children", appropriate precautionary language, and a requirement for protective eyewear and gloves.

## 5. flrst Ald

**IF SWALLoWED:** Rinse mouth out with water. Do not induce vomiting. Seek medical attention if feeling sick or nauseous.

IF INHALED: Move exposed person(s) to fresh air.

IF oN SKIN oR cLoTHINg: Take off contaminated clothing. Wash exposed area with soap and water.

IF IN EYES: Flush with water for at least 15 minutes. Seek medical attention if irritation persists.

# 6. flre And eXPLosIon HAzArd dAtA

FLASH PoINT: 145°F (TCC)

FLAMMABLE LIMITS (LFL-uFL): Not tested

FIRE AND ExPLoSION HAZARDS: This product is combustible.

MEANS oF ExTINcTIoN: Carbon Dioxide, Dry Chemical

or Foam

FIRE FIGHTING INSTRUCTIONS: None

NFPA RATINg:

Health 1
Flammability 2
Reactivity 0
Other None

# reActIVIty dAtA

cHEMICAL STABILITY: Stable

HAZARDouS DEcoMPoSITION PRoDucTS: Carbon dioxide, carbon monoxide, smoke, fumes, and unburned hydrocarbons

and terpenes.

PolyMERIZATION: Will not occur

#### 8. sPILL or LeAK Procedures

If spilled, absorb liquid with an inert absorbent material and dispose of the empty container and absorbent material in accordance with local ordinances. Components of this product are not considered EPA hazardous wastes.

# 9. PersonAL Protection InformAtion

Local exhaust ventilation is not required. If large quantities are handled indoors, ensure adequate mechanical ventilation.

**RESPIRATORY PROTECTION:** Not required with adequate ventilation. If ventilation is poor and large quantities are being handled, wear a properly fitted halfface or full-face air-purifying respirator which is approved for pesticides (NIOSH/MSHA in U.S.).

**EYE PROTECTION:** Safety glasses or chemical goggles. **gLovES:** Wear Nitrile, Neoprene, or natural rubber gloves.

envincio www.envincio.com Manufactured for Envincio LLC 501 Cascade Pointe Lane, Suite 103, Cary, NC 27513

ChemiCal spill, leak, fire: ChemtreC 800-424-9300 mediCal emergenCies only: 866-257-4118

Effective Date: 5/1/2011



# **MATERIAL SAFETY DATA SHEET**

oTHER PROTECTIVE EquIPMENT: Long sleeve shirts, long pants, shoes, and socks.

# 10. HAndLing And storAge

Store in a cool, dry place and in such a manner as to prevent cross contamination with other pesticides, fertilizers, food, and feed. Store in original container and out of the reach of children, preferably in a locked storage area.

## 11. toXIcoLogIcAL InformAtion

oRAL (rat): Not determined.

AcuTE EFFECTS FRoM ovERExPoSuRE: Prolonged contact with the skin may cause irritation, and contact with the eyes may cause eye irritation. Inhalation of the vapor may cause irritation of nasal passages and/or dizziness. Ingestion of this product could result in irritation of the gastrointestinal tract, headache or nausea.

cHRoNIc EFFEcTS FRoM ovERExPoSuRE: No data is available.

# cARcINogENIcITY:

NTP: No OSHA: No

# 12 ecoLogIcAL InformAtion

While specific data regarding toxicity to fish or other aquatic organisms is not available for this product, care should always be taken to prevent pesticides from entering aquifers.

# 13. dlsPosAL considerAtions

Do not reuse empty container. Triple rinse empty container then puncture container and recycle if possible. If recycling is not possible, triple rinse empty container then puncture container and dispose of container in a sanitary landfill, or incinerator, or if allowed by state and local regulations, by burning. If burned, stay out of smoke.

# 14. sHIPPIng InformAtion

gRouND: Not DOT regulated in available quantities (ref: CFR 49 § 173.150 (f))

AIR: Aviation Regulated Liquid, N.O.S. (contains Rosemary Oil), Class 9, UN3334, PG III

# 15. reguLAtory InformAtion

SARA Title III: This product does not contain any ingredients subject to Section 313 (40 CFR 372) reporting requirements.

Envincio represents that this product is a Minimum-Risk pest control product, and qualifies for exemption from EPA registration under the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA).

This product has been classified in accordance with the hazard criteria of the Controlled Products Regulations (CPR) and the MSDS contains all of the information required by CPR.

All information contained in this Material Safety Data Sheet is furnished free of charge and is intended for your evaluation. In our opinion the information is, as of the date of this Material Safety Data Sheet, reliable, however, it is your responsibility to determine the suitability of the information for your use. You are advised not to construe the information as absolutely complete since additional information may be necessary or desirable when particular, exceptional or variable conditions or circumstances exist or because of applicable or government regulations. Therefore, you should use this information only as a supplement to other information gathered by you, and you must make independent determinations of the suitability and completeness of the information from all sources to assure both proper use of the material described herein and the safety and health of employees. Accordingly, no guarantee expressed or implied is made by Envincio LLC as to the results to be obtained based upon your use of the information, nor does Envincio LLC assume any liability arising out of your use of the information.

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Effective Date: 5/1/2011