Exhibit 3 242 FW 7

## STANDARD FUNCTIONS AND POSSIBLE WORK CONDITIONS OF A PESTICIDE APPLICATOR

Time/Work Volume	Physical Requirements	Environmental Conditions	Physical/Chemical Exposures
May Include			
<ul> <li>long hours (no more than 12 hour shifts)</li> <li>multiple and consecutive assignments</li> <li>irregular hours</li> </ul>	<ul> <li>lift and carry more than 50#</li> <li>wear backpack sprayer</li> <li>lifting or loading chemicals and equipment</li> <li>drive or ride for many hours</li> <li>fly in helicopters, fixed wing airplanes, and float planes</li> <li>use watercraft</li> <li>work independently and on small and large teams</li> <li>use PPE (includes appropriate headgear*, chemical- resistant boots, eyewear, respirator, and other equipment)</li> <li>arduous exertion</li> <li>extensive walking, climbing</li> <li>kneeling</li> <li>stooping</li> <li>twisting</li> <li>bending</li> <li>provide first aid and/or CPR when needed</li> </ul>	<ul> <li>very steep terrain</li> <li>rocky, loose, or muddy ground surfaces</li> <li>thick vegetation</li> <li>down/standing trees</li> <li>wet leaves/grasses</li> <li>varied climates cold/hot/wet/ dry/humid/snow/rain)</li> <li>varied light conditions, including dim light or darkness</li> <li>high altitudes</li> <li>heights</li> <li>holes and drop offs</li> <li>very rough roads</li> <li>open bodies of water (i.e., riparian areas, marshes, rivers, lakes)</li> <li>isolated/remote sites</li> <li>no ready access to medical help</li> </ul>	<ul> <li>light (bright sunshine/UV)</li> <li>high heat</li> <li>cold temperatures</li> <li>airborne particulates</li> <li>pesticides, including insecticides and herbicides, and adjuvants such as surfactants.**, etc.</li> <li>traversing treated areas while conducting ground-based treatments.</li> <li>allergens</li> <li>loud noises</li> <li>snakes</li> <li>potentially harmful invertebrates such as wasps, bees, ticks, and spiders, etc.</li> <li>bear encounters</li> <li>poisonous plants</li> <li>trucks and other large equipment</li> <li>hunger/irregular meals</li> <li>dehydration</li> </ul>

Note: Not all items are applicable to all pesticide applicator situations. \* See safety requirements in policy chapters for Heavy Equipment (Part 243 of the Service Manual). \*\* Represents dermal, ocular, and respiratory irritation potential.