

Safety Cents Program

Incentive Safety Plan

The purpose of the Safety Cents Program is to help motivate employees to be active participants in keeping themselves and other co-workers safe each day. Safety begins on an individual basis and grows into a team effort to ensure everyone remains safe on the jobsite. If our team reaches its safety goals then each member of the team who qualifies will have the opportunity to be rewarded financially for his or her vital role in obtaining a safer workplace.

Corporate Goal: No OSHA/Days Away Restricted Time (DART) recordables

Manageable Targets for 2009:

- 8 or less OSHA recordables for 2009
- 4 or less DART recordables for 2009

Annual target breakdown by quarters of recordables allowed:

	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>Total</u>
OSHA recordables	1	2	3	2	8
DART recordables	0	1	2	1	4

Quarterly Incentive:

- 1st All qualifying employees will be presented a \$75 gift card.
- 2nd All qualifying employees will be presented a \$75 gift card.
- 3rd All qualifying employees will be presented a \$75 gift card.
- 4th All qualifying employees will be presented a \$75 gift card.

Quarterly disqualifiers:

- Company does not meet OSHA quarterly targets
- Employee worked less than 300 hours
- Job was involved in an OSHA/DART recordable/disqualifies employee, Superintendent and Project Manager
- Job was involved in an OSHA citation/disqualifies employee, Superintendent and Project Manager
- Employee was involved in a positive drug/alcohol test (disqualifies for a one year period.)

Annual Incentive: (only available to Superintendents, Project Managers, & Field Safety Directors)

- Up to \$1,000 each may be distributed to the Superintendents, Project Managers and Field Safety Directors that have had no incidents on their jobsites. (Company must meet annual goal also.)

Annual disqualifiers:

Company does not meet OSHA annual targets

Superintendent or Project Manager worked less than 1200 hours in a supervisory role annually

If Superintendent or Project Manager was disqualified in any quarter, not eligible for annual incentive.

Job was involved in an OSHA/DART recordable

Job was involved in an OSHA citation

Employee was involved in a positive drug/alcohol test (disqualifies for a one year period.)

Misc. Items

- ✓ Mechanics will be handled as a separate crew and will not be tied to jobsite recordables
- ✓ All OSHA recordables incidents will be reviewed by the Loss Control Committee.
- ✓ Final determination of an individual qualifying for any incentive will be determined by management.