



Climate Engineers, Inc. provides a Safety Incentive Program in to recognize and reward individuals for safe behavior; motivate employees to be safety conscious, to follow all safety rules and policies, and to avoid injury. This safety incentive has two separate programs – the first is a monthly/quarterly safety buck allowance and the second is a safety injury free milestone reward based on the number of hours worked without injury or property damage.

Monthly/Quarterly Safety Buck Allowance Eligibility Requirements:

- You must be injury free for the month to receive one Climate Safety Buck valued at \$10.00
All safety rules and policies must be followed in order to be eligible to participate in the Safety Buck Program
You MUST work a minimum of 120 hours in a month
If you are injured during the month, and need medical assistance for that injury, you will be docked your Safety Bucks for 6 months (pending safety committee review)
If someone is injured on your crew/jobsite, everyone working that specific crew/jobsite will lose bucks for that specific month pending safety committee review - this will not affect Bonus Bucks
If you report an Incident or a Near Miss, you will not be penalized and you will receive your Safety Bucks for that month. This is important to understand. We need to know about all occurrences so we can track them and make others aware of it so it does not happen to them. (severe incidents or near misses will be reviewed by the safety committee and bucks may be revoked pending the committee's assessment)
All Safety Committee Members and Supervisors/Foremen will be especially monitoring the following:
Guards MUST be on all Grinders – No Exceptions
Safety Glasses MUST be worn in required areas
Earplugs, Gloves and Hardhats MUST be worn where applicable
With this program, if you go 12 months injury free you will earn \$120.00 (12 months x \$10)
Safety Bucks and Bonus Bucks are handed out at the end of each quarter with paychecks
Twice a year (April & October) you can redeem your bucks for a company check or company apparel

How to earn Bonus Bucks:

All employees have the potential to earn an extra \$120.00 bucks per year. If you go injury free for an entire quarter, you earn an extra \$30.00 bucks for that quarter. If you have lost bucks at any point in the quarter, you are not eligible to receive bonus bucks for that specific quarter.

Example: If you lose your bucks in June for 6 months, this is how your bucks would be calculated

Table with 8 columns: Month/Quarter and Buck Amount. Shows earnings of \$10 per month from Jan-Mar and \$30 for Quarter 1, then \$0 from Jun-Aug and \$0 for Quarter 2, then \$10 for Dec and \$0 for Quarter 4.

OUR GOAL IS ZERO INJURIES IN THE WORKPLACE

Safety Injury Free Milestone Reward Eligibility Requirements:

This program takes the safety buck program and puts it on a grander scale to award employees whom are consistently safe over a longer period of time. The three tiers to this program and the requirements are explained below:

- Tier 1 is 8,500 hours injury free (approximately 5 years), receives \$300 check and \$60 coat allowance
- Tier 2 is 17,000 hours injury free (approximately 10 years), receives \$500 check and a \$75 coat allowance
- Tier 3 is 25,500 hours injury free (approximately 15 years), receives \$700 check and \$90 coat allowance
- Tier 4 is 34,000 hours injury free (approximately 20 years), receives \$900 check and \$105 coat allowance
- You must be injury free and have caused no damage to property
- You must be injury and property damage free, without interruption, during this time frame
- If an injury or damage to property of vehicles occurs at any time, the hours start back at zero
- Awards are given out during the Annual Safety Celebration for time earned up through the previous year.

Example: Employee is injury free for 8,500 hours (approximately 2000-2005), and at 2006 Safety Celebration is awarded a \$300 check and \$60 coat allowance. If the employee continues to be injury free for another 8,500 hours (approximately 2006-2011) totaling 17,000 hours, they will be awarded a \$500 check and \$75 coat allowance at the 2012 Safety Celebration. Now, if the employee happens to be injured during 2012, the count starts back at 0 and the potential to earn 8,500 hour award again would be sometime in 2017.