

SRM CONSTRUCTION SAFETY INCENTIVE PROGRAM

The end goal of any safety incentive program is to develop a “positive safety culture” and improve safe work practices in which accidents and injuries are reduced or eliminated.

All employees play an integral part in the building of a positive safety culture on the projects and recognition is needed at all levels. This incentive program rewards all levels of employment including subcontractors and maintains regular frequency for process-based results.

The outline below provides a instructions for how the program is intended to operate.

Individual Achievement (labor):

- Every 90 days each SRM employee on the project that did not have an OSHA recordable injury, preventable property damage incident or documented safety violation will select an item from the company store (hat, safety shirt, safety glasses, new hard hat, etc.).
- Every 30 days each non-supervisory (excludes; Project Manager, Superintendent, Project Engineer, Foreman, Safety Representative if staffed) SRM employee on the project that did not have an OSHA recordable injury, preventable property damage incident or documented safety violation will receive a \$50 gift card.

Project Achievement (subcontractors):

- Every 90 days (1x per quarter) the project did not have an OSHA recordable injury, preventable property damage incident, a lunch (pizza, bbq or food truck) will be provided for all the workers on the project.
- o A drawing for all eligible subcontractor employees (those with documented safety violations will not be eligible) will be held during the lunch for three prizes ranging from \$50 to \$125. Prize could be SRM swag, gift certificate, tool, etc.
- o Rather than issuing at safety recognition lunch a person may be recognized for safety excellence at the weekly tailgate meetings 1x per month.
- o Not more than \$450/quarter or \$150/month to be awarded for safety recognition.

- o Limit safety lunch to no more than \$10/head and will range from \$500 to \$1,500 (no more than \$1,500) depending on project size and phase. PM and Super to agree on value prior to scheduling event.

Project Supervision Team Achievement (field management):

This incentive is based on a 90-day (quarterly) basis from when the project is staffed and project construction is underway. To be eligible for the team achievement incentives, the eligible persons must have been on the project during the entire quarter and the following must be completed.

- A score of no less than 75% be achieved during any of the third-party safety consultant inspections. (for CA Projects)
- All weekly safety inspections must have been completed.
- All weekly toolbox safety meetings completed and documented.
- Not less than four missing daily foreman safety reports.
- All identified safety hazards corrected with documented corrections within 7 days of identification. (any hazard including 3rd party report, weekly walk, noted by sub or other employee or simply noticed by any of our employees)
- No missing or incomplete Job Hazard Analysis from subcontractors or SRM work activities.
- No more than 3 consecutive repeat safety items identified during the third-party consultant inspections.
- Attend all scheduled safety training sessions during the quarter.
- Safety Violation were issued to any non-conforming Subcontractors or employees.
- Subcontractor Safety documentation is current.

Any of the above items not achieved will result in a 50% reduction in the incentives outlined below for each non-achieved item listed above.

The following bonuses based on quarterly project achievements will be:

Project Manager: a \$500.00 bonus per quarter.

Project Superintendent: a \$750.00 bonus per quarter.

Project Engineer and Assistant Superintendent: a \$500.00 bonus per quarter.

Forman and Assistant Foreman: a \$250.00 bonus per quarter.

Safety Representative: a \$250.00 bonus per quarter.

Clarifications:

Project Manager and Superintendent collectively must agree on meeting the requirements prior to issuing incentive.

Interns or part time office staff excluded.

SRM employees must follow all OSHA regulations. Violations must be issued for noncompliance. For example, if an SRM employee is grinding or drilling concrete they must use proper silica protocol including tools and equipment. That individual would lose his/her incentive. The team could or everyone they lose the incentive for the team that period.

Safety Incentive payment issued with regular payroll checks as a separate check mailed to employee/jobsite.