

<b>Garmong Construction Services</b>					
<i>EMPLOYEE SAFETY POLICY HANDBOOK – Safety Award Program</i>					
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## Safety Award Program

In an effort to keep safety awareness in front of our employees minds and as a reward for those doing a good job, we have developed a safety award program.

The first month of each quarter that a job does not have a recordable incident, the entire crew will be furnished coffee and donuts during a tool box talk.

The second month without a recordable incident will be celebrated by a breakfast sandwich being furnished for the entire crew during the morning break.

The third month that a recordable incident does not occur will be honored by a pizza delivered to the jobsite at lunch. The lunch celebration will repeat for sequential months without a recordable incident. At quarterly intervals, the entire crew will receive either a Garmong safety hat, Garmong safety shirt, or a Garmong safety sweat shirt.

Our Superintendents, who have additional responsibilities, will receive additional rewards. For each quarter without a recordable incident on their job sites, they will receive a quarterly award. Each year without a recordable incident will be recognized by an "Outstanding Safety" coat. In addition, for every 10,000 man hours on a job or services of jobs without a recordable incident, the superintendent will receive a three day weekend paid.

It is our hope that this program will entice each employee to take a more active role in their own personal safety and the safety of others on the site.