

SAFETY INCENTIVE PROGRAM

The carrot.

If Con Ed or Nat Grid safety auditors come to inspect one of our jobsites and they find zero deficiencies with the worksite the company will pay every employee on the jobsite \$500.

If it is just regular Con Ed/Nat Grid inspectors or Safety personal, the company will pay each employee \$100.

The Stick.

If you are on a crew where Con Ed, Nat Grid, our in-house safety team or any one of our customers safety managers find deficiencies on the jobsite every employee on the crew will be subject to disciplinary action. Depending on the severity of the deficiency these actions may include mandatory additional training (unpaid), suspension and in severe cases dismissal.

THE (NOT SO) FINE PRINT

The inspections must be unannounced. If they call ahead for a location or give notice in advance it does not count and no bonus will be given.

Each employee is only eligible for the \$500 bonus once per quarter. That means 4 times a year 1/1-3/31, 4/1-6/31, 7/1-9/31 and 10/1-12/31 If you are part of more than one audit inspection in the same quarter each employee will be given a \$100 bonus instead.

There is no limit on the amount of times you can receive the \$100 bonus.

You cannot receive a bonus of any amount in the same quarter as you have received a disciplinary action.