

CHEWNING & WILMER, INC.
SAFETY INCENTIVE PROGRAM

The Management of Chewning & Wilmer, Inc. has determined the time has arrived to revise the Safety Incentive Program for accident-free work periods.

Effective 11/13/03, the following guidelines will be implemented for work safely performed*:

(*Chewning & Wilmer, Inc. gauges work safely performed as work performed in a manner which results in no OSHA recordable injuries)

A. Each pay period, all Chewning & Wilmer, Inc. employees (excluding Mechanicsville Turnpike office staff) who have performed work and received a paycheck for that week will have his/her name placed in a container. This only applies when there are no OSHA recordable injuries for the pay period.

OSHA recordables are on-the-job injuries which include the following:

1. An employee receiving medical treatment;
 2. An employee who is assigned restricted work limitations by a doctor;
 3. An employee who must be transferred to another job due to restrictions;
 4. An employee who loses consciousness due to a job related injury;
 5. Back injuries, sprains/strains, pulled muscles;
 6. Cuts which require stitches;
 7. Head injuries;
 8. Fractures;
 9. The use of prescription medications given by a doctor for the injury itself.
- B.** The total number of hours worked by employees for each weekly pay period will be tallied and will accumulate from week to week as long as no OSHA recordable injuries occur.

C. The award program will be set up in the following segments:

Segment One – Safe hours will accumulate until 25,000 hours is reached. This total should be obtained in approximately 5 weeks. A single name will be drawn for a cash award of \$1,000.00. This name will be returned to the container along with all other names in the container for segment two.

Subsequent Segments	Safe Hours	Award Amount
Two	50,000	\$1,500.00
Three	75,000	\$2,000.00
Four	100,000	\$2,500.00
Five	125,000	\$2,500.00

If there is an OSHA recordable accident during the first segment period, all names accumulated during this segment will remain in the container; however, no names will be added for the week of the injury. The amount of safe hours will return to zero. Once an award has been given for segment one, any OSHA recordable accident will cause the hours to return to zero **and** all names will be removed from the container.

D. These drawings will take place at the C & W shop on a date specified after the safe work hour goal is reached. At the time of the drawing, if an ineligible name (i.e., Mechanicsville Turnpike office staff) happens to be drawn, it will be deemed ineligible and another name will be drawn. A person can still be eligible for the drawing even if he/she is no longer employed by Chewning & Wilmer, Inc. as long as they were not discharged for cause, or quit. A check will be generated with the only deductions being Federal, State, and Social Security taxes. No union benefits will be reported for this award amount.

E. Notices will be posted each week at all jobsites stating the total number of safe hours worked to date, or, if there is a OSHA recordable injury, where it occurred, and a description of the incident. The date and time of the drawing will be posted, as will the winning name from the drawing.

G. In the event of a lost time injury, no hours will accumulate and no drawings will take place until the employee who suffers the lost time injury returns to work, even if only in a “light duty” capacity.

If there are any questions concerning this program or the guidelines pertaining to the drawing, please contact James Zahn at 804-231-7373.

The intent of this program is to reward work performed safely and to thereby keep safety at the forefront of every task.