

LOTT Alliance Safety Incentive Program Guidelines

The LOTT Alliance Safety Committee presents LOTT's Safety Incentive Program. The intent of this program is to take a proactive approach to enhancing employee and workplace safety and to encourage greater participation in the overall LOTT Alliance Safety and Wellness Programs. The Safety Incentive Program encourages employees to get involved in all aspects of workplace health and safety. Employees may participate in 19 safety and wellness categories over the course of a year. Points are awarded for documented participation in one or more of the categories. At the end of the year points are totaled for each employee and a gift card is awarded based upon the number of points earned. A spreadsheet has been developed listing all categories, point earning potentials, and employees.

Program Rules

- 1) All current LOTT employees are eligible to earn points.
- 2) The incentive program points are earned during the calendar year January 1 – December 31.
- 3) Points earned will be credited at \$1 gift card value per point; an employee that accumulates 150 or more points is awarded a \$200 gift card.
- 4) Gift Card maximum value is \$200.
- 5) All activities that earn points must be documented and provided to Dennis O'Connell for recordkeeping and tracking purposes.
 - a) *Training is documented on attendance sheets or with completion certificates.*
 - b) *Committee participation is documented in meeting minutes.*
 - c) *Participation in various safety activities (presenting safety topics, leading meetings, participating in accident investigations, conducting special safety projects, quarterly inspections, pre-tour route inspections, job hazard analyses, safety drills, etc...) will be coordinated with the Safety Committee, documented, and submitted to the Safety Committee once the activity is completed.*
 - d) *Participation in Wellness activities will be documented by the Wellness Committee and a copy submitted to Dennis O'Connell.*
 - e) *Newsletter articles must be submitted to the Safety or Wellness committee for acceptance and then published in the Newsletter.*
 - f) *Hazards Observed and safety suggestions will be submitted to the Safety Committee for review and validation.*
- 6) Six Retailers will be randomly selected each year. At least one local retailer from each jurisdiction will be included in the six selected. For 2006 the Retailers will be selected from the following list:

- a) *Fred Meyer*
 - b) *Costco*
 - c) *Target*
 - d) *Home Depot*
 - e) *Safeway*
 - f) *Lowe's*
 - g) *Bayview or Ralph's Thriftway*
 - h) *Farmer's Market*
 - i) *Whistle Workwear*
 - j) *The Redneck Store*
 - k) *Northwest Workwear*
 - l) *Batdorf and Bronson*
 - m) *Starbuck's*
 - n) *Anthony's*
 - o) *Oyster House*
 - p) *Falls Terrace*
 - q) *Ramblin' Jack's, Mercato, Lone Star*
 - r) *Alpine Experience*
 - s) *Lincoln Creek Lumber*
 - t) *Hardel's*
- 7) Employees may choose a Gift Card from one of the 6 selected retailers.
Gift Cards are not redeemable for cash.