SAFETY MANAGEMENT PROGRAM
LEARN IT NOW. USE IT LATER.

The Safety Management Program is exactly what it seems like. It's designed to keep our employee-owners safe by learning the rules before work begins and creating a culture centered around safety.

We want to ensure all employee-owners are properly trained and held accountable. It's smart, cost-effective, and just the right thing to do. Since we are all employee-owners, we all have a stake in the Company. This means each team member is affected by the risks that safety hazards present and has a vested interest in safe work.

> ## LEARN THE RULES NOW
> ## SO YOU KNOW HOW TO RESPOND LATER

THE FINE PRINT

This Safety Management Program is not intended to take the place of legal or professional assistance. If legal advice or other expert assistance is required with regard to a specific issue confronting an employer, then the services of a competent professional should be sought accordingly.

The Safety Management Program does not address every item in in the OSHA general industry and construction standards or 29 CFR 1926, nor is it intended to address motor carrier safety regulations, environmental safety regulations, or local codes and ordinances. This Safety Management Program addresses several areas related to the prevention of workplace injuries and accidents faced by employers engaged in "general industry" operations. It is very important to understand that under Federal Law you are responsible for compliance with all standards and regulations of 29 CFR 1926, which apply to your work areas and operations. All employee-owners are encouraged to obtain and become familiar with a copy of the OSHA General Industry Safety and Health Standards.