

DISCIPLINARY PROGRAM

WE HAVE ZERO-TOLERANCE FOR AT-RISK BEHAVIOR.

At-risk behavior on Company property, or on the job site, that could contribute to an incident or injury will not be tolerated. Each employee-owner has an individual responsibility to work safely, and each front-line supervisor is responsible to correct the at-risk behavior of workers under their direction. With that being said, every person on a Company site has an obligation to stop a fellow worker from getting hurt.

” SEE SOMETHING. SAY SOMETHING.

**IF YOU SEE SOMETHING THAT DOES NOT LOOK RIGHT,
IT PROBABLY ISN'T. STOP UNSAFE ACTS,
AND REPORT THEM TO YOUR SUPERVISOR.**

Employee-owners found to be in violation of Company safety policies and procedures are subject to disciplinary action up to and including termination. Disciplinary action may include verbal warnings, written warnings, and days without pay and/or discharge.

For minor offenses with minor consequences, the employee-owner will be expected to agree to improve behavior. Offenses may later be recorded as a verbal and/or written warning.



IT'S FOR THE BEST

**DISCIPLINE IS INTENDED TO PROVIDE A SAFE WORK AREA
FOR OTHER EMPLOYEE-OWNERS AND
ENCOURAGE EACH EMPLOYEE-OWNER TO BE
RESPONSIBLE AND CONSCIENTIOUS.**