

HEALTH & SAFETY EXCELLENCE AWARDS



EVERY SECOND
SAFELY

LAST UPDATED
JULY 1, 2026

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PROGRAM PURPOSE

At ESS, health and safety is a shared responsibility and a reflection of how we care for one another, our clients, our partners, and the communities we serve.

The Health & Safety Excellence Awards program recognizes and reinforces the actions, decisions, and behaviors that create a strong health and safety culture. By celebrating employee-owners and teams who demonstrate a strong commitment to safety, we strengthen a culture where safety ownership is valued and practiced every day.

This program is designed to:

- Recognize individuals and teams who demonstrate safe work practices and leadership
- Reinforce behaviors that prevent incidents and protect our people
- Highlight examples of safety excellence others can learn from
- Encourage safety ownership at every level of the organization

Through meaningful recognition, we reinforce a culture where safe decisions are acknowledged, celebrated, and embedded in the way we work.

The following award profiles outline opportunities to recognize employee-owners and teams who exemplify ESS' commitment to health, safety, and operational excellence.

THE AWARDS

Health & Safety Branch Awards

1. Health & Safety Shield Rating
2. Health & Safety Team of the Quarter
3. Health & Safety Team of the Year

Health & Safety Crew of the Month Award

Health & Safety in Action Recognition

Health & Safety Champions

1. Monthly Champions
2. Annual Champions

Lance Trager Memorial Safety Award



HEALTH & SAFETY BRANCH AWARDS

PURPOSE

Recognize branches that demonstrate a strong commitment to health and safety through consistent execution, proactive engagement, and measurable performance. Using a combination of leading and lagging indicators, the program encourages continuous improvement, accountability, and ownership of safety results.

Branches are evaluated quarterly based on key safety metrics, including completion of critical safety activities, assessment performance, incident rates, and proactive reporting efforts. Performance results determine each branch's recognition level, while top-performing branches earn additional recognition as *Health & Safety Team of the Quarter* and *Health & Safety Team of the Year*.

ELIGIBLE GROUP

All branches

AWARD FREQUENCY

- Health & Safety Shield Rating
- Health & Safety Team of the Quarter
- Health & Safety Team of the Year

NUMBER OF RECIPIENTS AND AWARDS

- All branches can earn Health & Safety Shield Ratings quarterly
- Health & Safety Team of the Quarter (1 per quarter, 4 per year)
- Health & Safety Team of the Year (1 per year)

KEY METRICS

Leading Indicators: proactive, predictive metrics that measure safety inputs and preventive actions

- ToolBox Talks (TBT) completion
- Daily Vehicle Inspection Report (DVIR) completion
- Task Hazard Analysis (THA) completion
- Health & Safety Assessment Scores
- Health & Safety Assessments by Operations completed
- *Near Miss Event Reports*
- *Health & Safety Positive Observations*
- *Health & Safety Suggestions for Improvement*
- Health & Safety in Action Recognition

Lagging Indicators: reactive, historical metrics that measure the final outcomes, events, and results of past performance

- Total Incident Rate (TIR)
- Total Recordable Incident Rate (TRIR)
- Property & Equipment Damage Rate (PEDR)
- High Severity Incident Rate (HSIR)

SCORING

Branches are evaluated using the established health and safety metrics.

Considerations

- Branch scores are based solely on each branch's individual performance.
- Accurate and timely reporting is required. Missing, incomplete, or late data may negatively impact scores.
- *Near Miss Event Reports*, *Health & Safety Positive Observations*, and *Health & Safety Suggestions for Improvement* submissions must meet quality standards and be validated by Health & Safety Team to qualify for scoring.
- Total Incident Rate (TIR) calculations exclude third-party events and report-only incidents.
- Metrics are weighted based on their impact on safety performance, with higher-risk indicators carrying greater weight.
- Bonus points for proactive reporting and recognition activities are subject to established maximum limits.
- Scoring criteria may be adjusted over time as additional metrics, systems, and reporting requirements are implemented.

BRANCH SCORING - QUARTERLY		
SCORING METRIC	WEIGHT	SCORING METHOD
TIR	1	Incidents x 200,000 / Hours Worked – sliding scale based on goal*
TRIR	1	Recordable Incidents x 200,000 / Hours Worked – sliding scale based on goal**
PEDR	1	Property & Equipment Incidents x 200,000 / Hours Worked – sliding scale based on goal***
TBTs	1	Overall Completion Average
DVIRs	1	Overall Completion Average
THAs	1	Overall Completion Average
PPE-FOCUSED ASSESSMENT SCORE	2	Average Assessment Score
HEALTH & SAFETY ASSESSMENT SCORE	3	Average Assessment Score
HEALTH & SAFETY ASSESSMENTS BY OPERATIONS	3	Number Completed
HSIR	4	High Severity Incidents (Level 3/4) x 200,000 / Hours Worked – sliding scale based on goal****
CALCULATE INITIAL SCORE FROM ABOVE		
NEAR MISS EVENT REPORTS		1 point increase per submission; maximum 10 points
HEALTH & SAFETY POSITIVE OBSERVATIONS		1 point increase per submission; maximum 10 points
HEALTH & SAFETY SUGGESTIONS FOR IMPROVEMENT		1 point increase per submission; maximum 10 points
HEALTH & SAFETY IN ACTION RECOGNITIONS		1 point increase per submission; maximum 10 points (above quarterly requirement)

*Full 10 points for 25.00 and below; deduction of 1 point for each 2.50 above 25.00.

**Full 10 points for 1.75 and below; deduction of 1 point for each 0.175 above 1.75.

***Full 10 points for 15.00 and below; deduction of 1 point for each 1.50 above 15.00.

****Full 40 points for 3.00 and below; deduction of 4 points for each 0.30 above 3.00.

SHIELD RATING		
SCORE	RECOGNITION LEVEL	SHIELD RATING
97% +	PLATINUM	    
94% - 96%	GOLD	    
90% - 93%	SILVER	    
85% - 89%	BRONZE	    
80% - 84%	FOUNDATION	    

RECOGNITION & REWARDS

Health & Safety Shield Rating

- Plaque
- Branch recognition

Health & Safety Team of the Quarter

- Branch recognition

Health & Safety Team of the Year

- 8 hours of PTO
- Premium merchandise
- Branch recognition

AWARD TIMELINE

Evaluation Period

- Q1: January 1 – March 31
- Q2: April 1 – June 30
- Q3: July 1 – September 30
- Q4: October 1 – December 31

Selection Period

- Quarterly ratings finalized by the 15th of the month following quarter-end
- Health & Safety Team of the Year determined by January 31st



HEALTH & SAFETY CREW OF THE MONTH AWARD

PURPOSE

Recognize crews that demonstrate exceptional safety performance, accountability, and execution in the field. Awarded monthly at the branch level, it celebrates crews that consistently prioritize safety, support one another, and incorporate safe work practices into everything they do.

Crews are evaluated using key safety metrics, including completion of safety activities, assessment performance, and proactive reporting efforts. By recognizing top-performing crews, the program reinforces the behaviors that strengthen our safety culture and demonstrates that safety excellence is valued, recognized, and worth striving for.

ELIGIBLE GROUP

All field crews (includes shops)

AWARD FREQUENCY

Monthly

NUMBER OF RECIPIENTS

One crew per branch per month

KEY METRICS

Leading Indicators: proactive, predictive metrics that measure safety inputs and preventive actions

- TBT completion
- DVIR completion
- THA completion
- Health & Safety Assessment Scores
- PPE-Focused Assessment Scores
- Health & Safety Assessments by Crew completed
- *Near Miss Event Reports*
- *Health & Safety Positive Observations*
- *Health & Safety Suggestions for Improvement*
- Health & Safety in Action Recognition

DISQUALIFIERS

Any high severity event during the evaluation period.

SCORING

Crews are evaluated using established health and safety performance metrics.

Considerations

- Scoring is based solely on performance during the monthly evaluation period.
- Accurate and timely reporting is required. Missing, incomplete, or late data may negatively impact scores.
- *Near Miss Event Reports, Health & Safety Positive Observations, and Health & Safety Suggestions for Improvement* submissions must meet quality standards and be validated by Health & Safety Team to qualify for scoring.

CREW OF THE MONTH SCORING		
SCORING METRIC	WEIGHT	SCORING METHOD
TBTs	1	Overall Completion Average
DVIRs	1	Overall Completion Average
THAs	1	Overall Completion Average
PPE-FOCUSED ASSESSMENT SCORE	2	Average Assessment Score
HEALTH & SAFETY ASSESSMENT SCORE	3	Average Assessment Score
HEALTH & SAFETY ASSESSMENTS BY CREW	3	Number Completed
CALCULATE INITIAL SCORE FROM ABOVE		
NEAR MISS EVENT REPORTS		1 point increase per submission; maximum 10 points
HEALTH & SAFETY POSITIVE OBSERVATIONS		1 point increase per submission; maximum 10 points
HEALTH & SAFETY SUGGESTIONS FOR IMPROVEMENT		1 point increase per submission; maximum 10 points
HEALTH & SAFETY IN ACTION RECOGNITIONS		1 point increase per submission; maximum 10 points
Any High Severity Incident within the evaluation period results in disqualification from award consideration.		

RECOGNITION & REWARDS

- Certificate
- Hat
- Branch recognition

AWARD TIMELINE

Evaluation Period

- First through last day of the month

Selection Period

- Winners determined by the 5th of the following month



HEALTH & SAFETY IN ACTION RECOGNITIONS

PURPOSE

Recognize employee-owners in real time for demonstrating safe behaviors in the field. Presented by Operational Leadership and Health & Safety Team members, this recognition provides immediate, behavior-based feedback when someone is seen doing the right thing.

The award reinforces that health and safety is not only expected but noticed and valued in our daily work.

Each branch is required to recognize at least one employee-owner each week to celebrate safe actions, encourage continued positive behavior, and set a strong example for others.

ELIGIBLE GROUP

All employee-owners

AWARD FREQUENCY

One weekly per branch

NUMBER OF RECIPIENTS

As earned, no limit

HOW TO EARN IT

Be observed demonstrating exceptional safe behaviors, preparation, hazard awareness, or safety leadership and participating at an exceptional level in our leading indicator activities.

EXAMPLE BEHAVIORS

- Exercising Stop Work Responsibility
- Demonstrating safe, controlled, and well-planned work practices
- Looking out for the health and safety of another employee-owner
- Proactively correcting unsafe acts and conditions
- Maintaining a clean, organized, and hazard-free work area
- Individual recognitions for submitted *Near Miss Events*, *Health & Safety Positive Observations*, and *Health & Safety Suggestions for Improvement*
- Actively participating in THA meetings
- Keeping required safety equipment, tools, and materials readily available and in use

SELECTION

Immediate selection and recognition by Operational Leadership or Health & Safety Team. Presented in the field at the time of observation.

RECOGNITION & REWARDS

- \$25 gift card
- Hard hat sticker – the goal is to collect multiple stickers

TRACKING

Recognition must be recorded in Novara Flex



HEALTH & SAFETY CHAMPIONS

PURPOSE

Recognize employee-owners who consistently demonstrate exceptional commitment to health and safety through their actions, leadership, and attitude. This behavior-based award honors individuals who take ownership of safety, lead by example, and actively contribute to a safer work environment for those around them.

Each branch recognizes one employee-owner each month who exemplifies proactive engagement, accountability, and a dedication to protecting themselves and their fellow employee-owners. Health & Safety Champions act as mentors to others, set the standard for safety excellence, and represent the values and behaviors that strengthen ESS' safety culture.

ELIGIBLE GROUP

All employee-owners

AWARD FREQUENCY

- Monthly Champions
- Annual Champions

NUMBER OF RECIPIENTS

One per branch per month/year

HOW TO EARN IT

Demonstrate consistent safety leadership, proactive engagement, and exemplary execution of safe work practices.

EXAMPLE BEHAVIORS

Health & Safety Leadership

- Stop Work Responsibility
- Correction of unsafe acts and conditions
- Being a health and safety mentor
- Positive safety influence
- Speaking up

Proactive Engagement

- Leading THAs
- Leading ToolBox Talks
- Speaking at Safety Stand-Downs
- Participation in Safety Activities

Execution & Example Setting

- Compliance with expectations
- Peer coaching
- Pre-task planning
- Leading by example

NOMINATION

Submitted by branch superintendents and shop managers by the 15th of each month to branch Health & Safety Team

- Nomination requirements: employee-owner name, title, and summary of the employee's actions and approach to safety

SELECTION

Selection committee: Branch VP, Operational Managers, Health & Safety Team

RECOGNITION & REWARDS

Monthly Champions

- ESS Gold Safety Coin
- Certificate
- Hat
- \$50 gift card
- 8 hours of PTO
- Entered into quarterly drawing for a \$400-value prize
- Branch recognition

Annual Champions

- 24 hours of PTO
- Branch recognition
- Additional recognition

AWARD TIMELINE

Monthly Champions

- Evaluation period: First through last day of the month
- Selection period: Winners determined by the 15th of the following month

Annual Champions

- Evaluation period: January



LANCE TRAGER MEMORIAL SAFETY AWARD

PURPOSE

Honors the memory and legacy of Lance Trager, an ESS Superintendent whose commitment to safety, care for others, and dedication to ESS left a lasting impact on those around him. Following a tragic on-the-job accident, this award was established to recognize employee-owners who carry forward Lance's legacy through their unwavering commitment to safety.

While every employee-owner is expected to uphold ESS safety standards, this award recognizes those who go above and beyond to protect themselves, their crew, and those around them. Recipients demonstrate exceptional safety leadership, foster a positive safety culture, and make meaningful contributions that strengthen health and safety across the organization.

Presented annually, the Lance Trager Memorial Safety Award recognizes one employee-owner whose actions, influence, and commitment exemplify the highest standard of safety excellence at ESS.

ELIGIBLE GROUP

All employee-owners

AWARD FREQUENCY

Annual

NUMBER OF RECIPIENTS

One company-wide recipient

HOW TO EARN IT

Demonstrate exceptional and sustained safety leadership that extends beyond individual crews, projects, or branches and influences the organization as a whole.

QUALIFICATION CRITERIA

- Long-term commitment to safety excellence
- Significant organizational impact
- Leadership and mentorship
- Advocacy for employee-owner safety
- Consistent modeling of ESS safety values

NOMINATION

Nomination method: via survey distributed through a company email/text

SELECTION

Selection committee: Executive Leadership and Health & Safety Team

RECOGNITION & REWARDS

- 40 hours of PTO
- Physical award and plaque engraving
- Branch recognition
- Company-wide recognition

AWARD TIMELINE

- Evaluation period: annual
- Nomination period: October – November
- Selection period: November – December