

# Work Safe & Win - 2008!

## Rules and Eligibility



Systems intends to recognize employees for their hard work and dedication to safety by giving them an opportunity to win a Yamaha® 350 ATV or a Harley Davidson FXDL Dyna Lowrider®. For each hour worked, the employee will receive one chance in a random computer drawing.

### **There will be five separate random drawings.**

- The first drawing will be for the one of the Yamaha® ATV's. Hours worked between the period of 01/01/08 and 03/30/08 will count toward this drawing and the winner will be announced on 04/11/08.
- The second drawing will be for one of the Yamaha® ATV's. Hours worked between the period 01/01/08 and 06/29/08 will count toward this drawing and the winner will be announced on 07/11/08.
- The third drawing will be for one of the Yamaha® ATV's. Hours worked between the period of 01/01/08 and 09/28/08 will count toward this drawing and the winner will be announced on 10/10/08.
- The fourth drawing will be for one of the Yamaha® ATV's. Hours worked between the period of 01/01/08 and 12/28/08 will count toward this drawing and the winner will be announced on 01/16/09.
- The fifth drawing will be for the Harley Davidson FXDL Dyna Lowrider®. Hours worked between 01/01/08 and 12/28/08 will count toward this drawing and the winner will be announced on 01/16/09.

**We want to encourage everyone to focus on safe work therefore there will be a penalty for safety violations and on the job injuries. For each event, hours will be deducted as follows:**

- **Written Safety Violation or Reprimand: 10 hour penalty**
  - This penalty will only be assessed to the person receiving the reprimand
- **Injuries requiring First Aid only: 50 hour penalty**
  - This penalty will be assessed to each of the following individuals: The injured employee, his immediate supervisor, and each and every supervisor up the chain of command up to and including the highest ranking Superintendent as well as any safety officer assigned to the project or site where the injury occurs.
  - First aid means emergency treatment administered to an injured or sick person before professional medical care is available. Please reference the CFR 1904.07(b) (5) (ii) under the Recordkeeping Standard.
- **Injuries requiring Medical Treatment: 100 hour penalty**
  - This penalty will be assessed to each of the following individuals: The injured employee, his immediate supervisor, and each and every supervisor up the chain of command up to and including the highest ranking Superintendent as well as any safety officer assigned to the project or site where the injury occurs. A medical injury or illness shall mean health care services that a physician exercising prudent clinical judgment would provide to a patient for the purpose of evaluating, diagnosing or treating an illness, injury, disease or its symptoms. Please reference CFR 1904.07 (a), 1904.07(b) (3), 1907.07 (b) (4), 1907.07 (b) (5), 1904.07 (b) (6), and 1904.07 (b) (7) under the Recordkeeping Standard.
  - When the employee returns to work after an injury even on light duty, hours begin to accrue again.

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### Additional Rules and Eligibility Guidelines

- The following employees **ARE** eligible for prize drawings: Laborers, Skilled Helpers, Journeymen, Lead-men, Working Foremen, Foremen, General Foremen, Area Superintendents, General Superintendents, Project Superintendents, Field Safety Officers and Field QC Inspectors.
- The following employees **ARE NOT** eligible for prize drawings: Project Managers, Estimators, Engineers, Office Employees (corporate or field), Purchasing, Area Managers, Company Officers, Corporate QC Managers, Schedulers, Clerical Staff, Employees of Affiliated Companies of Systems Contracting, Employees of Subcontractors and Individuals working through temporary agencies.
- You do not have to be a current employee to win one of the Yamaha® ATV's.
- To be eligible for the drawing for the Harley Davidson®, you must be employed on the date of the drawing, 01/16/09 AND have worked at least 1500 hours during the calendar year 2008.
- If the employee has been laid off or quits, the hours worked will count toward drawing(s).
- If the employee is rehired, the total hours worked during the applicable periods will be part of the drawing.
- If terminated for any reason, the employee will lose all hours accumulated prior to termination.
- If an employee is rehired after a termination, only hours earned after the rehire will count in the drawing for the applicable period(s).
- If an employee's classification changes during the year from a classification that is eligible to a classification that is not eligible, the hours worked prior to the classification change will be included in the drawing.
- For the purposes of this random drawing, total hours worked does not include hours paid for; Holidays, Vacation, Sick Leave, Personal Leave or hours off of work due to an on-the-job injury covered by worker's compensation.
- We will make every effort to contact the winner, for the purposes of awarding the prizes. If the winner is not a current employee, we will do the following:
  - Attempt to contact by phone using all numbers provided by employee
  - Attempt to contact by certified mail at the address provided by employee
  - After 30 days if we have not heard from the winner, we will draw again.
- If the winner is deceased at the time of drawing, the prize will go to the winner's estate.
- Winner must present two valid forms of identification to claim prize.
- Winner will be required to execute a Release and Indemnification Form prior to receiving prize.
- Winner will be responsible for any resulting tax liabilities.
- Winner can either pick up prizes at our corporate office or the job site that Systems has which is closest to their residence.
- Management reserves the right to modify rules at its sole discretion.