

# Safety Point Items



2 Orange Safety T-Shirts  
1 Point/\$10



2 Green Safety T-Shirts  
1 Point/\$10



Knit Beanie  
1 Point/\$10



Black Hat  
2 Points/\$20



Camouflage Hat  
2 Points/\$20



Tan Hat  
2 Points/\$20



\$20 Wal-Mart Card  
2 Points/\$20



\$20 Speedway Card  
2 Points/\$20



\$20 Lowes Card  
2 Points/\$20



\$20 Sears Card  
2 Points/\$20



Black/Grey Duffle Bag  
2 Points/\$20



Black Chair  
3 Points/\$30



Cooler  
3 Points/\$30



Long Sleeve Demin Shirt  
3 Points/\$30



Tan Golf Shirt  
3 Points/\$30



White Golf Shirt  
3 Points/\$30



Black Golf Shirt  
3 Points/\$30



Orange or Green  
Pullover Sweatshirt  
3 Points/\$30



Tan Pullover  
Windbreaker  
4 Points/\$40



Black Pullover  
Windbreaker  
4 Points/\$40



Black Jacket  
5 Points/\$50



Carhartt Bib Overalls  
(Unlined)  
5 Points/\$50



Carhartt Jacket  
(Lined)  
8 Points/\$80



Red Wing Boot  
Certificate  
13 Points/\$130



1 PTO Day (8 hours)  
12 Points/\$260

To place an order using your Safety Points, please contact Human Resources at (614) 212-5812.

\*Point value is for foremen and dollar value is for hourly associates.

## THE \$ SAFETY INCENTIVE PLAN

CK's Safety Incentive Program is based on quarters (4 quarters per year). Hourly associates will have the opportunity to earn 1 safety point each quarter. Each safety point will have a cash value of \$130 – totaling \$520 per year.

### How the Safety Incentive Program Works

Each associate will have the option of saving the earned safety point (for a limited time) or redeeming it once it is earned. If the associate wishes to use the point as it is earned, he/she will have up to 30 days after the point is issued to redeem the incentives. The total value of the point must be used at the same time. Once the 30 days have passed, associates will have to wait until the end of the next quarter to redeem their points.

Safety points can be saved through the end of the year. At the end of the year, all safety points must be redeemed. There will be no carryover of safety points from year to year.

### Redeeming Points for Incentives

At the end of the quarter, points can be redeemed for items in the “safety store”, redeemed for a PTO day or a check. Two safety points (\$260 cash value) will be needed to redeem 1 PTO day (8 hours). A check can be issued at the end of each quarter or the points can be saved for a check at the end of the year.

To view items available in the safety store, refer to your new hire packet or view on-line at [http://www.corna.biz/files/safety\\_incentive\\_items\\_01.2014.pdf](http://www.corna.biz/files/safety_incentive_items_01.2014.pdf).



### How You'll Earn Points!

- ✓ Zero safety violations for the quarter
- ✓ Zero general liability claims for the quarter
- ✓ Pass all drug/alcohol tests
- ✓ Completion of each weekly safety talk
- ✓ Work a minimum of 390 hours in the quarter
- ✓ Zero direct OSHA Violations for the individual or crew
- ✓ Zero no-call/no-show days
- ✓ Zero unexcused or unplanned tardiness
- ✓ Participation in daily CAPs
- ✓ Attendance at a minimum of one OHA for the quarter
- ✓ Completing 5 days of safety audits per quarter