

***Robert M. Neff inc.***



## **ROBERT M. NEFF, INC./DENNIS OF OHIO SAFETY BONUS INCENTIVE PROGRAM 2017**

**The purpose of our safety bonus incentive program is to reduce employee injuries on the job, reduce costs of damages to equipment and property and reduction of loss of employee's services. Employees who meet all of the criteria established for the quarter will receive a \$25 safety bonus. Employees, who receive the safety bonus all four (4) quarters in a calendar year, will receive an additional \$100 at the end of the calendar year. Employees who are on new hire (90 day) probation are not eligible to participate until they have successfully completed the probation period**

**Employees will have to meet ALL of the following criteria in order to be eligible for the quarterly safety bonus incentive:**

**-Report all accidents to the Safety Director's Office and must not have any preventable accidents during the quarter.**

- Employee must not incur a job related injury where the employee contributes to their own or another employee's injury.**
- Not convicted of any traffic violation while operating company equipment. Employee must contact the Safety Director's Office when he/she receives a traffic citation, whether it be in personal vehicle or company vehicle.**
- Employee must not incur any "at fault" 5500's.**
- Employee must log in and log off the Loadtrek system and maintain electronic records in accordance with required procedures.**
- Drivers must comply with all DOT rules and regulations.**
- Employees involved in a roadside inspection need to forward the paperwork immediately to the Columbus Terminal or Safety Department.**
- Employee is required to renew CDL and obtain DOT physical, prior to expiration date. A copy of the CDL and DOT physical must be submitted to Safety Office.**
- Employees must submit ALL necessary paperwork to the proper department and facility by the deadlines that have been established. For example: timesheets are due by 5:00PM on Mondays of pay week.**
- Employees must report any equipment defects or safety issues immediately. VIR's and pre and post trip sheets will be reviewed. Shop personnel are responsible for prompt and safe parts replacement or repairs. Shop personnel should identify potential safety issues as well as insure that all vehicle permits are valid and displayed. All safety equipment should be secured and functional.**

**Employees who fail to meet all of the criteria outlined above in a quarter will not be eligible for the \$25 quarterly safety bonus incentive. Employees who do not receive the safety bonus incentive for all four quarters will not be eligible for the annual bonus.**