

Outline for KSC's New Safety Incentive Program
Effective 7/1/2007

Eligibility

1. Each employee is eligible for a prize.
2. Depending on the employee's job classification, he/she will have a different number of chances to win the prize.
 - Drivers/yard workers 3 chances
 - Store/office workers 2 chances
 - Managers 1 chance
3. To qualify for the quarterly prize drawing, each employee must be accident* free for the quarter and attend at least one store safety meeting each quarter.
4. An employee can receive additional chances to win the prize for each month they attend a safety meeting in the quarter.

Prizes

1. Each quarter we will have a prize drawing.
 2. The quarterly winner will have his/her choice of what prize they prefer.
 3. The choices are a color TV, a \$200 gift card, or a day off with pay (subject to scheduling needs).
- ◆ In addition to the quarterly prize, a Perfect Attendance prize will be awarded at the end of the year. Each employee, managers excluded, who was accident* free and attended a safety meeting each month will be eligible for the Perfect Attendance prize. This prize will be determined by the store managers sometime in the fall.
 - ◆ Also annually, employees will be given safety pins honoring them for their year(s) of being accident* free.

Currently we have a large stock of small safety incentive prizes. During the next 12 months these will be distributed to employees as reminders of safety and used for additional quarterly prizes.

Safety Committee's Goal:

The goal of the new incentive program was to get every employee involved, increase attendance at the monthly safety meetings, and have those attending represent a broader range of employees than are currently attending.

* Reportable accidents include, but are not limited to, damage to property (customer or other), personal injury, vehicular damage (company or other), and workers' compensation accidents.