



Our **goal** is for every
employee to arrive
home **safely** every day.

How did we get here?

what made us want to change?

VIDEO SLIDE



Beyond the Reflective Vest

a different way of thinking



getting started-changing our culture

Looking outside for help!





Top Down

Accountability
Permanent Agenda
Integral Activity

Actively
Caring
Culture

Operational Fabric
Touch Every Person

Bottom Up



S&ME Safety Team



one Training



Safety Meetings

monthly mandatory



Training ^{one}

Defensive Driving Training

4 hours of classroom instruction



Training ^{one}

CPR and First Aid Training

voluntary



Training ^{one}

BBS Training

How to recognize safe and at-risk behaviors



Training ^{one}

Job Specific Safety



Training ^{one}

Manager's Training



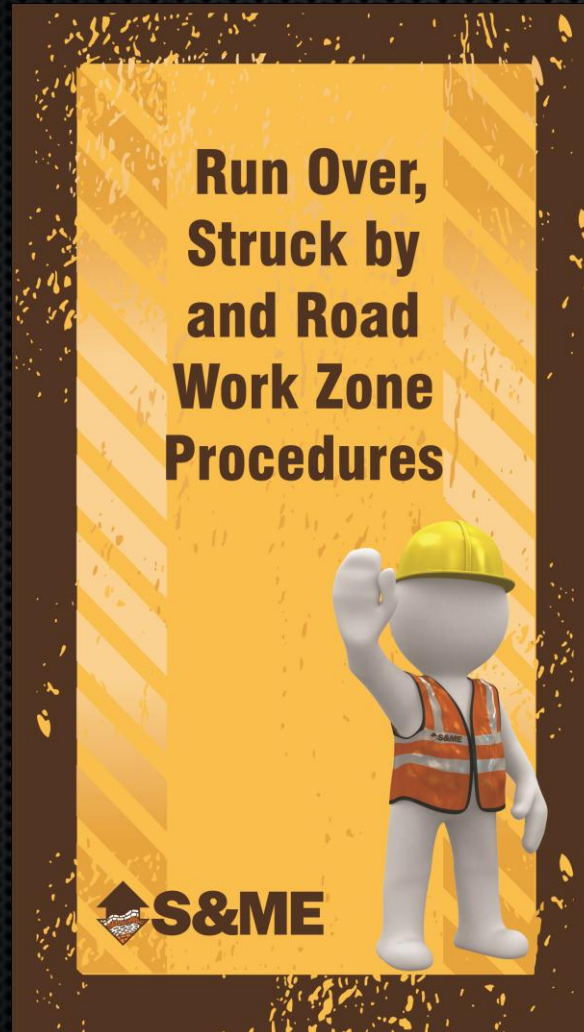
Training ^{one}

Policies

two



Run Over / Struck By



Distracted Driving



Management by Objective

all staff

S&ME 2013 Manager MBO

Name: _____

Location: _____

Current Review Date: _____

Last Review Date: _____

Performance Rating	Unsatisfactory 1	Marginal 2	Satisfactory 3	Commendable 4	Distinguished 5	Weighted % of Performance	Performance Value
Objective							
Safety Management	1	2	3	4	5	20%	
Receivables-Net DSO-days	95	90	85	80	75	10%	
Operating Profit (% Profit at Branch)	<15%	17%	19%	21%	23%	35%	
Net Fees (% of Business Plan)	<90%	95%	100%	105%	110%	15%	
Risk Management						10%	
Human Resources Performance (Performance Reviews)						10%	

Supporting Documents attached: ☐ Yes ☐ No

Manager: _____ Signature _____ Date _____

Branch Manager: _____ Signature _____ Date _____

Regional Manager: _____ Signature _____ Date _____

President: _____ Signature _____ Date _____

H.R. Director: _____ Signature _____ Date _____

Randy Neuhaus, P.E.

Rosemary S. Thompson, P.H.R.



two
Policies

Practices^{three}



You Can Say No

if it's not safe, you can say no



Practices^{three}

Tool Box Meetings

information is power



Pine Hall Road Ash Landfill Closure: Jobsite Safety Brief

1356-07-017
Belews Creek,
North Carolina

Jobsite Access Procedure

Those entering the site should:

- Have Duke Energy MICCS Card
- Have Pine Hall Road site-specific safety training
- Notify construction contractor (Morgan Corp.) of presence on site and sign in at jobsite trailer.

Jobsite Contacts:

Site Safety Manager: Earl Whitehurst (704-791-3375)
S&ME Full-time Technician: James Addis (704-562-9856)
Duke Energy Project Manager: Mike Cook
Allied Tech Consultant: Bill Waggoner

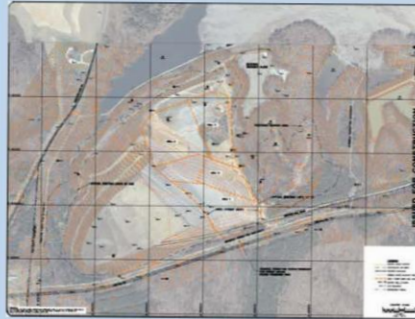


S&ME Jobsite Access Procedure

Before beginning work on site, review S&ME "Safety Operating Procedures for Working Where There is a Potential of Being Struck by Moving Equipment or Vehicles"

- Lookout available?
- Yes: SOP SME 0001
- No: SOP SME 0002-0013

Site Layout



Personal Protective Equipment (PPE)

The minimum protective equipment for this jobsite includes:

- Hardhat!
- Safety Glasses!
- Reflective Vest!
- Steel-toe boots!



Jobsite Hazards

Be sure to review jobsite construction activities. Some of the activities you should be aware of are:

Grading and Vehicular Traffic

Watch out for heavy vehicles!



Grading and Vehicular Traffic

And falling soil!



Liner Installation

- Heat!
- Slippery Slopes!



Fuel Tanker

No smoking area!



Drainage Structures

Massive objects!




Stay Hydrated

There is no running water, so be sure to bring sufficient amounts with you. (Approx. 1 cup/15-20 minutes)



three
Practices

Job Hazard Analysis

 JOB HAZARD ANALYSIS	Job Title (and number if applicable)		Date: July 25, 2012 <input checked="" type="checkbox"/> Revised
	AUGER DRILLING		
	Title of Person Who Does Job: Driller & Helper	Supervisor: Various	Analysis by: Dan Caton
	Location: Various	Department: Drilling	Reviewed by: Joe Weatherford

Sequence of Basic Job Steps	Potential Hazards	Recommended Action or Procedure
Set up rig in accordance with rig set ups JHA	See rig set up JHA	See Rig Set Up JHA
Remove lead auger from auger rack	Pinch points, lifting, slips/trips/falls	2 man lift for lead auger, be aware of finger placement, preplan path from rack to rear of rig, be aware of potential footing issues
Connect lead auger to drill head	Pinch points, muscle strain	Set auger foot on ground under drill head, clean auger connection, helper to hold auger upright below auger connection, drill to lower drill head while guiding auger cap onto connection, install auger bolt and tighten with long handle auger nut wrench.
Start auger penetration and rotation	Pinch Points	Have all personnel stand clear. Prepare to start an auger boring with the drill rig level, the clutch or hydraulic rotation control disengaged, the transmission in low gear, and the engine running at low rotations per minute. Apply sufficient downward pressure prior to rotation to seat the auger head below the ground surface. Observe the auger head while slowly engaging the clutch or rotation control. Stay clear of the auger. Slowly rotate the auger and auger head while continuing to apply down pressure. Keep one hand on the clutch or the rotation control at all times until the auger has penetrated one foot or more below ground surface. If the auger head slides out of alignment, disengage the clutch or hydraulic rotation control and repeat the hole starting process.
Remove auger cap from auger once desired depth is attained	Pinch points, muscle strain	Stand clear of auger until auger nut is in position for removal. Use auger fork to secure auger from settling in hole. Stoop, do not bend at waist to remove auger nut, use long handled auger nut wrench.

First Move Forward




three
Practices

Near Miss Reporting

engaging every employee to be safer

COULD THIS HAPPEN TO YOU?

**LEARN FROM A FELLOW EMPLOYEE'S
NEAR MISS**



S&ME

Read more "near miss" reports on the S&ME UNITY site or submit a "near miss" report to your Regional Safety Coordinator.
For safety concerns and questions, contact your Supervisor or Regional Safety Coordinator.

Culture

Courage to make a difference



Family

bringing it home



Culture

Personal

more than just work



Culture

Community

education in the classroom



Culture

Benefits of Safety

employees, clients and company

Employee

- working safely is going home to family safe



Client

- ensuring that we are doing our part to reduce workplace injury



Company

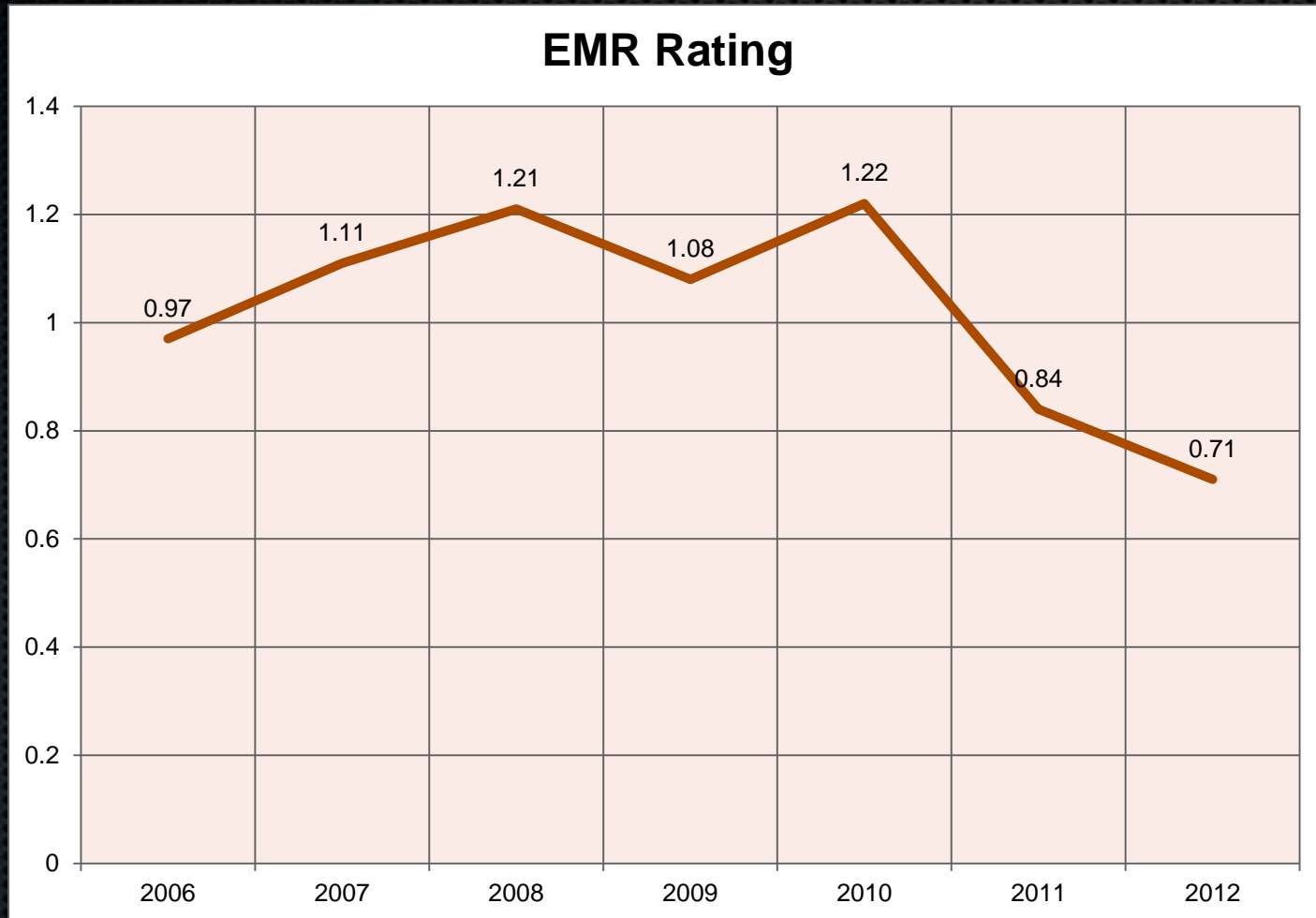
- It's just good business.
- Not a cost but an investment.



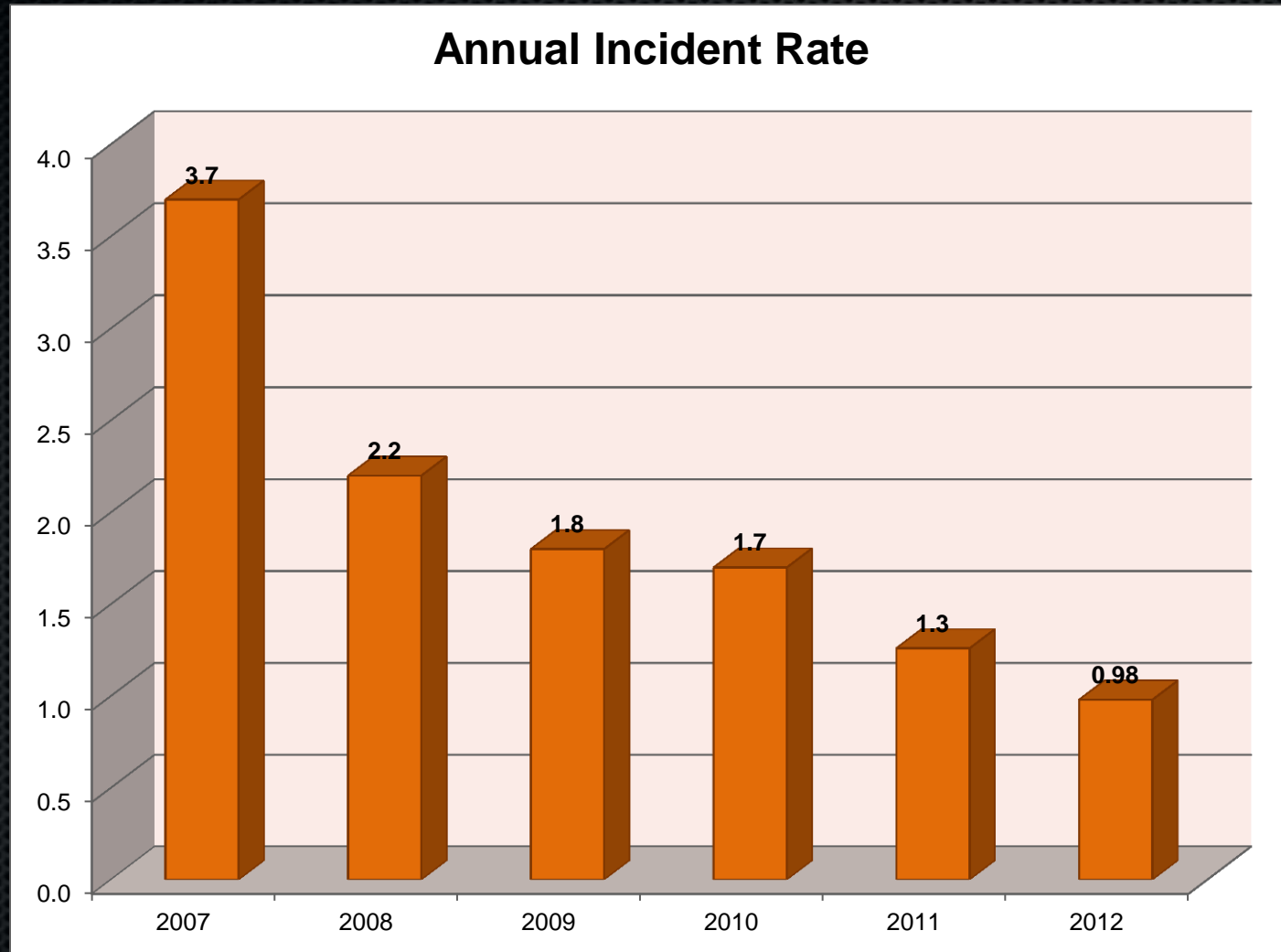
Where we are today?

what our safety statistics show us...

EMR



Incident Rate

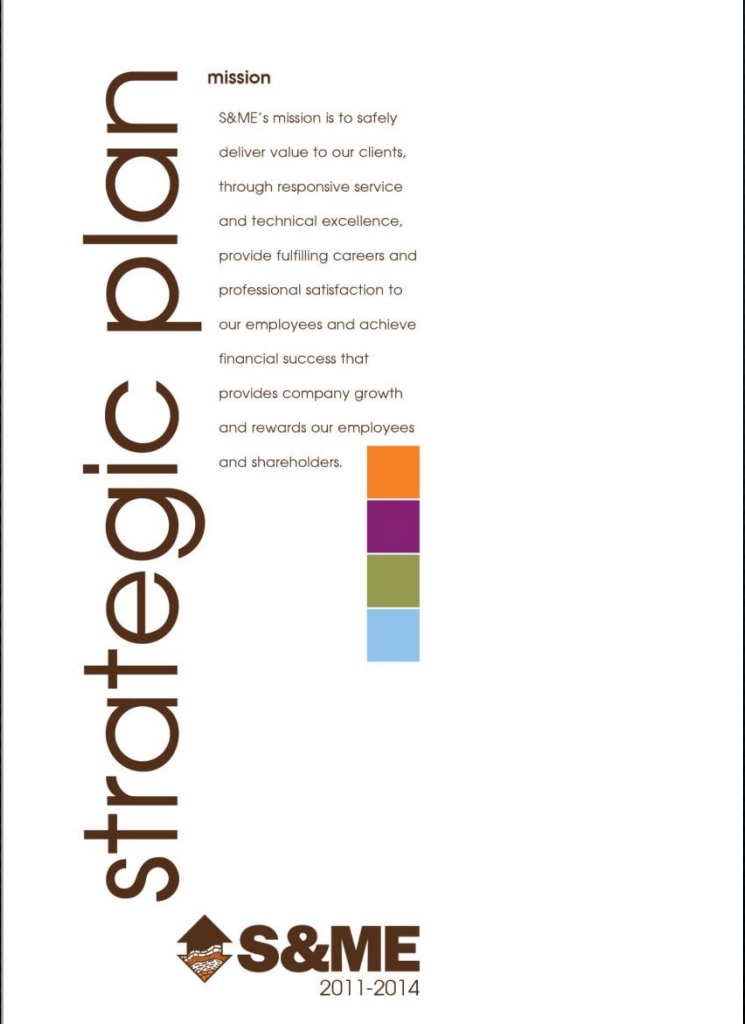




Looking ahead

Strategic Plan

commitment to
world class safety





The cover page of the Strategic Plan 2011-2014 features the title 'strategic plan' written vertically in a large, brown, sans-serif font. To the right of the title, the word 'mission' is written in a smaller, bold, brown font. Below 'mission', the company's mission statement is presented in a small, brown, sans-serif font, arranged in seven lines. To the right of the mission statement is a vertical stack of four colored squares: orange, purple, olive green, and light blue. At the bottom of the page, the S&ME logo is displayed, consisting of a stylized brown arrow pointing upwards and to the right, followed by the text 'S&ME' in a bold, brown, sans-serif font. Below the logo, the years '2011-2014' are written in a small, brown, sans-serif font.

strategic plan

mission

S&ME's mission is to safely
deliver value to our clients,
through responsive service
and technical excellence,
provide fulfilling careers and
professional satisfaction to
our employees and achieve
financial success that
provides company growth
and rewards our employees
and shareholders.



 **S&ME**
2011-2014

Finish Line

always moving...



Our goal is for every
employee to arrive
home safely every day.