



/// SAFETY RECOGNITION PROGRAM

At Select Energy Services, we strive to create a world-class safety culture through smarter communication, extensive training, and continuous improvement. We know that you are the key to providing a safe work environment on the job, and we've developed an official Safety Recognition Program to show our appreciation. This program aims to enforce our safety culture and provide you with an outlet for setting and accomplishing personal safety goals, which will improve our company wide commitment to safety practices.

How Does The Program Work?

Medallions will be awarded to deserving employees based on track record and/or individual actions that demonstrate a personal commitment to safety. Individual actions may include administering first aid or performing a similar action that has a direct safety impact on others.

SAFETY RECOGNITION AWARD LEVEL TABLE						
Level	Approval Required	Awards Available	Medallion Award	Personal Award	Taxable	Proposed Budget
1	HSE/DOT Mgr/Coord	800	Level 1	\$25 Gift Card	No	\$20,000
2	Director	300	Level 2	\$50 Gift Card	No	\$15,000
3	Vice President	50	Level 3	\$250 Check	Yes	\$12,500
4	Senior VP	24	Level 4	\$500 Check	Yes	\$12,000
5	President	10	Level 5	\$1,000 Check	Yes	\$10,000
Valiant	HSE/DOT Mgr/Coord	N/A	Valiant	\$250 Check	Yes	N/A
1 Medallion from each level	HSE Steering Committee to consider approval annually	1	N/A	Shopping Spree	Yes	\$5,000*
1 Medallion from each level	HSE Steering Committee to consider approval annually	1	N/A	Trip	Yes	\$7,500*
1 Medallion from each level	HSE Steering Committee to consider approval annually	1	N/A	1 Pick-Up Truck* (raffle)	Yes	\$30,000

*Truck value may vary. Truck raffle is not an ongoing commitment and is evaluate annually.

+ How Can I Earn A Medallion?

There are many ways to earn Safety Medallions. For detailed eligibility criteria, check out the SRP Policy & Procedure or talk to your manager.

Here are a few examples:

- Abide by Select Energy Services' 12 Lifesavers
- Actively participate in safety meetings, tailgates, or JHA's
- Conduct a safety meeting
- Completion of CPR/FA Training
- Achieve favorable results on safety inspections and/or management field observations
- Read the official policy for more!



Eligibility Criteria - HSE

All criteria must be maintained from the beginning of the calendar year until the time of the award.

For Levels 1-5

1. Abides by Select Energy Services' 12 Lifesavers.
2. Has not been involved in an incident caused by employee (Injury/illness, property damage, MVA, spill).
3. Participates or is involved during safety meetings, tailgates, or JHA's. Consistently shares quality safety information and demonstrates safety leadership among peers.
4. Submits a minimum of 1 quality field observation/Near Misses per week (What was observed? What was done about it? How can it be prevented? Stop Work Authority?)
5. Identifies and reports hazards (defective tools or equipment, vehicle issues, missing parts, lack of signage)
6. Has good housekeeping at all times in vehicle or work area. Achieves favorable results on a safety inspection/management field observation.
7. Attends all Monthly Safety meetings
8. Completes all HSE Training required for his/her position
9. Exhibits Leadership in Safety
10. Completes JHA with complete content
11. Reports broken equipment and removes from service
12. Obtains Certification in First Aid/CPR
13. Conducts a safety meeting
14. Must be in good standing (HR to verify)

Additional Requirements for Levels 3-5

1. Spill Captain Leader in Spill Prevention

Eligibility Criteria - DOT

All criteria must be maintained from the beginning of the calendar year until the time of the award.

For Levels 1-5

1. Achieves clean level 1 or level 2 roadside inspection with no violations.
2. Achieves clean Hazardous Materials inspection with no violations (if applicable).
3. Recognizes and reports Out of Service violation in pre or post trip inspection.
4. Excellence in log book, mistake free, violation free, and within hours of service over 90 day period.
5. Completes all DOT Training required for his/her position
6. Must be in good standing (HR to verify)

