

# Ameren Contractor Recognition Award Program

There will be five award levels that a contractor may be able to achieve. For contractors that work more than 25,000 hours on Ameren property the available awards are the Best in Class, Eagle, Leadership, and Best of the Best Awards. Those contractors working less than 25,000 hours on Ameren property will be eligible for the Merit Award.

## Scoring Criteria

There will be a total of 910 points each contractor can earn throughout the year. There will also be the chance for contractors to earn 100 bonus points. Each of the nine criteria for the awards as well as the bonus possibility are explained below.

1. **Lost Work Day Away\* (LWA) Rate:** There are 150 possible points that a contractor can earn in this category based on a comparison of their LWA rate to the latest available Bureau of Labor Statistics (BLS) of the same North American Industry Classification System (NAICS) Code. Earning points for an LWA rate as compared to the respective contractor's NAICS Code is as follows:
  1. Between 0.00 and top decile = 150 points.
  2. Between top decile and top quartile = 125 points.
  3. Between top quartile and average = 100 points.
  4. Below average = 0 points.
2. **Days Away Restricted Transferred\* (DART) Rate:** There is a possible 150 points that a contractor can earn in this category. Same calculation as LWA Rate.
3. **Total Recordable\* Incidence Rate (TRIR):** There is a possible 150 points that a contractor can earn in this category. Same calculation as LWA Rate.
4. **Preventable Motor Vehicle Incident\* (PMVI):** There are 50 points possible for each contractor in this category. We will take the previous three years' data for all contractors and calculate a PMVI rate based on man-hours. A contractor may be awarded points comparing their PMVI rate to the overall contractor calculated three-year rate as follows:
  1. Between 0.00 and top quartile = 50 points.
  2. Between top quartile and average = 25 points.
  3. Below average = 0 points.
5. **Preventable Outage\* Rate:** There are no points tied to the Outage Rate category. This category is used as qualify/disqualify criteria. We will again calculate an average rate over the previous three years. However this rate will be done separately per discipline. If the contractor's outage rate is higher than the previous three years' average rate of their discipline the contractor is disqualified for the Eagle Award. They are still eligible for the Leadership, Merit and Best in Class Award.
6. **Contractor First Line Safety Seminar (CFLSS):** There is a possible 50 points that a contractor can achieve in this category. Each contractor that is invited will be awarded the full 50 points for attendance at the Annual Ameren CFLSS.
7. **Trending Reports:** There are 160 points possible in this category. For each quarter a contractor will be able to earn 40 points for submitting trending reports. The report shall be submitted the month following the end of the respective quarter for the first three quarters, the fourth quarter report shall be submitted no later than the 20<sup>th</sup> of January the following year ; they should include the following:
  1. The number of observers that performed observations during the quarter.
  2. The number of observations performed.
  3. The top 3 at-risk findings during the quarter.
  4. The action the company has taken based on that trend.
  5. Employee recognition during the quarter

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- 8. Recognition Program:** There are 50 points possible in this category. The contractor must submit their written recognition program. There must be examples of recognition throughout the year for the contractor's employees. One caveat is that the program must not discourage employees from reporting injuries because they want to receive the reward. This information is to be submitted along with the quarterly trending report.
- 9. Near Miss / Good Catch Reporting:** Contractors can receive up to 150 points in this category. For full credit the contractor must submit one Near Miss / Good Catch for every 10,000 hours worked on Ameren property (minimum 4/year). Credit for each NM/GC submitted will be awarded as a percentage of the total possible. Near Miss / Good Catch reports submitted into the Safety1Source system will count towards the total number submitted as long as the submittals are readily identifiable as to which contractor submitted the report. All GC/NM reports must be submitted no later than the 8<sup>th</sup> calendar day of the following month.

**Bonus Points:** There are 100 Bonus Points in this category. The contractor will be able to earn 50 pts. via committee involvement with 2/3 attendance rate or leading one of the numerous sub-committees developed throughout the year. The committee can be the Contractor Steering committee, Contractor Safety Pro committee or any of the several other sub-committees established for initiatives throughout the year. An additional 50 bonus pts. will be awarded for Speaking or Moderating at one of the two Contractor First Line Safety Seminars.

### Awards

**Eagle Award:** Earn 95% of possible points allowed.

**Leadership Award:** Earn 90% of possible points allowed.

**Best in Class - High & Low Volume Contractor:** Hours submitted by contractors will be averaged by discipline excluding both the high and low hour submissions. This average will be the line of distinction which will separate the high volume contractor from the low volume contractors. The contractor achieving the highest score in their respective discipline, above the average hours for that discipline will be the Best in Class – High Volume Contractor. The contractor achieving the highest score in their respective discipline above 25,000 man-hours and below the discipline average will be the Best in Class – Low Volume Contractor. If there is a tie in points we will institute a tie breaker. The list of tie breakers are as follows.

1. Lowest LWA Rate
2. Lowest DART Rate
3. Lowest TRIR
4. Highest number of Good Catch / Near Miss Reports submitted per 10,000 hours worked

If there are no contractors that meet the criteria for either Low or High Volume in any discipline then no award will be granted. Contractors must achieve at least 85% of the total points available to earn a Best in Class Award.

**Best of The Best:** Granted to the contractor who has the highest points total over all others. The same tie-breaker will be used as listed above. Merit Award winners will not be eligible for this award.

**Merit Award:** Earns 95% of possible points allowed for contractors with less than 25,000 hours worked on Ameren property.

\* All contractor events will be collected via Contractor Event Reports (CERs) inputted to Safety1Source (S1S). Contractor Events, based upon Ameren's review, as serious, life threatening, or a life changing injury for an employee will disqualify said contractor from awards for the Event's award timeframe.