

SECTION 4.0 | SAFETY COMMITTEE

The purpose of the safety committee is to promote workplace safety and health by increasing the communication, education, and involvement of company personnel. The Safety Program Administrator holds permanent membership in the safety committee to ensure that responsibility is delegated appropriately.

4.1 | Membership

The safety committee membership shall be represented by the safety program administrator, supervisory and nonsupervisory employees, with non-supervisory employees being the majority. The employees on the committee will be volunteers and will serve on the committee for a two-year term (except for the safety program administrator).

4.2 | Meetings

There will be one committee meeting every quarter. The dates will be determined by the members' schedules. All committee meetings and training will be conducted during working hours. All committee members will be compensated at their normal rate of pay during the meetings, committee specific training, and any other committee related duties.

The committee may conduct an emergency meeting if most of the members feel that such a meeting is necessary. If an emergency meeting is called outside regular working hours, the non-salaried employees will be compensated at their overtime rate.

4.3 | Record Keeping

Complete and accurate records of the functions and proceedings of the safety committee will be maintained by the Corporate Office with copies distributed to each worksite. Meetings will be recorded, and minutes will be prepared following each committee meeting. Copies of the minutes will be kept at each worksite. These documents will be made available for inspection upon request by any employee.

4.4 | Communication

All original written communications between Hindsight Electric, LLC and the committee, or true copies thereof, will be maintained at each jobsite and made readily available for inspection by government agencies. Hindsight Electric, LLC shall issue a timely written response to all written questions and recommendations from the safety committee.