

HIP Program

HIP, simply put, is money we give to an employee after participating in our Safety & Wellness Program. This money can easily be spent on safety or wellness related items. We're committed to protecting the safety and health of every employee, but the responsibility for maintaining a safe and healthy working environment is not just that of Fabiano Brothers. All employees are expected to participate in our Safety, Wellness, & Emergency Response Program. To help keep you involved in the program, we have the below features.

- 1. Monthly Meetings** - Short monthly meetings (5-30 Minutes) on various safety & wellness related topics. Distributed via Paycom Checklist. Each employee earns \$5 per month for completing these program. These videos are mandatory.
- 2. Weekly Reads** - Weekly Safety & Wellness on the GO! topics are also distributed via Paycom Checklist. Quick reads, generally 1 page or less. You earn \$5 per month for reading and acknowledging each topic in Paycom.
- 3. Monthly Challenges** - A Variety of Monthly challenges to earn a little extra CASH (HIP)! You must also participate and be current with the monthly programs to qualify and be eligible for the challenge.
- 4. Fitness Memberships & Endurance Events** - Join a fitness center and earn \$50 for full time employees or \$25 for part-time employees. Participate in an Endurance Events - run a marathon, 5ks, etc. and earn up to \$25. (2 per year)
- 5. Bingo!** - Safety Bingo played by ALL employees! The focus of the game is no work related Injuries. Numbers are sent daily. Check your email!

What is my HIP Balance - All employees have been emailed their HIP URL showing their program status/details and HIP balance. Contact HR via Ask Here in Paycom or HR4U if you don't have your link.

Earning a Year End HIP Bonus.....

Injury - and Incident free employees participating in and completing all the monthly programs will receive a HIP bonus ranging from \$25-\$150.

Spending HIP.....

Purchase something like shoes, fitness memberships, golf clubs, kayak, treadmill, Apple Watch, Fitbit, etc.

Write your name and HIP on the receipt and get to HR any way you can (email, text, paper).

Within 14 days of receiving your receipt, HR will reimburse you your receipt total OR HIP balance through your paycheck. If you have questions regarding the eligibility of a purchase, please contact HR.

If you have any questions regarding the Fabiano Brothers HIP Program, please contact Christina at cking@fabianobrothers.com or text 989-439-6234. Please remember to include your name.

*DID YOU KNOW YOUR EAP, ULLIANCE, OFFERS
LEGAL & FINANCIAL ADVICE?*

Life can be hard. Talking is easy.

Contact us; we're here to help! -

800.448.8326

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