

# Safety & Wellness Program OVERVIEW

FABIANO BROTHERS IS COMMITTED TO PROTECTING EVERY EMPLOYEE'S SAFETY & HEALTH, BUT THE RESPONSIBILITY FOR MAINTAINING A SAFE AND HEALTHY WORKING ENVIRONMENT IS NOT JUST THAT OF FABIANO BROTHERS. YOU NEED TO PARTICIPATE IN OUR SAFETY & WELLNESS PROGRAM AS AN EMPLOYEE. MOST OF THE PROGRAM IS VIRTUAL, STARTING IN PAYCOM. HR PAYS YOU FOR THE TIME IT TAKES TO COMPLETE OUR MONTHLY PROGRAMS IF DONE OUTSIDE OF WORK.

**YOUR SAFETY & WELLNESS TEAM LEADERS** Who continue to steer the company towards action that drive safe and healthy behaviors, promoting a safe and healthy culture

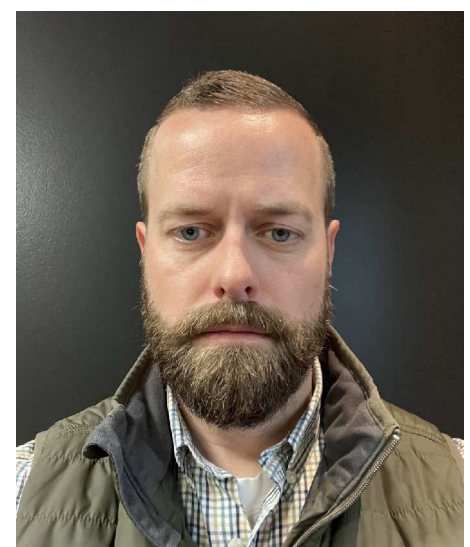
BAY CITY LEADERS



**Wendy Yelsik**  
Director of HR



**Christina Burch**  
HR Representative



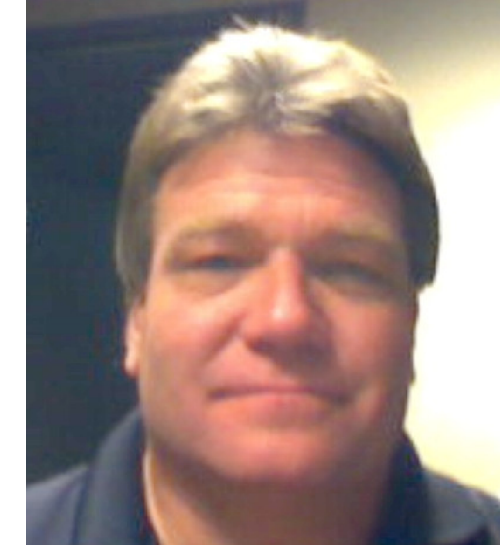
**Eric Schertzberg**  
Chief Information Officer



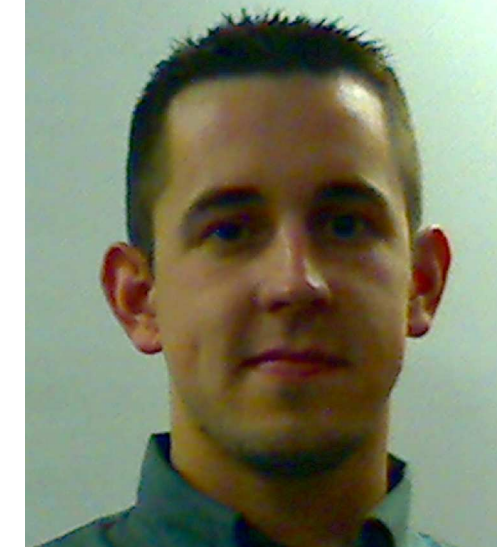
**Taylor Fillmore**  
Sales & Marketing Coordinator



**Lisa Weiler**  
Executive Assistant



**Jim Kopydlowski**  
Market Manager



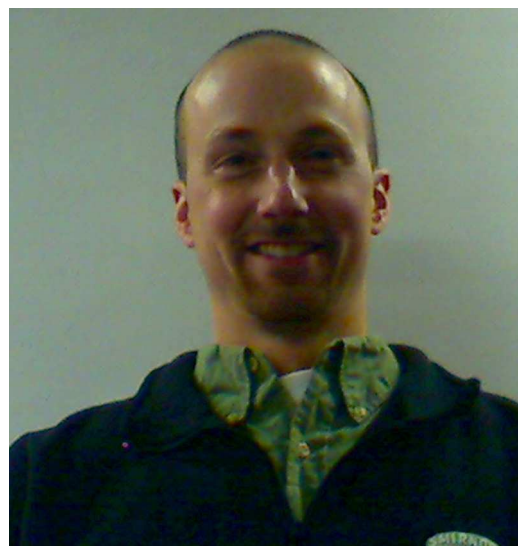
**Nathan Wall**  
Market Manager



**Nick Hubbard**  
Director of Sales- Select



**Carrie Salladay**  
Vice President of Finance



**Corey Harry**  
Director of Operations



**Scott Russell**  
Warehouse Manager



**Robert Gysin**  
Operations



**Marty Wilson**  
Delivery Driver



**Cori Himebaugh**  
Delivery Driver



**Scott Irwin**  
Mechanic

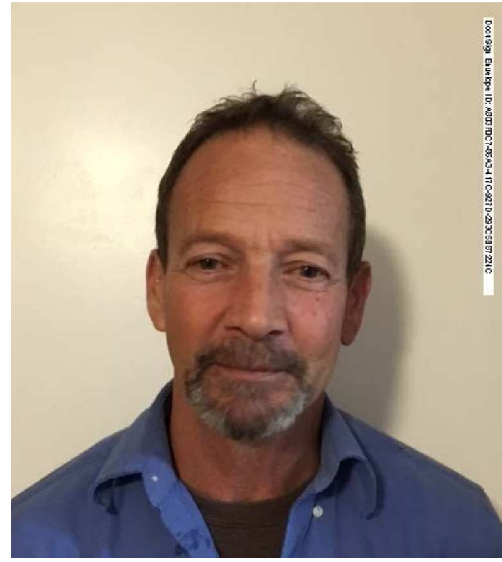


**Curt Fritz**  
Warehouse Supervisor

DETROIT LEADERS



**Lucas Pagalos**  
Vice President Sales



**Dave Nelson**  
Director of Operations



**Nancy Mulligan**  
Office Manager



**Christian Becton**  
Warehouse Supervisor



**Antonio Green**  
Delivery Driver



**Charlie Haddad**  
Delivery Driver



**Bart Paladino**  
Warehouse Manager



**Scott Wiseman**  
Market Manager

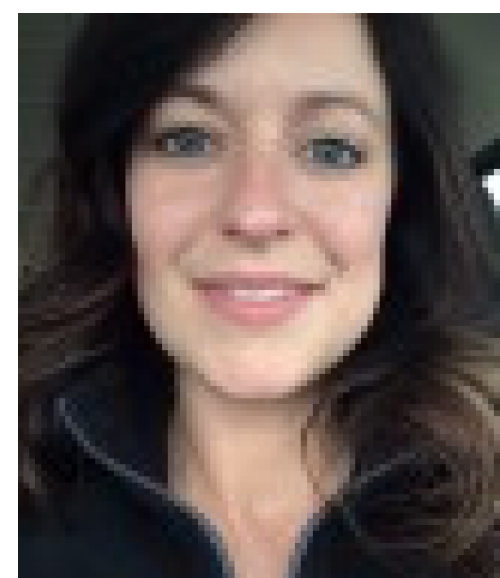


**Sonny Ruple**  
Mechanic



**Kwasi Mathis**  
Warehouse Supervisor

WISCONSIN LEADERS



**Tamra Fletcher**  
Director of Sales & Marketing



**Scott Baesemann**  
Warehouse Manager



**Michelle Davis**  
Administration

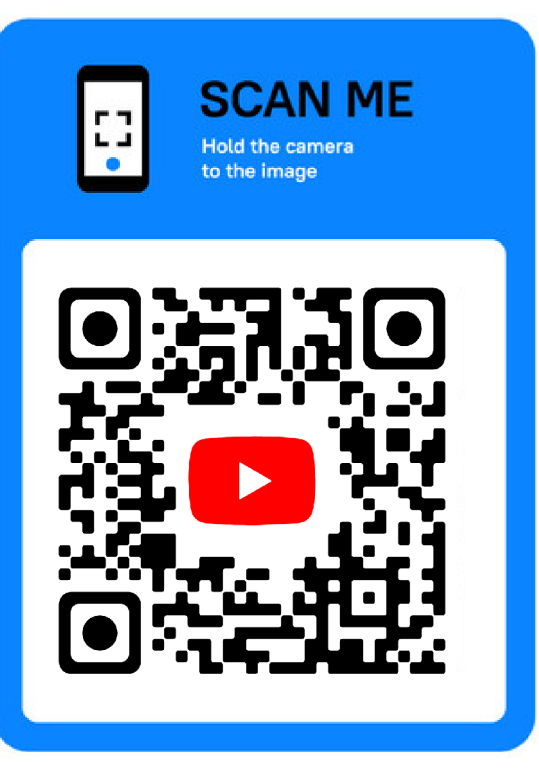
**MONTHLY MEETINGS**  
5-30 MINUTE MEETINGS USING PAYCOM'S CHECKLIST FOCUSING ON SAFETY & WELLNESS TOPICS. EARN UP TO \$60 IN HIP!

**WEEKLY READS**  
VARIETY OF SAFETY & WELLNESS TOPICS USING PAYCOM'S CHECKLIST FOR A QUICK READ & ACKNOWLEDGE! EARN UP TO \$60 IN HIP!

**WHAT'S HIP?**  
SIMPLY PUT, IT IS CASH YOU EARN BY PARTICIPATING IN OUR REQUIRED MONTHLY SAFETY & WELLNESS PROGRAMS.

**USING HIP?**  
BUY SOMETHING SAFETY OR WELLNESS RELATED, WRITE YOUR NAME ON THE RECEIPT, AND GET IT TO HR!

**WHAT IS MY HIP BALANCE?**  
ALL EMPLOYEES HAVE AN EMAILED HIP URL SHOWING THEIR PROGRAM STATUS AND HIP BALANCE. CONTACT HR VIA ASK HERE OR HRAU IF YOU DON'T HAVE ONE.



**SAFETY BINGO**  
ONLINE BINGO PLAY FOCUSING ON NO WORK-RELATED INJURIES WITH A CHANCE TO WIN UP TO \$150 PER GAME!

**CHALLENGES**  
FUN MONTHLY TOPICS TO CHALLENGE YOURSELF AND EARN HIP MONEY! EARN UP TO \$20 HIP

**FITNESS-SHIPS**  
JOIN A FITNESS CENTER OR PARTICIPATE IN AN ENDURANCE EVENT FOR EXTRA HIP! EARN UP TO \$50 IN HIP.

**YEAR-END HIP**  
HOW TO PARTICIPATE IN MONTHLY SW MEETINGS  
INJURY- AND INCIDENT-FREE EMPLOYEES PARTICIPATING IN ALL MONTHLY PROGRAMS RECEIVE A HIP BONUS RANGING FROM \$25 TO \$150!

**HAVE QUESTIONS? ASK HR**  
FROM PAYCOM, CLICK THE ? IN THE UPPER-RIGHT-HAND CORNER AND SEND A MESSAGE USING ASK HERE OR EMAIL [HR4U@FABIANOBROTHERS.COM](mailto:HR4U@FABIANOBROTHERS.COM)

CLICK OR TYPE IN URL FOR SHORT VIDEO on playing BINGO  
<https://vimeo.com/user61529918/bingo?share=copy>

