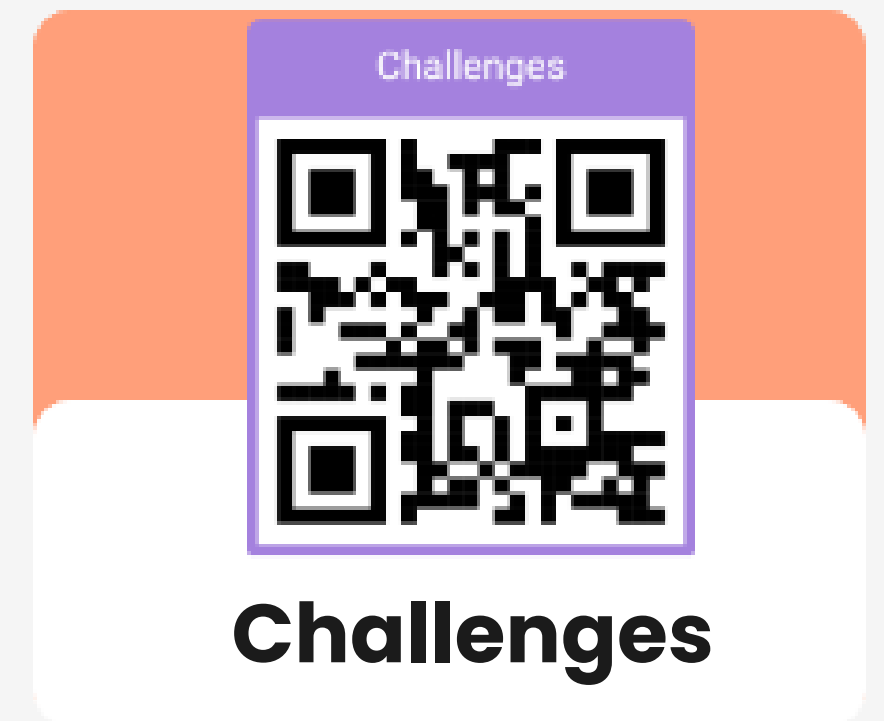
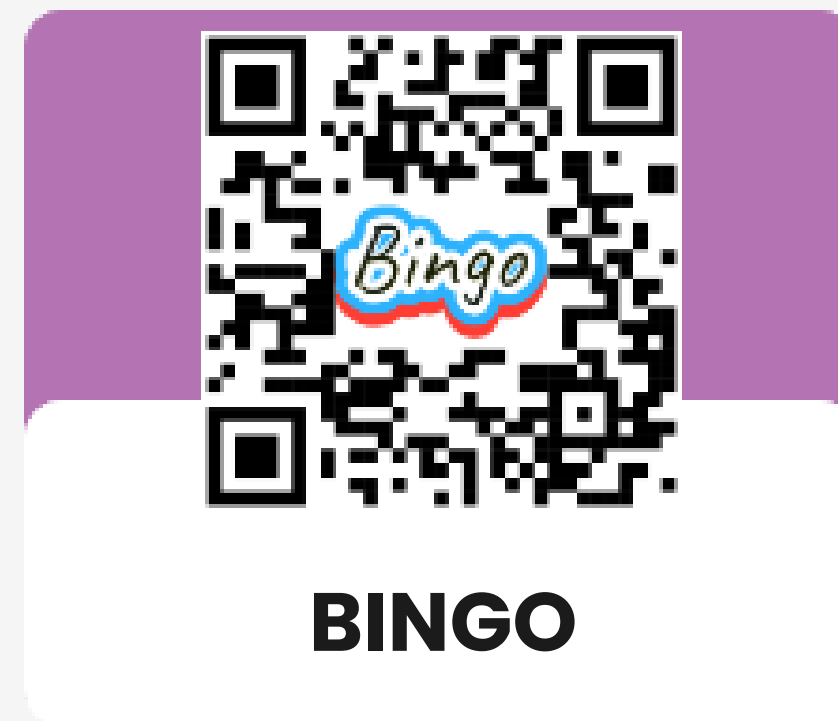


Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

PROGRAM OVERVIEW

Click the QR code to open the site, or scan it with your mobile device.



One site. One link. No login.

<https://humanresources.fabianobrothers.com/hc/en-us/categories/4702469726875-Safety-Wellness-Program>

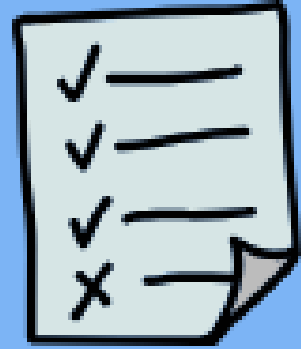
Fabiano Brothers is committed to Employee Safety & Wellness. Active participation in our Safety & Wellness Program is a requirement for all employees.



Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

Simple steps. Safe workplace. Real rewards.



"Practical"

Short Meetings & Reads



"Engaging"

Fun Challenges, BINGO
& Videos



"Rewarding"

HIP \$\$\$ Reimbursed



"Required"

Your Responsibility

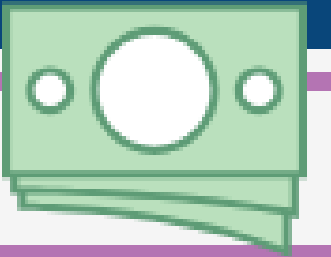
Fabiano Brothers is committed to Employee Safety & Wellness. Active participation in our Safety & Wellness Program is a requirement for all employees.



Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

Your safety and wellness = money back in your pocket.



EARN

Monthly Meetings
Weekly Reads
Challenges
Gyms / Endurance Event
No Injuries / Incidents

CHECK

SAFEWELL APP
Paycom Ask Here
HR4U
Ask HR

SHOP

Safety / Wellness Gear
Boots, Shoes, Clothes
PPG Items
Safewell Store (NEW)
Charities

REDEEM

Send Receipt to HR*
Deducted from HIP
ADDED to your Paycheck

****Send a copy of the receipt to hr4u@fabianobrothers, or send through Paycom's Ask Here, or upload your receipt using the Safewell App.***

To spend HIP you must be current in your monthly programs for the year.

Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

“Stay Safe. Live Well. Earn HIP.”

Participation Incentives

Monthly Meetings – \$5 each (12 per year) → **\$60**

Weekly Safety Reads – \$5/month for acknowledging weekly materials → **\$60**

Monthly Challenges – Up to \$20/month (12 per year) → **\$240**

Endurance Events – \$25/event (up to 2 per year) → **\$50**

Fitness Membership – Reimbursement once per year → **\$50**

Injury & Incident Free Bonus - Operations → **\$150** Sales → **\$125** Admin → **\$100**

Operations Employees

\$610

Each Year

Sales Employees

\$585

Each Year

Admin Employees

\$560

Each Year

“Earn HIP → Check HIP → Shop HIP → Redeem HIP”

To redeem HIP you must be current in your monthly programs for the year.

Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

SPEND YOUR HIP WITH EASE!

Hundreds of Employees have used their HIP for boots, shoes, iPads, computers, watches, pool supplies, lawn mowers, fitness equipment, and more! Don't leave money on the table! Use your HIP!

Browse eligible items at: shop.redeemmyreward.com

How it Works!

1. Browse the Store

1. email hr4u@fabianobrothers.com to request a SHOP card using your HIP balance

1. Add to cart & purchase just like a regular online order!



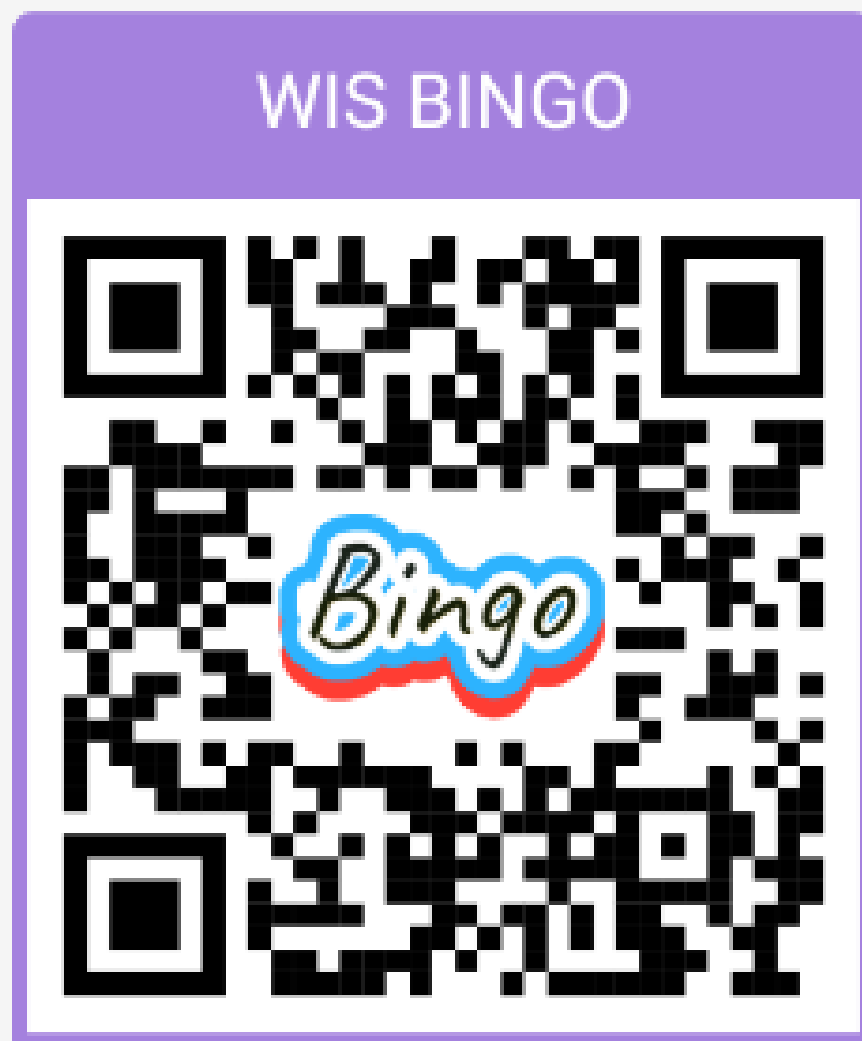
SHOP HIP

Please allow up to 14 days to receive the SHOP card

Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

EARN EVEN MORE \$\$\$\$ with BINGO!



Play Virtually – Stay Safe – Win Prizes!

STEP 1: GENERATE A CARD!

STEP 2: WATCH BINGO NUMBERS

STEP 3: REPORT YOUR BINGO TO HR

STEP 4: PAID \$\$\$\$ ON YOUR CHECK

To WIN BINGO you must be current in your monthly programs for the year and be injury free during the game won.

Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

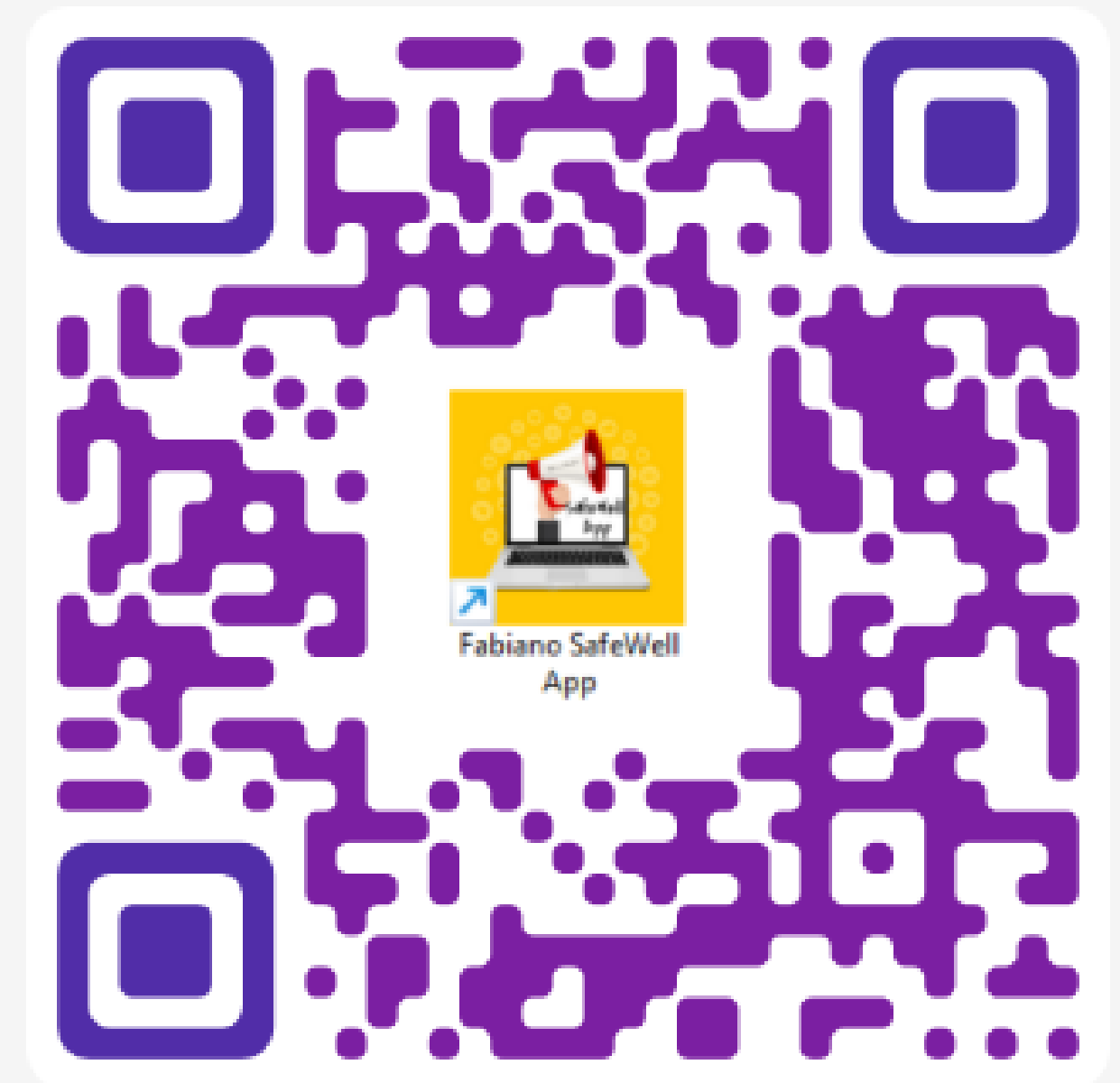
KEEP TRACK OF YOUR PARTICIPATION AND HIP ACCOUNT!

One site. One link. LOGIN NEEDED.

<https://fabtalks.noloco.co/>

Questions about the Safety & Wellness Program? Contact HR via Paycom's Ask Here or hr4u@fabianobrothers.com

New hires are added to the Safewell app within 30 days of their hire date.

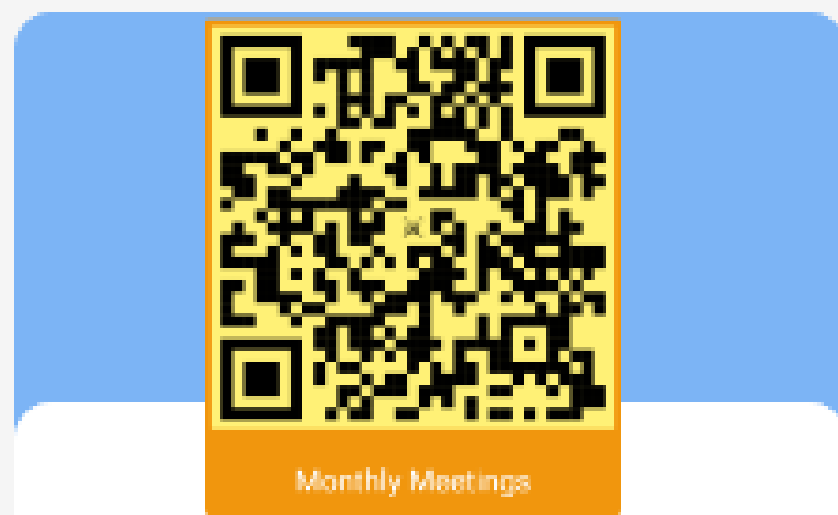


Safety & Wellness Program

Think Safe. Live Well. It Starts With You.

PROGRAM OVERVIEW

Click the QR code to open the site, or scan it with your mobile device.



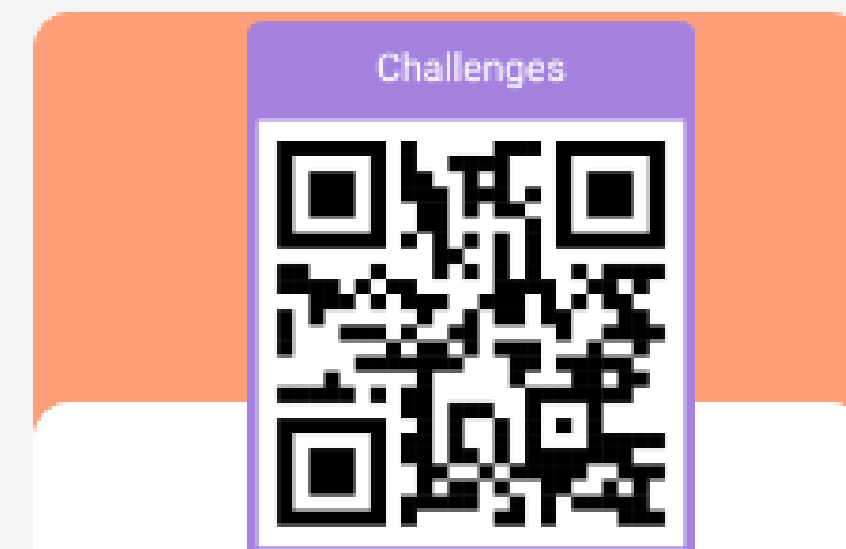
Monthly Meetings



BINGO



Weekly Readings



Challenges

One site. One link. No login.

<https://humanresources.fabianobrothers.com/hc/en-us/categories/4702469726875-Safety-Wellness-Program>

Have Questions? email hr4u@fabianobrothers.com or use Paycom's Ask Here (? upper right hand corner of Paycom)

Fabiano Brothers is committed to Employee Safety & Wellness. Active participation in our Safety & Wellness Program is a requirement for all employees.