

# Don't Let Routine Become Risk.



— Pause today. Prevent routine risk. —

## ready, set, go! starts on or after 7/8/26

The more familiar a task becomes, the easier it is to go on autopilot. This challenge is about slowing down just enough to stay engaged, notice what may have changed, and avoid the shortcuts that can turn routine into risk.

**The Challenge** – For 25 days out of the next 30 days, intentionally interrupt autopilot during at least one familiar task. Before you begin, pause and take a fresh look at what you are doing. Check for changing conditions, follow the correct procedure, avoid shortcuts, and stay focused until the task is complete. Track each day you intentionally slowed down, paid closer attention, or made a safer choice during something you normally do automatically

**AT WORK OR ON THE ROAD:**

- Pause before starting a familiar task.
- Look for changing conditions.
- Follow established procedures.
- Avoid shortcuts—even on routine jobs.
- Buckle up and stay focused behind the wheel.
- Speak up when something does not look right.

**AT HOME OR OUTDOORS:**

- Slow down during familiar chores or projects.
- Use the right tool or equipment for the job.
- Check your surroundings before you begin.
- Avoid distractions and multitasking.
- Stay alert on familiar roads and routes.
- Look out for the safety of others.



**WHY THIS MATTERS** – Complacency can affect anyone, regardless of job title or work environment. Experience and routine can make us feel comfortable—but they can also cause us to overlook hazards, skip steps, or stop noticing what has changed. A brief pause can help prevent an injury, incident, or mistake before it happens.

**Completed challenges must be submitted to HR within five days after completion. Employees can complete one challenge every 30 days.**

<p><b>25</b></p>	<p><b>150</b></p>	<p><b>SUBMIT</b></p>	<p><b>\$10 HIP Challenge</b></p> <p><b>\$10 HIP Exercise</b></p>
<p><b>DAYS</b></p> <p>For 25 days out of the month (or 30 period) complete the challenge</p>	<p><b>Minutes</b></p> <p>Optional: Exercise for a total of 150 minutes in addition to your monthly challenge.</p>	<p>Submit to HR within 5 days of completion.</p>	

Questions about the Challenges? Send an email to [hr4u@fabianobrothers.com](mailto:hr4u@fabianobrothers.com) or via Paycom's Ask Here

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Enter the challenge month and completion days on the calendar. Submit to HR within five days. Contact HR with questions.

MONTHLY PLANNER

01 02 03 04 05 06 07 08 09 10 11 12

SUN	MON	TUE	WED	THU	FRI	SAT



Number of DAYS you completed the challenge



Number of MINUTES you Exercised

PRINT NAME & SIGN HERE- \_\_\_\_\_

Date: \_\_\_\_\_





*Fabiano Brothers*

**CHALLENGE NOTES**

Notes Page - Feel free to write anything you want on this page. For example, what did you eat? How did you feel? Suggestions? etc. HR does NOT need this page, unless you put suggestions about the challenge on it.

