



E.S. Boullos Company  
**ESIB**  
Electrical Contractors



**24/7/365**  
AT E.S. BOULLOS, SAFETY IS LIFE.

# AT E.S. BOULOS, SAFETY IS LIFE.

It sustains our employees, customers and company, and is a core value of our company.

Our culture embraces constant innovation and improvement in our safety practices as the catalyst that sets us apart today, tomorrow and beyond. For us, this is not an option; it's a requirement to be the best in the industry. We strive to deliver the best safety training, tools, support and mentoring to each and every one of our employees. In turn, we expect and receive behavioral excellence and integrity that fuels the success and innovation that is necessary to remain an industry-leader in safety.

You can't put a price on the rewards you reap from strong safety performance: healthy employees, quality work and consistent value for clients.

**Pillars of our safety program include:** Management Support, Employee Involvement, Innovative Programs, Training & Orientation, Industry Involvement and Industry-Leading Safety Statistics.



# MANAGEMENT SUPPORT

Our leaders play a crucial role in developing and maintaining an ideal safety culture. Our management and supervisory personnel make significant investments in the form of equipment, tools, PPE and training to inspire and empower employees to take responsibility for their own actions and those of their co-workers.



Our Safety Observation Report (SOR) program engages and rewards employees for observing and correcting unsafe jobsite conditions. Several company-wide safety improvements have been made as a result of findings from SOR reports, and OSHA has recognized our success. Our SQP - Safety, Quality and Performance program has been successful in measuring project performance metrics against goals achieved. If goals are met, bonuses are paid to field management and crew members.

# EMPLOYEE INVOLVEMENT

Our overall safety success depends on participation from everyone in the company. Our employees are involved at many levels, from performing inspections, participating in safety observation programs, attending safety conferences, conducting training, engaging in speaking opportunities, serving on company safety committees and participating in industry organizations that focus on workplace safety. Several employees have obtained or are in the process of obtaining Certified Safety Professional (CSP) and Safety Trained Supervisor (STS) training and certification through the Board of Certified Safety Professionals (BCSP).

# INNOVATIVE PROGRAMS

We have developed many successful safety programs over the years, some examples include our unique “Everyone – Everyday – Everywhere, Our People Make the Difference,” program that highlights, educates and encourages the importance of the personal role we must all take when it comes to safety; and consists of training, communications and incentives that center around six elements of personal responsibility as derived from the word “PEOPLE”: Plan, Execute, Observe, Personal, Learn, Evolve.



*:60 Seconds for Safety* is our weekly safety newsletter that highlights a relevant safety topic and safety statistics.



# TRAINING AND ORIENTATION

We dedicate significant time and effort to ensure our training and orientation programs provide employees with the latest, most comprehensive and accurate information possible. This ensures they are properly armed when it comes to protecting themselves and others on the job, and well-versed in their abilities to maintain compliance with all Great Southwestern, OSHA and DOT safety rules, procedures and guidelines.

We recognize the importance of proper orientation for newly hired employees, and require every employee to undergo Great Southwestern's New Hire Orientation Program at the time of hire or rehire. In addition, all field employees must undergo OSHA T&D 10-Hour Training within 30 days of hire and all supervisory employees must undergo OSHA 20-Hour Supervisor Training within 90 days of hire.

In addition to New Hire Orientation, regular and ongoing training is conducted for all employees. Subjects include: CPR and First Aid, Trenching and Excavation, Confined Space Entry, Traffic Control and Barricading, Grounding Methods, Safe Work Practices, Pole-Top Rescue, Material Handling, Lock Out/Tag Out, and others applicable to the specific job. We also provide comprehensive programs to augment present programs specific to Asbestos, Confined Space, Trenching and Excavation, Crane Safety, etc.

## NEW HIRE ORIENTATION

MYR Group Safety Policies (MYR Safety Policy, Safety Violation & Responsibility, Drug and Alcohol Policy, etc.)

Issue/Review of MYR Group Employee Safety Handbook

Explanation of Employee Hot Line/Training

Orientation of My Safe Workplace - MYR Group's online confidential and anonymous safety incident reporting system

Job and Area-Specific Safety Procedures

Injury/Accident Reporting Procedures

Issue of PPE / Instructions for Use

Vehicle Usage, Safe Equipment Use and Safe Driving Procedures

Hazard Communication

Housekeeping/Clean Up Procedures

Rigging and Stringing Training

Lockout/Tagout and Temporary Power Procedures

Reporting Procedures for ALL Unsafe Conditions

Customer-Specific Requirements

## REPRESENTATIVE TRAINING RECEIVED\*

Emergency Procedures and First Aid  
Personal Protective Equipment

Hazard Communication (Right to Know Act)

Excavations

Electrical

Confined Spaces

Powder Operated Tools

Welding

Tools

Cranes and Derricks

Power Transmission and Distribution

Forklift

Scissors Lift  
Safety Data Sheet (SDS), Right to Know, Hazardous Communications

Bloodborne Pathogens (only if exposed)

Lock Out/Tag Out

Asbestos 2 Hour (if working on possibly asbestos contaminated area)

Hazmat 8 Hour Refresher (if required for job/ already 40 hour trained)

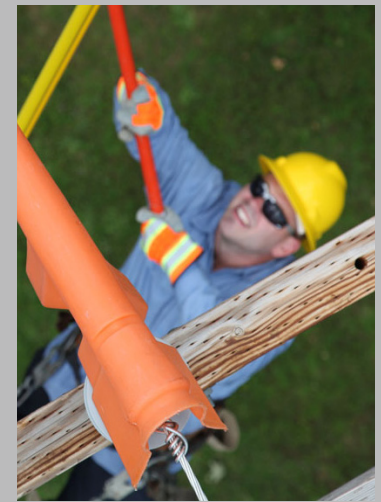
Respirators

Access to Medical Records

Fire Extinguishers

Hearing Protection

## REQUIRED IF NOT PERFORMED IN PAST YEAR



Pole-Tower Climbing Certification

Trenching and Shoring – Competent Person

Bucket and Boom Truck Operator Certifications

Confined Space

CPR (may be required annually depending on the program)

First Aid (may be required after 2 – 3 years, depending on the program)

\*This list is representative and not inclusive of all training provided to every employee.

# INDUSTRY INVOLVEMENT



In 2004, MYR Group (our parent company) entered into the Electrical Transmission & Distribution (ET&D) Strategic Partnership with OSHA, NECA, the IBEW and other industry players

with a primary objective of improving worker safety in the high-voltage electric line construction industry. To date, growth of the Partnership has nearly doubled, and covers nearly 80 percent of workers in the line industry.

Goals include thorough data analysis to establish causes of fatalities, injuries and illnesses; development and implementation of industry best practices and training courses; and communication to promote the importance of occupational safety and health.

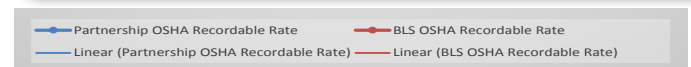
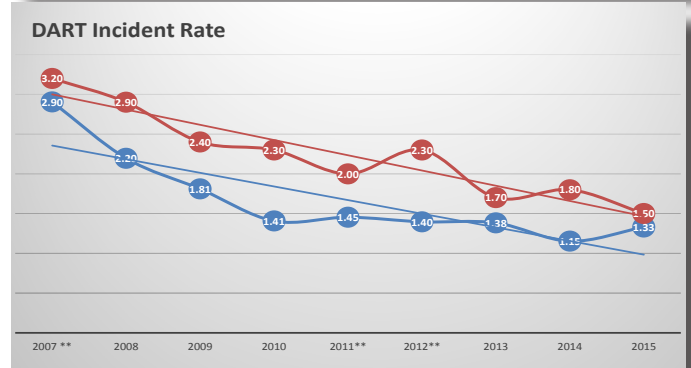
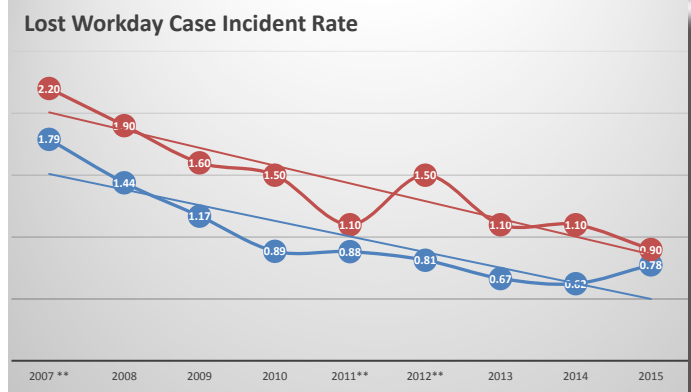
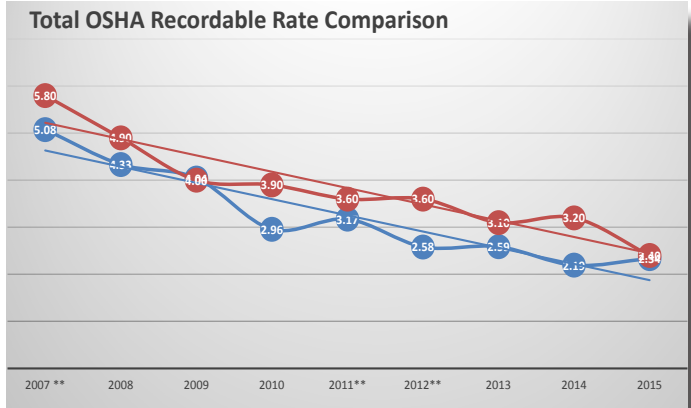
## Results of ET&D Partnership

In addition to the development of industry Best Practices, accomplishments include implementation of an OSHA-approved ET&D 10-hour training program for electrical power employees and the ET&D 20-hour supervisory leadership program. Efforts have helped to reduce the overall Total Case Incident Rate (TCIR), the average Lost Workday Case Incident Rate (LWIR), and the average Days Away Restricted and Transferred Case Rate (DART) year over year among all member partners.

**Since its establishment in 2004, there has been a noticeable reduction in the injury, illness and fatality rates among the partners' workers, which include close to 26,000 workers.**

## Additional Industry Participation

We also participate on the American National Standards Institute (ANSI) A10 Committee, which develops and publishes standards relating to hazards associated with construction and demolition. Several employees are members of the American Society of Safety Engineers (ASSE), the American Industrial Hygiene Association (AIHA), the National Safety Council (NSC) and the National Electrical Contractors Association (NECA).



Additional partners joined in 2007, 2011 and 2012. BLS stats available through 2015.

# INDUSTRY LEADING SAFETY STATISTICS

We've staked claim on industry-leading statistics, and our recordable incident rates year-over-year consistently fall below industry average rates (Bureau of Labor Statistics).

**1.94**  
TOTAL CASE  
INCIDENT RATE

**.22**  
LOST CASE  
INCIDENT RATE

**.55**  
EXPERIENCE  
MODIF. RATE

Rates shown are for full year ended 2016 (MYR GROUP)



## OUR VISION

Creating connections that empower people.

## OUR MISSION

To provide superior specialty contracting services by creating mutually rewarding relationships in a safe, inspiring and open environment.