

SAFETY



Relentless attention to the finer details sets Neal Electric apart from our competition. We pride ourselves on our commitment to solid, continuing employee education and ongoing safety assurance.

TRAINING AND EDUCATION

Safety Assurance

- Neal Electric has a strong commitment to conducting all operations safely and with care taken to protect persons and property
- Safety preparedness is key to every stage of work: planning, design, purchasing, fabrication, construction, and maintenance

Employee Training and Education

- Neal Electric requires apprentices to serve in a 5-year indentured electrical program and journeymen electricians to complete a minimum of 18 hours per year in electrical-related coursework
- The company encourages continuing education for all employees, from field to administrative to management personnel
- All foremen are required to complete a 70-hour Neal Electric supervisory program

At Neal Electric, we have learned that a proactive approach to safety is the best approach. We encourage participation by all members of the organization from the CEO to the newly hired apprentice. Safety has become a “way of life” at our company, using a series of activities to weave safety responsibilities into each job function. The following activities are what we believe make our program successful:

Jobsite Audits

Our Safety Director audits our jobs and warehouse to identify safe and unsafe behaviors and conditions. All unsafe behaviors and conditions will be addressed during the visit. Jobsite Audits are documented and submitted to the Foreman and Safety Business Group. In addition to the audits foreman are responsible for closely monitoring the conditions on the job-site and involving the Safety Director when conditions warrant.



Employee Disciplinary Warnings

It is our policy to document all employee violations of our safety policy and to coach and correct the individual's behavior. We always "Say it when we see it," which creates a consistent pattern of compliant behavior. The superintendent and foreman are always involved in the disciplinary process to ensure that the behavior is corrected.

Safety Business Group

The management team meets monthly to review jobsite audits, incidents and disciplinary actions, creating policy and processes to advance the Safety Program and develop training agendas.

Foreman's Meeting

Monthly, Foreman's Meeting are held to review the progress of the program, train on areas of safety and health, and present a safety packet including weekly safety meetings and jobsite audits.

Incident Investigations

Every incident is investigated by our Safety Director, from complaints of pain to the more serious. Our intent is to seek root causes and to prevent reoccurrences. All injured employees are subject to our Drug and Alcohol Screening policy.

Training

Each job classification has a minimum competency level and with that, a different amount of training. We invest most heavily in our Superintendents and Foremen, who all have classes from 1st-Aid/CPR to OSHA 40 hour for construction. Our operators have equipment certifications as well as classes in traffic control and excavation safety. All field employees receive a "New Hire Orientation" and participate in the Weekly Safety Meetings.

Safety is also communicated as the responsibility of each employee. Active participation and adherence to the safety policies is a condition of each employee's employment. We have and will continue to maintain a safety and health program designed to train our employees to follow safe practices, recognize and correct unsafe working conditions. No employee is required to work at a job that he or she knows is unsafe.

Neal Electric's safety policy has equal importance with the company's policies of providing the best quality and most productive service in our industry.

