

Headway Safety Scratch-Off Program –

Let's make Headway workplace safety fun by incorporating this simple scratch-off game to reward employees for safe behaviors. Scratchers are awarded when a supervisor or foreman witnesses a team member demonstrating any of the identified Headway core principles.

What recognizable principles are we looking for?

- Promotes "Safety 1st Culture"
- Demonstrates excellent hazard recognition
- Use safe work practices
- Always wears PPE
- Use Stop Work Authority
- Demonstrates safe driving practices
- Other _____

What a scratch-off safety program can accomplish:

- Maintains and improves the safety awareness level
- Introduces and reinforces safety concepts and programs to new employees or those who have not really paid attention to the program.
- Makes all employees aware of our new safety push and makes them all better safety practitioners with a renewed level of safety awareness and performance.
- Impresses upon all employees that management considers safety to be an extremely high-priority corporate objective.
- Presents a positive feeling about safety. A "team effort" approach designed to make everyone pull together with safety consciousness.
- Offers a fun, exciting and rewarding yet challenging incentive for all.

You are purchasing 30 cards per lot, which will include:

- 22 Prize one cards
- 8 Prize two cards

You will pay for shipping. We will ship to one specified location, and you are responsible for shipping cards to various branches.

Take note:

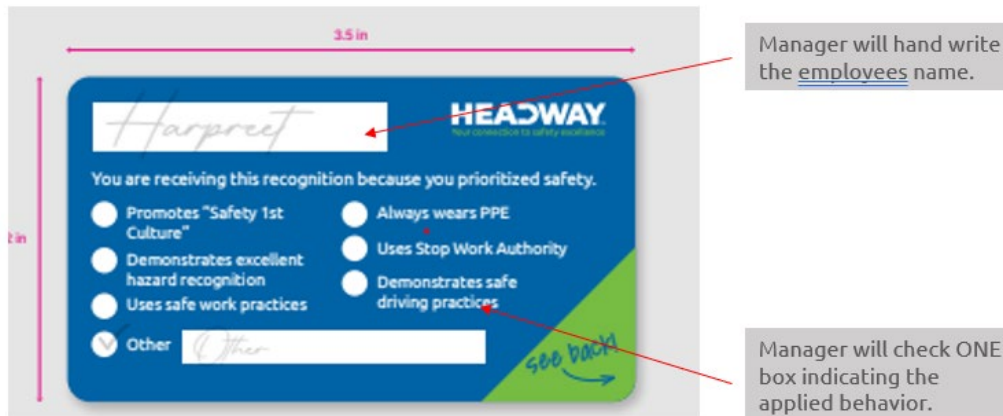
- Are employees engaged, excited, and/or have a general positive attitude and interest toward the program?
- Please note any measurable positive improvements to safety numbers because of the program.
- Please note details on execution and communication about the program.

Remember: Every card is a winner.

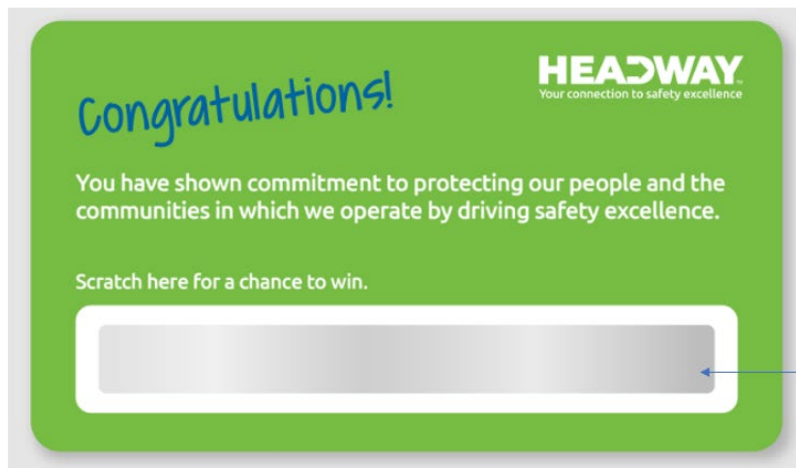
Total Program Cost: Depends on what you decide to purchase for your Prize #1 and Prize #2.

What does the scratcher look like?

Please see below.



How do you use the scratcher?



Employee will scratch this area to reveal the prize.



Prize 2 cards have a small circle for identification

Once the prize is revealed the employee will notify the manager. Managers should collect the scratched cards if possible and return the scratched cards to **the safety leader to receive the card.**

Let's talk about timing:

When should you start? Once you have received the scratchers and the prizes, please commence your communication with the teams.

Best practice communication

For programs to achieve maximum engagement it is critical to communicate details before the actual program start date. We recommend that the Headway Safety Scratch-Off program is announced to your team 15 days before handing out your first scratch-off card. This will provide ample time for people to understand the program and amplify safety practices in the field.

How to communicate:

- **Safety Meetings**
- **8.5 x 11 printable posters**, will be emailed to after you place your order

Simple Check List:

1. Select a date to start your campaign: _____
2. Start communicating with your team
3. Procure your gifts
4. Start your program
5. Have Fun

FAQs:

What are the odds? Every card is a winner

Who pays for the program? Subsidiaries will self-fund this program.

How many cards can you give out? You can reward an individual or team.

Is this program mandatory? No. However, participation is strongly encouraged.

Will there be enough cards for all employees? No. The cards are an incentive and should be distributed only to employees who display the outlined characteristics naturally.

What happens when I run out of cards? Order more cards and more prizes through the Ritz Safety portal.