

March 31, 2014

**EH&S POLICY NOTICE (*100% Eye Protection*)**

Effective immediately C&T is implementing a 100% eye protection policy on our construction projects. This policy applies to any C&T employee entering a construction project regardless of the reason or length of stay.

Subcontractors will also comply with this policy on all future projects commencing after the date of this notice.

The type of eye protection utilized must be chosen based on a hazard assessment of the assigned employee task. Contact the C&T EH&S Department for eye protection equipment.

Non-Prescription Eye Protection

C&T EH&S Department will furnish non-prescription eye protection to our employees at no cost. C&T will also furnish non-prescription eye protection with +1.5 and +2.0 magnification readers as well as over-the-glasses eye protection at no cost to the employee.

Eye protection will be purchased by the C&T EH&S department and distributed to the projects as required. Individual C&T projects should not purchase eye protection unless approved by the C&T EH&S Department. All C&T eye protection equipment is intended solely for C&T employees only. Subcontractors are responsible for providing personal protective equipment to their respective employees in accordance with the OSHA standards.

Prescription Eye Protection

- *Hourly Field Employees*
  - C&T hourly field employees purchasing safety prescription eye-protection meeting the ANSI Z87.1 standards for the lens and frame are eligible to be reimbursed up to \$250.00 once per year. A copy of the original receipt is required for reimbursement.
- *Salary Employees*
  - C&T salary employees purchasing safety prescription eye-protection meeting the ANSI Z87.1 standards for the lens and frame are eligible to be reimbursed up to \$100.00 once per year. A copy of the original receipt is required for reimbursement.

If you have any questions please feel free to contact me.

Sincerely,

Lyle Gurley  
EH&S Director