The Cost Benefits of a Safe Organization

PRESENTED BY
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Safety Summary

- Claims and Litigation
- Safety Performance
- Focus 6
- Intersection Video – Look to See
- Driver Training Program
- Dedicated to Safety & Excellence
- Other Safety Programs
Claims and Litigation

**Maintenance**
- Downtime
- $

**Workers Comp**
- Downtime
- Morale
- $$

**Litigation**
- Negative Publicity
- $$$$$
Safety is our #1 Priority

SAFETY & COMPLIANCE
Do the right thing

TARGETED PROFITABLE GROWTH
National muscle, hometown hustle

CASH VALUE CREATION
It's still about value

CUSTOMER EXPERIENCE
In a moment of decision, put the customer first

PEOPLE
The team with the best talent wins

DURABILITY
Excellence driven and built to last
## Republic Performance

### OSHA Recordable Frequency Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Republic</th>
<th>Solid Waste Industry</th>
<th>Truck Transportation</th>
</tr>
</thead>
<tbody>
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<td>2008</td>
<td>7.7</td>
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<td>5.2</td>
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<td>2009</td>
<td>6.1</td>
<td>6.1</td>
<td>4.6</td>
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<tr>
<td>2010</td>
<td>5.4</td>
<td>5.4</td>
<td>5.0</td>
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<tr>
<td>2011</td>
<td>6.3</td>
<td>6.3</td>
<td>4.9</td>
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<tr>
<td>2012</td>
<td>6.7</td>
<td>6.7</td>
<td>4.5</td>
</tr>
</tbody>
</table>

*Source: OSHA BLS Reports 2008 - 2012*

*Rate based on 100 FTE's*
Republic Performance

2012 OSHA Recordable Rates vs. Other Industries

<table>
<thead>
<tr>
<th>Industry</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solid Waste Industry</td>
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<tr>
<td>Republic Services</td>
<td>3.5</td>
</tr>
<tr>
<td>Automobile Manufacturing</td>
<td>7.2</td>
</tr>
<tr>
<td>Building Materials/Supply Dealers</td>
<td>5.4</td>
</tr>
<tr>
<td>Commercial Lithographic Printing</td>
<td>3.1</td>
</tr>
<tr>
<td>Commercial Machinery Mfg.</td>
<td>4.2</td>
</tr>
<tr>
<td>Construction</td>
<td>3.7</td>
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<tr>
<td>Farm Machinery Mfg.</td>
<td>7.1</td>
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<tr>
<td>Grocery Stores</td>
<td>5.0</td>
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<tr>
<td>Landscaping Services</td>
<td>5.0</td>
</tr>
<tr>
<td>Mining</td>
<td>2.1</td>
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<tr>
<td>Semiconductor Mfg.</td>
<td>0.9</td>
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<tr>
<td>Snack Food Mfg.</td>
<td>5.5</td>
</tr>
<tr>
<td>Uniform Supply</td>
<td>6.2</td>
</tr>
</tbody>
</table>

*Source: OSHA BLS Reports 2008 - 2012

*Rate based on 100 FTE’s
Focus 6 – Flip the Safety Triangle

- Serious or Disabling Losses
- Minor Losses
- Property Damage
- Incidents With No Visible Injury or Damage

Traditional Safety

Behavior-Based Safety

Focus 6 Program

1
10
30
600
600
30
10
1
Focus 6

- Intersections
- Employee
- Rear Collisions
- Rollovers
- Pedestrian
- Backing

Intersection Video
Intersection Video – “Look to See”
Driver Training Program

Orientation and Training of New Hire Driver

Home Division
- HR Paperwork
- NEO
- Safety Orientation
  First Day of Employment
  4 to 10 days

Area Training Center
- Class Room Training
- Skills Course
- Testing
  Four Days

Home Division
- 5 Days BTWI
- Ops Checkpoint
- 5 - 15 days BTWI
- Ops Certification

Duration Dependent on Ops Evaluation (duration set by OM or GM Designee)
Dedicated to Safety & Excellence

Safety
Recognize and reward excellence in the area of **safety** and continue to motivate employees to perform job duties in a safe manner.  
Monthly
Annually

Performance
Recognize and reward excellence in all areas of job performance including **customer service**, efficiency, attendance and safety.  
Quarterly
Annually

Award
Driver of the Year Recognize and Reward Drivers, Technicians, Operators for accident and injury free operations.  
Annually
Other Safety Programs

Raising Awareness

• Journey of Trash
• Garbage Truck
  – Costumes
  – Songs
  – Toys
• Badge Stickers
• County Outreach
  – “Touch a Truck”
  – Visits to Elementary Schools
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Questions around the Table