



PRESENTED BY



## ENVIRONMENTAL LARGE

### BEST IN CLASS

Performance Contracting Inc. is a specialty contractor that focuses on bundled services for our clients. Performance Contracting, Inc. specializes in all industrial services to include: hydro-excavating, vacuum trucks, scrubbers/degassing services, transportation, hydro-blasting, waste management, industrial cleaning maintenance, and soft crafts (insulation, scaffolding, and painting).





# JEREMY STAFFORD

# MIKE HARRISON







# BEST PRACTICE

## AGENDA / OUTLINE

- Purpose
- Execution & Implementation
- Benefits & Results
- Examples
- Future Use & Applications
- Summary & Wrap Up
- Q&A

# CDL Incentive & Safe Driving Program

**INDUSTRIAL CLEANING**  
**HOURLY EMPLOYEE CDL INCENTIVE PROGRAM**  
**Effective January 1, 2024**  
**(revised)**

*Employees with Commercial Driver's Licenses (CDL) play a key role in our industrial services branches ability to conduct business in an efficient and profitable manner. This incentive program will reward drivers for maintaining this qualification and consistently adhering to DOT & PCG Fleet Policies & requirements. Effective January 1, 2024, PCI will pay a discretionary quarterly incentive to eligible hourly CDL drivers in Industrial Cleaning Branches that have a current CDL endorsement and are compliant with all related PCI policies and all DOT requirements.*

**To be eligible, the driver must maintain ALL the following:**

- Maintain their CDL license with the State.
- No DOT citations
- Complete all required logs and inspections correctly.
- No effect on PCI's Compliance, Safety and Accountability (CSA) Score.

**Quarters Defined:**

Quarters are based on the calendar year; 1<sup>st</sup> (January – March), 2<sup>nd</sup> (April – June), 3<sup>rd</sup> (July – September), 4<sup>th</sup> (October – December)

**QUARTERLY TENURE AWARD:**

\*Please note, that the year of service relates to years employed with PCI with a valid CDL while maintaining all requirements and DOT & PCG Policies.

Years of Service w/CDL	\$/Quarter	Total \$ / Year
1-2	\$500	\$2,000
3-4	\$750	\$3,000
5+	\$1,000	\$4,000

**CURRENT CDL DRIVERS**

Current drivers will be rewarded if the driver complies with all requirements and policies in a given quarter. Current CDL drivers will be placed at the appropriate level of tenure based on years of service as a PCI CDL driver and have maintained records of safe driving by company policy standards. No payments will be issued for previous years of service.

Eligibility status will take effect based on the next full quarter (full terms of qualifications are defined in the Quarterly Tenure Award section above). If a current CDL Driver has had a citation or is not in compliance with any said items upon inception of this program, that driver will not be eligible to receive the allowance for (2) full quarters. If an individual is currently on a (90) day suspension or after inception of this program, that driver will not be eligible until the first full quarter following (1) year after the violation.

- CDL Incentive Program designed to reward employees for safe driving.
- ADL Incentive Program designed to award all employees that drive equipment.
- CDL Developmental Program is a talent development program used to promote our employees.



Performance Contracting Group  
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Website: www.pcg.com

To: PCG Houston Employees  
Fr: Branch Leadership  
Re: Employee CDL Developmental Program

Date: 02/01/2024

Employee success and well-being is one of PCG's core values and we believe the CDL incentive program promotes employee growth within our company.

Below are the guidelines for the CDL incentive program that includes the requirements, steps, and incentives of obtaining a CDL license and becoming an operator with PCI – Houston.

**Steps**

- Enroll yourself into a CDL driving school.
- Obtain your CDL permit and then CDL license.
- Pass the PCI road test and become approved to drive through the corporate fleet department.
- Successfully complete the 90 – day CDL driver / operator OTJ training program.

**Requirements**

- Employee(s) must obtain, at minimum, a Class B CDL with a tanker endorsement.
- Employee(s) must obtain their license with a manual transmission.
- Employee(s) must provide proof of successfully completing CDL driving school.
- Employee(s) must be employed with PCG for at least (6) consecutive months.

**PCG Incentives**

- PCI Houston will re-imburse the employee \$1,000.00 towards CDL driving school tuition upon completion of driving school and successfully obtaining your CDL license.
- Upon proof of enrollment in driving school and successfully receiving your CDL permit, the employee(s) will receive a \$2.00 / hour pay raise.
- Upon completion of CDL driving school and receiving your CDL license (must meet requirements listed above), the employee(s) will receive a \$2.00 / hour pay raise.
- After 90 days of successfully completing the CDL driver / operator OTJ training program, the employee(s) is eligible for a raise ranging from \$2.00 - \$4.00 per hour, upon Superintendent review.
- Employee qualifies for the quarterly safe driving bonus program.
- Employee(s) will be eligible to be enrolled into the union insurance and 401K program.

Thank you,

Robbie Bessinger  
Superintendent II  
(713) 443-1522

Chris Crummey  
Construction Manager I  
(281) 850-6106

Blake Salem  
General Manager II  
(281) 932 - 2380



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# Mobile Violation Analytics

At Fault Accident Goal FY 2023 is 2.00	Total Incidents	Avoidable	FYTD Mileage	Beginning FY Yr # of Fleet Vehicles	% of Vehicles in Avoidable Accidents	FYTD 2023 Preventable Accident Rate by Account	FYTD Speeding Violations >85 and 21+	FYTD Mobile Violations	FYTD Seatbelt Violations	FYTD Non ADL Violations	Responsible Party	Speeding Violations >85 and 21+	Mobile Violations	Seatbelt Violations	Non ADL Violations
Houston (115,125,135,145, 215,405)	7	2	1,244,381	100	2.00%	1.61	6	54	4	1	Salem	0	0	0	0

- 63 Total Mobile Violations in FY 2023
- 14 Total Mobile Violations in FY 2024
- 78% Decrease in Mobile Violations

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Houston (115,125,135,145,215,405,410)	7	3	939,620	93	3.19%	3.19	0	6	6	0	Salem	0	1	1	0



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# Awardco



## Recognize Safety with Awardco



Get recognized, appreciate your peers, redeem points for rewards

Performance Contracting has teamed up with Awardco to provide recognition to employees that work hard to create an exceptional safety culture. When you're recognized with Awardco, you now have many more options for spending your points the way you want.

### What is Awardco?

Awardco is a simple, user-friendly platform through which you can give and receive recognition for safe behaviors. It's the only recognition program to integrate with Amazon Business to provide you millions of options for your recognition rewards. On top of that, you can also use your rewards points to select experiences like hotel stays and event tickets. Recognize team members, earn points, and reward yourself with something you really want.

### How Does it Work?

When you are recognized by your leaders, you accrue points which can be redeemed for millions of items on the Awardco platform. You can also spread the love by recognizing and nominating others for their good work.



### What you can do with Awardco:

- Recognize others for safe behaviors in the social feed
- Comment or leave reactions to other recognitions
- Nominate others for a job well done
- Earn points and choose to redeem them from among millions of options
- Encourage and motivate teams to greater heights

- Platform designed to award and recognize our employees for safety excellence.
- Leadership Driven
- Monetary Point System
- Peer to Peer Recognition

Erick Gomez recognized

15:36



Colby is part of our safety committee this month, and he participated on an iAudit last week and he took over and did well, he saw what we look for on this audits.

Erick Gomez recognized

15:31



Jovany is part of the safety committee this month, and he participated on an iAudit last Friday, he took over the inspection and did well, he saw what we look for on these audits,

Blake Winslow recognized

15:18



Continuing to practice safe work in the trestle during the Intel Eagle Project. Always wearing the proper PPE and being 100% tied off in the designated areas.

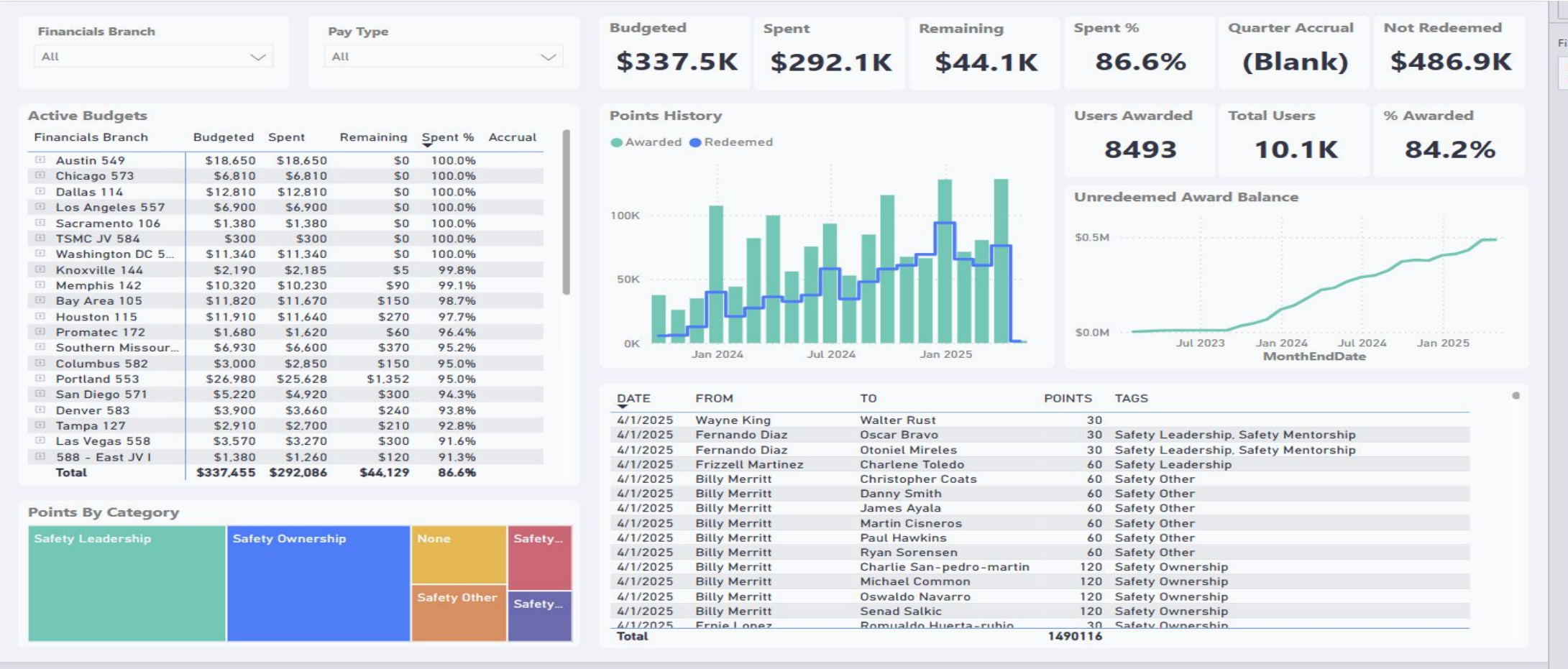


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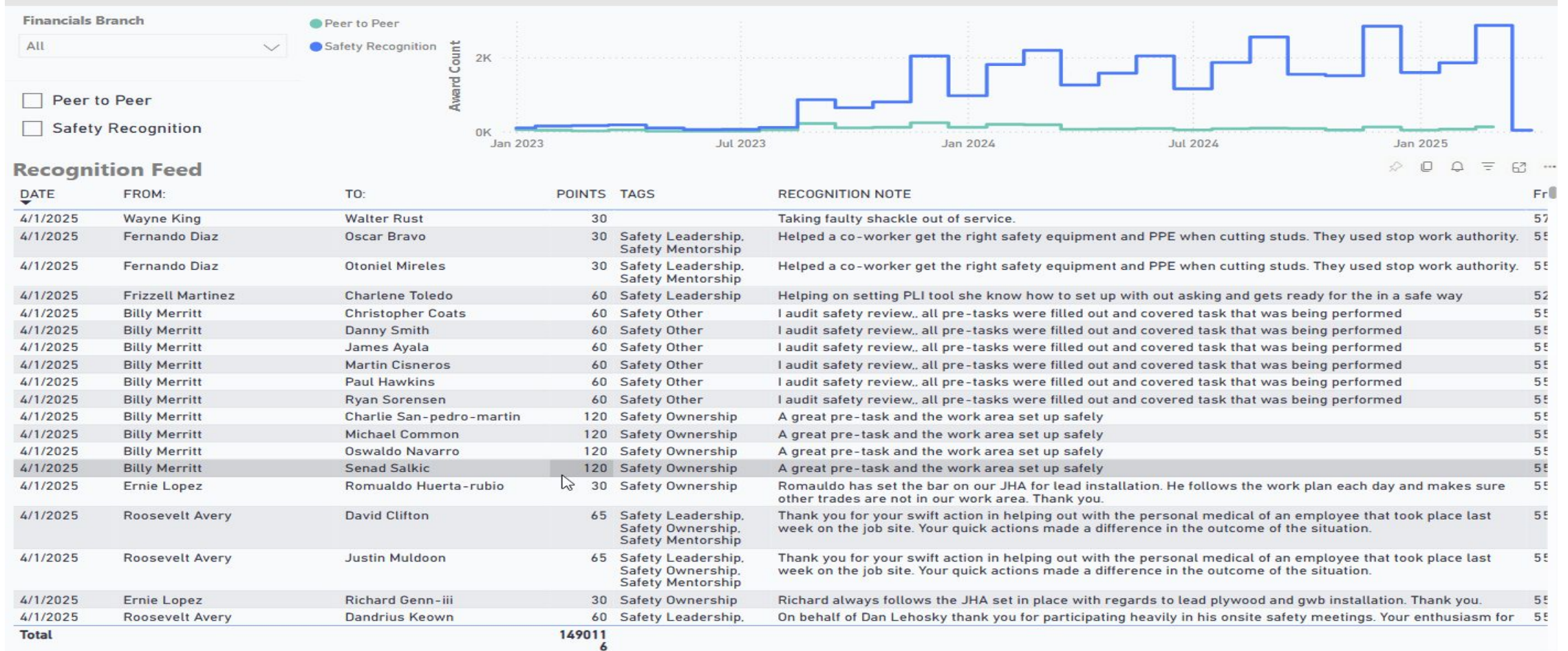




# Awardco Analytics



# Awardco Recognition Feed



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# Employee Care Card



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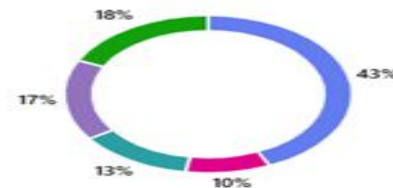
# Employee Care Card Tracking Data

Completion time	Who Is your Supervisor?	Employee Name (Optior Branch	Site	Specific Location/Unit	Entry Classification/Safe	Specific Craft	Brief Explanation (What needs to be done?)	
1/5/24 11:13:59	Anthony Morales	Miguel Jaramillo	135	W.A.Parish	Unit 8 east of the scrubber	Hazardous Condition	Scaffold	Broken glass sharp objects
1/5/24 11:26:49	Tim spitza	Joseph doherty	135	Wa parish	5 pulverized ally	Hazardous Condition	Industrial	Scaffold leg unbalanced
1/10/24 10:23:09			135	Like of gater	Unit #2 scrubber	Hazardous Condition	Scaffold	Miramos una pipa de agua y se rompió
1/15/24 10:36:36	Verenice waters	Alonzo marin	135	NRG- Limestone	TT 2 Tower,Top levels.	Hazardous Condition	Labor	South side Windows,hanging.
1/17/24 14:58:40	Q.Johnson	Davonte raven	135	Houston	Phase 1 electric room	Hazardous Condition	Fuel handling	Water needs to be stopped before going into battery room
1/24/24 7:40:24	Carlos Carrillo	Rodrigo Ortiz	135 NRG	Nrg limestone LMS	U1 turbine	Hazardous Condition	Coating	Needs to put the step toeboard back on
1/24/24 7:55:03	Carlos Carrillo	Rodrigo Ortiz	135 NRG	Nrg limestone LMS	U1 turbine	Hazardous Condition	Coating	Needs to put the step toeboard back on

- PCI Developed BBS / HOP Program
- Streamlined into a Digital Database

## 7. Entry Classification/Safety Concern

Hazardous Condition	411
Unsafe Act	91
Improvement Opportunity	124
Equipment Issues	159
Outstanding Safety Behavior	171



[More details](#)



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# Summary



**Safe  
Driving  
Incentive  
Program**



**Awardco**



**Employee  
Care Card**

**2024 Best Practices**



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# Questions?



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