

POLICY

Hawk Energy, LLC has implemented this policy to ensure no employee is exposed to noise that exceeds the action levels. David Slim is the designated supervisor for ensuring the following engineering controls and work practices will be enforced:

Hearing protectors are available upon request from David Slim at no cost to all employees exposed to an eight (8)-hour time-weighted average of 85 decibels. Hearing protection will be replaced as necessary. Each employee will be properly trained in the use, care, and fitting of hearing protectors. David Slim will ensure that hearing protectors are worn. Employees will be given the opportunity to select their hearing protectors from a variety of suitable hearing protectors.

Hawk Energy, LLC will provide a continuing effective hearing conservation program when employees are exposed to sound levels greater than 85 decibels on an eight (8)-hour time-weighted average basis.

When information indicates that employee exposure may equal or exceed the eight (8)-hour time-weighted average of 85 decibels, David Slim will implement a monitoring program to identify employees to be tested.

REFERENCES

- §1910.95—Occupational Noise Exposure

TRAINING

Upon initial assignment, all employees will be trained about being exposed to noise at or above an eight (8)-hour time-weighted average of 85 decibels. The hazards presented by excessive noise levels in the workplace, and the use and care of hearing protection devices. Training will be repeated annually for each employee and updated to reflect changes in personal protective equipment (PPE), work processes, or requirements. David Slim will ensure the participation of all employees and make copies of the noise exposure procedures available to affected employees. David Slim will also post a copy in the workplace and allow OSHA access to records.

HEARING PROTECTION

Hearing protectors are available upon request from David Slim at no cost to all employees exposed to an eight (8)-hour time-weighted average of 85 decibels. Hearing protection will be replaced as necessary.

Each employee will be properly trained in the use, care, and fitting of hearing protectors. David Slim will ensure that hearing protectors are worn.

Employees will be given the opportunity to select their hearing protectors from a variety of suitable hearing protectors.

David Slim will ensure that hearing protectors are worn when required to do so by the company and/or the host employer. This requirement applies to:

- An employee who is required by paragraph (b)(1) of this section to wear PPE; and
- Any employee who is exposed to an eight (8)-hour time-weighted average of 85 decibels or greater and who either:
 - Has not yet had a baseline audiogram established pursuant to paragraph (g)(5)(ii); or
 - Has experienced a standard threshold shift

AUDIO MONITORING

Audio monitoring will be implemented if it is believed noise levels in work areas are approaching or exceed action level limits. If monitoring results indicate exposures equaling or exceeding safe limits, an employee will be included in a hearing conservation program.

All continuous, intermittent, and impulsive sound levels from 80 decibels to 130 decibels will be integrated into the noise measurements. Instruments used to measure employee noise exposure will be calibrated to ensure measurement accuracy.

Monitoring will be repeated whenever a change in production, process, equipment, or controls increases noise exposures to the extent that:

- Additional employees may be exposed at or above the action level; or
- The attenuation provided by hearing protectors being used by employees may be rendered inadequate to meet the requirements

Employee notification: The employer will notify each employee exposed at or above an eight (8)-hour time-weighted average of 85 decibels of the results of the monitoring.

Observation of monitoring: The employer will provide affected employees or their representatives with an opportunity to observe any noise measurements conducted pursuant to this section.

When employees are subjected to sound exceeding those listed in the below table, feasible administrative or engineering controls will be utilized. If such controls fail to reduce sound levels within the levels of table, PPE will be provided and used to reduce sound levels within the levels of the table overleaf.

DURATION OF EXPOSURE	SOUND LEVEL
8 hours	90 decibels
6 hours	92 decibels
4 hours	95 decibels
3 hours	97 decibels
2 hours	100 decibels
1.5 hours	102 decibels
1 hour	105 decibels
30 minutes	110 decibels
15 minutes or less	115 decibels

Methods of Control

All monitoring results will be reviewed by the site safety representative. Upon receiving results that indicate noise levels to be above the action level, the site safety representative will determine which of the following control methods to utilize in order to reduce or eliminate the hazard:

- First, David Slim will determine if any means of engineering the problem out are possible. Some of these means may include eliminating the job altogether, shortening the length of the job, or installing barriers to reduce noise levels.
- If engineering controls are not feasible, then administrative controls will be taken into consideration. This type of control would include activities such as job rotation.
- Only when it is not feasible for management to implement an engineering or administrative control will PPE be used as the primary control method.

AUDIOMETRIC TESTING

David Slim will maintain an audiometric testing program by making audiometric testing available to all employees whose exposures equal or exceed an eight (8)-hour time-weighted average of 85 decibels. The program is provided at no cost to employees.

Within 6 months of an employee's first exposure at or above the action level, Hawk Energy, LLC will establish a valid baseline audiogram against which future audiograms can be compared. When a mobile van is used, the baseline will be established within one (1) year.

Testing to establish a baseline audiogram will be preceded by at least 14 hours without exposure to workplace noise. Hearing protection may be used to meet the requirement. Employees will also be notified to avoid high levels of noise.

At least annually after obtaining the baseline audiogram, David Slim will obtain a new audiogram for each employee exposed at or above an eight (8)-hour time-weighted average of 85 decibels. Each employee's annual audiogram will be compared to that employee's baseline audiogram to determine if the audiogram is valid and if a standard threshold shift has occurred. If a comparison of the annual audiogram to the baseline audiogram indicates a standard threshold shift, the employee will be informed of this fact in writing, within 21 days of the determination.

If a standard threshold shift occurs, use of hearing protection will be re-evaluated and/or refitted, and if necessary, a medical evaluation may be required. The following procedures will be implemented:

- Employees not using hearing protectors will be fitted with hearing protectors, trained in their use and care, and required to use them.
- Employees already using hearing protectors will be refitted and retrained in the use of hearing protectors and provided with hearing protectors offering greater attenuation if necessary.
- Employees will be referred for a clinical audiological evaluation or an otological examination, as appropriate, if additional testing is necessary or if it is suspected that a medical pathology of the ear is caused or aggravated by the wearing of hearing protectors.
- Employees will be informed of the need for an otological examination if a medical pathology of the ear that is unrelated to the use of hearing protectors is suspected.

- Audiometric evaluation and testing conducted by a licensed physician using the guidelines contained in §1910.95 (g) and is available to all employees whose work requirements equals or exceeds an eight (8)-hour, time-weighted average 85 decibels on a regular basis at no cost to the employee.
- Proctored hearing protector attenuation will be evaluated for the specific noise environments in which the protector will be used. The methods used for measuring attenuation will be one of the four methods described in CCR Title 8, Section 5098, Appendix E.
- Hearing protectors will attenuate the noise level to an eight (8)-hour time-weighted average of 90 decibels or less.
- For employees who have experienced a standard threshold shift, the attenuation will reduce the sound level to an eight (8)-hour time-weighted average of 85 decibels or less.
- Re-evaluation of hearing protectors will be done whenever a workplace noise level increase renders the hearing protector's attenuation inadequate.
- Workplaces in which the noise level exceeds 85 decibels will have signs posted. Signs will read "Hearing Protectors Required."

Hearing protection is available at no cost to all employees upon request from the jobsite foreman or company office.

RECORDKEEPING

Hawk Energy, LLC will keep all records collected by this policy and specifically maintain noise exposure measurement records for at least two years, and audiometric test records for the entire length of each employee's employment.

These records will also be transferred to any successor employer if Hawk Energy, LLC ceases to do business.

