



Holiday Season Safety Talk: Staying Safe, Sober, and Ready to Roll!

The holidays are right around the corner, time for food, family, football, and maybe a little too much eggnog! While we all deserve some time to relax and recharge, it is also a time to remember that safety does not take a vacation. Whether you are at home carving a turkey, hanging lights, or coming back to work after a long weekend, staying safe and showing up ready to go is everyone's responsibility.

1. Rest and Recovery Matter

After a few days off, it can be tough to flip back into work mode, especially after big meals, travel, or late nights. Fatigue is one of the top causes of workplace accidents, and we do not want that happening in our shop.

Tips:

- Get a full night's sleep before returning to work.
- Hydrate and eat something light the night before.
- Give yourself time to shake off "vacation mode" before jumping into machines or forklifts.

2. Sobering Up Before You Show Up

Many of us enjoy a drink or two when celebrating, but safety starts with showing up clear-headed. Operating equipment, driving forklifts, or even walking through the shop hungover or impaired can be dangerous for you and your teammates.

Company Policy Reminder: If you are under the influence, you will be sent home, and that is not the kind of early clock out anyone wants. Please make responsible choices, plan ahead, and give yourself plenty of time to sober up before coming back to work.

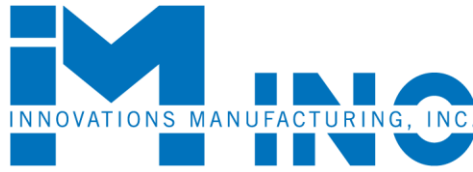
3. Attendance and Holiday Pay Policy

Here is how things will work for the upcoming holidays (Thanksgiving, Christmas, and New Year's Day, all on Thursdays this year):

Holiday Work Schedule:

- Monday to Wednesday: 10 hour days
- Thursday (Holiday): 8 hours of paid holiday time
- Friday: Optional PTO for 2 hours to make a full 40 hour week

Important Policy Reminder: To receive holiday pay, employees must be present the workday before and the workday after the holiday. Please plan your time off accordingly to make sure you do not miss out on that paid holiday time.



4. Safety at Home Counts Too

Whether you are deep frying a turkey, stringing up lights, or braving the roads for some Black Friday deals, remember that safety starts at home:

- Keep extension cords and decorations away from heat sources.
- Watch out for icy steps and slick driveways.
- If you are traveling, take breaks and stay alert behind the wheel.
- And seriously, never deep fry a frozen turkey.

5. Wrapping It Up

We work hard all year, and this season is a great time to enjoy the results of that effort. The best gift you can give your family and coworkers is to stay safe, rest up, and come back ready to finish the year strong.

Let us look out for one another, keep our heads on straight, and make it through the holidays with all our fingers, toes, and paychecks intact!

Stay safe. Stay sharp. Enjoy the holidays, and come back ready to go.