



Safety Commitment

Working safe is a choice and I will choose to work safe.

I am responsible for my safety and the safety of others.

I will always wear my Personal Protective Equipment.

I will anticipate and look for potential unsafe situations.

I will not perform or permit an unsafe act.

I have the **responsibility** and **authority** to stop work.

I will encourage and reinforce the safe behavior of others.

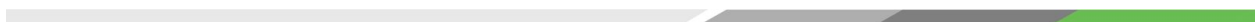
I will make these commitments part of my every day.

I will report an injury or near miss immediately.

I will **NOT** work on **LIVE** or **HOT** circuits.

I (*print name*) _____ am dedicated to maintaining a safe work environment and will demonstrate my commitment to safety through these actions.

Signature: _____ Date: _____





Safety Checklist

This form provides a guide for branch staff and new employees to jointly review the minimum required safety orientation material and topics. The office staff member and the employee must complete, check all items, sign, and date this form.

A re-orientation will be conducted approximately a year after the initial new hire safety orientation.

General safety quiz and Code of Safe Practice review

Trade specific quiz review

Introduction to X3 Tradesmen’s safety culture

Employee provided with X3 Tradesmen’s Safety & Health Program

Review of X3 Tradesmen’s Safety & Health Program

View safety orientation video

Question and answer

I, the undersigned, acknowledge that the above checked items have be thoroughly reviewed with me and that I understand the safety requirements and expectations of X3 Tradesmen. I have been provided the opportunity to ask questions and discuss any items that I did not understand. I understand that I am required to follow the safety rules at all times and that if I have questions about safety, I am to ask my immediate supervisor and X3 Tradesmen for answers.

Employee Name: _____

Signature: _____ Date: _____





Certificate of Training

This form is to certify that the employee stated below has been trained in the following categories. The employee must check all of the boxes below indicating that they have received training on the respective categories, then sign and date the form.

Training Category

Personal Protective Equipment

Hazard Communication

Trenching

Ladder Safety

Confined Spaces

Fall Protection

Scaffold

Global Harmonization System (GHS)

Silica

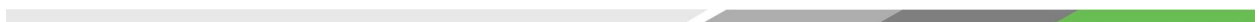
Stop Work Authority

30-30-30 Rule

No LIVE or HOT Work

Employee Name: _____

Signature: _____ Date: _____





Handbook Acknowledgement

I have received my copy of the Employee Handbook.

The employee handbook describes important information about X3 Tradesmen and I understand that I should consult my manager regarding any questions not answered in the handbook. I have entered into my employment relationship with X3 Tradesmen voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or X3 Tradesmen can terminate the relationship at will, with or without cause, at any time, so long as there is not violation of applicable federal or state law.

This handbook and the policies and procedures contained herein supersede any and all prior practices, oral or written representations, or statements regarding the terms and conditions of my employment with X3 Tradesmen. By distributing this handbook, the company expressly revokes any and all previous policies and procedures that are inconsistent with those contained herein.

I understand that, except for employment-at-will status, any and all policies and practices may be changed at any time by X3 Tradesmen, and the company reserves the right to change my hours, wages, and working conditions at any time. All such changes will be communicated, and I understand that revised information may supersede, modify or eliminate existing policies.

I understand and agree that nothing in the Employee Handbook creates, or is intended to create, a promise or representation of continued employment and that employment at X3 Tradesmen is employment at will, which may be terminated at the will of either X3 Tradesmen or myself. Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I understand and agree that employment and compensation may be terminated with or without cause and with or without notice at any time by X3 Tradesmen or myself.

I have received the handbook, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.

Employee Name: _____

Signature: _____ Date: _____





Direct Deposit Authorization

This form authorizes X3 Tradesmen and the financial institution(s) listed below to automatically deposit my net pay into my account(s) on payday (this includes authorization to reverse any entries made in error and adjustments to correct). I am guaranteed my paycheck on Fridays, granted that my timesheet has been turned in on time and completed accurately. This authorization will continue until I have given written notice to cancel it.

Account #1

Bank Name: _____ Checking Savings
Routing #: _____ Account #: _____
Deposit Amount: Full Check \$_____ Dollar(s)

Account #2

Bank Name: _____ Checking Savings
Routing #: _____ Account #: _____
Deposit Amount: Full Check \$_____ Dollar(s)

Employee Name: _____

Signature: _____ Date: _____





Emergency Contact Information

This information is extremely important in the event of an accident or medical emergency. Please put accurate details in the fields below.

Employee Name: _____

Primary Emergency Contact

First Name: _____ Last Name: _____

Phone: _____

Secondary Emergency Contact

First Name: _____ Last Name: _____

Phone: _____

Signature: _____ Date: _____

