

SAFER SHARP POLICY

The use of safer medical devices and sharps is an integral part of our exposure control plan. We will evaluate safer medical devices currently available on the market to reduce the risk of sharps injuries. We will reevaluate as new devices become available, at least annually.

We will use engineered sharps injury protection devices wherever feasible. If safer sharps are not available, we will evaluate other methods, including needle destruction devices, to reduce the chance of injury. When recapping of contaminated needles is medically necessary, a one-handed technique or a mechanical device will be used.

We will re-evaluate the effectiveness of our plan each year. This will include a review of our Sharps Injury log. We will also evaluate new safer medical devices each year and revise our choices if better devices come on the market.

Effective immediately, we are implementing the "three non-recaps and your out" policy. Employees will be written up for each non-recap. After three(3) write-ups, you will be terminated.

EMPLOYMENT AGREEMENT

When starting work at the company, I understand there is a ninety (90) day probationary period. During this ninety (90) day period, either party can decide for any reason to terminate employment.

Reference Rule 110.101

Received copy in Employee Handbook. If you elect to retain your common law right of action, you cannot obtain workers' compensation income or medical benefits if you are injured.

I acknowledge that I have been provided a copy of the Company's Policy Manual. I acknowledge that I have read and understand the policies. I also understand that a violation of the policy may result in termination of my employment.

Employee Name (Please Print)

Employee Signature

Date

Manager (Please Print)

Manager Signature

Date