

PERSONAL PROTECTIVE EQUIPMENT (PPE)

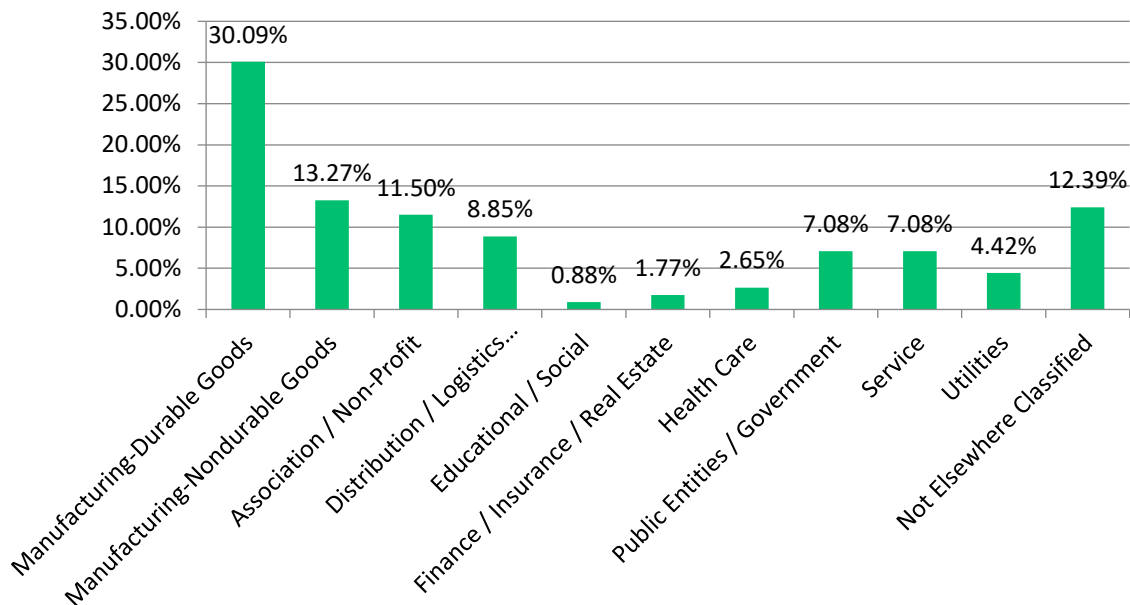
July 2024

Total participants: 115 in Illinois, Indiana, Missouri & Florida

Demographics:

The largest number of respondents (**34%**) had between 101-300 employees and over **43% were manufacturers**.

Industry



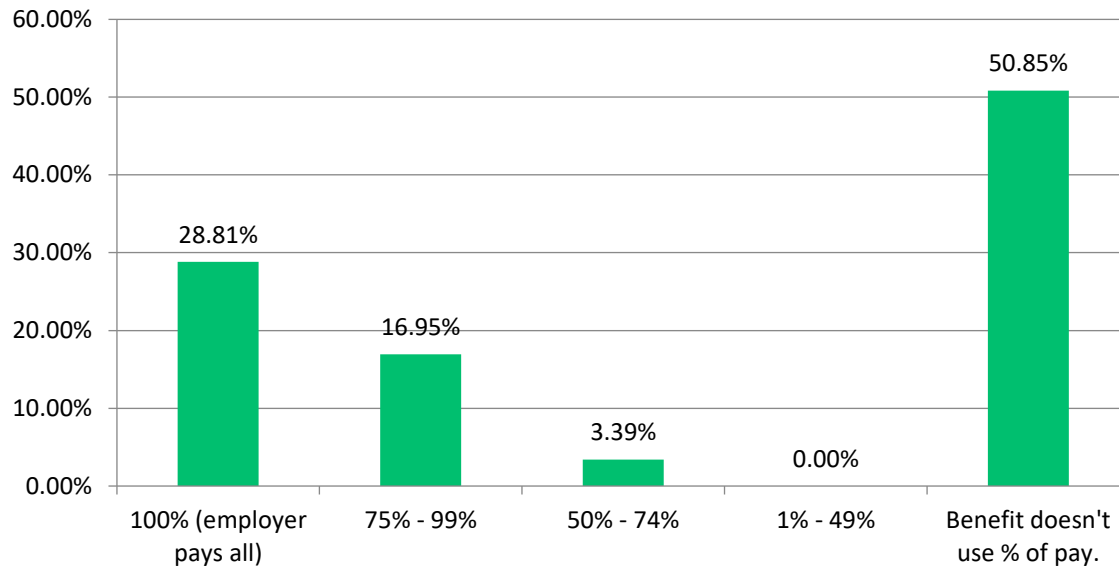
Many respondents operate in multiple states or even nationally. However, the largest number of respondents (**41**) have locations in Missouri.

20% of respondents have PPE safety shoe/safety glasses programs that apply to **all employees** while **42%** have PPE safety shoe/safety glasses programs that apply to **specific positions that require regular safety-sensitive work**. **37%** of respondents **do not have** a safety shoe/safety glasses program.

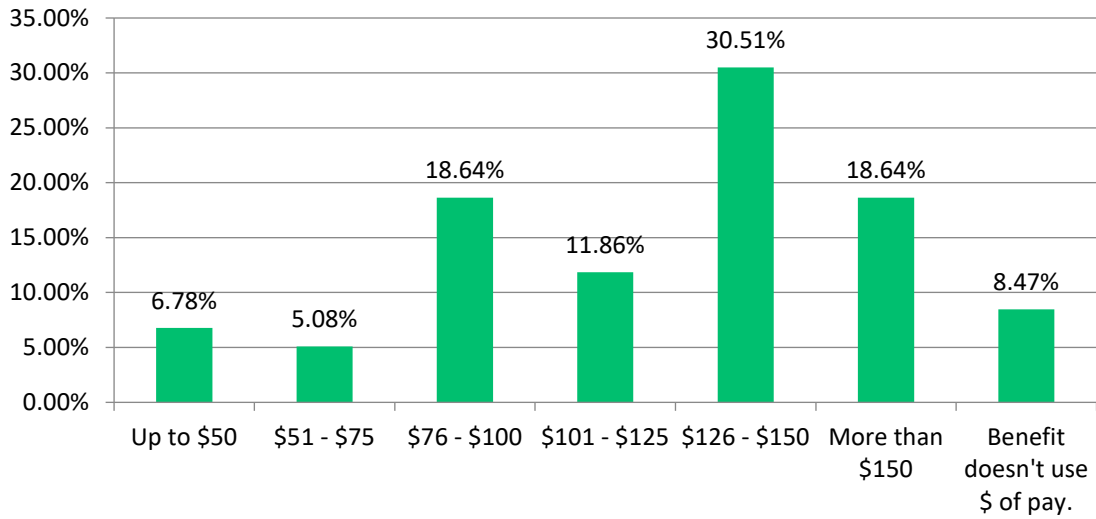
SAFETY SHOES:

- **68%** of respondents provide employees with safety shoe reimbursement **annually**.
- **72%** of respondents provide eligibility for safety shoe reimbursement on **the first day of employment**.
- **85%** of respondents do not distinguish pay eligibility for safety shoes based on categories of employees such as exempt/non-exempt. Those that do make that distinction do so for the following reasons:
 - Only covers union employees
 - Office, 1 pair each year, production 2x per year.
 - Only applicable to shop and mobile mechanics
 - Hourly service and parts have a schedule of increases
 - Usually different jobs - so different pay
 - Operations v. Office Staff. Office staff that regularly needs to be in Operations areas also receives this benefit.
 - Exempt employees are immediately eligible for reimbursement, but nonexempt need to wait 90 days to be reimbursed.
- **84%** of respondents provide a flat dollar amount for reimbursement.

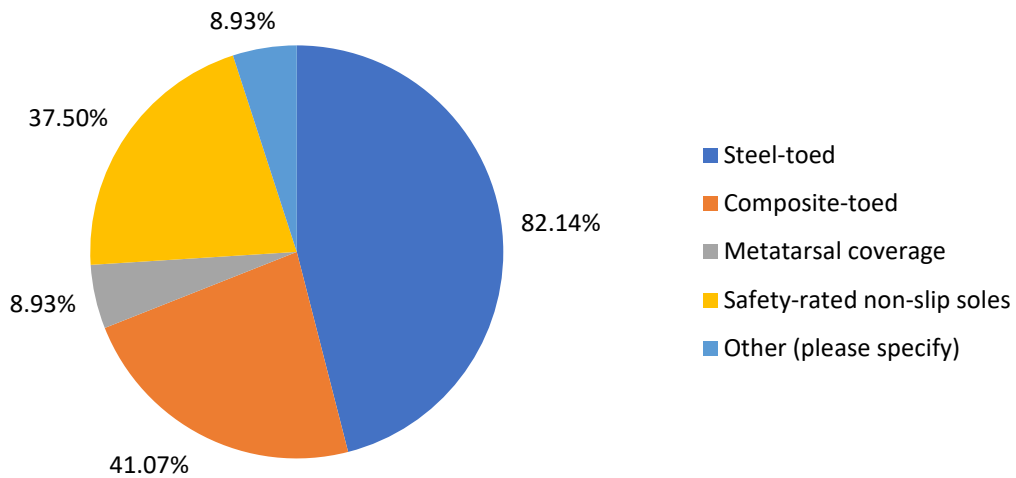
Average Percent Paid by the Organization for Safety Shoes



Highest Benefit Reimbursement Amount Provided by the Company



Safety Shoe Features that must be Included to be Eligible for Reimbursement

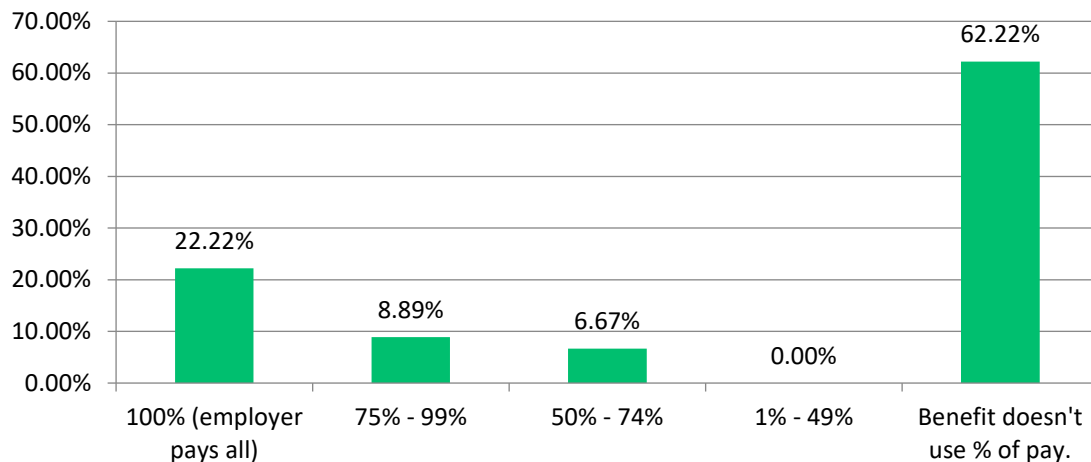


73% of respondents **reimburse** the benefit allowance **directly to the employee**.

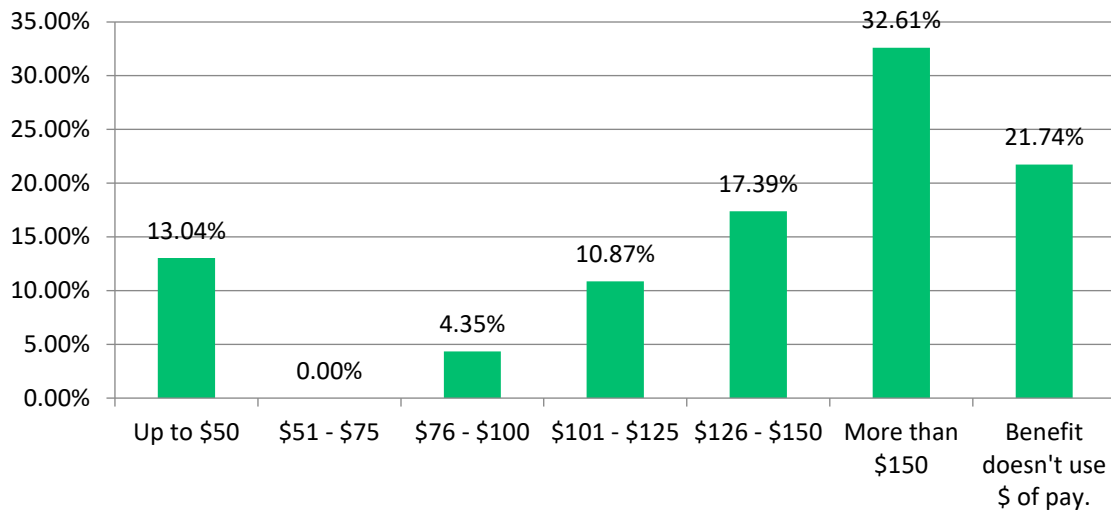
SAFETY GLASSES:

- **36%** of respondents provide employees with safety glasses reimbursement **annually**. (**34%** do not have a safety glasses reimbursement program.)
- While **36%** of respondents provide all employees with the safety glasses reimbursement benefit, **47%** reimburse only for specific safety-sensitive positions.
- **63%** of respondents provide eligibility for safety glasses reimbursement on **the first day of employment**.
- **94%** of respondents do not distinguish pay eligibility for safety glasses based on categories of employees such as exempt/non-exempt. Those that do make that distinction do so for the following reasons:
 - Only covers union employees
 - Only applicable to shop and mobile mechanics
 - Hourly service and parts have a schedule of increases
 - Operations v. Office Staff. Office staff that regularly needs to be in Operations areas also receives this benefit.
- **65%** of respondents provide a flat dollar amount for reimbursement.

Average Percent Paid by the Organization for Prescription Safety Glasses



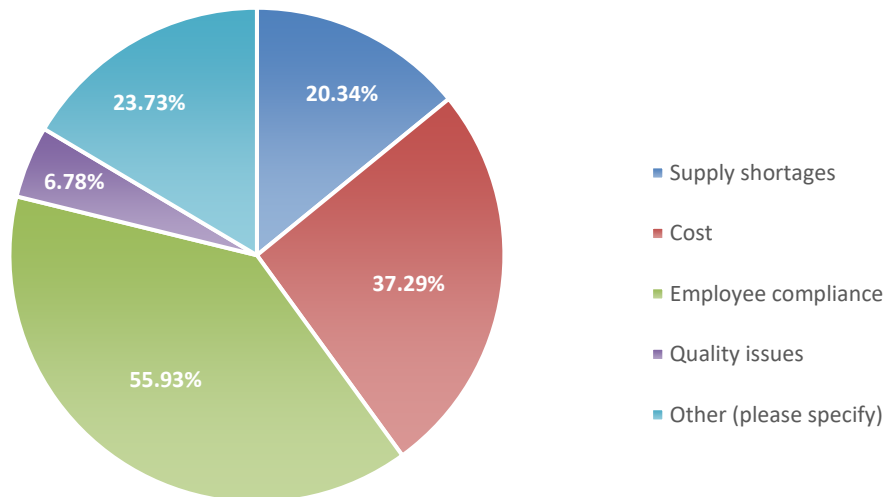
Highest Benefit Reimbursement Paid by the Company



OTHER PERSONAL PROTECTIVE EQUIPMENT PROVIDED

- **87%** of respondents distribute PPE to employees **as needed**.
- **91%** of respondents **provide training to employees** on the proper use of PPE.
- **56%** of respondents use an **internal procurement team** to source PPE while **49%** use **external suppliers**. (Multiple responses were permitted. **4%** used **government programs** and **9%** used other sources.)

Challenges in Providing PPE (Multiple Responses Were Permitted)



26% of respondents issue and then collect company-provided PPE back from employees. This includes:

- Safety vest
- Collected back when damaged/expired/requires replacement
- Boots in good condition are collected if an employee leaves the company.
- PPE is collected back when it is time for PPE to be replaced
- Rubber gloves and sleeves must be tested every 6 months to 1 year, hot sticks are the same
- Harnesses
- Respirators are collected back from those who are required to wear/keep/maintain as part of their job.
- Uniforms are issued and collected at the end of a work assignment
- Collect safety goggles from visitors that tour plant
- Time of termination (PPE and uniforms)
- Uniforms are issued and collected when the employee requires a replacement or upon termination.