

ROAD TO REWARDS

Safety Incentive Program

To whom it may concern,

Incentive Services and UPS Freight have worked together since 1996 on the Road to Rewards (RTR) Safety Incentive program. The program has evolved with our changing business environment and initiatives, and has truly developed into a performance improvement vehicle, driving our employees to improve and achieve. The results speak for themselves. Last year, the UPS Freight DCC division experienced exemplary results in the following categories. These categories parallel the criteria in the RTR program:

- 9% reduction in vehicular accidents
- 30% reduction in Loss Time injuries / 38% reduction in DART injuries
- 99% training completion / certification in their driving fleet
- 75% reduction in safety meeting absences
- \$ 7,000,000 in cost avoidance resulting in an ROI of 23 to 1

Starting with the program design process through implementation, we have found Incentive Services to be very professional and flexible. They have brought forward many creative ideas that work well for our employees. Incentive Services continues to track results from our program and brings us new and innovative ideas to enhance our program on a regular basis.

Incentive Services really understand Rewards and Recognition and we have benefited from their knowledge.

Regards,

Todd Bradon
UPS Freight – Safety Manager

