

## GRIP on Safety Excellence Award Q&A

- 1. I am a small business and/or company who is looking to improve our safety program and may not meet the criteria. Can I still participate?** Yes, GRIP encourages all members to participate in the program. The program can be used to identify performance gaps and improve your overall safety program.
- 2. Who will be eligible to receive the GOLD award?** Any GRIP Retro member who meets the underwriting requirements of the GRIP retro program, has a total recordable incident rate (TRIR) 25% below the [Washington State](#) average based on NAICS Code for most current year, has an EMR at or below 0.8, has not had an employee in-patient hospitalization or fatality in the last three years or in application year, has not received a serious, willful or repeat L&I citation in the last three years or in application year, has achieved a performance score of 90%+ by deadline, and has been reviewed by the program administrator.
- 3. Who will be eligible to receive the SILVER award?** Any GRIP Retro member actively enrolled and in good standing, has EMR at or below 0.8, has not had fatalities or in-patient hospitalizations companywide over the past two years or in application year, has not received a serious, willful or repeat L&I citation in the last two years, or in application year, and has submitted an application form with a score of 85% or greater by the application deadline.
- 4. Who will be eligible to receive the BRONZE award?** Any GRIP member actively enrolled and in standing, has an EMR at or below 0.9, has not had a fatality or in-patient hospitalizations companywide over the past year, or in application year, has not received a serious, willful or repeat, L&I citation in the last year or in application year, and has submitted an application form with a score of 75% or greater by the application deadline.
- 5. I have a score greater than 90%. Why did I not qualify for the GRIP on Safety Excellence Award?** Although you scored at a high level, you may have not met all the underwriting requirements for GOLD level. For example, your EMR may have been higher than what is required for the GOLD level, or another company was chosen because they performed better during the review process.
- 6. What should I do if I do not know my North American Industrial Classification Code System (NAICS) code or do not see my Industry listed?** Contact ERNwest at [safety@ernwest.com](mailto:safety@ernwest.com), who can assist.
- 7. How do I calculate my frequency rate?** Frequency rate can be calculated by the # of OSHA recordable injuries x 200,000/total manhours worked or click [here](#) to go to the BLS incident rate calculator and comparison tool.
- 8. Will completing the application prevent me from DOSH Compliance Citation?** No, completing an application will not guarantee a citation-free DOSH visit.
- 9. Who will review application forms and submissions?** The program administrator will review all applications forms.
- 10. Who on our team should complete and submit the application form?** GRIP encourages each company to engage as many employees as possible in the process. Consider using operations, human resources, safety managers, or safety committee members and employees in the process.
- 11. Will our Experience Modification Factor decrease if we complete an application?** No, however companies who do actively participate are more than likely to have lower insurance and workers' compensation costs.
- 12. Is the information submitted in the application confidential?** Yes, the information contained in each application form is viewed only by the program administrator and is kept confidential.
- 13. What will the program administrator review if I meet the criteria?** Companies who achieve the highest self-performance score will be contacted by the program administrator for a comprehensive onsite program review of their safety program.
- 14. If I meet the gold level criteria, what will a safety review of my company look like?** A safety review will only be scheduled for companies who meet the GOLD level criteria. Those that do meet the highest standard, will be asked to schedule a date for a formal safety program review. The review will include, checking and verifying documentation to objectively confirm elements are in place, employee and supervisor interviews on safety practices, meeting with owner and site walk-through of project or location.

15. **What if I do not meet the GOLD level, will my company still be recognized?** Yes, all companies who submit application forms that meet the specific program criteria outlined at a minimum will receive a certificate for participating and achieving their safety status level that can be posted at your place of employment and will be mentioned in GRIP communications and newsletters.
16. **What happens if there is a tie when reviewing company performance for GOLD?** Tie breakers will be determined by reviewing the employers' workers compensation 3-year loss ratio. The company with the best overall loss ratio for that period will be chosen.