

INJURY AND ILLNESS PREVENTION PROGRAM

TEMCO LOGISTICS

Injury & Illness Prevention Program

INJURY AND ILLNESS PREVENTION PROGRAM

TABLE OF CONTENTS

POLICY STATEMENT-Page 3

RESPONSIBILITY-Page 4

MANAGER RESPONSIBILITY/AGREEMENT Page-5

SUPERVISOR RESPONSIBILITY / AGREEMENT Page- 6

EMPLOYEE RESPONSIBILITY / AGREEMENT Page-7

COMPLIANCE Page-8

COMMUNICATION Page-9

HAZARD ASSESSMENT Page-10

ACCIDENT INVESTIGATION Page-11

HAZARD CORRECTION Page-12

TRAINING Page-13

RECORD KEEPING Page-14

LIST OF TRAINING TOPICS Page-15

DISCIPLINARY PROCEDURES Page-16

CODE OF SAFE PRACTICES Page-17 Thru 19

SAFETY COMMITTEE Page-20

SERIOUS INJURY NOTIFICATION TO OSHA Page-21

Temco Logistics

POLICY STATEMENT

We, at Temco Logistics, recognize that our employees are essential to the good health and well being of the company. To that end, it is our policy and the intent to provide and insist that safe and healthful working conditions be a fundamental part of our company structure. Accident and injury prevention shall be considered of primary importance in all phases of administration and operations. We will provide and maintain a safety and health program conforming to the standards and the best practices of organizations of this type.

The prevention of accidents and injuries is an objective affecting all levels of the organization and its activities. It is therefore, a basic requirement that each supervisor make the safety of employees an integral part of their regular management function. It is equally the duty and the obligation of each employee to accept, follow and enforce established safety regulations and procedures. A successful safety and health program requires the cooperative effort of all employees in all safety and health matters. Cooperation is needed between not only supervisors and employees but employees and their co-workers as well.

Every effort will be made to provide adequate training to our employees. However, if an employee is ever in doubt how to do a job safely, it is their duty and obligation to ask their supervisor for assistance.

Employees are expected to assist management in accident prevention activities. Unsafe conditions must be reported as soon as they are encountered. Fellow employees that need help should be assisted. All employees are responsible for the housekeeping duties that pertain to their individual jobs. Employees are also called upon to recognize and bring attention to general safety and health concerns.

Any injury that occurs on the job, even a minor cut or strain, must be reported to management as soon as possible. In no circumstance, except in an emergency, shall an employee leave a shift without reporting an injury that has occurred on the job.

*The objective of Temco Logistics is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations similar to ours. **Our goal is zero accidents and injuries!***

Safety Director

Date

Temco Logistics

RESPONSIBILITY

The Injury and Illness Prevention Program (IIP Program) Program Administrator, Hector Barcenas has the authority and responsibility for implementing the provisions of this program for Temco Logistics.

The alternate Program Administrator, Billy Myers has the authority and responsibility for implementing the provisions of this program in the absence of the Program Administrator.

All managers and supervisors are responsible for implementing and maintaining the IIP Program in their work areas and for answering worker questions about the IIP Program.

A copy of this IIP Program is available from each manager and supervisor. The IIPP is located in the front office. A copy is in the truck of the job supervisor.

Temco Logistics

MANAGEMENT RESPONSIBILITY

Management has the following responsibility in our Injury & Illness Prevention Program.

Comply with the California Occupational Health Act, both under the General Duty Clause and all applicable regulations, as well as compiling with all other applicable State and local regulations covering our activities.

To be familiar with all applicable legal regulations related to employee safety and notify our affected key employees of their regulations.

To develop and implement safety rules designated for the protection of our employees and facilities.

Demonstrate a positive attitude and set the example for accident prevention.

To measure employees for both production and safety achievement, and to reward employees accordingly.

To develop company safety policies and activities.

To provide a company Injury & Illness Prevention Program to each employee.

To monitor the overall accident prevention activities.

To keep our staff informed as to the final costs of job accidents and the overall impact Upon our company.

To provide the necessary training and resources to effectively promote a safe and healthy Work environment for all employees, visitors and contractors.

I, _____ (print name), understand my safety responsibilities as noted above. If I have any questions, I will contact my immediate supervisor or Safety Administrators. I understand that I can also use the employee suggestion box to anonymously report hazards.

Signed _____

Date _____

Temco Logistics

SUPERVISOR RESPONSIBILITY

Supervisors are defined in this program as those who supervise or direct other employees. They include supervisors, lead persons and foreman. Supervisors shall:

Be held accountable for all accidents on their job or under their supervision.

Set the proper example for workers to follow. If you violate a company safety rule, then how can you expect those that you supervise to follow the rules?

Be responsible at all times to see that work is performed in a safe manner and that safety rules, regulations and instructions are complied with. Good supervision is the art of getting our people to do safe and productive work.

Take disciplinary action when necessary to enforce safety rules and practices.

Safety rules should be given and explained to each employee.

Be responsible for the inspection of the work areas and all equipment. Supervisors shall give prompt attention to needed repairs and to safety suggestions, and will submit a written list of all deficiencies for correction.

Not permit the use of intoxicating beverages on the job or allow on the job any employee under the influence of alcohol, drugs or barbiturates.

Be responsible to see that all personal injury accidents and property damage accidents are investigated and reported to the office.

Determine that needed first-aid, safety equipment and protective devices are provided wherever necessary.

Take prompt corrective action wherever unsafe conditions and unsafe acts are noted or reported.

See that emergency first-aid kits, hospital phone numbers and company address are readily available at each location.

Ensure all employees, including temporary employees, have the appropriate training for the task assigned so as to perform their job in a safe manner

Insure employees have all the tools and PPE, (personal protective equipment) necessary to work safely and have the proper training in the proper use of this equipment.

Not permit horseplay, harassment, sexual harassment, violent acts or threats of any kind against or by any employees or themselves.

I, _____ (print name), understand my safety responsibilities as noted above. If I have any questions, I will contact my immediate supervisor or Safety Administrators. I understand that I can also use the employee suggestion box to anonymously report hazards.

Signed _____

Date _____

Temco Logistics

EMPLOYEE RESPONSIBILITY

Management expects each employee, regardless of his/her position with the organization, to cooperate in every respect with the company's safety program. Some of the major points of our safety program require that:

All injuries and accidents are reported immediately to your supervisor and to obtain medical aid without delay.

Personal protective equipment, when the task requires, must be worn by all employees. There will be no exceptions to this requirement.

Machine guards will be used and maintained in good condition.

Report unsafe conditions immediately to your supervisor!

Safety concerns can be reported immediately to your supervisor or anonymously in the employee suggestions box located in back hallway of office.

The employee will follow all company safety rules, safe working procedures and policies. Failure to Follow the rules will result in disciplinary action, and possibly termination of employment.

Employees will not engage in horseplay, violence, unsafe acts, harassment, threats or sexual harassment To another employee at any time.

Employees will participate and apply all of their safety training and alert their supervisor of any training They did not understand.

Employees will never put any part of their body into a moving machine for any reason.

Employees will stay in designated safe walking zones when walking through the production facility or Warehouse areas.

Employees working around forklifts will allow a 6 foot safe zone between them and the moving forklift At all times. Forklift drivers will use horns to alert employees when going around blind corners, backing Up or when loads block any view when moving.

All fall protection company policies will be strictly followed.

I, _____ (print name), understand my safety responsibilities as noted above. If I have any questions, I will contact my immediate supervisor or Safety Administrators. I understand that I can also use the employee suggestion box to anonymously report hazards.

Signed _____

Date _____

Temco Logistics

COMPLIANCE

Management personnel are responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all workers. Managers and supervisors are expected to enforce the rules fairly and uniformly.

All workers are responsible for using safe work practices, for following all directives, policies and procedures, and for assisting in maintaining a safe work environment.

Our systems of ensuring that all employees comply with our rules and maintain a safe work environment include:

1. Informing employees of the provisions of Home Express Delivery Service IIP Program;
2. Evaluating the safety performance of all employees;
3. Recognizing employees who perform safe and healthful work habits;
 - a. Keeping a posted record of days worked without injury.
 - b. Informal recognition of safety practice.
 - c. Formal recognition of individuals for safety performance.
 - d. Recognition of safe work practices by gifts, products, money, raises or bonuses.
 - e. Time off, opportunity for promotion.
4. Providing safety counseling and retraining to employees whose safety performance is deficient;
5. Disciplining employees for failure to comply with safe and healthful work practices.
 - a. When it becomes necessary, Temco Logistics reserves the right to discipline employees who knowingly violate company safety rules or policies. Disciplinary measures will include but are not limited to:
 1. Verbal warning (documented) for minor offenses.
 2. Written warnings for more severe or repeated violations.
 3. Suspension without pay, if verbal and written warnings do not prove to be sufficient.
 - b. If none of the above measures achieve satisfactory corrective results, and no other acceptable solution can be found, Home Express Delivery Service will have no choice but to terminate employee for those who continue to jeopardize their own safety and the safety of others. Disciplinary forms are found in the Human Resources/Payroll office.
6. Taking prompt action against all unsafe conditions or unsafe acts to minimize any hazard or Exposure to hazards to insure the safety of its employees.

Records maintained by: Individual Sites _____

Records located in: _Laguna Office _____

Temco Logistics

COMMUNICATION

We recognize that open, two-way communication between management and employee on health and safety issues is essential to an injury-free, productive workplace. The following system of communication is designed to facilitate a continuous flow of safety and health information between management and employees in a form that is readily understandable and consists of the following:

1. New employee orientation including a discussion of safety and health policies and procedures; Supervisors **conducts** the orientation training.
2. Review of our IIP Program and Safety Program/Rules in the company employee handbook;
3. Workplace safety and health training programs. Or new safety and health concerns recognized.
4. Regularly scheduled safety meetings will be held monthly. Safety meetings held every first Monday of each month.
5. Effective communication of safety and health concerns between employees and supervisors;
6. Posted or distributed safety information; on the lunch room information board.
7. A system for workers to anonymously inform management about workplace hazards;
 - a. Suggestion box
 - b. Suggestions at tailgate meetings
 - c. Discuss with supervisors.
8. Managers, supervisors, and employees will report any hazardous conditions or activities noted: As a result of the formal monthly or quarterly inspections.
9. Safety inspections and documentation. Quarterly and as needed by Supervisors.
10. Signs, posters, postings, tags, stickers and announcements for reminders, warnings, procedures or Company policies on safety issues.

Who is responsible for Communication: Billy Myers and Hector Barcenas

Supervisors: _____

Leads: _____

Temco Logistics

HAZARD ASSESSMENT

Inspections to identify and evaluate workplace hazards shall be performed by: (Employee): on a schedule that will be maintained by Home Express Delivery Service. New job site inspections will be held before work is started by employees.

Competent Observers	Departments
Hector Barcenass	Office
Supervisor	Warehouse
Supervisor	Equipment / Vehicles
Supervisor	Work Location
Supervisor	Work Location

Inspections are performed according to the following schedule:

1. When we initially established our IIP Program;
2. Prior to beginning of the job by supervisors.
2. Continuing on a quarterly schedule and as needed.
3. When new, previously unidentified hazards are recognized;
4. When new substances, processes, procedures or equipment, which present potential new hazards, are introduced into our workplace;
5. When occupational injuries and illnesses occur; (See Accident Investigation IIPP)
6. When we hire and/or reassign permanent or intermittent workers to processes, operations, or tasks for which a hazard evaluation has not been previously conducted; and
7. Whenever workplace conditions warrant an inspection.

Inspections will be conducted as requested by Hector Barcenass and as needed to identify and evaluate workplace hazards using our Safety Inspection Forms and any other effective methods to identify and evaluate workplace hazards. Senior Managers and Supervisors will also conduct safety inspections as needed.

Temco Logistics

ACCIDENT / EXPOSURE INVESTIGATIONS

Procedures for investigating workplace accidents and hazardous substance exposures and near-accidents will be investigated by (Supervisor) (Reviewed by Management) Reviewed with employees include:

1. Visiting the accident scene as soon as possible;
2. Interviewing injured employee(s) and witnesses;
3. Examining the workplace for factors associated with the accident/exposure;
4. Determining the root cause of the accident/exposure;
5. Taking immediate corrective action to prevent the accident/exposure from recurring;
6. If necessary, counseling or retraining the injured employees or other employees affected or with similar tasks related to the accident; by Hector Barcenás.
5. Administering disciplinary action against an employee or employees that were injured due to not following proper safe work practices or not following company safety policies or procedures;
7. Recording the findings and corrective actions taken will be by Hector Barcenás.

Temco Logistics

HAZARD CORRECTION

Unsafe or unhealthy work conditions, practices or procedures shall be corrected in a timely manner based on the severity of the hazards. Hazards shall be corrected according to the following procedures:

1. When observed or discovered;
2. When a hazard is reported or discovered with imminent danger of serious bodily harm and/or death which cannot be immediately abated, all potentially exposed workers will be removed from the area with the exception of those properly trained employees necessary to correct the existing condition. Employees necessary to correct the hazardous condition shall be provided with the necessary protection and equipment to safely correct the hazard. Should the hazard be out of the scope of training and experience for an employee to safely correct the issue, the proper local authorities or outside contractors will be called to assess the issue;
3. All such actions taken and dates they are completed shall be documented on the appropriate forms;
4. Hazard corrections will be documented by Hector Barcenas and filed in (office) for review and training purposes.

Temco Logistics

SAFETY TRAINING AND INSTRUCTION

All employees, including managers and supervisors, shall have training and instruction on general and job-specific safety and health practices. Training and instruction shall be provided as follows:

1. When the IIP Program is first established;
2. To all employees with respect to hazards specific to each worker's job assignment;
Example, Employee Training Checklist;
3. To all new employees and temporary employees;
4. To all employees given new job assignments for which training has not been previously provided;
5. Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard; and
6. Whenever the employer is made aware of a new or previously unrecognized hazard;

Our workplace safety and health training practices include, but are not limited to, the following:

1. Explanation of our IIP Program, emergency action plan and fire prevention plan, and measures for reporting any unsafe conditions, work practices, and injuries.
2. Use of appropriate clothing, including gloves, footwear, and personal protective equipment.
3. Information about chemical hazards to which workers could be exposed and other hazard communication program information.
4. Availability of toilet, hand-washing and drinking water facilities.
5. Provisions for medical services and first aid including emergency procedures.
6. Provisions for adequate drinking water and a cool area to go to if employees are feeling the effect of heat stress.
7. Training documentation is filed in the office of Hector Barcenas.

In addition, we provide specific instructions to all employees regarding hazards unique to their job assignment, to the extent that such information was not already covered in other training sessions.

We will also provide copy to all employees of our general safe work procedures, "Safety Do's and don'ts". See attached list.

Temco Logistics

RECORDKEEPING

Our record keeping policy is as follows.

The designated person authorized to maintain the records generated by our IIP Program is Hector Barcenas.

Records of hazard assessment inspections, including the person(s) conducting the inspection, the unsafe conditions and work practices that have been identified and the action taken to correct the identified unsafe conditions and work practices, are recorded on a hazard assessment and correction form; and

Documentation of safety and health training for each employee, including the employees name or other identifier, training dates, type(s) of training, and training providers, are located in the Human Resources Department. Hector Barcenas

Inspection records and training documentation will be maintained for three years.

300 Logs maintained for three years.

Forklift daily shift reports.

M.S.D.S. form located in front office.

Temco Logistics

LIST OF REQUIRED TRAINING SUBJECTS

We train our workers using some of the following subjects:

- Electrical hazards.
- The Employer's Codes of Safe Practices.
- Ergonomic hazards, including proper lifting techniques and working on ladders or in a stooped posture for prolonged periods at one time.
- Forklift operations and safety.
- Good housekeeping, fire prevention, safe practices for operating any construction equipment.
- Hazard communication.
- Lockout/tag out procedures.
- Materials handling.
- Personal protective equipment.
- Safe access to working areas.
- Safe procedures for cleaning, repairing, servicing and adjusting equipment and machinery.
- Slips, falls, and back injuries.
- **Management to determine more topics as needed.**

Temco Logistics

DISCIPLINARY PROCEDURES

Failure to follow company safety policies and procedures may result in any level of disciplinary action deemed necessary or appropriate up to and including termination, on the first or subsequent violations, depending on the seriousness of the violation.

- 1) Verbal counseling – must be documented in the employees personnel file.
- 2) Written warning – describing the nature of the offense and necessary corrective action.
- 3) Suspension without pay – or a separate disciplinary action resulting from a serious violation.
- 4) Termination at any time depending on the severity of the safety violation.

Supervisors will be subject to disciplinary action for the following reasons:

- 1) Repeated safety rule violations by their department employees.
- 2) Failure to provide adequate training prior to job assignment.
- 3) Failure to report accidents and provide medical attention to employees injured at work.
- 4) Failure to stop unsafe conditions or unsafe work practices.
- 5) Failure to maintain good housekeeping standards and cleanliness in their departments.
- 6) Failure to follow procedures or policies themselves.
- 7) Failure to apply discipline to employees committing unsafe acts.

Supervisors who fail to maintain high standards of safety within their departments may be demoted or terminated after three documented warnings have been levied during any calendar year. Again, the seriousness of this issue will be taken into consideration.

Temco Logistics

CODE OF SAFE PRACTICES

Temco Warehouse & Distribution is committed to providing our employees with a safe and healthy work environment and we require, as a condition of employment, employees' compliance with the applicable safety requirements for their specific job assignment. Failure to follow these safety rules will lead to disciplinary action up to and including termination.

It is every employee's responsibility to be aware of the safety rules for Home Express Delivery Service that all employees are to report to their Supervisor any possible safety hazards such as loose wires, sharp objects on equipment, and machine problems so they can be fixed immediately.

The following safe work procedures are general in nature and apply to all employees. They are not listed in any order of importance.

Safety Do and Don'ts

As a Temco Warehouse & Distribution employee, **DO** the following:

1. Know and follow all safety rules. They are for your protection.
2. Report **ANY** and **ALL ACCIDENTS** to your Supervisor **immediately**, no matter how small or minor. If it is determined by your Supervisor Hector Barcenas or the Human Resources department that you need medical treatment, you must go to the Company's designated medical facility unless you have pre-designated a physician, which is on file with Human Resources.
3. Think; always be alert when working around machinery and forklift.
4. Keep yourself and your work area clean and neat at all times. Keep loose bands and debris off of pallets and out of aisles. Throw away any trash that is at your workstation or in the aisles.
5. If you are unsure of the danger of any chemical you are working with ask you supervisor for the location of the Material Safety Data Sheet.
6. Use the trash cans provided for both trash and cigarette butts; avoid littering.
7. Walk; don't run in the plant.
8. Know the location of the nearest fire extinguisher, first aid kits, eye wash stations and at least two of the nearest emergency exits to use in an evacuation. If you are asked to evacuate go to the evacuation location and check in with your supervisor. Do not return to work, or go home until told to do so.
9. Learn about the machinery and equipment you are using so you can avoid any potential safety problems.

Temco Logistics

10. Use protective equipment provided by Temco Logistics to wear safety glasses, dust filtering face piece respirators, and hearing protection in the work areas where required. Use the eye wash station if something gets in your eyes.
11. Remove all jewelry (necklaces, chains, watches, rings, etc.) before working on or operating any machines.
12. Wear hard leather shoes (not soft leather or tennis shoes) with closed toes and heels and sturdy soles. Shoes must be in good condition. Steel-toed shoes may be required in certain departments. For office employees, sandals are not allowed in the production areas, unless you are in the designated pedestrian walkways.
13. Where required, wear a safety back support belt when working. Loosen the belt at breaks, lunch, and when not lifting heavy objects or boxes.
14. When working in departments other than your own, wear the protective equipment required by that department.
15. Always clean up oil and water spill immediately. Use warning signs to alert other employees.
16. Lift with your legs, not with your back. Always get help lifting anything that is too heavy for one person to lift or use mechanical aids.
17. If there is a fire, alert surrounding employees and your supervisor. Call the fire department at 911 and leave the building. Also, report the use of any fire extinguisher to your Supervisor.
18. Turn your machine OFF when you leave it unattended. Never leave your machine while it is cycling. Turn OFF your machine when board or a carton becomes stuck or when you need to make adjustments and engage an emergency E-STOP Switch. Know the proper procedure for stopping, adjusting, and restarting any machine on which you work. Do not put your hands or fingers into any machine when it is cycling. Use the Inch-Stop-Safe method when servicing or adjusting the equipment. Always use a tool to remove jams, never your hands/fingers.
19. Report all broken or unsafe tools, machinery, and electrical equipment to your Supervisor immediately.
20. Report ALL unsafe conditions or unsafe acts to your Supervisor immediately. Warn any affected employees of any unsafe conditions.
21. Drive safely and slowly (Max. speed 5 MPH) in the parking lots. Also, park “head in” only in company parking lots.
22. Follow **all** other posted safety rules & warning signs.

Temco Logistics

As a Temco Logistics employee, DON'T do the following:

1. Don't report to work while in any unsafe condition due to the use of alcohol, drugs, and/or any other product that affects your ability to perform your job safely.
2. Don't engage in horseplay or roughhousing when working around machinery.
3. Don't throw anything.
4. Don't engage in unnecessary conversations with machine operators, which may cause them to be distracted from their work.
5. Don't tamper with the fire extinguishers.
6. Don't walk on wet or soapy floors while they are being scrubbed.
7. Don't operate ANY machinery unless you have been properly trained in its use and you have been authorized to do so.
8. Don't ever override, reach around, or remove a safety device or machine guard. Do not remove safety tags from a machine. If a machine is locked and tagged out never attempt to remove the lock and run the machine. If you are working on a machine, alert all affected employees to stand clear. Never leave a machine you are servicing unattended unless the energy sources are securely locked and tagged out.
9. Don't ride on any machinery, conveyors, or material handling equipment that is not designed to be ridden. Never scoot on pallets or skid jacks or drive a forklift unless you have been authorized and trained to do so.
10. Don't eat or drink at machine stations. Use designated lunch areas during breaks and lunch.
11. Don't smoke anywhere in the plant or in any area designated as a "No Smoking" area.
12. Don't over stack boxes or pallets.
13. Don't use defective or damaged tools.
14. Don't use cell phones, iPods, etc. while operating or driving company equipment/vehicles. This also applies when walking in the production areas as they can prevent an employee from hearing alarms, forklift alerts, etc.

I, _____ (print name), understand my safety responsibilities as noted above. If I have any questions, I will contact my immediate supervisor or Safety Administrators. I understand that I can also use the employee suggestion box to anonymously report hazards.

Signed _____

Date _____

Temco Logistics

The Safety Committee (if used)

The Temco Logistics Safety Committee consists of Department Managers, Supervisors and lead personnel who meet on a monthly basis. Listed below are the functions of the Safety Committee:

- Establishes procedures for handling suggestions and recommendations from company employees.
- Inspects areas of Temco Logistics each Year for the purpose of detecting potential unsafe conditions.
- Conducts regularly scheduled meetings with employees to discuss illness and accident prevention methods, health promotion and safety, problems noted on inspections, injury and illness records, and other pertinent subjects.
- Investigates accidents as a basis for recommending means to prevent recurrence.
- Recommends additions or changes in protective clothing and equipment.
- Promotes safety and first aid training for committee members and employees.
- Promotes safety and health work programs for all employees.
- Develops and revises rules to comply with current Federal and State health standards.
- Keeps a record of minutes of meetings.

Temco Logistics

§342. Reporting Work-Connected Fatalities and Serious Injuries.

(a) Every employer shall report immediately by telephone or telegraph to the nearest District Office of the Division of Occupational Safety and Health any serious injury or illness, or death, of an employee occurring in a place of employment or in connection with any employment.

Immediately means as soon as practically possible **but not longer than 8 hours** after the employer knows or with diligent inquiry would have known of the death or serious injury or illness. If the employer can demonstrate that exigent circumstances exist, the time frame for the report may be made no longer than 24 hours after the incident.

Serious injury or illness is defined in section 330(h), Title 8, California Administrative Code.

(b) Whenever a state, county, or local fire or police agency is called to an accident involving an employee covered by this part in which a serious injury, or illness, or death occurs, the nearest office of the Division of Occupational Safety and Health shall be notified by telephone immediately by the responding agency.

(c) When making such report, whether by telephone or telegraph, the reporting party shall include the following information, if available:

- (1) Time and date of accident.
- (2) Employer's name, address and telephone number.
- (3) Name and job title, or badge number of person reporting the accident.
- (4) Address of site of accident or event.
- (5) Name of person to contact at site of accident.
- (6) Name and address of injured employee(s).
- (7) Nature of injury.
- (8) Location where injured employee(s) was (were) moved to.
- (9) List and identity of other law enforcement agencies present at the site of accident.
- (10) Description of accident and whether the accident scene or instrumentality has been altered.

(d) The reporting in (a) and (b) above, is in addition to any other reports required by law and may be made by any person authorized by the employers, state, county, or local agencies to make such reports.

NOTE: Authority cited: Sections 60.5, 6308 and 6409.1, Labor Code. Reference: Sections 6302(h), 6307, 6308, 6313 and 6409, Labor Code.

Title 8 §330 (h)

(h) "Serious injury or illness" means any injury or illness occurring in a place of employment or in connection with any employment which requires inpatient hospitalization for a period in excess of 24 hours for other than medical observation or in which an employee suffers a loss of any member of the body or suffers any serious degree of permanent disfigurement, but

Temco Logistics

does not include any injury or illness or death caused by the commission of a Penal Code violation, except the violation of Section 385 of the Penal Code, or an accident on a public street or highway.