



# C.L.A.S.S. AWARDS 2008

## **C** CPG “TEAM OF THE YEAR” AWARD:

Our “Team of the Year” competition is an important centerpiece to our C.L.A.S.S. program. The award will be presented to the CPG Team which best represents the achievement of our ContainerPort Group Mission Statement: “**Become Intermodal’s Best By Achieving Excellence In All We Do.**” The values we share to achieve our mission – values the winning city will exemplify – are:

- **Customer Service:** We create long-term relationships by consistently providing responsive, reliable performance.
- **Profits:** We earn sufficient profits to fund our values – ensuring the financial health and future of the organization.
- **Team Productivity:** We hire, train and develop talented, results-oriented people. We maximize results by planning and executing clearly defined priorities and accountabilities.
- **Team Relationships:** We support an environment of belonging, teamwork, sharing goals, mutual respect, challenge, reward and opportunity.
- **Image:** We are a professional, well-run organization built upon honesty and dependability.
- **Growth and Innovation:** We pursue excellence in what we do today and passionately seek new opportunities for tomorrow.
- **Safety:** We are dedicated to protecting the safety of our employees, and actively promote a safe work environment through training, outreach and education, along with continual process improvement in workplace safety.

The winning city receives a commemorative plaque and will enjoy a special party to celebrate their success.

## **L** LONGEVITY AWARD:

Your hard work and dedication mean a lot to us, and we’d like to remember you when you achieve the following milestone anniversaries: 1 year, 5 years, 10 years, 15 years, 20 years, 25 years and 30+ years of service to our company. All milestone achievers receive a commemorative certificate. Five year-plus achievers receive a CPG logowear voucher.

## **A** ATTENDANCE AWARD:

Our company policy allows for 3 paid sick days . . . but we’d like to reward you for coming in and giving your best every day! Miss just ONE sick day in 2008 and receive a CASH AWARD OF \$100! Miss ZERO days and earn \$200! Individuals achieving perfect attendance for three consecutive years will be honored as an Attendance Superstar and will receive \$300! Four consecutive years? \$400! Five consecutive years? \$500 - and so on, with a maximum of \$1,000 which will be awarded. To achieve “Superstar” status, your perfect attendance years must be consecutive. Who’s eligible? You must be employed full-time for 9 calendar months during 2008, be currently employed at the time the awards are distributed, and have no days off for short-term disability, long-term disability, worker’s compensation, disciplinary days or unpaid days.

## **S** SAFETY AWARD:

Safety continues to be a core value at CPG and is very important to our success. In order to keep our workplace a safe one for everyone, our mechanics, inspectors and equipment operators participate in CPGSafe, a safety training newsletter. Participants review the newsletter and complete a questionnaire. For each questionnaire you return – completed with qualified answers – you will earn two monthly “stars.” Once you’ve earned THREE stars, you will be awarded a **\$25 Gift Card**. Employees earning 12 (24, 36, etc.) consecutive monthly stars will be awarded with **special CPG Logowear!** To qualify for this program, CPG mechanics, inspectors and equipment operators must fully complete the questionnaires with thoughtful, detailed answers, return the questionnaires in a timely manner, and comply with CPG’s safety rules on an ongoing basis. Your participation in CPGSafe will help all of us learn important safety tips and identify possible safety concerns. And that’s what it’s all about – working safe, working smart.

## **S** SUBSTANCE FREE:

We provide and maintain a safe work place free from the use of drugs and alcohol – it’s our policy. To be eligible for ANY of the C.L.A.S.S. of 2008 awards, you must be in voluntary compliance with the company drug and alcohol testing policy. A copy of the drug and alcohol testing policy is available upon your request. The policy covers the following drug and alcohol tests: pre-employment, reasonable cause, post-accident-injury, random, and return-to-work.