

LIGHT DUTY POLICY STATEMENT

In the event of a work-related injury/illness, the Company reserves the right to place the employee in a "Light Duty" position that accommodates their restrictions as outlined in the treating physicians' and/or company physicians' report.

The light duty policy is as follows:

- It pertains to individuals who are temporarily, partially disabled, who are expected to return to full duty.
- An approved physician shall authorize the Light Duty position.
- The available work must be within the restrictions imposed by the physician, and the employee should engage in only those activities that fall within the doctor's restrictions.
- If the injury develops into a permanent one, then the Company will deal with the issue of whether "permanent" light duty work is available on a case-by-case basis.
- The rate of pay will be at, or close to, the pre-injury rate, thus helping the injured worker financially as compared to his/her expected maintenance benefits.
- The employee will attend scheduled medical appointments and follow the doctor's instructions, and the Company will accommodate this.