6W 1RUEHUW

)$// 3527(&7,21 32/,&< &)5 DQG6HFWLRQ D L*HQHUDO
'XWV&ODXVH

,1752'8&7,21 7RHQVXUHDOODUHDVDUHIUHHIURP XQFRQWROOHGIDOKDUGVDOHPSOR\HHV
DUDR

(P SOR\ HHV

L 8 \VH33(DVLQWKFAWGDQGLQDFFRUGDQFHZLWKWDLQJ UHFHLYHLQF L

±(DFKHPSOR\HHXVLQJUDPSVUKQZD\VDQG
RWKHUZDOZD\VVKDOOEHSURWHFWHGIURP IDOOLQJ IHHWRUPRUHE\JXDUGUDLOVWKPV

J /RZ6OPSH5RRV±(DFKHPSOR\HHHQJDJHGLQURRILQJDFWLYLWLHVRQORZ VORSHURRIVZLWK
XQSURWHFWHGVLGHVDQGHGJHV IHHWRUPRYHDERYHORZHUOHYHOVVKDOOEHSURWHFWHGIURP
IDOOLQJE\JXDUGUDLOVWKP VDIHWQHWVWKPV SHUVRQDOIDOODUUHVWVWKPVRUD
FRPELQDWLRQRI DZDUQLQJOLQHVWKP DQGJXDUGUDLOVWKP ZDUQLQJOLQHVWKP DQG
VDIHWQHWVWKP ZDUQLQJOLQHVWKP DQGSHUVRQDOIDOODUUHVWVWKP RUZDUQLQJOLQH
VWKP DQGVDIHWPRQLWRULQJVWKP 2QURRIV IHHWRUOHWVLQZLGWKXWHXVHRI D
VDIHWPRQLWRULQJVWKP ZLWKRXWZDUQLQJOLQHVWKP LVSHUPLWWHG

K 6WHS5RRV±(DFKHPSOR\HHQDWWHSURRI ZLWKXQSURWHFWHGVLGHVDQGHGJHV IHHWRU
PRUHDERYHORZHUOHYHOVVKDOOEHSURWHFWHGE\JXDUGUDLOVWKPVZLWKWHHERDUGV VDIHWV
QHWVWKPV RUSHUVRQDOIDOODUUHVWVWKPV

L &RQWUROOHG$FFHVV=RQHV±$ FRQWUROOHGDFFHVV]RQHLVDZRUNDUHDGHVLJQDWHGDQG
FOHDUO\ PDUNHG@ÑÐ RUHPÐ @ D D D P

7KHVHFRQGWR DQDFKRUDJH FRQGHPRUV DQGDERG\
KDUGHWDQGPD\ LQFOXGHDGHFHOHUDWRQGHYLFH OHDQH RUVXLWDEOHFRP ELQDWRQV ,I D
SHUVRQDO DOODUHVWV\VWP LVXHGIRUIDOSURWHVWRQ LWP XWGR\VH IRQOZ LQJ

L / LP LWP DPLP XP DUHWXQQJ IRUHHQDQHP SOR\HHVR SRXQGVZKHQ DERG\ KDUGHWV

LL %HUJHGVR\WKDWDQHP SOR\HHFDQ HHWQRUFRQWDFW DQ OWZHUOHYHO

LLL %UQJ DQHP SOR\HHVR DFRP SOHWHVWS DQGOP LWP DPLP XP GHFHOHUDWRQGLWDQFH DQHP SOR\HHVR IHHW

LY +DYHVXILFLHQWWXHQJWKWRZLWKWDQGVZLFHWKHSRWQDOP SDFWHQHJ\ RQDQ HP SOR\HHIUHIDQQJ DGLWDQFHR IHHWRUWKHIUHIDQGLWDQFHSHUP LWWGE\ WKH V@ …@Ð

7KHVHERG\ KDQGHVV\VWHP VDUHWREHVHWXS VR WKDWD ZRUNHUFDQIUHIDOOQR IDUWKHUWKDQ IHHW7KH\ VKDOOEHVHFXUHGWRDQDFKRUDJHFDSDEOH RI VXSSRUWQJ DWPRVWZLFH WKHSRWHQWLDOP SDFWRDGRI DQHP SOR\HH¶V IDOORU SRXQGV ZKLFKHYHULVJUHDWU

G 6DIHW0 RQVRUQJ6\VWHP V : KHQHYHUQRDOWHUQDWLYH IDOOSURWHFWRQKDVEHHQ LP SOHP HQWHG WKHHP SOR\HUVKDOLP SOHP HQWD VDIHW PRQVRUQJ\VWHP (P SOR\HUV PXW DSSRLQWDFRP SHWHQWSHUVRQ WR P RQVRUWKHVDIHW PRQVRUU HZRUNHUVDQGWKHP SOR\HUVKDOO HQVXUHWKDWWKHVDIHW PRQVRU

L ,VFRP SHWHQWQ WKHUHFRJQLWRQRI IDOOKD]DUGV

LL ,VFDSDEOHRI ZDUQLQJ ZRUNHUVRI IDOOKD]DUGGDQJHUVDQGLQGHHWFWQJ XQVDIH ZRUNSUDFWHV

LLL ,VRSHUDWQJ RQWHVP HZDONLQJ ZXUFHVRI WKHZRUNHUVDQGFDQVHH WKHP

LY ,VFORVHHQRXJK\WRZRUNRSHUDWRQWRFRP PXQLFDWHRUDOO ZLWKZRUNHUVDQGKDV QRRWKHUGXWHVWRGLVWUDFWWURP WKHP RQWRUQJ IXQFWRQ

Y 0 HFKDQLFDOHTXLSP HQWWKDOOQRWEHXVHGRUWRUHGLQDUHVZKHUH VDIHW\ P RQVRUQJ\ WWP VDUHEHQJ XVHGWR P RQWRUHP SOR\HHVHQJDJHGLQ URRWLQJ RSHUDWRQRQOZ VOPSHGURRV

YL 1RZRUKUWKDQWKHQHHQJDJHGLQURRWLQJ ZRUN RQOZ VOPSHGURRV RU WKHQHFRYHUHGE\ DIDOOSURWHFWRQSDQ VKDOOEHDOOZ HGLQDQDUHZKHUH HP SOR\HHLVEHQJ SURWHFWHGE\ DVDIHW\ P RQVRUQJ\WWP

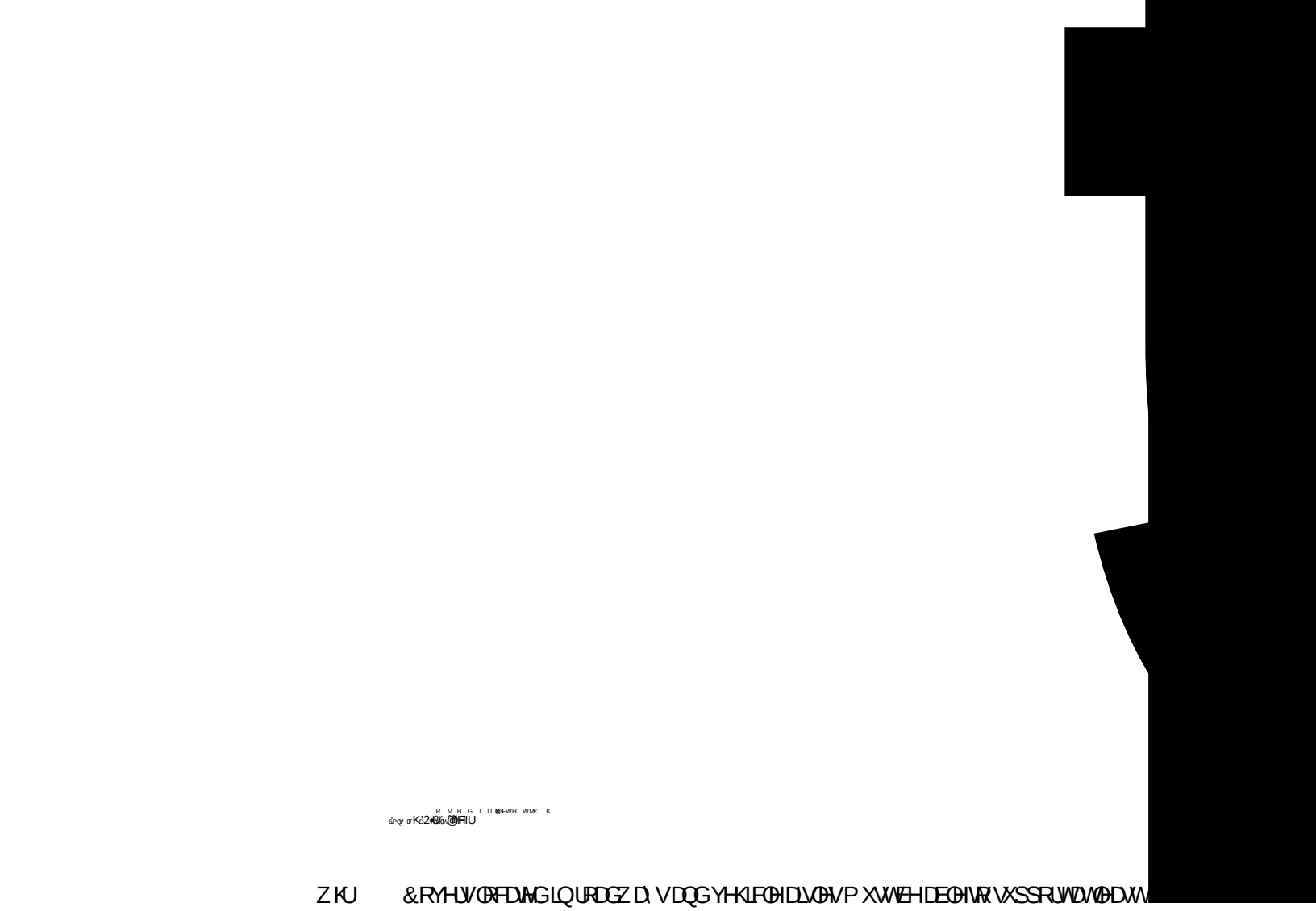
YL $OOZRUNHUVLQDFRQWRODGDFHW]RQHVKDOOEHLQWWKFWWHG ZLWKIDOOKD]DUGZDUQLQJVLWXHGE\ VDIHW\ P RQVRUV

H 6DIHW1 HW6\VWP V

L 6DIHWQHWP XWEHLQWDOOHGDVFORVHDVSUDFWFDEHXQGHUWKHZDONQJ ZRUNQJ \XUFHRQZKFK HP SOR\HVDZRUNQJ DQGQHYHUP RUHWKDQ IHWEHOZ VXFK OHYHO ' HFWWYHQHWVKDOOORWEHXVHG 6DIHWQHWVKDOOEHLQVFWHGDWWDW RQFHDZHNIRUZHDU GP DJH DQGRWKHUGHWULRUDWQ6DIHWQHWVKDOOEH LQWDOOHGZLWKVXIILFLHQWFOHDUDQFHXQGHUQHDWKWRSURYHQWFRQWDFWZLWKWHVXUFH RUWWKFWXHEOZ

LL ,WP VWKDWKDYHIDOOHQLQRVDIHWQHWLQFXGLQ±EXWQRWWHXWFWRWUDPLDOY VFUS HTXLSP HQWDQGWRQY± P XWEHUHP RYHGDVVRQDSRXLEOHIDQGDWWDW EHRUHWKHQ[WZRUNVKLW

I : DUQLQJ / LQH6\VWP V : DUQLQJ QDH\VWP VFRQLWWR URPHQV ZLWHV RUFKDLQV DQG VXSSRUWQJ WDQFKLRQVDQGDUHVHWXS DVIRQOZV



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D 3XUSRVH 7KHSXUSRVHRI WKLVUHVFXHSODQLVWRHVWDEOLVK&RQJHZLGHJXLGHOLQHVIRU UHVSRQGLQJ WRIDOOYIURP KHLJKW7KLVUHVFXHSODQLVLQWQGHGWRUHGXFHUDVVWRDQ HP SOR\HH¶VKHDOWKDVVXUDQFHDWWUDFWHGXFDWHSODQVKRXOGDOVR P LQLP L]HWKH DP RXQWRI DVUVNEHKDYLRUR WKHUHVFXHGXULQJ WKHUHVFXHDWWP SWDQGKHOSVRHQXUH WKDWWKHUHVFXHLVFRQGXFWHGSURP SWD LQDVDIHDQGSURHVLRQDOP DQQHU

E $SSOLFDWLRQ

L 7KLVUHVFXHSODQDSSOLHVWRDOOEPSOR\HHVZKHUHSHUIRQQHOUHP SOR\HGWRZRUNDW KHLJKW

LL 7KHUHTXLUHP HQWVRI WKLVUHVFXHSODQP XWEHREVHUYHGE\ DOOSHUVRQQHOLQYROYHG LQZRUNLQJ DWKHLJKW

LLL 7KLVUHVFXHSODQP XWEHUHYLHZHGRULQFRUGHGLQDQ \ MRE VDIHW\DQDO\VRU SUHWDN SODQQLQJ IRUDFWLYLWLHV\WKDWWHQGWRUHZRUNLQJ DWKHLJKW

F ' HLQLWLRQV

L 5HVFXH3ODQ $ \WDWH\ RUSURFHGXUH SODQQHGLQDGYDQFH WRVDIHO UHWULHYHD SHUVRQZKR KDVIDOOHQIURP DQHOHYDWHGZRUNVXUIDFHDQGLVXVSHQGHGLQDIXOO ERG\ KDUQHVV 7KLVLQFOXGHVVHO UHVFXHRUP HFKDQLFDO DLGHGUHVFXH

LL 6HO5HVFXH $QDFWRULQWKDQFHRI DQHP SOR\HHXVLQJ KLVIDOOSURWHFWLRQ HTXLSP HQWWR UHVFXHKLP RUKHUVHO