



COMPANY NAME	TITAN AG SERVICES, INC.
--------------	--------------------------------

PLAN	HEAT ILLNESS PREVENTION PLAN
------	---

TABLE OF CONTENTS

- I. Responsibility
- II. Provision of Water
- III. Access to Shade
- IV. Weather Monitoring
- V. High Heat Procedures
- VI. Emergency Response Procedures
- VII. Procedures for Contacting Emergency Medical Services
- VIII. Acclimatization
- IX. Training

HEAT ILLNESS PREVENTION PLAN

I. RESPONSIBILITY

(ENEREYDA IBARRA SANCHEZ), Safety Coordinator is in charge of the Heat Illness Prevention Plan for **(TITAN AG SERVICES, INC.)**. **ENEREYDA IBARRA SANCHEZ** will make sure that our program is supported, implemented, reviewed periodically, and updated when the need presents itself. Our supervisors/foremen will be in charge of implementing and accomplishing specific parts of the program such as: training, accident investigations, hazard identification and evaluation, making available heat prevention precautions such as water, shade, engineering and administrative controls.

II. PROVISION OF WATER

Every day, before the crew starts to work, supervisors/foremen will be responsible to have drinking water containers at the site, so that at least 1 quart per employee per hour is available at the start of the shift. The supervisors/foremen are responsible to have enough water for every employee to be able to drink one quart of water per hour during the work shift. The water must be fresh, pure, suitably cool, and provided to employees free of charge. The water shall be located as close as practicable to the areas where employees are working.

To have enough water available at all times, supervisors/foremen will make sure to bring the required number of igloos based on the number of employees under their supervision. Supervisors/Foremen will check the water containers every hour to make sure that water is available at all times to the employees, in the quantity and quality aforementioned.

To replenish the water, the foremen will contact **(CREW SUPERVISOR/ SAFETY COORDINATOR)**, he/she will bring water and/or ice to the supervisors/foremen as needed. Water could also be replenished from farm/ranch yard, or other locations where fresh, pure, suitably cool water is available.

Supervisors/foremen will bring paper cone rims or bags of disposable cups to ensure that these are made available for each worker. **CREW SUPERVISOR/ SAFETY COORDINATOR** will carry extra cone rims or bags of disposable cups to provide to the foremen as needed.

Water will be always readily accessible. It will be as close to the employees as practicable given the working conditions and layout of the worksite. The supervisors/foremen will ensure water containers are relocated to follow along as the crew moves. Supervisors/foremen are responsible for cleaning the water containers and ensuring that they are kept in sanitary condition.

Supervisors/Foremen will point out daily the location of the water coolers to the workers and remind them to drink water frequently. Supervisors/Foremen will encourage employees to drink water frequently throughout the workday.

III. ACCESS TO SHADE

TITAN AG SERVICES, INC. will have shade present when the temperature exceeds 80 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 80-degrees Fahrenheit, we will have one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling.

Employees will have access to shade at all times during the entire shift and there will be enough shade to accommodate the number of employees on recovery or rest periods, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other.

The shade will be located as close as practicable to the areas where employees are working. The amount of shade present during meal period will be at least enough to accommodate the number of employees on the meal period who remain on site.

Employees will be allowed and encouraged by the supervisor/foreman on site to take a preventative cool-down rest in the shade when they feel the need to do so to protect themselves from overheating. Employees who take a preventative cool-down rest will be monitored and asked if he or she is experiencing symptoms of heat illness. Employee will be encouraged to remain in the shade and will not be ordered back to work until any sign or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade.

If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a preventative cool-down rest period, **TITAN AG SERVICES, INC.** will provide appropriate first aid or emergency response.

Each supervisor/foreman is responsible to set up the shade at the job site and have it ready every morning before the employees start to work. As the crew is moving, the foreman needs to move the shade so that it is available as close to the employees as practicable.

If temperature does not exceed 80 degrees, shade will be accessible upon employees request throughout the entire shift.

IV. WEATHER MONITORING

Procedures for Monitoring the Weather (include but are not limited to):

- Farm Operations Manager will check the weather forecast each day and advise the field staff (QC) department.
- QC's will inform all foreman of the weather forecast prior to each work day.
- Safety Department will also check the weather forecast each day before the shift begins and advise all QC's and Foreman per needed basis.
- The work schedule will be planned in advance, taking into consideration whether high temperatures or heat wave if expected.
- Prior to each workday, the forecast temperature and humidity for the worksite will be reviewed and will be compared against the National Weather Service's & Heat Index to evaluate the risk level for heat illness.

- A thermometer will be used if a phone is not available.
 - ❖ The weather forecast providers used at **TITAN AG SERVICES, INC.** are :
 1. Weather forecast can be checked with the aid of the internet (<http://www.nws.noaa.gov/>).
 - Calling the National Weather Service phone Number.

CALIFORNIA Dial-A-Forecast

Eureka 707-443-7062
 Hanford 559-584-8047
 Los Angeles 805-988-6610 (#1)
 Sacramento 916-979-3051
 San Diego 619-297-2107 (#1)
 San Francisco 831-656-1725 (#1)

2. OSHA/NIOSH Heat Safety Tool App

V. HIGH HEAT PROCEDURES

We will implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures will include the following to the extent practicable:

- Employees will be observed by a supervisor/foreman to make sure they are alert and to identify signs or symptoms of heat illness.
- We will ensure effective employee observation/monitoring by implementing the following:
 - Supervisor/foreman or designee observation of 20 or fewer employees.
 - Supervisor/foreman will implement a mandatory buddy system to watch each other closely for discomfort or symptoms of heat illness and to immediately report to the supervisor if they observe such symptoms on any co-employee.
 - Supervisors/foremen will make sure that effective communication is maintained with employees, by voice, observation or electronic means (cell phone, radio, text messaging device, so employees at the job site can contact a supervisor if needed.
- Supervisor/foreman will designate one or more employees on each work shift as authorized to call for emergency medical services, and will allow other employees to call for emergency services when no designated employee is available.
- Employees will be reminded throughout the work shift to drink plenty of water.
- Close supervision of new employees will be observed by a supervisor or designee for the first 14 days of employee's employment, unless the employee indicates at the time of hire that he or she has been working for at least 10 of the past 30 days for 4 or more hours per day.
- During a heat wave or when the temperature is expected to exceed 95 degrees Fahrenheit, supervisors/foremen will hold a meeting before the commencement of work to review the high heat procedures, encourage employees to drink plenty of water, and remind employees of their right to take a cool-down rest when necessary.

- When temperature reaches 95 degrees or above, we will ensure that the employees take a minimum ten-minute net preventative cool down rest period every two hours.

VI. EMERGENCY RESPONSE PROCEDURES

The company will ensure that with each crew there is a trained and equipped person to render first aid if necessary, for the number of employees supervised.

The phone number for emergency medical responders is given to supervisors/foremen and designee along with a means to contact them if necessary.

The supervisors/foremen are provided with a map along with clear and precise streets or road names of the job site.

Before the day's work begins, each supervisor/foreman is to:

1. Ensure that effective communication by voice, observation, or electronic means are maintained so that employees at the work site can contact a supervisor or emergency medical services when necessary. Always have a means to communicate with emergency medical services, cell phone and/or radio. If an electronic device will not furnish reliable communication in the work area, the supervisor/foreman will ensure a means of summoning emergency medical services.
2. Know the location where employees are working, including the address or highway coordinates, ensuring that emergency medical providers will receive good directions to the work site. Need to make sure they have the map along with clear and precise streets or road names of the job site
3. When working in remote areas, ensure that at least one person is trained in first aid per each crew.
4. Supervisors/foremen who don't speak English should know that in case of emergency they can request assistance by calling **ENEREYDA IBARRA SANCHEZ (661-446-3346), VICTOR GONZALEZ (559-920-0041)** and/or the office at **(661-849-2722) (JOHN DELAPENA)**.

Signs of heat illness symptoms:

1. General discomfort, loss of coordination and stamina.
2. Weakness, poor concentration, irritability, muscle pain and cramping.
3. Fatigue, blurry vision, headache, dizziness, nausea, vomiting, confusion, and unconsciousness.

When a supervisor/foreman observes or any employee reports, any signs or exhibiting heat illness symptoms:

1. The supervisor/foreman will take immediate action commensurate with the severity of the illness.
2. If an employee exhibits signs or symptoms of heat illness he/she will be monitored and will not be left alone or sent home without being offered onsite first-aid and/or being provided with emergency medical services.
3. If serious heat illness is suspected, emergency medical personnel should be immediately contacted **9-1-1** and on-site first aid should be provided.
4. Get the employee to a shaded area and monitor for at least 15 minutes.
5. If the employee is conscious, have the employee drink fluids, preferably water.
6. Reduce body temperature by loosening or removing clothing and shoes.
7. Apply cool, wet cloths, such as towels or sheets, or splash cold water on the body and fan vigorously.

8. If the victim vomits, stop giving fluids. Position the victim on the side. Make sure all vomit is cleared from the mouth and nose to prevent choking. Watch for breathing problems. Keep the victim lying down.
9. While waiting or during transport elevate the legs about 12 inches.

VII. PROCEDURES FOR CONTACTING EMERGENCY MEDICAL SERVICES

Emergency Response With Phone Service:

In the event of an emergency the supervisor/foreman or designee will **CONTACT 9-1-1** and report to the dispatch your physical location. Refer to the maps included in your supervisor/foremen book/binder, so you can provide your physical location to the emergency dispatch.

If there are no English-speaking supervisors/foremen or designee at the job site, to get assistance to report the emergency contact;

1. **ENEREYDA IBARRA SANCHEZ (Safety Coordinator)** (661) 446-3346
2. **VICTOR GONZALEZ (Safety/HR Assistant)** (559) 920-0041
3. **JOHN DELAPENA (Human Resources)** (661) 849-2722

Stay with the injured employee, but make sure someone is positioned on both the road and the avenue locations for the emergency vehicle to see them. Advise the dispatch that you will have personnel waiting on the road for them. Stay on the phone with the dispatcher until the ambulance has found your location.

Emergency System in Rural Areas with no Phone or Radio Reception:

If you are in rural area, which does not get either cell phone or radio reception, load the employee in your vehicle.

Proceed to the nearest **Hospital Emergency facility**. When you are traveling have someone go with you. **This employee should be capable of continuing to contact 9-1-1.**

If or when you get in contact with 9-1-1, set up a meeting place for the ambulance to receive the injured employee. Make sure you make clear to the dispatch the exact location you will meet.

Time and location is very important for this connection, stay on the phone with the dispatcher until you have successfully met the ambulance team.

In the case of no cell phone or radio reception, continue to drive the injured employee straight to the nearest **fire station or hospital emergency facility.**

VIII. ACCLIMATIZATION

Acclimatization is the temporary and gradual physiological change in the body that occurs when the environmentally induced heat load to which the body is accustomed is significantly and suddenly exceeded by sudden environmental changes. In more common terms, the body needs time to adapt when temperatures rise suddenly, and an employee risks heat illness by not taking it easy when a heat wave strikes or when starting a new job that exposes the employee to heat to which the employee's body hasn't yet adjusted.

Inadequate acclimatization can be significantly more perilous in conditions of high heat and physical stress. Employers are responsible for the working conditions of their employees, and they must act effectively when conditions result in sudden exposure to heat their employees are not used to.

- The weather will be monitored daily. The supervisor/foreman will be on the lookout for sudden heat wave(s), or increases in temperatures to which employees haven't been exposed to for several weeks or longer.
- All employees will be closely observed by a supervisor/foreman or designee during a heat wave.
- During a heat wave or heat spike, the work shift will be evaluated and shortening the day will be considered (example, finish the work shift at 12 p.m.); if possible, work will be rescheduled (example conducted at night or during cooler hours) or if at all possible, cease for the day.
- For new employees, the intensity of the work will be lessened during a two-week break-in period (such as scheduling slower paced, less physically demanding work during the hot parts of the day and the heaviest work activities during the cooler parts of the day (early-morning or evening).
- During heat waves and with new employees, the supervisor/foreman or designee will be extra-vigilant with new employees and stay alert to the presence of heat related symptoms. All employees who have been newly assigned to a high heat area will be closely observed by a supervisor/foreman or designee for the first 14 days of the employee's employment.
- New employees will be assigned a "buddy" or experienced coworker to watch each other closely for discomfort or symptoms of heat illnesses.
- During a heat wave, all employees will be observed closely (or maintain frequent communication via phone or radio), to be on the lookout for possible symptoms of heat illnesses.
- Employees and supervisors will be trained on the importance of acclimatization, how it is developed and how these company procedures address it.

IX. TRAINING

At the start of each season, during the week, and before the beginning of work involving a risk of heat illness, employees, foremen and supervisors working outdoors are effectively trained in these heat-illness prevention subjects:

1. Environmental risk factors for heat illness. "**Environmental risk factors for heat illness**" means working conditions that create the possibility that heat illness could occur, including air temperature, relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, workload severity and duration, protective clothing and personal protective equipment worn by employees.
2. Personal risk factors for heat illness. "**Personal risk factors for heat illness**" means factors such as an employee's age, degree of acclimatization, health, water consumption, alcohol consumption, caffeine consumption, and use of prescription medications that affect the body's water retention or other physiological responses to heat.

3. The company's procedures for complying with the requirements of heat-illness prevention standard including, but not limited to: (employer's responsibility to provide water, shade, cool-down rests, and access to first-aid as well as the employees' right to exercise their rights under this standard without retaliation)
4. The importance of frequent consumption of small quantities of water, 3 to 4 glasses of water per hour, including at the start of the shift, in order to replace the water lost to sweat.
5. The concept, importance, and methods of acclimatization. **Acclimatization** is the process whereby a person gradually adapts to work in the heat when exposed to it. **Acclimatization** peaks in most people within four to 14 days of regular work for at least two hours per day in the heat. **Supervisors/Foremen or designee** will monitor employees for signs of heat illness, especially during the first few days of hot work seasons. **Employees** also need to be especially aware of signs of heat stress during those times until they have become acclimatized to the heat.
6. Employees should wear clothing appropriate for the work they are performing following these guidelines:
Wear light-colored clothing of a fabric that is permeable to the air and loose fitting, such as cotton. Many synthetic materials do not provide adequate ventilation.
Generally, less clothing is desirable in hot environments, except when the air temperature exceeds 95 degrees Fahrenheit or when a person is standing next to a radiant heat source or exposed to the sun; in those instances, covering exposed skin is beneficial to reducing heat stress and sunburn.
Wear proper working boots. Sandals and open-toe shoes may not be worn in the work place.
7. The different types of heat illness, the common signs and symptoms of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition that may progress quickly from mild symptoms and signs to serious and life-threatening illness:
 - a) Heat Cramps: usually involves the pain in the muscles fatigued by heavy work, such as calves, thighs, abdomen and shoulders.
 - b) Heat Exhaustion: headaches, dizziness, lightheadedness or fainting; weakness and moist skin; mood changes such as irritability or confusion; upset stomach or vomiting.
 - c) Heat Stroke: Dry, hot skin with no sweating, mental confusion or loss of consciousness; seizure or irrational behavior.
8. The importance of immediately reporting to the company, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers. Early recognition and reporting of symptoms will allow for the appropriate measures, from a preventative recovery period up to emergency medical attention.
9. Procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary (as outline above).
10. Procedures for contacting emergency medical services, ensuring that clear and precise directions to the work site will be given to emergency responders, and if necessary, for transporting employees to a point where a provider of emergency medical services can be reach them (as outlined above).
11. The training will be conducted in the language employees can understand. The initial training will be reinforced with frequent tailgate meetings.