



HEARING CONSERVATION PROGRAM

Number: 5.8

Date of Issue: 07/01/2015

Section: Occupational Health/Industrial Hygiene

Date of Revision:

PURPOSE

Exposure to excessive noise levels could produce temporary or even permanent hearing loss which may be irreparable over time. Therefore, Rival Services feels that the implementation of this Hearing Conservation Program is necessary to ensure the safety and well-being of at-risk employees.

SCOPE

The following policies and procedures shall be applicable to all employees of Rival Services ("Rival"), including any agency or leased laborers under direct supervision of the Company where we collect and report their man-hours.

Supervisors will be responsible for ensuring that employees and contracted personnel follow these procedures.

PROGRAM ELEMENTS

Exposure to noise levels which equal or exceed 85 dB over an 8-hour time weighted average (TWA), without regard to any hearing protection provided, will be sufficient to enact the measures within this program for all affected employees. The elements of the program are:

Initial Monitoring

Noise surveys will be conducted to identify employees for inclusion into the Hearing Conservation Program. This will be done in the following manner:

- Site-specific noise surveys will be conducted to assess and document noise levels. The survey results will be used to determine high noise level areas, placement of warning signs, and prescription of adequate hearing protectors.
- If the facility owner or client has determined the high noise level areas and designated those areas by warning signs, a copy of the owner's initial noise survey will be obtained. The survey results will be used to prescribe adequate hearing protection.
- Representative personal sampling will be conducted to identify employees for inclusion into the Hearing Conservation Program.

Employee Notification

Each employee exposed at or above an 8-hour time weighted average of 85 dB will be notified of the results of the monitoring.



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Audiometric Testing Program

Audiometric testing will be required for all employees who are regularly exposed to an 8-hour TWA of 85 dB or greater.

A baseline audiogram will be conducted within 6 months after employees' exposure at or above an 8-hour TWA of 85 dB.

The test required to establish a baseline audiogram will be preceded by at least 14 hours without exposure to workplace noise. However, hearing protection may be used as a substitute for the requirement that baseline audiogram be preceded by 14 hours with no exposure to workplace noise. Workers will be notified to avoid high levels of non-occupational noise exposure during this 14-hour period.

Annual audiograms will be obtained for each employee participating in the Hearing Conservation Program. This will be compared to the baseline audiogram to determine if any Significant Threshold Shift (STS) has occurred.

- Employees will be notified in writing within 21 days of a determination of an STS.
- Employees who experience a work related STS will be rescheduled.

This re-evaluation will consist of refitting and retraining regarding hearing protectors. The company will also re-evaluate the effectiveness of those hearing protectors used.

HEARING PROTECTION

Hearing protection will be worn when noise levels exceed the following:

Permissible Noise Exposure

<u>Duration per Day</u> (hours)	<u>Sound Level dB</u> (slow response)
8	90
6	92
4	95
3	97
2	100
1-1/2	102
1	105
1/2	110
1/4 or less	115

Hearing protection will be worn:



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- In all designated high noise level areas.
- By employees who are exposed to an 8-hour TWA of 85 dB or greater and who:
 - Have not had the baseline audiogram, or
 - Have experienced a standard threshold shift.

Employees will be fit tested for proper hearing protection, unless a universal fit protector is used.

Employees shall be given the opportunity to select their hearing protectors from a variety of suitable hearing protectors provided by Rival.

Employees exposed to an 8 hour time-weighted average of 85 decibels will be able to select universal fit hearing protectors from a variety of suitable hearing protectors offered by the Company. These will be available at no cost to the employee.

TRAINING PROGRAM

All employees exposed to high noise areas exceeding the noise action level will receive training before their initial assignment. This training will be repeated annually, and will include the following information:

- The effects of noise on hearing.
- The purpose of hearing protection, the advantages, disadvantages, and alterations of various types; and instruction on selection, fitting, use, and care.
- The purpose of audiometric testing and the explanation of the test procedure.

Training shall be updated consistent to changes in PPE and work processes and include the proper techniques of wearing hearing protection.

Documentation certifying that the employee has received the training will be kept on file. This will include the following information:

- Person conducting the training.
- Employee's name and social security number.
- Date of training.
- Project number/location.

RECORD KEEPING

Exposure measurements, audiometric testing, training and any related records will be maintained for the following periods:

- Noise exposure measurement will be retained for 2 years.



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- Audiometric test records will be retained for the duration of the affected employee's employment.

ACCESS TO RECORDS

All employees will have access to their medical, exposure measurement, and audiometric test records by submitting a request to the Operations Manager, Safety or HR Department, who will then contact the Safety Manager for coordination and instructions.