CONCEPT PACKAGING GROUP

CPG Hearing Conservation Program

CPG Human Resources

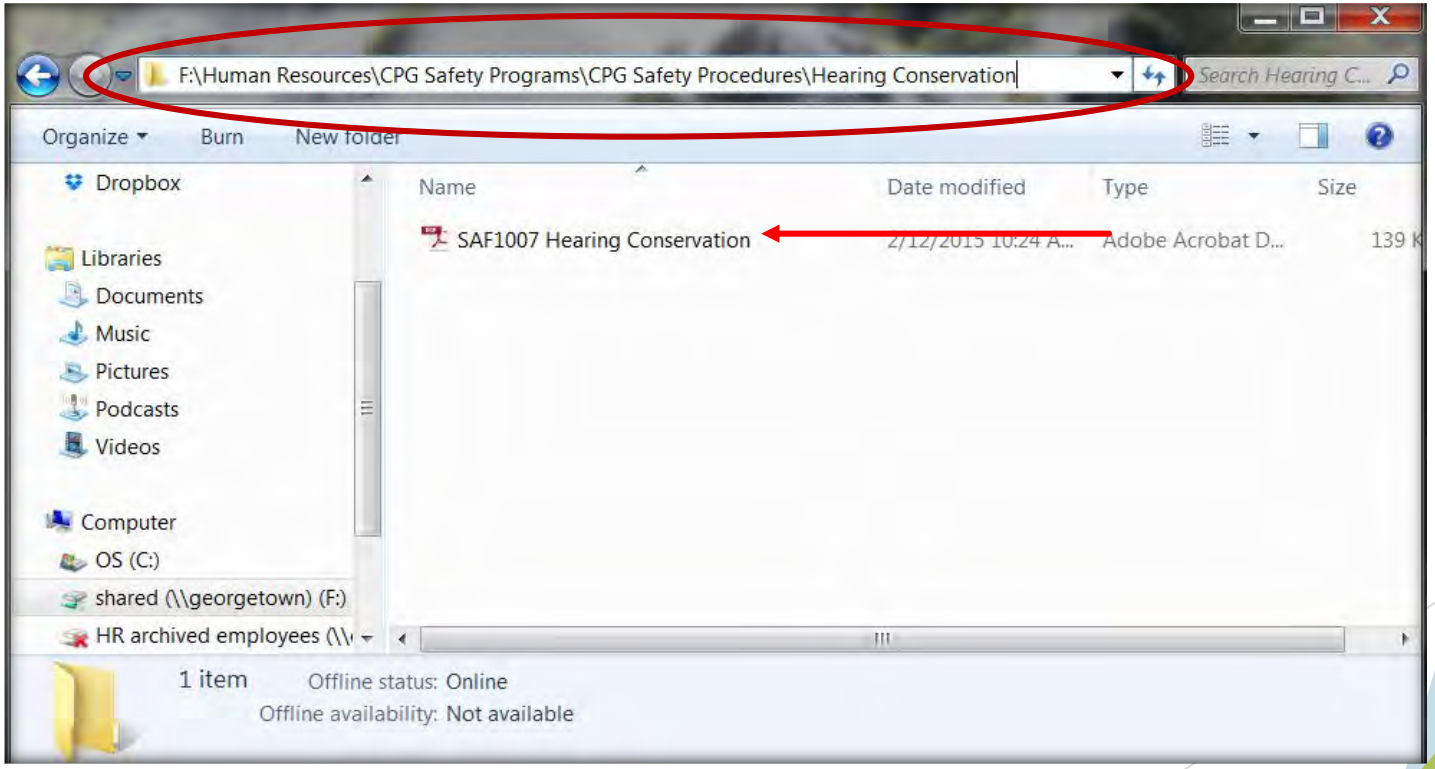
CPG Hearing Conservation Program

What is the purpose of a Hearing Conservation Program?

- Some CPG employees are exposed to noise levels that equal or exceed 85 dB in an 8-hour Time Weighted Average (TWA).
  - dB = decibels
  - TWA is the average amount of a substance you can be exposed to over a specified period; in this case – 8 hours
- The CPG Hearing Conservation Program meets the OSHA requirements for noise exposure, and ensures that all possible measures are used to avoid hearing damage in the workplace.

CPG Hearing Conservation Program

- Where is the CPG Hearing Conservation Program document located?



CONCEPT PACKAGING GROUP

CPG Hearing Conservation Program

What methods are used to ensure hearing is protected?

1. When there are significant changes in machinery or production processes that may result in increased noise levels, a licensed third party will perform a noise level survey in the affected area(s).
   - Employees will be notified of the results of the monitoring, and affected employees may observe any noise measurements conducted.
2. Affected employees will have annual audiometric testing performed by a certified third party, at no cost to the employee, to determine if hearing is adversely affected.
   - A Standard Threshold Shift (STS) is a change in hearing threshold relative to the baseline audiogram of an average of 10 dB or more at 2000, 3000, & 4000 Hz in either ear.

CPG Hearing Conservation Program

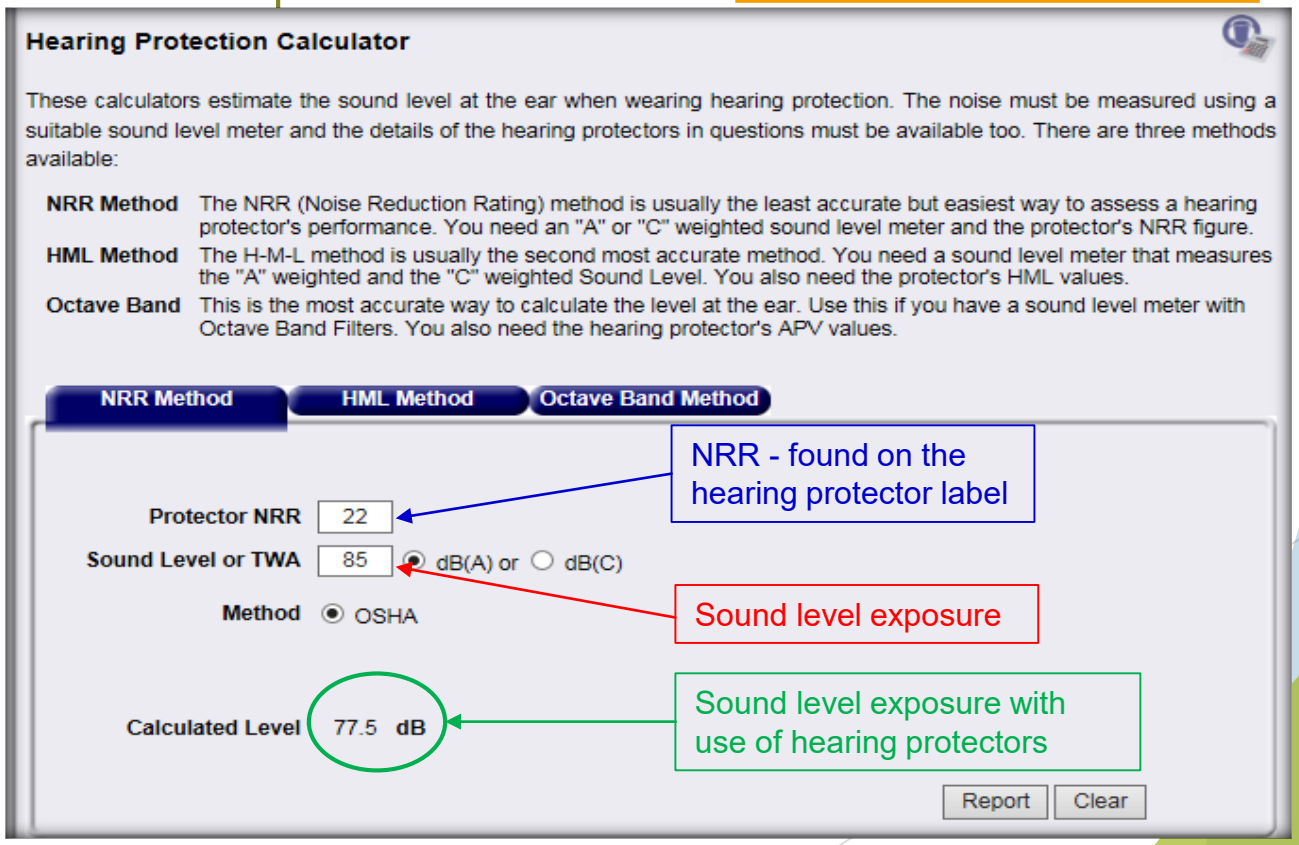
What methods are used to ensure hearing is protected?

3. CPG provides hearing protectors to those affected, at no cost to the employee, that are suitable for the noise level exposure in their work area.
4. Affected employees are required to use these hearing protectors in designated areas of the facility, and are responsible for obtaining new ones as necessary.
   - Though hearing protectors may be uncomfortable and inconvenient at times, they are the <u>last line of defense</u> from permanent hearing damage!
   - Electronic devices generally used with headphones (i.e. MP3 players) are not allowed in the workplace.

CPG Hearing Conservation Program

Online calculators are available to determine the Noise Reduction Rating (NRR) of hearing protectors.

- This example can be found at www.noisemeters.com



CPG Hearing Conservation Program

Audiometric Testing Procedure

- All CPG employees will be given an audiometric test prior to employment in order to establish a baseline audiogram, to which subsequent audiograms can be compared.

CONCEPT PACKAGING GROUP

CPG Hearing Conservation Program

Audiometric Testing Procedure

- Employees exposed to an 8-hour TWA of 85 dB or higher will be retested annually, and the results will be compared to the employee's baseline to determine if an STS has occurred.
  - Employees will receive a copy of their individual test results.
  - A copy of the results will be kept in their employee medical file.
  - In determining if an STS has occurred, the certified examiner may consider the natural effects of aging on one's hearing loss.

CPG Hearing Conservation Program

Audiometric Testing Procedure, cont.

- The audiometric tests will be pure tone, air conduction, hearing threshold examinations.
- Each ear is tested separately.
- Audiometers and the examination room will meet specifications as described in the OSHA standard for Occupational Noise Exposure (29 CFR 1910.95).

CPG Hearing Conservation Program

Standard Threshold Shifts

- If an employee shows an STS, a retest is required within 30 days. The results of the 2nd exam will be final.
- The employee will be informed of the STS in writing within 21 days of determination.
- Employees not wearing hearing protectors will be fitted for them, trained in their care and use, and required to use them.
- Employees already wearing hearing protectors will be refitted, and, if necessary, provided with ones with a higher Noise Reduction Rating (NRR).

CONCEPT PACKAGING GROUP

CPG Hearing Conservation Program

Standard Threshold Shifts, cont.

- If there is a suspicion that a medical pathology of the ear is caused or aggravated by the wearing of hearing protectors, the employee will be referred for a clinical audiological examination or an ontological examination, as appropriate.
- The Human Resources Department will determine if Worker's Compensation insurance is required. They will record the STS on the facility's OSHA 300 Log, as standard threshold shifts are recordable incidents.

CPG Hearing Conservation Program

Management Responsibilities

- The Human Resources Department will retain all employee audiometric test records in each individual's employee medical file.
- Each facility's noise exposure surveys and noise measurement records will be maintained at the facility for a minimum of 5 years.
- The Corporate Quality Assurance Manager is responsible for implementing the CPG Hearing Conservation Program and ensuring that each facility is meeting program requirements.

CPG Hearing Conservation Program

Questions