



Savanna Drilling Corp.  
Suite 1000, 734 7<sup>th</sup> Avenue SW  
Calgary, Alberta T2P 3P8  
P. 403 503 9990 F. 403 503 0654  
[www.savannaenergy.com](http://www.savannaenergy.com)

## Savanna Drilling Canada Prescription Safety Glasses Program

### 1. PURPOSE

Savanna Drilling ("Savanna") is committed to the health and safety of all our employees, which includes ensuring all workers have the appropriate workplace attire and personal protective equipment (PPE) while on the worksite. This program enables employees to have access to CSA (Canadian Standard Association) approved prescription safety glasses, should they need it while at the worksite.

### 2. ELIGIBILITY

All actively employed Savanna Drilling Canada employees that may be required to work/visit a Savanna Rig location and/or conduct duties at a Savanna shop/yard location

### 3. EFFECTIVE DATE

This program is effective September 2022.

### 4. PROGRAM DESIGN

This program will be administrated by Savanna's Benefits team and managed by Eyesafe ([www.eyesafe.ca](http://www.eyesafe.ca))

As part of this program, Savanna will cover the cost of pre-determined Safety Frames, Lens Materials, and Scratch Resistant Coating with a **maximum value of \$200**. Any costs exceeding this amount will be the responsibility of the employee and shall be collected by the optometric clinic at the time of dispensing. Only CSA approved prescription safety glasses ordered through an Eyesafe approved laboratory will be eligible under this program.

Please note that any amount the company contributes towards the cost related to prescription safety glasses cannot be submitted for reimbursement under Savanna's Extended Health Benefits program.

Employees will be responsible for any applicable vision examination fees.

Employees will be eligible to participate in this program every twelve (12) months.

Prior to participating in this program, employees will be required to sign the Savanna Prescription Safety Glasses Program Acknowledgement Form.

### 5. OTHER TERMS & CONDITIONS

Employees that are terminated (voluntary or involuntary) within six (6) months of purchasing their prescription safety glasses through this program, will be payroll deducted the costs related to this program.

Employees who are within their three (3) month probationary period that request unpaid time off or a leave of absence, will be payroll deducted the costs related to this program. This will be reimbursed upon the employees return to work.

The Savanna Drilling Canada Prescription Safety Glasses Program is subject to change at management discretion at any time.



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<b>Employee Acknowledgement &amp; Signature:</b>
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By signing below, I confirm that I have reviewed the program document and irrevocably authorize Savanna to deduct through payroll (including my final pay) costs related to the Savanna Drilling Canada Prescription Safety Glasses Program, if my employment is terminated (voluntary or involuntary) within six (6) months of the date of reimbursement or if I request unpaid time off or a leave of absence within my three (3) month probationary period.

Employee Name (Please Print): \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date Signed: \_\_\_\_\_



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## Savanna Drilling Canada Prescription Safety Glasses Program FAQ

### 1. How do I participate in this program?

- **Step One:** Contact Savanna's benefits team ([benefits@savannaenergy.com](mailto:benefits@savannaenergy.com))
- **Step Two:** Savanna will issue to you the applicable program documents to sign and acknowledge electronically
- **Step Three:** Once you complete the above steps, you will be issued an **"Eyesafe Job Order Form"** via e-mail that you will be able to use at any Eyesafe approved clinic.

This form outlines the company's policy for cost coverage, frames, lenses, and coating options. Think of it as a summary of the options you will have available when you visit a participating Eyesafe clinic.

- **Step Four:** When it's time to visit an Eyesafe approved clinic to choose your prescription safety eyewear, book an appointment by contacting the Eyesafe clinic in your area. For added convenience, you can also book your eye exam at the same time, just let the clinic staff know.

The Eyesafe team is available across Alberta, BC, and Saskatchewan. Their locations can be found through the following link:

[http://www.optometrists.ab.ca/web/AAO/Eyesafe/Find\\_An\\_EyeSafeOptometrist.aspx](http://www.optometrists.ab.ca/web/AAO/Eyesafe/Find_An_EyeSafeOptometrist.aspx)

### 2. Who is Eyesafe?

Eyesafe provides CSA approved prescription safety eyewear in Canada. Their clinics are virtually in every community throughout Alberta with over 350 locations. Eyesafe works directly with the Alberta Association of Optometrists.

### 3. What kind of safety glasses can I get through this program?

Only Canadian Standard Approved (CSA) approved prescription safety glasses ordered through an Eyesafe approved laboratory will be eligible under this program.

### 4. What if the safety glasses that I choose cost over \$200?

Through this program you will be able to select any prescription safety glasses from Eyesafe that meet the minimum requirements of this program. Savanna will cover up to a maximum value of \$200. If your prescription safety glasses exceed the maximum value, you are responsible for paying the difference at the point of sale.

### 5. What if the safety glasses that I choose cost below \$200?

If your safety glasses cost is below \$200, the difference will not be given to you or charged to Savanna.

### 6. How many prescription safety glasses can I purchase through this program?

You will be eligible to purchase one (1) prescription safety glasses every 12 months under this program.

**7. Will I need to have a current eye prescription and who covers the cost of eye exams?**

Yes, it is recommended that you have a current eye prescription available to provide to the Eyesafe clinic (e.g. less than 2 years old) or when contacting Eyesafe you may book an eye exam appointment through their clinic.

***Any cost related to eye exams will be the responsible of the employee at the time of their appointment and is not covered under this program.***

As a reminder, Savanna's extended Health benefits through Industrial Alliance has eye exam coverage available to employees.

**8. Can I submit the cost of the prescription safety glasses under Savanna's Extended Health Benefits program through Industrial Alliance (iA)?**

Currently, prescription safety glasses are not included under the Group Benefits program through Industrial Alliance. This program is separate from the group benefits plan.

**9. Does Eyesafe include any warranties?**

Every frame ordered through Eyesafe comes with a minimum one (1) year warranty against defects in workmanship. You may contact Eyesafe directly for further information on their warranty program or any applicable guarantees.

**10. How often can I participate in this program?**

Employees can participate in this program every 12 months.