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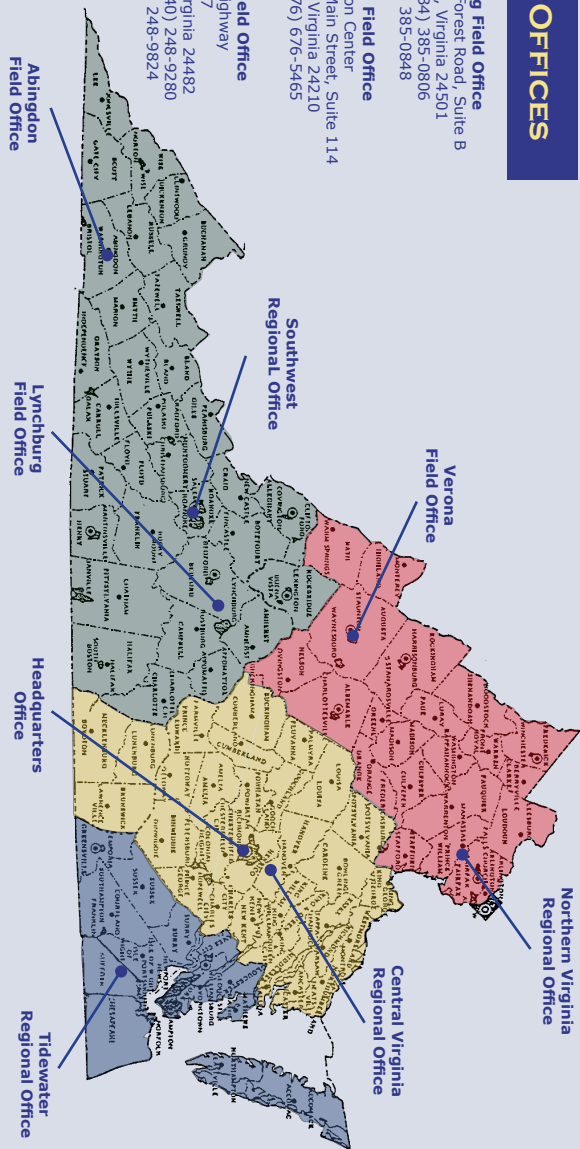
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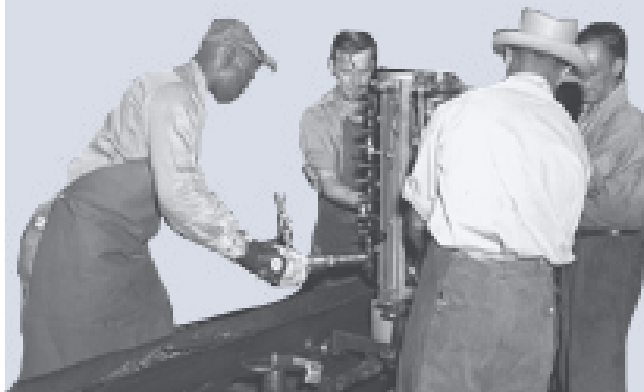
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Challenge

*A step by step roadmap to making your company
one of the safest and healthiest in the country.*

VOLUNTARY PROTECTION PROGRAMS

Recognizing and Promoting
Exceptional Safety and Health
Management Systems

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Background

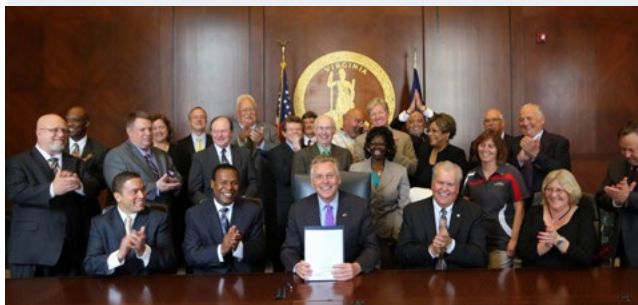
Virginia VPP recognizes and promotes exceptional safety and health management systems. In VPP, the Department of Labor and Industry's Occupational Safety and Health Program (VOSH), management and labor establish a cooperative relationship at Virginia workplaces that have implemented exemplary safety and health programs.

- Management agrees to operate an effective program that meets an established set of criteria.
- Employees work directly with management to ensure a safe and healthful workplace.
- Other key elements include worksite analysis, hazard prevention and control, and safety and health training.



VPP Concept

The VPP concept recognizes that enforcement alone can never fully achieve the objectives of the OSH Act. Exceptional safety and health management systems that go beyond VOSH standards can protect workers more effectively. The highest level of VPP recognition in Virginia is STAR. **Virginia STAR** participants are an elite group of facilities that have designed and implemented outstanding safety and health programs.



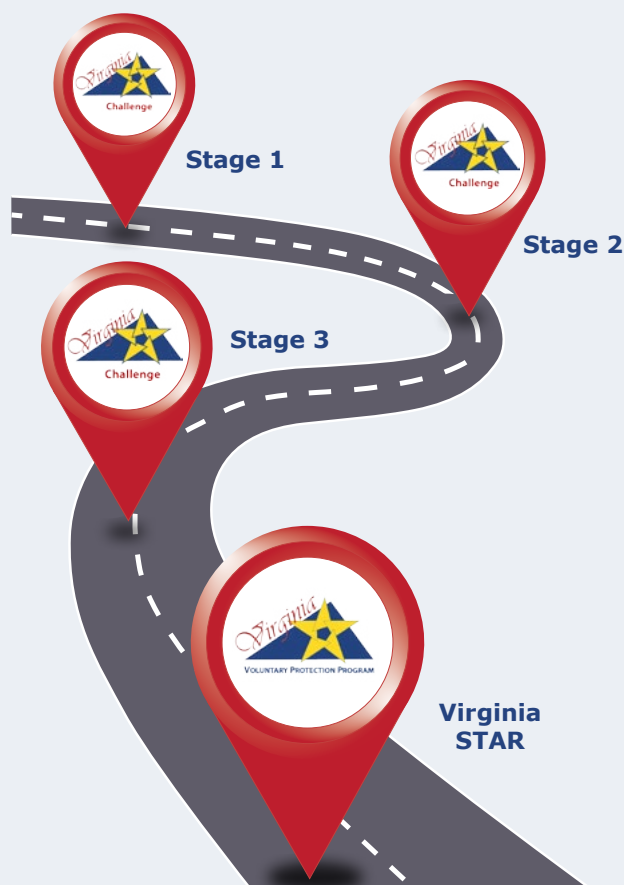
Virginia VPP Codification Ceremony

Virginia Challenge Principles

Virginia Challenge provides a "roadmap to Virginia STAR," plotting a path for employers to follow with the help of a voluntary network of safety and health professionals committed to providing guidance and advice in developing and implementing a safety and health management system based on VOSH's VPP model.

This program provides flexibility for diverse industries with three levels of participation for general industry, and provides recognition for employers' incremental improvements on their path to attaining Virginia STAR status.

Virginia Challenge supports VOSH's VPP mission to protect lives by reducing fatalities, injuries, and illnesses in the workplace.



Virginia Challenge Elements

The core elements of Virginia Challenge are the same as Virginia STAR. To qualify for Virginia STAR, a site must operate a comprehensive safety and health management system that includes four essential elements and their sub-elements. The main elements are:

- Management Leadership and Employee Involvement,
- Worksite Analysis,
- Hazard Prevention and Control, and
- Safety and Health Training



Virginia Challenge Stages

Stage I - Assess, Learn, and Develop

Introduces Participants to the basic VPP elements that are necessary to develop and implement an effective safety and health management system.

Stage II - Implement, Track, and Control

Recognizes worksites that have passed Stage I and are implementing more thorough safety and health management system processes.

Stage III - Reassess, Monitor, and Continuously Improve

Sites are reassessing and continuously improving the safety and health management system. Stage III sites are eligible to apply for Virginia STAR.



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