



NAPA Care Benefit Eligibility Guidelines Updated July 2017

The NAPA Research and Education Foundation has established the NAPA Care Program to provide financial assistance to families of NAPA Members who experience the fatal loss of an immediate family member due to a work zone or plant work area accident. The NAPA Care Committee considers each application for benefit to ensure the stated situation complies with criteria and guidelines as adopted by the NAPA Care Committee and approved by the NAPAREF Board of Trustees.

A specified benefit award amount, as determined by the NAPA Care Committee, will be hand delivered to the deceased employee's family by a representative of the NAPA member company. The immediate family members will not have restrictions on the use of these funds, and income will be non-taxable.

The benefit eligibility requirements, definitions, and exclusions are listed below for guidance and clarification:

Benefit Eligibility

To be eligible for a benefit award, each of the following criteria must be met:

1. The deceased employee must have been a legal, full-time employee of a NAPA Member company in good standing. The NAPA member company must be registered in the United States.
2. The fatality must have occurred as a result of the actual discharge of duties at a defined asphalt plant work area, paving operation, cold milling job site, or work zone.
3. The deceased employee's primary responsibility must have been associated directly with one of the following defined duties:
 - a. Production of asphalt paving mixtures manufactured at an asphalt plant facility.
 - b. Paving of asphalt paving mixtures manufactured at an asphalt plant facility.
 - c. Hauling asphalt paving mixtures manufactured at an asphalt plant facility.
 - d. Removing asphalt pavement using a rotating milling machine.

Benefit Definitions

Asphalt Plant Work Area – An area in which personnel are working directly with an asphalt plant facility engaged in the manufacturing and production of asphalt paving mixtures (*see figure 1*).

Asphalt Paving Operation– The immediate work area that involves the operation of machinery that lays, screeds, or compacts asphalt paving mixtures manufactured at an asphalt paving facility, including asphalt patching.

Cold Milling Job Site – The immediate work area that involves the process of removing an old asphalt roadway using a rotating milling drum.

Work Zone – A temporary traffic control zone that includes the advance warning area, the transition area, the activity area, and the termination area.

Line-of-Duty Fatality – Any action which claims the life of NAPA Member’s legal, full-time employee who is performing work at a plant work area, job site or work zone that is directly related to the production, laydown of asphalt paving mixtures manufactured at an asphalt plant facility, or cold milling operation.

Immediate Family Members – Include spouse, children, grandchildren, parents, grandparents, siblings, fiancé, and/or significant others, as designated by the NAPA member.

Benefit Award – Financial payment as determined by the NAPA Care Committee made to the immediate family to assist with financial stability following the loss of a loved one.

Exclusions from Benefit

- Any manufacturing process or paving operation *not using* asphalt paving mixtures manufactured at an asphalt plant facility.
- Job site preparation work *not directly related to* laying or compacting asphalt paving mixtures manufactured at an asphalt plant facility.
- Individuals *not responsible for the actual discharge of duties directly related to* the production, or laydown of asphalt paving mixtures manufactured at an asphalt plant facility, or cold milling operation.
- Undocumented immigrants.
- Subcontractors.
- NAPA non-members.

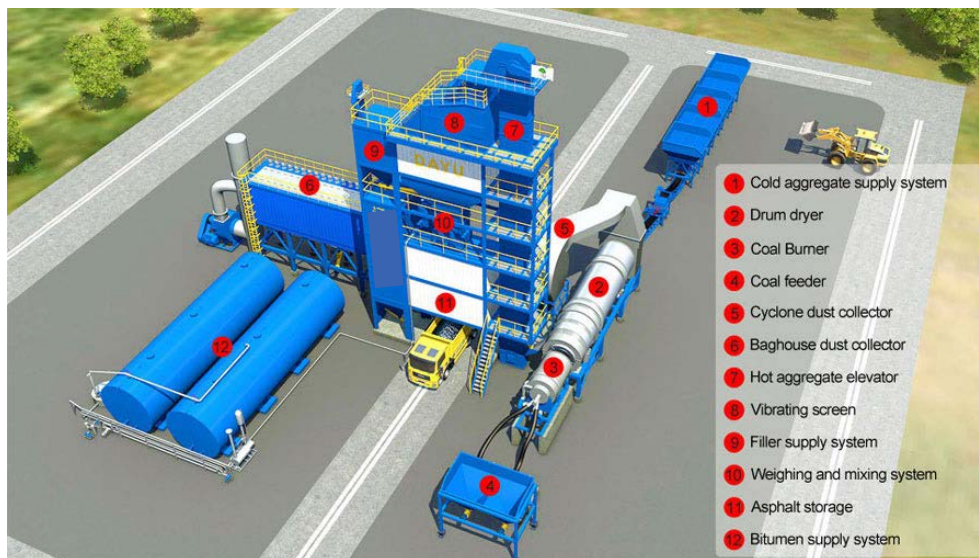


Figure 1 - Asphalt Plant Work Area – An area in which personnel are working directly with an asphalt plant engaged in the manufacturing and production of asphalt paving mixtures or hauling asphalt paving mixtures.