

# Manitoba Construction Safety Performance Survey



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ID # \_\_\_\_\_

## **INSTRUCTIONS**

The Construction Safety Association of Manitoba and the Institute for Work & Health are partnering to build organizational safety and health performance benchmarks to help define best practices to advance the protection of construction workers in Manitoba.

- **Please complete this 15-minute survey. Your answers are important to us and will be helpful in creating benchmarks.**
- **Please carefully read the instructions for each section.**
- **Please answer *all* questions.**
- **Please give us your best answer. There are no right or wrong answers.**

**More information about how to receive a benchmarking report is described at the end of this survey.**

Please use a black or blue pen and choose any of the following options when providing your response:



Thank you for taking the time to complete this survey.

Mike Jones  
Executive Director  
Construction Safety Association of  
Manitoba

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## YOUR CONSTRUCTION COMPANY

1. What is your company's name? *(Print the company name in the space provided)*

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## YOUR WORK IN MANITOBA IN THE PAST 12 MONTHS

2. How many construction jobsites was your company on in the past 12 months in Manitoba?

- 1
- 2 or more

3. In the past 12 months, in what month and year did you finish your most recent work at a construction jobsite in Manitoba?

- [Month]\_\_\_\_\_ [Year]\_\_\_\_\_  
▶▶▶▶ ***Please think about your most recent jobsite as you answer questions throughout the survey.***
- We haven't finished work at our most recent jobsite  
▶▶▶▶ ***Please think about your most recent jobsite as you answer questions throughout the survey.***
- We have not finished work at multiple job sites  
▶▶▶▶ ***Please think about the jobsite you are more familiar with as you answer questions throughout the survey.***

3a) What is the name of this jobsite? Please give this jobsite a name.

*(Print the jobsite name in the space provided)* \_\_\_\_\_

4. In total, how many workers (i.e., company employees and sub-contractors) work(ed) at this jobsite in an average week?

- less than 5 workers
- 5 to 19 workers
- 20 to 99 workers
- 100 to 299 workers
- 300 to 500 workers
- more than 500 workers

5. Was this jobsite "New Construction" or "Maintenance"? *(Please check all that apply)*

- New Construction
- Maintenance
- Renovation

**6. At this jobsite, were you:**

- The prime contractor?
- A general contractor, non-prime?
- A sub-contractor / trade contractor?
- Other (*please specify*) \_\_\_\_\_

**SAFETY PRACTICES**

At this jobsite, please rate the extent to which your company uses the following strategies to achieve and reinforce its workplace safety from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|   | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|---|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 7. Unsafe working conditions are identified and improved promptly.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 8. Your company maintains excellent housekeeping (for example, stairways, walkways, access and egress points are free of clutter).      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 9. Equipment is well maintained.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 10. Action is taken when safety rules are broken.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 11. Supervisors/managers confront and correct unsafe behaviours and hazards (for example, slip, trip and fall hazards) when they occur. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 12. Supervisors/managers are trained in job hazards and safe work practices for jobs they supervise.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

## **HAZARD DETECTION AND CONTROL**

At this jobsite, please rate the extent to which your company achieves the following practices to identify and control injury and illness hazards from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|   | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|---|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 13. Safety and health incidents are investigated for root causes.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 14. An analysis of the hazards for each jobsite is performed (e.g., pre-job hazard assessment, daily hazards assessment, full-site assessment). | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 15. Engineering controls are used for all applicable hazards (for example, special tools, equipment).   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 16. Safety and health rules are implemented and reflected in work practices.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 17. Applicable Provincially-mandated programs (for example, crane, forklift, flag person) are fully implemented.                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 18. Your company is fully prepared to deal with all emergency situations it may encounter (for example, robbery, fire, or flood).               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 19. Your company documents progress in correcting jobsite hazards.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 20. Hazards are re-assessed during the project as tasks change.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 21. Near-miss incidents are reported in a timely manner.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 22. Actions are taken to prevent future incidents.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

## **ERGONOMIC PRACTICES**

At this jobsite, please rate the extent to which your company achieves the following ergonomic practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|  | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|--|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 23. Jobs are designed to reduce the hazards of heavy lifting.                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 24. Jobs are designed to reduce the hazards of repetitive movement.                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 25. Ergonomic strategies are used to improve work area design.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 26. Ergonomic factors are considered in purchasing new tools, equipment, or furniture. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

## **SAFETY AND HEALTH LEADERSHIP**

At this jobsite, please rate the role of top management at your company in supporting safety and health practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|   | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|---|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 27. Top management is actively involved in the safety program.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 28. The safety manager (or, the person in charge of health & safety) receives support from top management.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 29. Your company spends time and money on improving safety performance.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 30. Your company considers safety to be equally important as production and quality in the way work is done.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 31. Your company analyzes injury and illness data (for example, claims data, first aid logs) to identify causes and target solutions.                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 32. Those responsible for safety, including the Safety Committee, have the responsibility, authority and resources to identify and address safety problems. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

**DISABILITY MANAGEMENT**

At this jobsite, please rate the extent to which your company achieves the following disability management practices to facilitate return to work from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|  | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|--|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 33. Someone from your company contacts the employee shortly after an injury or illness to express concern and offer assistance.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 34. Someone from your company makes follow-up contact with employees off work due to injury and assesses their progress toward return to work.               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 35. Someone from your company maintains regular communication with the injured employee’s physician or the WCB case manager to facilitate return to work.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 36. Claim management within your company is well-coordinated from initial injury to claim resolution.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 37. Your company makes job accommodations to enable employees to return to work (for example, modified job duties, flexible schedule, or special equipment). | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 38. Your company consults with the employee about their own accommodation and seeks the employee’s input.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 39. After injured or ill employees return to work, someone from your company follows up to adjust work situations as needed.                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

**PEOPLE-ORIENTED CULTURE**

At this jobsite, please rate the extent to which your company achieves the following practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|   | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|---|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 40. Employees are involved in decisions affecting their daily work.                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 41. Working relationships are cooperative.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 42. There is a high level of trust in the employee/employer relationship at your company. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 43. Communication is open and employees feel free to voice concerns and make suggestions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

**ORGANIZATIONAL PERFORMANCE**

We would like to ask you to evaluate your company’s Occupational Safety & Health performance at the jobsite. Please rate the percent of time that each practice takes place.

|   | 0-20%                 | 20-40%                | 40-60%                | 60-80%                | 80-100%               |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 44. Everyone at this organization values ongoing safety improvement in this organization.                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 45. This organization considers safety at least as important as production and quality in the way work is done. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 46. Workers and supervisors have the information they need to work safely.                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 47. Employees are always involved in decisions affecting their safety and health.                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 48. Those in charge of safety have the authority to make the changes they have identified as necessary.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 49. Those who act safely receive positive recognition.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 50. Everyone has the tools and/or equipment they need to complete their work safely.                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 51. Formal safety audits at regular intervals are a normal part of our business.                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



**WORKPLACE SAFETY AND HEALTH COMMITTEE OR REPRESENTATIVE**

This section asks about the role of the Workplace Safety and Health Committee (WSHC) or Workplace Safety and Health Representative (WSHR) at your jobsite. If there is more than one WSHC at your company, these questions would apply to the WSHC most directly responsible for the jobsite you identified in question 3a.

52. At the jobsite, does your company have a.... ? (Please select one)

- Workplace Safety and Health Committee (WSHC)
- Workplace Safety and Health Representative (WSHR)
- Neither a WSHC nor a WSHR **➡ Skip to question 58, page 10**

At this jobsite, please rate the extent to which your company’s Workplace Safety and Health Committee or Representative achieves the following practices from “Never”, or 0% of the time, to “Always”, or 100% of the time. If you do not think the question is applicable to your jobsite, please select “Never”.

|   | Never<br>(0%)         | Sometimes<br>(25%)    | Half of the<br>time<br>(50%) | Most of the<br>time<br>(75%) | Always<br>(100%)      |
|---|-----------------------|-----------------------|------------------------------|------------------------------|-----------------------|
| 53. Your Workplace Safety and Health Committee or Representative participates in hazard recognition activities.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 54. Your Workplace Safety and Health Committee or Representative provides input to Tool Box talks.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 55. Your Workplace Safety and Health Committee or Representative participates in investigations related to accidents, near misses, and illnesses. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 56. Your Workplace Safety and Health Committee or Representative prepares AND posts meeting minutes.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |
| 57. Your Workplace Safety and Health Committee or Representative’s recommendations are listened to and acted upon by the company.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>        | <input type="radio"/>        | <input type="radio"/> |

## YOUR COMPANY'S INFORMATION

Now we are interested in your company, not just a specific jobsite. Please select an answer for each item that best describes your company.

58. Is any of your company's workforce represented by a union?

- Yes
- No **➡ Skip to question 60, below**
- Don't know **➡ Skip to question 60, below**

59. What proportion of your company's total workforce is represented by a union?

- 1-25%
- 25-50%
- 50-75%
- 75-100%

60. What types of safety training do employees receive? (Please check all that apply)

- Orientation Training
- WHMIS
- Fall Protection
- Working at Heights
- Equipment Inspection & Monitoring
- Confined Space
- First Aid –CPR/Automated External Defibrillator (AED)
- Jobsite Specific
- Trade Specific
- Leadership and/or People Skills (e.g., Basics of Supervision, Project Management)
- Hazard Recognition, Assessment, Control and Reporting
- Technology Based (i.e., Information Technology, Equipment Changes)
- Other (please specify)\_\_\_\_\_

61. What types of safety training do employees complete online? (Please check all that apply)

- None
- Orientation Training
- WHMIS
- Fall Protection
- Working at Heights
- Equipment Inspection & Monitoring
- Confined Space
- First Aid –CPR/Automated External Defibrillator (AED)
- Jobsite Specific
- Trade Specific
- Leadership and/or People Skills (e.g., Basics of Supervision, Project Management)
- Hazard Recognition, Assessment, Control and Reporting
- Technology Based (i.e., Information Technology, Equipment Changes)
- Other (please specify)\_\_\_\_\_

**62. Do employees receive certified training (for example, crane, forklift, flag person, TDG-transportation of dangerous goods) to perform work duties associated with known hazards?**

- Yes (please specify) \_\_\_\_\_
- No

**63. Do employees receive OSH awareness training (e.g., Toolbox Talks, Job Safety Analysis (JSA), coaching from supervisor)?**

- Yes (please specify the type of awareness training) \_\_\_\_\_
- No

**64. Where do workers receive their training? (Please check all that apply)**

- Construction Safety Association of Manitoba
- Union Training Centre
- SAFE Work Manitoba
- Company-led training at jobsite
- Company-led training at a location other than jobsite
- Third Party Trainers
- Other (please specify) \_\_\_\_\_


**65. Are supervisors trained in their legal responsibilities as it pertains to worker safety and health?**

- Yes
- No
- Don't know

**Do workers receive training about the following rights?**

|  | YES                   | NO                    |
|--|-----------------------|-----------------------|
| 66. The right to know about hazards in the workplace?  | <input type="radio"/> | <input type="radio"/> |
| 67. The right to participate in safety and health activities at the workplace?   | <input type="radio"/> | <input type="radio"/> |
| 68. The right to refuse work for anything that the worker believes will cause immediate and serious, or long-term effects on their safety and health or the safety and health of others? | <input type="radio"/> | <input type="radio"/> |
| 69. The right to carry out duties or exercise safety and health rights, as set out under The Manitoba Workplace Safety and Health Act without being subject to discriminatory action?    | <input type="radio"/> | <input type="radio"/> |

**70. Has your company's health and safety management system been certified through a third party audit?**

- Yes
  - No
  - Don't know
  - Not applicable
- 
- Skip to question 72, below**

**71. To which standards has your company's health and safety management system been certified? Please check all that apply AND specify how long you have been certified.**

- CSAM COR™/SECOR™ Certification  
[Number of years certified] \_\_\_\_\_
- MHCA WORKSAFELY™ Program COR™/SECOR™ Certification  
[Number of years certified] \_\_\_\_\_
- COR™/SECOR™ Certification from a different Province  
[Number of years certified] \_\_\_\_\_
- Other (*please specify*) \_\_\_\_\_  
[Number of years certified] \_\_\_\_\_

## **YOUR INFORMATION**

**The questions in this section are being asked so that we can compare answers across organizational roles. No data will be shared that would allow identification of individuals.**

**72. What is your main role within your company?**

- Safety & Health Coordinator/Officer (e.g., NCSO™)
- Safety Manager
- Owner/CEO/President
- Senior Management (e.g., VP)
- Manager
- Team lead/ Supervisor
- Professional Staff (for example, financial, engineering)
- Tradesperson (*Please specify trade*) \_\_\_\_\_
- Administrative Staff
- Worker
- Other (*Please specify*) \_\_\_\_\_

**73. What other roles do you perform within your company?** *(Please check all that apply)*

- Not applicable (i.e., No other roles performed)
- Safety & Health Coordinator/Officer (e.g., NCSO™)
- Safety Manager
- Owner/CEO/President
- Senior Management (e.g., VP)
- Manager
- Team lead/ Supervisor
- Professional Staff (for example, financial, engineering)
- Tradesperson *(Please specify trade)* \_\_\_\_\_
- Administrative Staff
- Worker
- Other *(Please specify)* \_\_\_\_\_

**74. How long have you been working at your company?**

- Less than 1 year
- 1 to 5 years
- More than 5 years

**75. Have you been working in a Safety and Health role for your company?**

- Yes
- No **➡ Skip to question 77, below**

**76. How long have you been working in a Safety and Health role for your company?**

- Less than 1 year
- 1 to 5 years
- More than 5 years

**77. We would like to send you a complimentary report benchmarking your company's OSH policies and practices with other participating construction companies in Manitoba. In order for us to reach you to send you a benchmarking report, please provide us with the following information:**

|                             |  |
|-----------------------------|--|
| <b>First and last name:</b> |  |
| <b>E-mail address:</b>      |  |
| <b>Company address:</b>     |  |

|                              |  |
|------------------------------|--|
| <b>Company phone number:</b> |  |
|------------------------------|--|

**78. In case you are no longer with the company when your report is ready, may we provide the report to someone else at your company?**

- Yes
- No

**79. To help make the benchmarking results more valuable to you, we would like to examine how well the OSH metrics in the survey relate to injury and illness claims data. To do this we need to request claims data from WCB Manitoba. We are committed to protecting your confidentiality and will NOT share your individual survey responses with anyone, including WCB Manitoba.**

**May we obtain your company's injury and illness claims data from WCB Manitoba?**

- Yes
- No

**THANK YOU VERY MUCH FOR YOUR PARTICIPATION!**