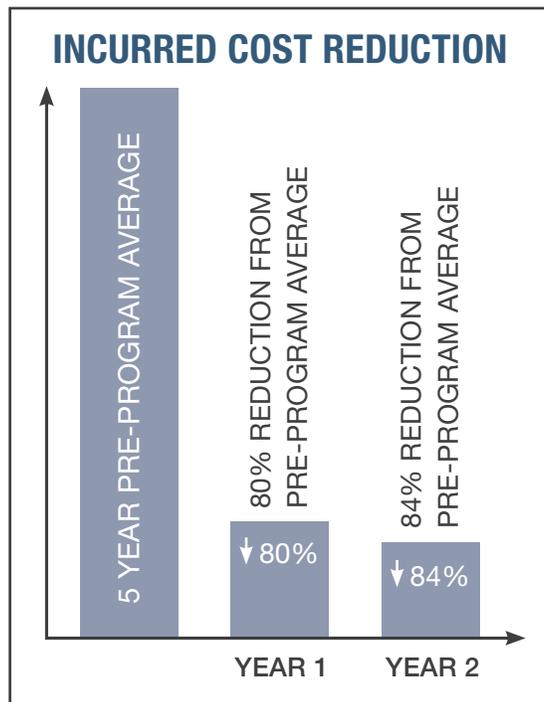


THE ANDERSEN WINDOWS STORY

Two Year Analysis / ROI

Since the Drive for Excellence Program was implemented, Andersen Windows has seen a dramatic reduction in total accidents, as well as preventable accidents. Even more astounding has been the decrease in accident-related incurred costs (see chart below for detail).



Some of the remarkable statistics show an **80% incurred cost reduction in Year 1** and a **84% incurred cost reduction in Year 2** (both vs. the 5 year pre-program average). There is a compelling ROI of 4.9 to 1, which proves to Andersen Windows that this investment is paying outstanding dividends.

In addition to the outstanding results, the program has changed the behaviors of the entire fleet which has led to the following:

- 97% training completion
- Location visibility and awareness of driver performance
- Performance improvement with an incentive spend of 50% of the previous cash bonus
- The continuous focus on Safety and Continuous Education has prompted a decrease in the number of accidents as well as severity and incurred costs

- A strategic approach to managing safety and other initiatives for the upcoming years (a three year roadmap has been developed by Andersen and Incentive Services and a new program name was announced, "Andersen United - Expectation Zero")
- A Collaborative Partnership with Incentive Services has been leveraged to manage the critical data points and create analysis that details the leading and lagging indicators. Andersen leadership has used this data to better manage drivers, locations, and managers

Incentive Services views the future of the Andersen fleet with optimism. Continuous Education, high expectations, and holding drivers and managers accountable should ensure accident/cost containment trends that are consistent with Year 1 and Year 2.



Incentive Services was named Andersen Window's Partner of the Year