



B.E.R.G Warm and Stretch Program

B (Bend and Build Strength) – Bending and stretching to strengthen your body and prepare for daily tasks.

E (Expand and Engage) – Expanding your understanding of your body's ability to improve physically and engage your mind in preparation for daily worksite challenges.

R (Reach and Re-Focus) – Reach individual and team goals and re-focus/reflect on how today will be better than yesterday.

G (Gain and Grow) – Gain experience from interactions with team members and grow to be a better more productive part of the Berg Group

Why Warm and Stretch?

Soft tissue damage to a worker's body is a major cause of all injuries at Berg. It hurts not only you, but also hurts Berg in its ability to keep their workforce safe, be competitive and profitable.

Over 50% of jobsite injuries at the Berg Group are Musculoskeletal disorders or MSDs. 39% of all OSHA recordable injuries at Berg since 2018 were MSDs or Soft tissue injuries.

The intent of our Berg warm and stretch program is to reduce and eliminate soft tissue injuries caused by repetitive movements and over exertions during a shift.

Our employees are the foundation of our company and are depended upon every day to make the Berg Group the preferred sub-contractor in the United States. Our goal is zero injuries across all our business groups and have every employee return home each night in the same condition as they arrived at the jobsite.

Stretching is important in maintaining the muscle's pliability and length. When a muscle shortens, the ability to perform a task involving that muscle decreases which can then increase the risk of injury. This is especially noticeable in the low back region. Tightness of the upper back, lower back, hamstrings, and calves can increase the risk of pain and injury to the spine. Maintaining the muscle's proper length and pliability allows the body to maintain the proper biomechanical position and decreases the possibility for injury.



B.E.R.G Warm and Stretch Program

Benefits of Warm and Stretch:

- **Improves flexibility** – It allows you to push your body beyond its comfort zone, thus increasing your overall physical ability.
- **Improves the range of motion in your joints** – This provides better balance, which will help keep you mobile and less susceptible to falls.
- **Improves circulation** – Stretching increases the blood flow to your muscles, thus improving your circulation.
- **Relieves stress** – Stretching relaxes tense muscles that often accompany stress. This helps relax the mind as well.
- **Injury prevention and recovery** – Stretching helps condition the muscles and joints, thus helping to prevent injuries and reduce recovery time.
- **Improves posture and technique** – Stretching prevents muscles and joints from seizing up and improves elasticity, allowing better posture and technique.
- **Assists in achieving better coordination**, muscle control and proper technique in work tasks.

The Daily Routine:

The warm and stretch routine should not exceed 10 minutes and will take place each morning prior to the start of the shift. A designated area will be determined by the site Foreman where employees will gather to complete the daily warm and stretch. (Locations for warm and stretch may vary by jobsite and will be determined on a case-by-case basis)

Employees should exercise judgment to the extent that their physical capabilities allow, and they should not perform motions that may aggravate previous injuries or other physical conditions. If an employee has a condition that may limit them from participating daily, please reach out to your Berg Safety manager. A discussion with your medical provider is highly recommended before participating in any warm & stretch program.

Once your jobsite stretching routine is completed. You are to immediately report to your work area and begin your daily tasks. There will be no loitering or lingering following daily stretch and flex. If a determination is made that employees are abusing time allocated for stretch and flex disciplinary action may be implemented as outlined in the Berg Group safety manual.

When stretching, do not bounce, until mild tension is felt. **Hold the stretch position 15 to 30 seconds.** Then relax. Repeat stretches on the opposite side. You may choose to repeat the same stretch two or three times. All movements are gently but progressively increased. Remember “No quick or bouncy movements”! **Only go as far as you can without feeling discomfort.** Be as relaxed as possible. It is easier to stretch and strengthen a relaxed muscle versus a tight one. Stretch until you feel mild tension. Never take a stretch past the point of tension strain or pain.

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Stretches

Walking Warm-up

- Walk in Place for 30 seconds.



Forearms and Wrist Stretch

****Hold each stretch for 30 seconds-Repeat each side****

- Extend one arm forward keeping the elbow straight.
- Bend the wrist upward, and use the other hand to gently pull fingers back toward you, stretching the muscles in the bottom of your forearm and wrist.
- Then release and bend the same wrist downward, gently pulling it down and toward you.





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Stretches

****Hold each stretch for 15-20 seconds-Repeat each side****

Stretches inner thigh, groin

****2-3 repetitions****

- Stand with feet pointed straight ahead, a little more than shoulder-width apart.
- Bend right knee slightly and move left hip downward toward right knee.



Thigh Stretch (Quadriceps)

**** Hold for 30 Seconds****

- Lift one leg and grasp with your arm.
- Pull up on leg at ankle to stretch thigh.
- Maintain balance by bracing against a wall or anchor.





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Stretches

****Hold each stretch for 30 seconds-Repeat each side****

Chest Pull

****Hold stretch for 30 seconds****

- Lace fingers together behind your back.
- Roll shoulders back while pulling hands back a few inches behind your back.



Shoulder and Back of Upper Arm Stretch

****Hold stretch for 30 seconds****

- Stand and place right hand on left shoulder.
- With left hand, pull right elbow across chest toward left shoulder and hold.





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Stretches

Lower Back Extension

****Hold 2-5 seconds, 5 repetitions****

- Stand upright with your feet shoulder width apart.
- Hands at sides for support, lean back slowly.
- look forward without overextending lean.



Shoulder and Arm Circles

****30 seconds duration, 2 sets clockwise and Counterclockwise****

- raise arms parallel to the ground.
- Rotate arms in circle counterclockwise and clockwise.





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Warm and Stretch tips for Success

- 1. If you are unable to do certain stretches, please do not attempt to do so.**
- 2. If you have a pre-existing physical condition that prevents you from participating in the warm and stretch program, please let your Foremen know immediately.**
- 3. You are encouraged to consult a physician prior to doing any rigorous physical activity or Stretching activity.**
- 4. Remember, the warm and stretch program should not be painful. Never force a stretch, only go to a point that is slightly uncomfortable.**
- 5. Don't give up! It takes time for your body to get used to a stretching routine. You will see results if you are consistent with stretching.**

Have a Safe and Productive Day