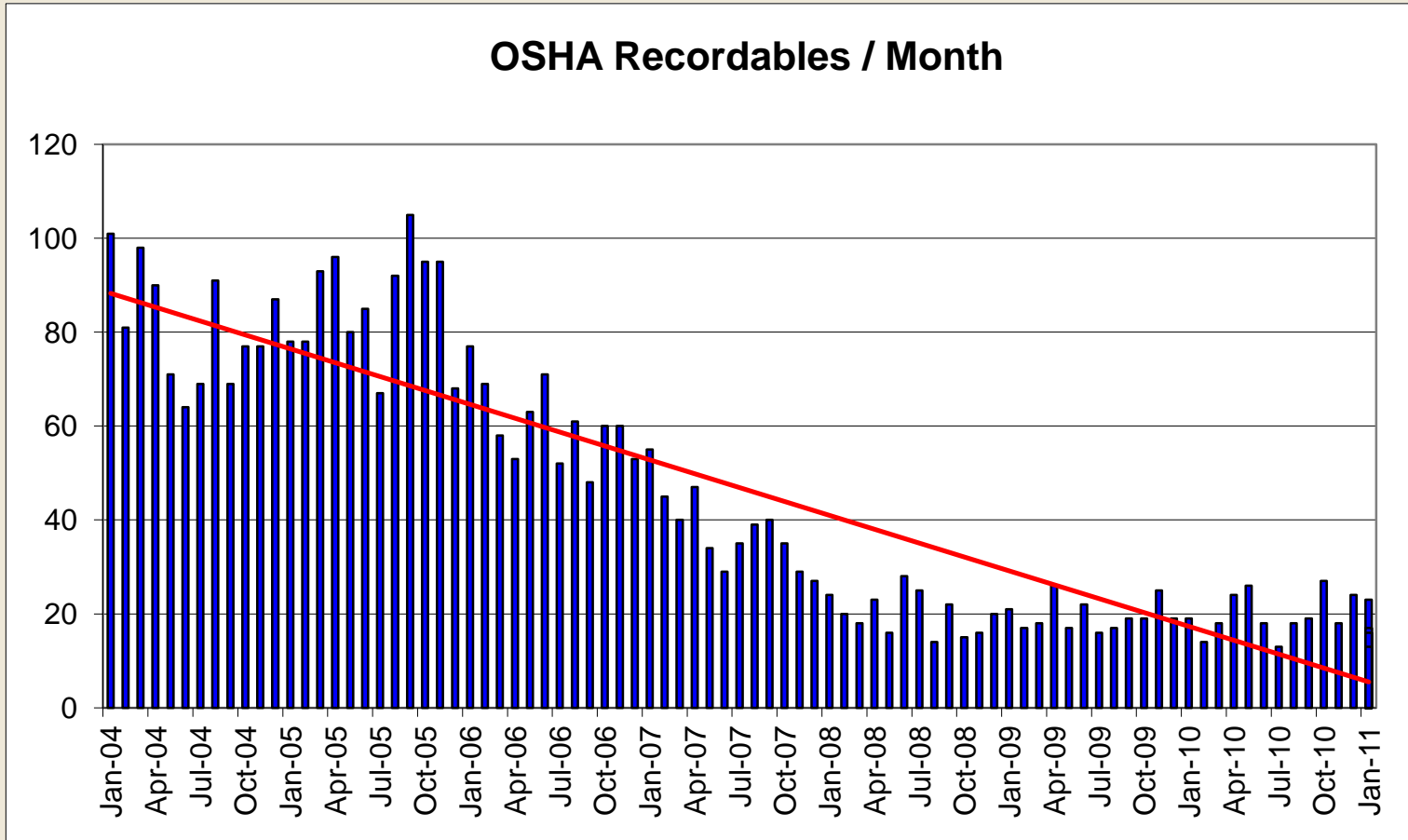


**Best in Class Safety Program
or
How to Protect Your Most
Valuable Assets (case study)**

History





Previous Efforts (through 2004)

- Stretching programs
- Abdominal supports
- Return to Work programs
- On-site medical clinics





Beginning (Selling 2004 - 2005)

- Expert on excuses
- New Safety Manager
- Problem Identification



Gaining traction (Engaging 2006 - 2008)

- Management
 - Scorecards
 - What weighting for Safety?
 - Evaluations
 - Accountability
 - Compensation



Gaining traction (Engaging 2006 - 2008)

- Management
 - Safety inspections
 - Equipment
 - Facilities
 - Behavioral Observations
 - At-risk behavior
 - Positive recognition





Gaining traction (Engaging 2006 – 2008)

- Monthly phone conferences with Directors
 - Departments working safely do not have to participate
 - Poor performers have to explain
 - Participants are encouraged to share



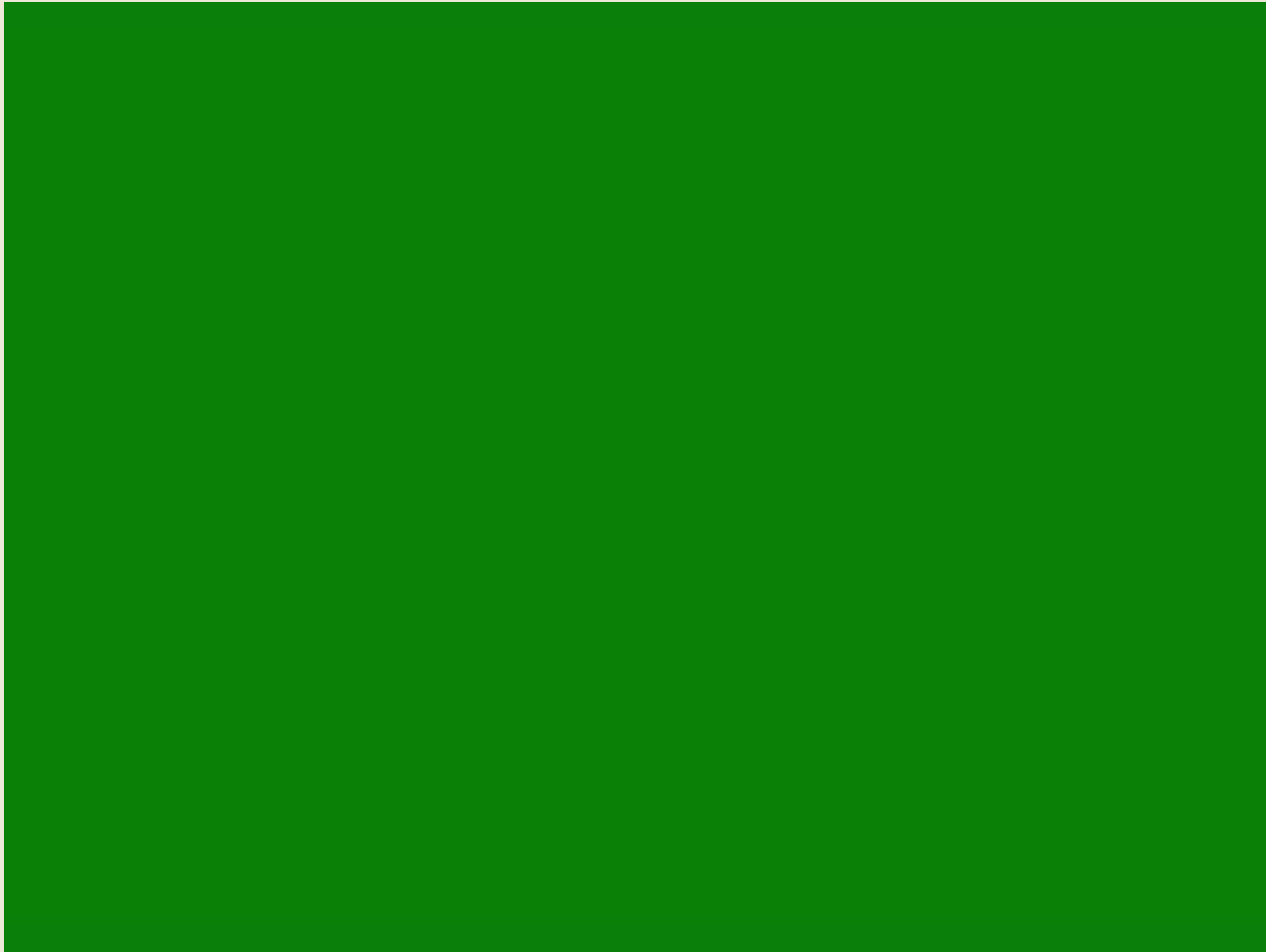


Gaining traction (Engaging 2006 - 2008)

- Workforce
 - Steak dinners
 - Divided into teams of 50 – 100 associates
 - 90 days injury free to qualify
 - Inaugural event attended by President
 - Steaks prepared and served by managers
 - One year mark gets Lobster added
 - Sometimes crew opts to substitute Pizza

Gaining traction (Engaging 2006 - 2008)

- Workforce
 - Safety Challenge
 - Game show
 - Safety rules and trivia
 - Prizes for top three teams
 - Teams developed study groups
 - Regional competition



Arrival (Ownership 2008 - present)

- Safety Teams – associates performing inspections and delivering coaching
- Testimonials
 - Produce Selector and peer pressure
 - Grocery warehouse person and who gets credit?

Arrival (Ownership 2008 - present)

- Examples
 - Boynton facility with no OSHA recordables YTD
 - Atlanta GM Warehouse with 244 associates has gone 1000 days and 1.3 million hours without a recordable injury
 - All of Distribution YTD
 - TIR 3.36
 - DART 2.53



Lessons We Learned

- The absence of injuries does not mean you have a safe workplace!
- You have to believe before behavior will change.
- Is anything really more important?





Questions?