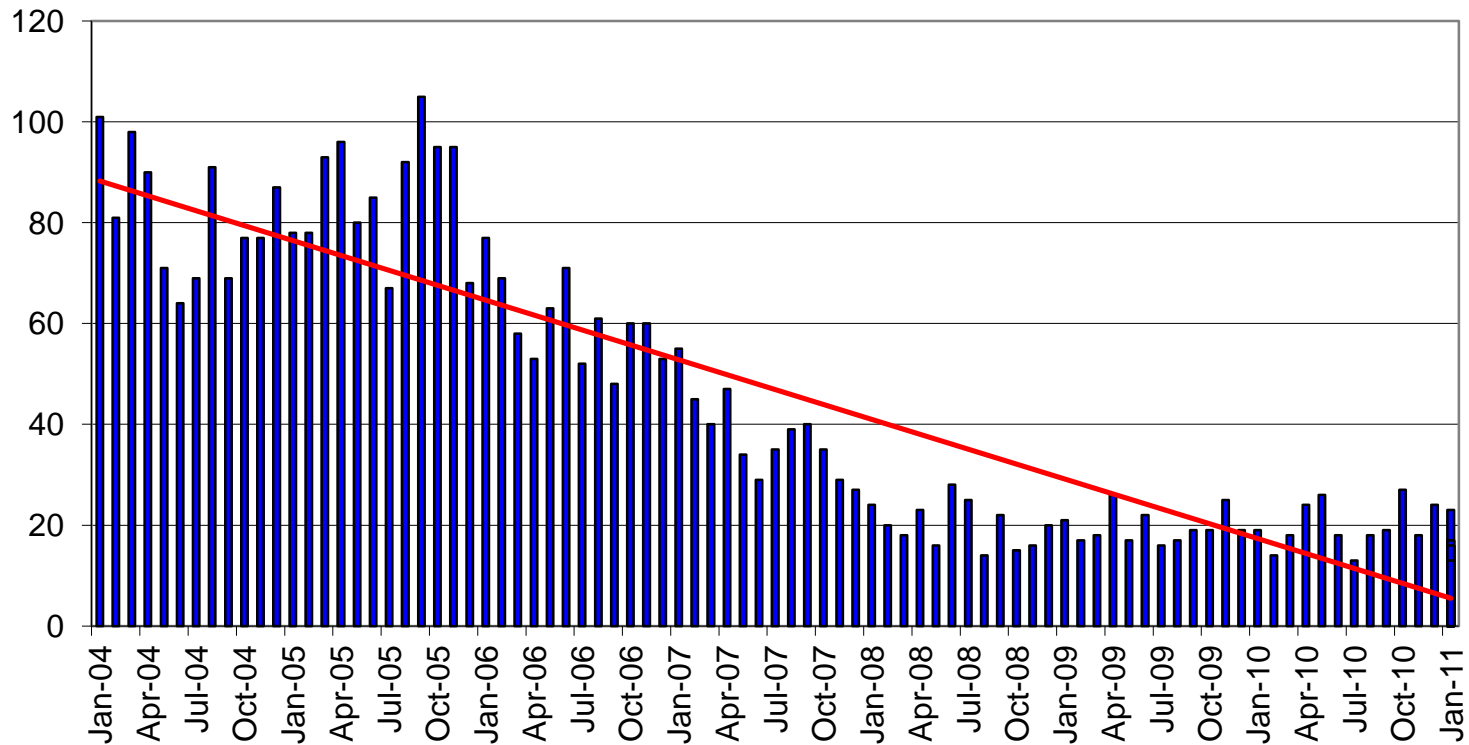


**Best in Class Safety Program  
or  
How to Protect Your Most  
Valuable Assets (case study)**

# History

## OSHA Recordables / Month





# 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

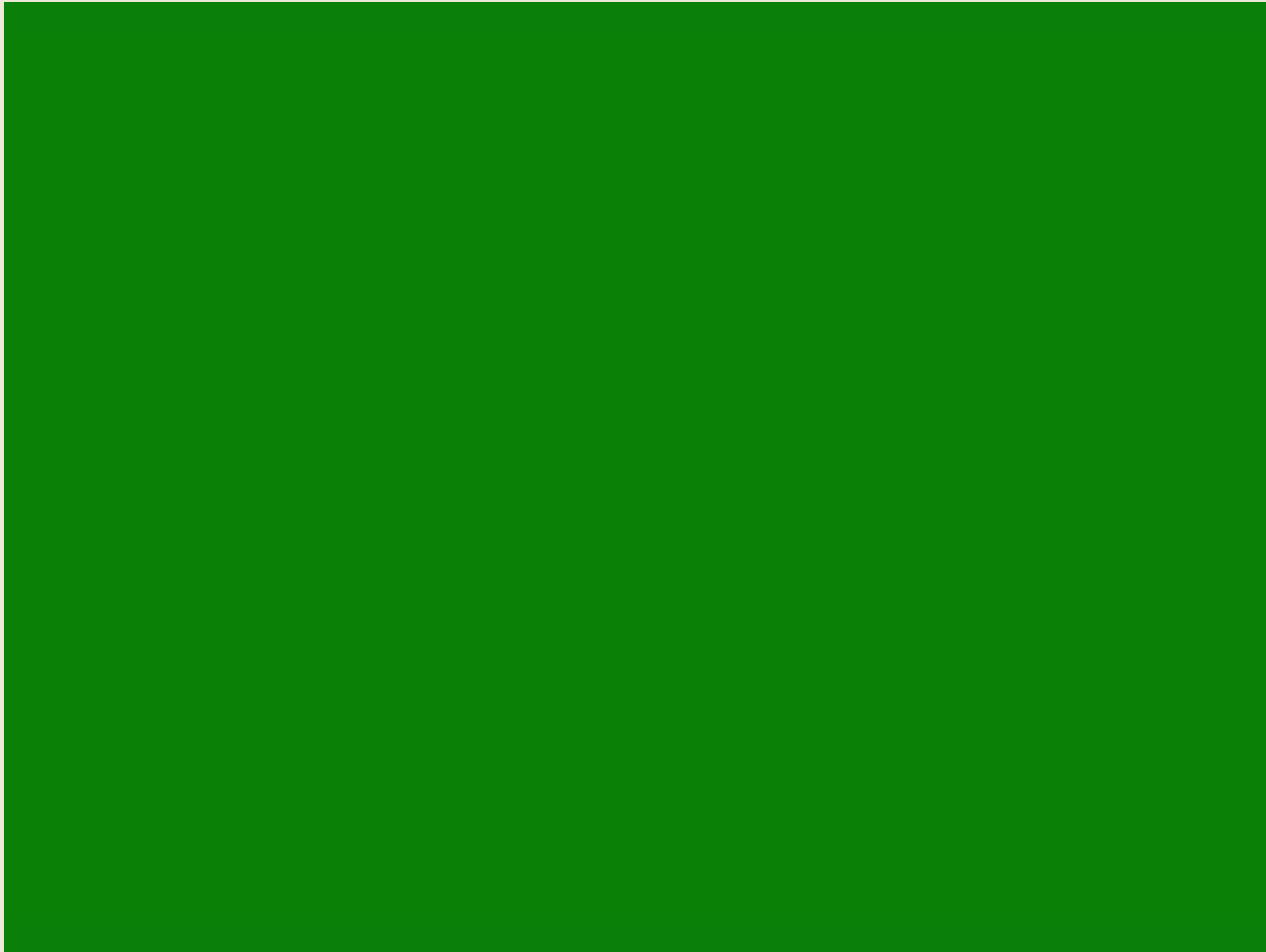




# Gaining traction (Engaging 2006 - 2008)

- 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?

