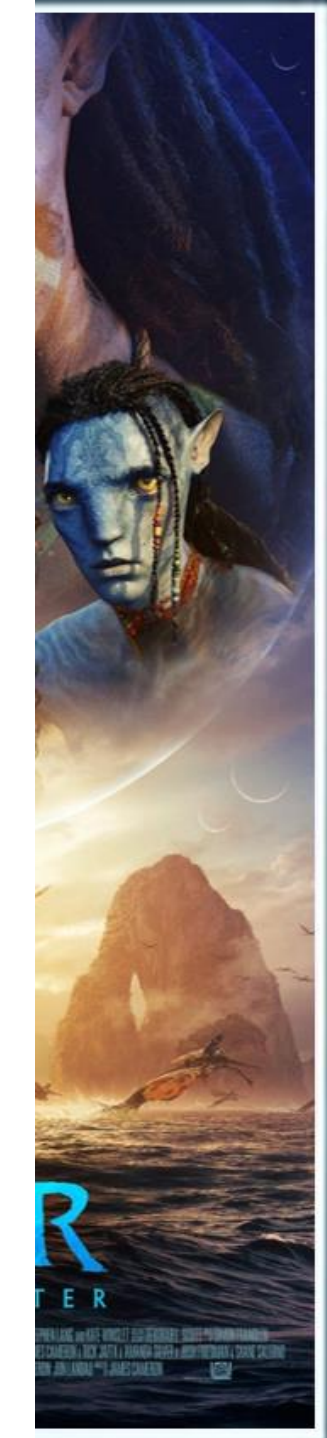


ON

COMING SOON



JIM WASIL **BILLY GIBSON**

 A movie poster for 'There's No 'I' in Safety' featuring Jim Wasil and Billy Gibson. The two men are shown from the chest up, smiling, against a light blue background. Wasil is wearing a purple shirt and a grey argyle vest, while Gibson is wearing a purple shirt and a maroon argyle vest.

THERE'S NO "I" IN SAFETY

march 8th

From the guys who brought you **Boring Policies**



JIM WASIL **BILLY GIBSON**
SAFE AND SAFER



DISCLAIMER

We're going to have (some) fun today – we take our professions very seriously. Really, we do! We might not have ALL the answers, but this is the blueprint that works for us. We hope that you enjoy and can take something, anything, away from this.

- Management

(Jim & Billy)

YAY! HR & SAF
ARE HERE TO S
THE DAY!

WHAT IS IT WE
DO AGAIN???



- 5. CONCERNED WITH E
- 6. SHAPE CULTURE

NEXT UP... WORLD
DOMINATION!



What started as one, became two (and possibly more...)



In the end, working *together* is most beneficial to an organization!





Achieving
“Buy In” Can
Feel Muddled

Great Challenges...

Budget
Bad Habits
Turnover
Complacency
Communication
Management
Commitment
Training



A construction worker wearing a blue hard hat and safety glasses is shown in profile, looking down at a tool. The background is a blurred construction site with a blue sky and other workers in safety gear.

Greater Rewards...

Confidence

Retention

Productivity

Engagement

Fewer Incidents

Reduced Costs

Stability

Morale

Recruitment

How “I” Becomes a Team

WHAT DOES IT TAKE?

EVALUATION

RECOGNITION

EMPOWERMENT

COLLABORATION

ACCOUNTABILITY

COMMUNICATION

DEVELOPMENT

COMMITMENT

VISION

safety culture **noun**

safe·ty cul·ture

Definition of *safety culture*

- 1 : the collection of the beliefs, perceptions and values that employees share in relation to risks within an organization, such as a workplace or community





Brocc Broom

862

DANGER

**EQUIPMENT
LOCKED OUT BY**

NAME

DEPT

DATE



VISION

Vision

◦ Set measurable goals – Most importantly, track them

ACHIEVE ZERO
INJURIES

COMPLETE
MORE JSAs

INSTALL FIXED
LADDERS IN ALL
SPACES

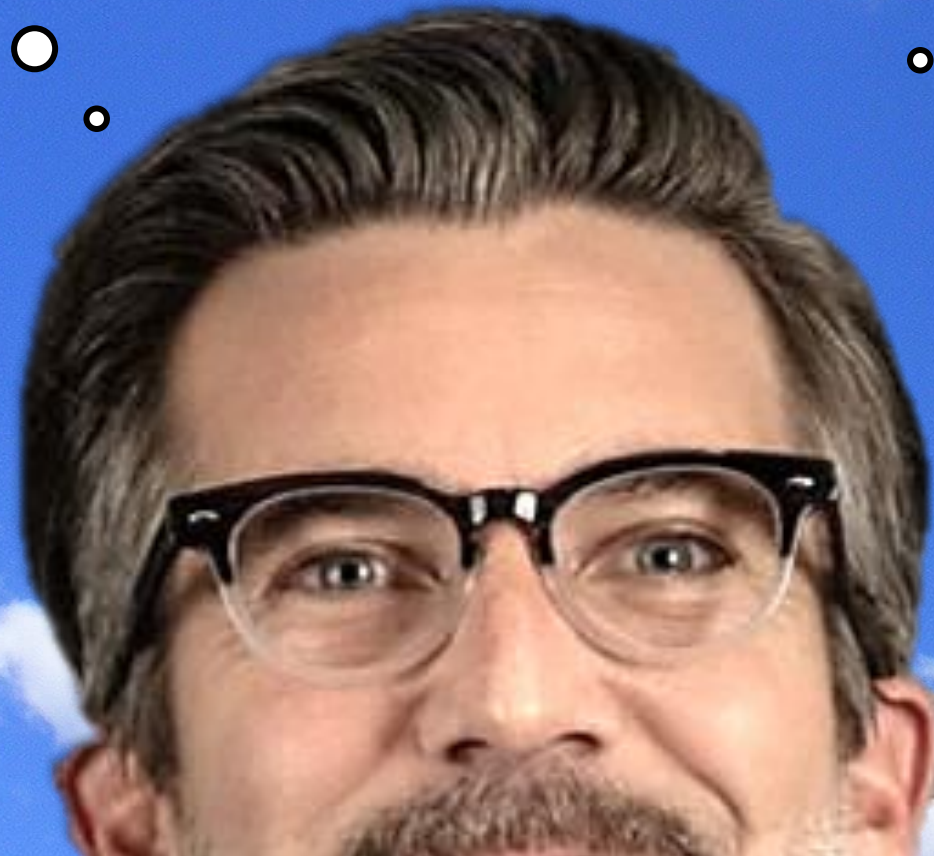
DRAFT
CORPORATE
RESPONSIBILITY
PLAN

UPDATE
EMPLOYEE
HANDBOOK

LISA NEEDS
BRACES

IMPROVE
EMPLOYEE
ONBOARDING

DENTAL PLAN



2021 OSH Goals!!

- Work towards attaining OSHA SHARP status (Safety & Health Achievement Recognition Program)
- Finalize Arc Flash Program Implementation
- Safe Driver Program Implementation
- Installation of fixed ladders in confined spaces (e.g. clarifiers, basins) @ OLE & RES
- Develop Fall/Confined Space Rescue Plan (w/ assistance from Liberty Twp. Fire Dept.)
- Complete BWC Safety Intervention Grants (Trench boxes and Fall/Confined improvements; on hold by BWC due to COVID-19; to reopen in 2021)

Upcoming Safety Training / Initiatives

- Kick Off Breakfast/Lunch & Learns
- LOTO Requirements & Responsibilities
- Work Zone Traffic Safety w/ BWC
- Laboratory Safety
- NFPA70 Electrical Requirements w/ Power Solutions
- Del-Co Active Aggressor Training w/ DCSD
- Ohio811 Employee Outreach w/ Ohio811
- CDL Responsibilities w/ Ohio State Highway Patrol
- 2021 Safety Survey



OUR FUTURE PLANS

2022 Goals

- 1 Finalize SHARP certification @ RES
OLE Campus to begin once complete
- 2 Complete Arc Flash Study @ RES & TES
**PSG in progress w/ study + report*
- 3 Fixed ladder install @ OLE confined spaces
Permanent platform @ PreOX??
- 4 Complete boat ramp improvements
*BWC Safety Intervention Grant!
\$40,000 to utilize - currently on-hold due to pandemic*
- 5 Resume in-person safety training ...
FINALLY implement eat-and-learns?!
- 6 Expand site visits
- 7 Paylocity onboarding library
- 8
- 9 PROJECT ZERO

8518382	89.5
8518383	101.5
8518384	113.5
8518385	103.8
8518386	115.8
8518387	126.78



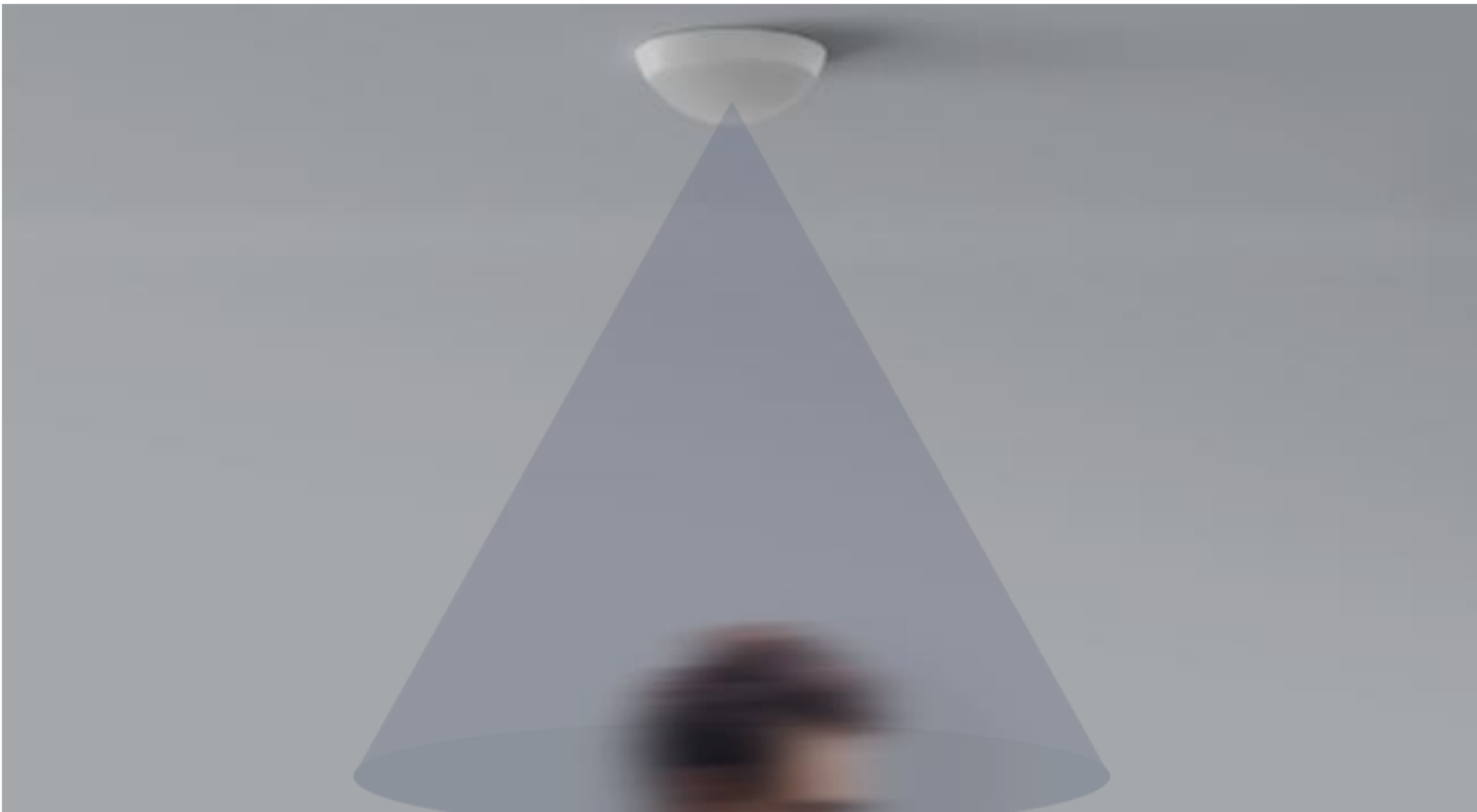
Vision

- Set measurable goals – Most importantly, track them
- Plan for the worst-case scenario – Hierarchy of Controls











CMS



Weather Impact Text Alerts

We are in the process of launching text alerts for Del-Co personnel who regularly conduct work in settings where conditions in weather may adversely affect safety and health.

These text alerts will be transmitted ahead of significant occurrences such as Extreme Heat/Cold/UV and Severe Storm Warnings to better prepare our workforce.



Waiver of Workers' Compensation Benefits for Recreational or Fitness Activities

Instructions

- Complete this form to waive workers' compensation coverage for voluntary participation in employer-sponsored recreational activities or fitness programs.
- In the space provided, list all employer-sponsored recreational activities and fitness programs for which the employee wishes to waive workers' compensation coverage. Make a line through any blank spaces.
- The employee **must** sign and date this form to acknowledge agreement.
- The employer shall retain the original for his or her files and provide a copy to the employee.
- The employer should submit a copy to BWC **only when an employee files a claim** for an injury or occupational disease sustained in the employer-sponsored recreational activity or fitness program. For further information call 1-800-644-6292.

Employee name (please print or type)	
Employer name	Date
	Risk number

Pursuant to Section 4123.01(C)(3) of the Ohio Revised Code (ORC), the employer and employee shall list those employer-sponsored recreational activities and fitness programs for which the employee wishes to waive all rights to compensation and benefits under Chapter 4123 of the ORC. The waiver must be signed and dated prior to the date of injury or, in an occupational disease claim, the date of disability. Should an employee sustain an injury or occupational disease in an employer-sponsored recreational activity or fitness program which is **not listed**, the employee may be eligible for workers' compensation benefits.

Recreational activities/Fitness programs

The undersigned declares that he or she is a voluntary participant in the employer-sponsored recreational activities or fitness programs listed above. He or she hereby waives and relinquishes all rights to workers' compensation benefits under Chapter 4123 of the ORC for any injury or disability incurred while participating in the above activities or programs. This waiver is valid for two calendar years. The waiver may not bar any workers' compensation claim filed for death benefits by the employee's dependents.

Employee signature _____ Date signed _____

Vision

- Set measurable goals – Most importantly, track them
- Plan for the worst-case scenario – Hierarchy of Controls
- Fiscal Budgeting – Direct correlation to success (Profitability)

OSHA's SAFETY PAYS Program

OSHA's easy-to-use Safety Pays tool provides information on the frequency and costs of work-related injuries and illnesses. Using data collected from thousands of workplaces, the tool provides a unique opportunity to compare your workplace safety record with your peers. This tool can support you in fulfilling your responsibility to your workers' safety and health. You

can also use the tool to track your workplace's safety record over time and compare it to industry benchmarks.

How to use the tool

As an employer, you can use the tool to track your workplace's safety record over time and compare it to industry benchmarks. The tool will be most useful if you do not know anything about your workplace's safety record.

Ensuring you

The Safety Pays tool is available on the OSHA website (www.osha-safety-pays.gov). For more information, visit the "Data Sources" section of the website.

occupational injuries and illnesses.

Get started now

To learn more about how to safeguard your employees while saving money due to injuries and illnesses, click on the button below.

OSHA's \$afety Pays Program



Injury Type	Direct Costs	Indirect Costs	Total Cost
Burn	\$47,192	\$51,911	\$99,103
Electric Shock	\$158,218	\$174,039	\$332,257
Puncture	\$27,804	\$30,584	\$58,388
Sprain	\$30,487	\$33,535	\$64,022
Vision Loss	\$75,885	\$83,473	\$159,358

[Get Started!](#)

work-related

by. The tool will be most useful if you do not know anything about your workplace's safety record.

and Security
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Vision

- Set measurable goals – Most importantly, track them
- Plan for the worst-case scenario – Hierarchy of Controls
- Fiscal Budgeting – Direct correlation to success (Profitability)
- Must be strategic – How to highlight employee safety?



2023 STRATEGIC BUSINESS PLAN



PURPOSE

We supply water, one of life's most vital resources, enabling our members and communities to thrive and prosper.

MISSION

We are a member-owned cooperative that enhances the quality of life to our growing region by providing exceptional water services in an affordable and environmentally responsible manner.

VISION

Creating a resilient and sustainable water supply for our region by being **service-focused, growth-oriented**

GOAL 01

Promote Service-Focused, Growth-Oriented Individuals and Teams

Del-Co believes it's most valuable assets are our employees. Therefore, one of the most important goals identified for the strategic plan is to ensure our employees and teams are growing together in understanding their roles independently and as interconnected teams. The strategies below focus on this personal and company growth.

SERVICE
We are a service-based organization focused on serving the needs of our members, families, and each other.

ENVISIONING
We provide excellent water while striving for exceptional, innovative solutions and outcomes.

RESPECT
We treat each other, our customers, business partners, and communities with respect and courtesy.

VALUE
We value our colleagues and their contributions and shall provide a safe work environment to ensure all employees return home daily.

INTEGRITY
We take ownership of what we do, keep our word, fulfill our promises, and strive to do the right thing.

COMMUNITY
As a member-owned cooperative, we believe in community and look for ways to add value to the region and extend resilient water service to underserved communities.

ENVIRONMENT
We are stewards of the earth, protecting and enhancing the environment through sustainable practices.



Vision

- Set measurable goals – Most importantly, track them
- Plan for the worst-case scenario – Hierarchy of Controls
- Fiscal Budgeting – Direct correlation to success (Profitability)
- Must be strategic – How to highlight employee safety?
- Develop robust policies – and be sure to enforce them!



EMPLOYEE HANDBOOK

Effective: January 1, 2019

801 Safety

Our workplace safety program is a top priority at Del-Co Water. We want Del-Co Water to be a safe and healthy place for employees, customers, and visitors. A successful safety program depends on everyone being alert and committed to safety.

We regularly communicate in different ways with employees about workplace safety and health issues. These communications may include employee meetings, e-bulletin board notices, memos, or other communications.

Some of the best safety improvement ideas come from employees. If you have an idea, concern, or suggestion on how to improve safety in the workplace, tell your supervisor, another supervisor, or the General Manager. We want you to know that you can report any concerns about workplace safety anonymously and without fear of reprisal.

You are expected to obey all safety rules and be careful at work. You must immediately report any unsafe condition to the appropriate supervisor. If you violate Del-Co Water safety standards, you may be subject to disciplinary action, up to and including termination of employment. Violations include causing a hazardous or dangerous situation, not reporting a hazardous or dangerous situation, and not correcting a problem even though you could have corrected it.

It is very important that you tell the appropriate supervisor immediately about any accident that causes an injury or property damage no matter how minor it might seem at the time. When you report it quickly, we can investigate the accident promptly; follow the laws, and start insurance and worker's compensation processing.

802 Distracted Driving – Cell Phone Use

Del-Co Water requires the safe use of any handheld electronic wireless communication device, such as a cellular telephone, a text-message device, a tablet computer, a laptop or a similar device, by employees while conducting business and/or on company time. The employee should not use any handheld electronic wireless communication device while driving because of safety concerns and to comply with applicable laws.

This prohibition against the use of handheld electronic devices while driving applies to and includes, among other things, receiving or placing calls, text messaging, receiving or responding to e-mail, checking for phone messages, or any other purpose related to your employment. This policy does not restrict the use of hands-free devices; although, employees should exercise caution while driving.

Please be aware that in most local or state locations, text messaging while driving is against the law. Any monetary penalty and/or damages incurred as a result of using any handheld electronic wireless communication device shall be the sole responsibility of the employee.

803 Drug and Alcohol Use

Del-Co Water is committed to being a drug-free, healthful, and safe workplace. You are required to come to work in a mental and physical condition that will allow you to perform your job satisfactorily.

Del-Co Water employees may not use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs while on Del-Co Water premises or while conducting any business-related activity away from Del-Co Water



COMMITMENT

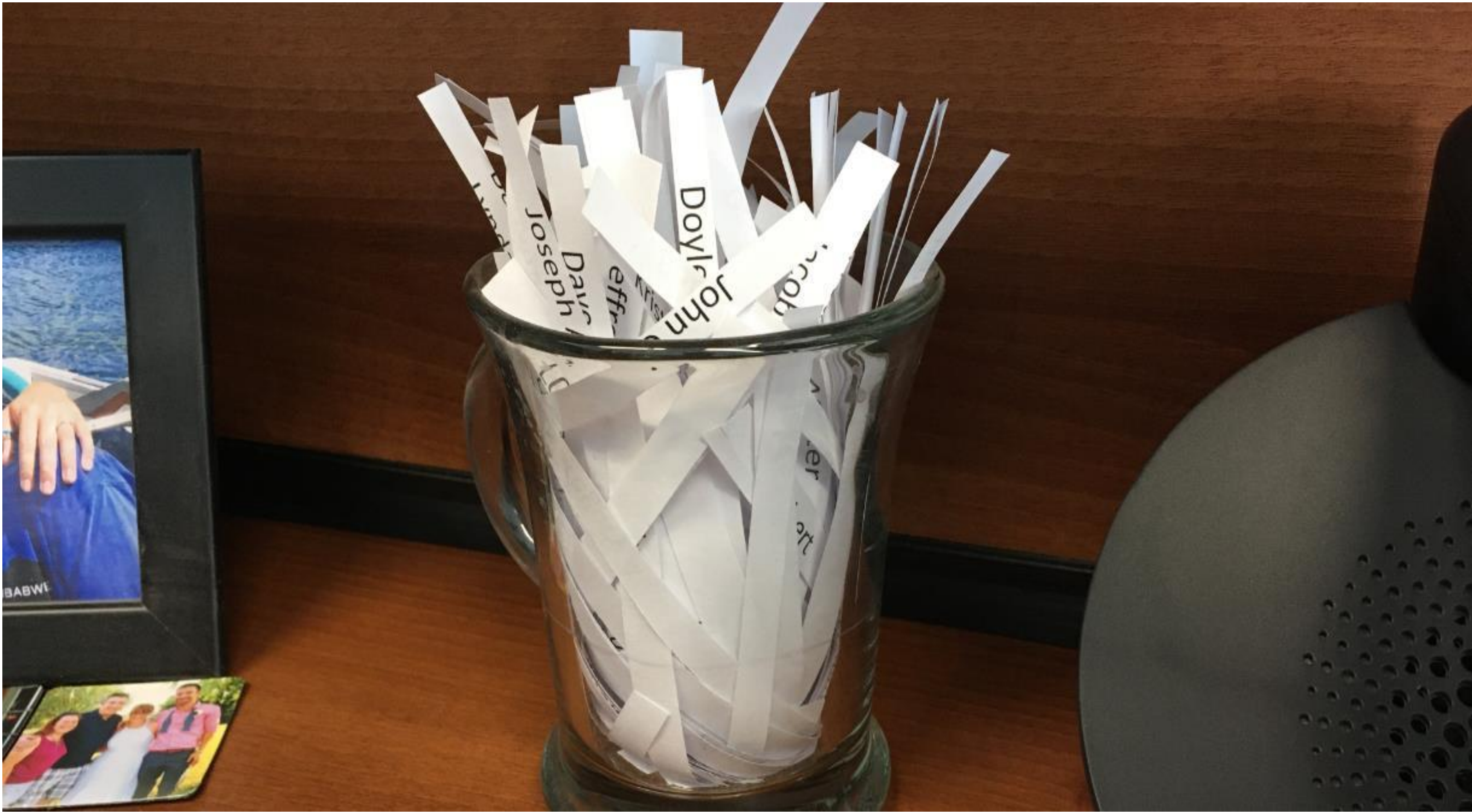
VISION

World Class Commitment

- People-First Approach – Empathy goes a long way



HAVE A SEAT, PARTNER!



World Class Commitment

- People-First Approach – Empathy goes a long way
- Walk the Talk – Get your hands (and boots) dirty



Uhhhh, George...

Tell me again...

Righty tighty or
lefty loosey???

World Class Commitment

- People-First Approach – Empathy goes a long way
- Walk the Talk – Get your hands (and boots) dirty
- Top level commitment sparks success – They remember



World Class Commitment

- People-First Approach – Empathy goes a long way
- Walk the Talk – Get your hands (and boots) dirty
- Top level commitment sparks success – They remember
- Honest and consistent communication – Yes, Every Time
- People & Values – Consider a Corporate Responsibility Plan

CORPORATE RESPONSIBILITY

This DW CR Policy establishes an effective, accountable, and transparent value-added three pillar framework focusing on the following areas:

Environmental Pillar	Resources, Quality, Sustainability and Environmental Management System
People and Values Pillar	Employee Policies & Practices, <u>Occupational Safety & Health</u> , Demographics, Learning, Outreach, Philanthropy/ Volunteerism, Customer Care
Governance and Finance Pillar	Ethics, Policies, Board Composition, Revenues, Water Sales, Debt



DEVELOPMENT

COMMITMENT

VISION

Continuous Development

- Offer training relevant to jobs – Don't train just to train

Active Aggressor/Shooter	Delaware Sheriff	3/1/2019	X	X	X	X	X	X	X	X
Emergency Action	BG	12/1/2018	Required	Required	Required	Required	Required	Required	Required	Required
Confined Space	BG	9/1/2017		X	X	X	X	X	X	
Excavation/Trenching	BG or BWC	2/1/2019		X	X					
P. Tools/Saws/Grinding	BG	NA		X		X	X	X		
Work Zone Safety	BG or BWC	7/1/2017		X	X	X	X	X		
Competent Person	BG	7/1/2019		X	X	X	X		X	
CDL Requirements	BG and/or OSHP	9/1/2019		X			X			
Distracted Driving	BG and/or OSHP	9/1/2019	X	X	X	X	X	X	X	
Driving Assessment	In House	NA								X
WWS/STFs/Ladder	BG	11/1/2019	X	X	X	X	X	X	X	X
Ohio811	Ohio 811 Rep.	12/1/2019		X		X				
PPE	BG	1/1/2019		X	X	X	X	X	X	X
Bloodborne	BG	10/1/2019	Required	Required	Required	Required	Required	Required	Required	Required
Respiratory/Fit-Test	SafeX	8/1/2019	If Applicable	If Applicable	If Applicable	If Applicable	If Applicable	If Applicable	If Applicable	If Applicable
Hearing Protection	BG or BWC	NA		X			X		X	
HazCom	BG	8/1/2019				X	X		X	
LOTO	St. Claire/BG	2/1/2016				X	X		X	
NFPA70/Arc Flash	BG or Guest	5/1/2016				X	X		X	
Heat/Cold Stress	BG	7/1/2019	X	X	X	X	X	X	X	
Cyber Threats	BG/I.T./Guest	NA	X		X	X	X		X	X
Machine Guarding	BG	NA					X		X	
Welding/Hot Work	BG	NA					X			
PIT/Forklift/Boom	FTS	10/1/2019				X	X			
Fall Prevention	FTS	11/1/2019			X	X	X	X	X	
Cranes/Hoists	FTS	NA					X		X	
Irrate Customers	BG	3/1/2018	X			X	X	X	X	X
Recordkeeping/Reporting	BG	5/1/2019	X	X	X	X	X	X	X	X
Workplace Fire	Local Fire	8/1/2019	Required	Required	Required	Required	Required	Required	Required	Required
Fatigue in the Workplace	BG	NA	X		X	X	X	X	X	X
Drone Safety	?	NA				X				
Asbestos Recognition	BWC	NA		X						
General Housekeeping	BG	NA	X	X	X	X	X	X	X	X

RESPIRATOR FIT-TESTING

Tuesday, October 11

7:30am-12:30pm

Olentangy Training Room



trenching + excavation competent person refresher

PERIODIC MAINTENANCE

REFER TO OPERATOR'S MANUAL FOR DETAILED INFORMATION



FRIDAY, SEPT 16

8:00AM - 10:00AM

Olentangy Training Room

WORK ZONE & TRAFFIC CONTROL REFRESHER

Tuesday, August 16

8:15-9:45 a.m.


Olentangy Training Room

Feat. Ohio BWC's Tracy Thompson



OHIO 811





This training
won't suck!

"Tick Talk" w/ Glen Needham

Friday, June 3 - 8:00am-8:45am

Olentangy Training Room

Also available through TEAMS and Paylocity

Workplace Fire Safety Training

THURSDAY SEPT 22

8TH LOT

9-10:00 AM

*NO PM SESSION





Continuous Development

- Offer training relevant to jobs – Don't train just to train
- Educate others about organization – How our jobs work

Fast
Fact

WHAT IS FALL PROTECTION?

Fall protection must be provided for each employee on a walking/working surface with an unprotected side or edge at the height required by the OSHA standard applicable to their work environment.

Del-Co is required to assess the workplace to determine if the walking/working surfaces on which employees are to work have the strength and structural integrity to safely support workers.

It's up to Del-Co to ensure that all employees are educated on fall protection and arrest equipment and procedures, as well as provide information in a "manner that the employee understands."



It's important to remember that all fall protection equipment shall be inspected before each use.



Anchor points shall be capable of supporting at least 5,000 lbs. per employee.

Fast
Fact

WHAT IS LOCKOUT/TAGOUT?

Lockout/Tagout (or LOTO) is a safety procedure which is used in industry and research settings to ensure that dangerous machines are properly shut off and not able to be started up again prior to the completion of maintenance or servicing work.

During the servicing and maintenance of machines and equipment, the unexpected startup or release of stored energy can result in serious injury (or worse) to workers.

Energy sources including electrical, mechanical, hydraulic, pneumatic, chemical, thermal, or other sources in machines and equipment can be hazardous to workers. Proper LOTO practices and procedures safeguard workers from the release of hazardous energy.



The locking and tagging of equipment lets others know not to de-isolate the device

The locked-out device cannot be activated until all workers have removed their padlocks from the clamp

CHECK YOUR 6

- 1** - Competent person shall always be on the jobsite.
- 2** - Feet or more for spoil piles to the edge of trench.
- 3** - Feet for ladder rungs to extend above the top of trench wall.
- 4** - Feet or more in depth require an exit ramp or ladder.
- 5** - Feet or more in depth require trench to be sloped or the use of shoring/boxes.
- 6** - Commonly required pieces of PPE: Hard Hat, Safety Glasses, Hearing Protection, Gloves, Hi-Vis Vest during traffic exposure, and Safety Toe Boots.

DELCO
WATER COMPANY



OSHA 1926.652
5'+ Requires a "Protective System"
This includes benching, sloping, or shielding (boxes)

OSHA 1926.651
4'+ Requires a "Means of Egress"
This includes ladders, steps, or ramps

OSHA 1926.1053
Ladder shall extend 3' above top of trench wall
Roughly 3 rungs on ladder



DEL-CO UNIVERSITY EST. 2022

DELCO

DU





Continuous Development

- Offer training relevant to jobs – Don't train just to train
- Educate others about organization - How our jobs work
- In with the New (Hires) - Recruitment & Orientation

New Hire Checklist

- Do your job descriptions include an accurate account of necessary skills?
Physical demands?
- Orientation (upon hiring) and Onboarding (continuing) are crucial opportunities for Safety/HR buy-in
- Make it a point to share that communicating safety issues, concerns, reporting accidents and injuries is encouraged, and that retaliation will not occur
- Are you providing an overview of important safety topics early-on?



New Hire Safety Orientation and Training

Del-Co Water Company, Inc.

Del-Co Water Company, Inc.
6658 Olentangy River Rd
740.548.7746 phone
740.548.6203 fax
www.delcower.com

- Del-Co Water's Principal Rules**
- No Job Takes Priority Over Safety
 - Leave Work the Same Way You Arrived
 - Take Care of Each Other
 - Report Every Incident Immediately

Water is our Business, Safety is our Goal...

Search

- 1. Title Layout
- 2. Training Objectives
- 3. But first... Think about this...
- 4. A Few Statistics...
- 5. A few More Statistics...
- 6. Definitions - Slips
- 7. Slips on Ice

Continuous Development

- Offer training relevant to jobs – Don't train just to train
- Educate others about organization - How our jobs work
- In with the New (Hires) – Recruitment & Orientation
- Stay Up-to-Date with trends/regulations - Always changing

OHIO LaborLawCenter.com
1-800-745-9970 • Product ID: OH50
Compliance Code: OH-1222-FB1 • Check Compliance By Scanning Here

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in the workplace. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?
Employees (current and former), including managers and temporary employees, with disabilities, and those who have filed or are about to file a charge.

What Organizations are Covered?
Most private employers, State and local governments (or employers), educational institutions, and labor unions.

What Types of Employment Discrimination are Prohibited?
Under the EEOC's laws, an employer may not discriminate against you on the basis of your race, color, sex, religion, national origin, age (40 and older), disability, or genetic information (including employer requests).

What Employment Practices can be Challenged to Discrimination?
• Recruitment, including job advertisements, interviews, and hiring
• Discharge, firing, or lay-off
• Promotions, including advancement or physical contact
• Assignments
• Unlawful wage or compensation
• Failure to provide reasonable accommodation for a disability or a sincerely held religious belief, observance or practice
• Benefits
• Job training
• Classification
• Harassment
• Obtaining or disclosing genetic information
• Requesting or disclosing medical information of employees
• Contact that might reasonably discourage

DISCRIMINATION

KNOW YOUR RIGHTS - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW
The Ohio Civil Rights Act protects applicants and employees of private employers, state, county and local governments, educational institutions, labor organizations, employment agencies and personnel placement services.

Race and Color (and Hair and Sex or Gender)
Race and color (and hair and sex or gender) discrimination is prohibited in hiring, promotion, training, discharge, pay, benefits, job transfer, or any other employment-related activity. It is also prohibited to discriminate on the basis of race or color in a joint policy or practice that has a disparate impact on individuals of a particular race or color.

Disability
Disability discrimination is prohibited in hiring, promotion, training, discharge, pay, benefits, job transfer, or any other employment-related activity. It is also prohibited to discriminate on the basis of disability in a joint policy or practice that has a disparate impact on individuals with a particular disability.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service.

OSHA's Form 300A (Rev. 01/2004)
Summary of Work-Related Injuries and Illnesses

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary. Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0."

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
(G) 0	(H) 2	(I) 0	(J) 0

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
(K) 3	(L) 0

Injury and Illness Types

Total number of	(M)	(N)	(O)
(1) Injuries	2	(4) Poisonings	0
(2) Skin disorders	0	(5) Hearing loss	0
(3) Respiratory conditions	0	(6) All other illnesses	0

Post this Summary page from February 1 to April 30 of the year following the year covered by the form.
If you need to provide the following information when applying:
• Name and address of all employees for whom work was performed during the past 18 months
• Name and address of all employees for whom work was performed during the past 18 months
• Name and address of all employees for whom work was performed during the past 18 months

Note: You can type input into this form and save it.
Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the free Adobe PDF Reader.

Establishment information
Your establishment name: Del-Co Water Company, Inc.
Street: 6682 Olentangy River Rd
City: Delaware State: OH Zip: 43015
Industry description (e.g., Manufacture of motor truck trailers): Water Utility
Standard Industrial Classification (SIC), if known (e.g., 3715):
OR
North American Industrial Classification (NAICS), if known (e.g., 336212): 221310

Employment information (If you don't have these figures, see the Worksheet on the next page to estimate.)
Annual average number of employees: 69
Total hours worked by all employees last year: 143520

Sign here
Knowingly falsifying this document may result in a fine.
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.
[Signature] Title: CEO Date: 1/20/23
Phone: _____ Save Input

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action requirements of federal contractors and subcontractors. Federal contractors and subcontractors are prohibited under Federal law from discriminating on the basis of race, color, religion, sex, national origin, disability, or age in hiring, promotion, training, discharge, pay, benefits, job transfer, or any other employment-related activity. It is also prohibited to discriminate on the basis of race or color in a joint policy or practice that has a disparate impact on individuals of a particular race or color.

WORKERS' COMPENSATION
OHIO BUREAU OF WORKERS' COMPENSATION
Required Posting
Effective October 13, 2004, Section 4123.54 of the Ohio Revised Code requires notice of a returnable presumption. Returnable presumption means that an employee may dispute or prove under the presumption (or before) that a controlled substance was not the proximate cause of the work-related injury. An employee who tests positive or refuses to submit to chemical testing may be disqualified for compensation and benefits under the Workers' Compensation Act.

SELF-INSURED WORKERS' COMPENSATION
NOTICE TO EMPLOYEES
Section 4123.84 of the Ohio Revised Code (workers' compensation) reads as follows:
(1) In all cases of injury or death, claims for compensation or benefits for the specific part or parts of the body injured shall be forever barred unless, within one year after the injury or death:
(a) Written notice of the specific part or parts of the body claimed to have been injured has been made to the Industrial Commission or the Bureau of Workers' Compensation;
(b) The employee, with knowledge of a claimed compensable injury or occupational disease, has paid wages in lieu of compensation for total disability;
(c) In the event the employer has elected to pay compensation or benefits directly, one of the following has occurred:
(i) Written notice has been given to the commission or bureau, or the employer has furnished payment by a bonded physician in the employ of an employee providing, however, that the furnishing of such treatment shall not constitute a recognition of a claim as compensable, but shall do so more than satisfy the requirements of this section.

EMPLOYEE POLYGRAPH PROTECTION ACT
EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT
The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.
PROHIBITIONS: Employers are generally prohibited from requiring or requesting any employee to take or to submit to a lie detector test, and from using the results of such a test to make any employment decision. The Act permits polygraph in a limited number of circumstances: (1) to determine if an employee has used a controlled substance; (2) to determine if an employee has used a controlled substance; (3) to determine if an employee has used a controlled substance; (4) to determine if an employee has used a controlled substance.

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work authorized individuals. Employers CANNOT specify which documents(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination. For information, please contact the Office of Special Counsel for Immigration-Related Unfair Employment Practices Office at 800-255-7688.

CHILD LABOR LAWS
STATE OF OHIO
MINOR LABOR LAWS
www.com.ohio.gov

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment, including hiring, promotion, training, discharge, pay, benefits, job transfer, or any other employment-related activity. It is also prohibited to discriminate on the basis of disability in a joint policy or practice that has a disparate impact on individuals with a particular disability.

EMPLOYEE POLYGRAPH PROTECTION ACT
EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT
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OHIO MINIMUM WAGE
STATE OF OHIO
2023 MINIMUM WAGE
NON-TIPPED EMPLOYEES
A Minimum Wage of \$10.10 per hour
TIPPED EMPLOYEES
A Minimum Wage of \$5.05 per hour PLUS TIPS
Individuals Exempt from Minimum Wage

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OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT
Job Safety and Health
IT'S THE LAW!

OSHA's Form 300A (Rev. 01/2004)
Summary of Work-Related Injuries and Illnesses
Year 2022

Establishment information
Del-Co Water Company, Inc.
6682 Olentangy River Rd
Delaware, OH 43015

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	2	0	0

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
3	0

Injury and Illness Types

Total number of	(M)	(N)	(O)
(1) Injuries	2	(4) Poisonings	0
(2) Skin disorders	0	(5) Hearing loss	0
(3) Respiratory conditions	0	(6) All other illnesses	0

Establishment information
Your establishment name: Del-Co Water Company, Inc.
Street: 6682 Olentangy River Rd
City: Delaware State: OH Zip: 43015
Industry description (e.g., Manufacture of motor truck trailers): Water Utility
Standard Industrial Classification (SIC), if known (e.g., 3715):
OR
North American Industrial Classification (NAICS), if known (e.g., 336212): 221310

Employment information (If you don't have these figures, see the Worksheet on the next page to estimate.)
Annual average number of employees: 69
Total hours worked by all employees last year: 143520

Sign here
Knowingly falsifying this document may result in a fine.
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.
[Signature] Title: CEO Date: 1/20/23
Phone: _____ Save Input

Work Life Web
Go to: www.helpnetcap.com
Click on **WORK LIFE LOGIN** (at the top)
Username: delcwater

24 HOUR EMERGENCY SERVICE
877-260-9688

TO PUT YOUR SYSTEM IN TEST OR REPORT A FALSE ALARM
855-749-5731

ACCOUNT NUMBER: OR3966
PASSCODE: 147104

Personal Counseling
Solution-Focused Brief Therapy at no cost (1.5 sessions) for you and members of your household.
• Counseling provided for marital and family issues, emotional problems, career issues, and life enrichment techniques.

NALE
An EMCOR Company

24 HOUR EMERGENCY SERVICE
877-260-9688

TO PUT YOUR SYSTEM IN TEST OR REPORT A FALSE ALARM
855-749-5731

ACCOUNT NUMBER: OR3966
PASSCODE: 147104

If alarm is activated and passcode is not

FOUNDATION

CH+



HEAVY DUTY
AMP 240
N.P.



FOUNDATION PUMP #
FED FROM LV1 PANEL
C
FED FROM HS LV-1
PANEL CT 21&23

32870X
SERIES 6855

ANGER

DO NOT OPERATE EQUIPMENT LOCKED OUT

John B

This Lock/Tag may only be removed by:

Name: ~~John B~~

Date: 6/12/20 Dept: MAINT.

Expected Completion Date:





WARNING

Arc Flash and Shock Hazards - Calculated: MARCH 2021

FAILURE TO COMPLY CAN RESULT IN DEATH OR INJURY

0.56 cal/cm² @18 in

Flash Hazard Boundary: **11 in**

Shock Hazard:

480 VAC

Limited Approach:

42 in

Restricted Approach:

12 in

Bolted Fault Current:

24.73 kA

Required PPE:

Level 0

Glove Class:

00

ATSP:

Prot. By: MCC-PL 00000001
000

Phone: 937-506-8444
contact@powersolutionsgroup.com

DANGER

**THIS IS A PERMIT
REQUIRED CONFINED
SPACE - # RES 02**

PLEASE REQUEST PERMIT BEFORE ENTERING

www.ComplianceSigns.com

Continuous Development

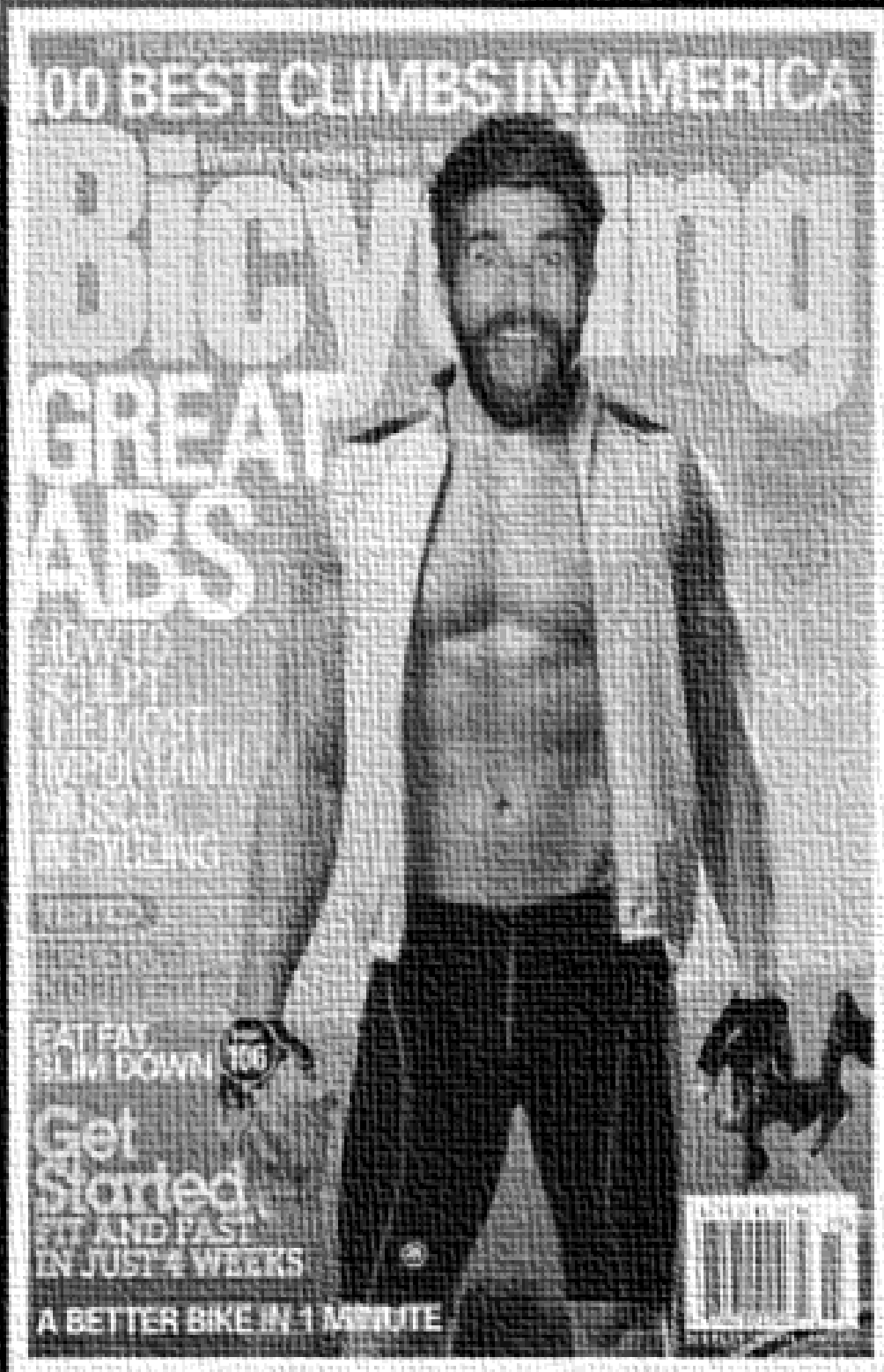
- Offer training relevant to jobs - Don't train just to train
- Educate others about organization - How our jobs work
- In with the New (Hires) - Recruitment & Orientation
- Stay Up-to-Date with trends/regulations - Always changing
- Make Safety FUN - Or at least try really hard!

WARNING:

Some of the following images are graphic in nature and might be disturbing to ~~some~~ all viewers.



RISING STAR



By the age of 20, Chance was winning races all over Australia including it's biggest and most world renowned The Outback Bicycling Jamboree of World-Famous Cyclists That Can Do That For Long Distances (sponsored by The Outback Steakhouse). He was ready to move on to the international scene of bicycling, so he enrolled in the world's famous Tour de France. Unfortunately, Chance suffered from a sprained fibial lemur hema-tonsilitus, which is very rare. That happened in the first five minutes of racing, so he didn't get to show the world all he was capable of.





COMMUNICATION

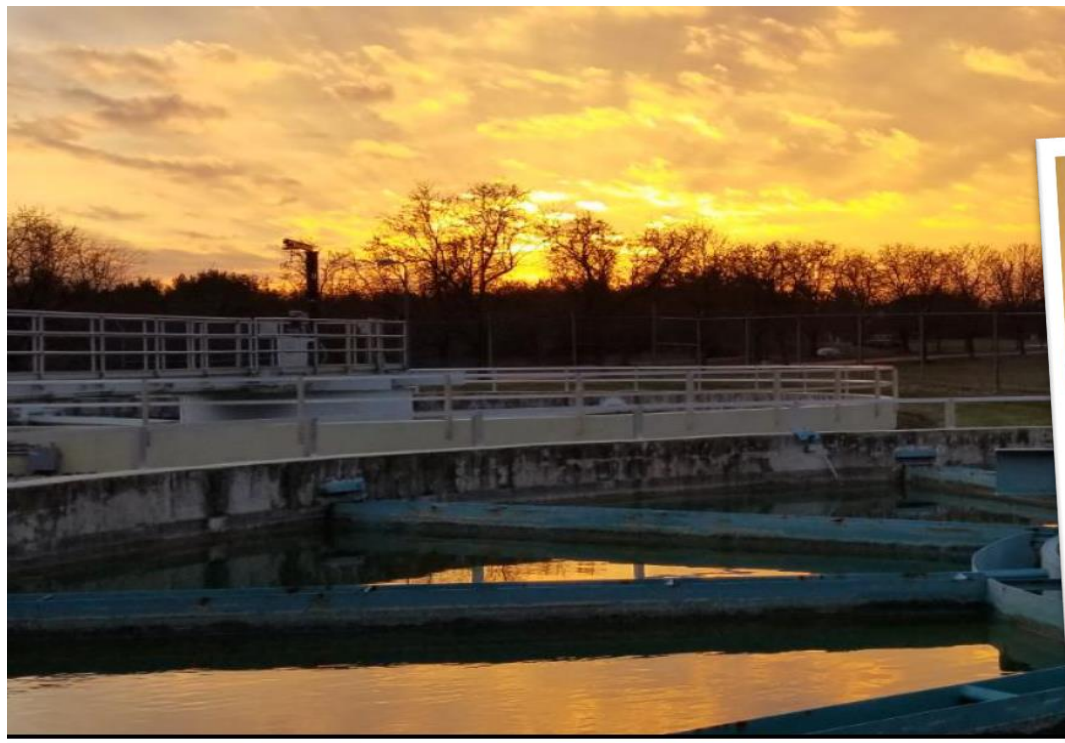
DEVELOPMENT

COMMITMENT

VISION

Communication

- Open communication with all levels - OSH Reports



2019

Del-Co
Occupational
Health & Safety

Del-Co Water
2020 Occupational Safety + Health

- New Inside!**
- Updated OSH Metrics
 - Navigating Uncharted Waters: COVID-19 and the Workplace
 - Safety Training in a Virtual World
 - 2020 Safety Spotlight
 - Year in Photos

Workplace

C



DEL-CO WATER
COMPANY, INC.

ANNUAL REPORT

ISSUE NO. 04



2021

COVID-19



Navigating Uncharted Waters: Workplace Safety and COVID-19

- Jim Wasil

The coronavirus pandemic has disrupted organizations and caused Human Resources Managers to rethink their role as they adjust to social distancing practices and a new work environment that they may never have imagined.

The COVID-19 pandemic has produced unique challenges and opportunities for organizations worldwide. At Del-Co, we are proud to say we've banded together, met the moment, and are persevering. It's not just optimistic - but realistic, to say that we are a stronger organization for it. In Human Resources, it's often said, but never more true, that it is our people that make the difference.

Business Agility - There is no education like adversity. We have learned to adapt quickly when presented with unique challenges and circumstances.

COVID Temporary Guidelines

- **Perform a daily assessment**
 - Take temperature, self-monitor for fever, coughing and trouble breathing
 - We have thermometers placed throughout Del-Co facilities; everyone should take their temperature before beginning work
- **Employees must wear a face-covering in common areas, even if just walking through**
 - This includes hallways, copier rooms, break areas, etc.
 - If you need a mask, please talk to your supervisor
 - Erin has also volunteered to make fabric face coverings, send her an email if interested
- **Social Distancing of 6 feet from others is required except for very limited circumstances**
 - See COVID Policy for specifics
- **Wipe down your personal workspace at least once a day**
 - Department supervisors will appoint a cleaning lead daily to wipe down all common areas and high-contact surfaces every two hours

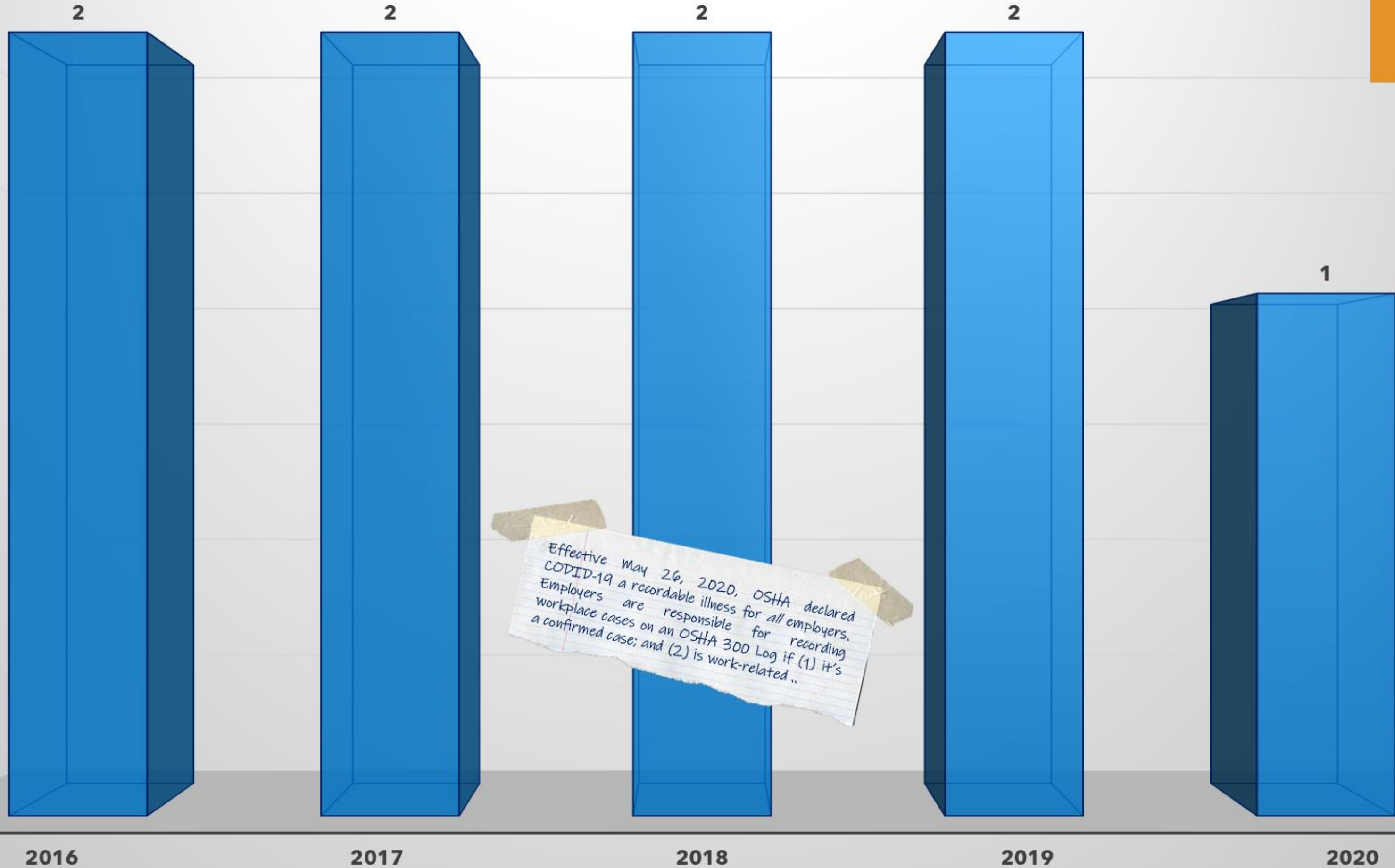


Temporary COVID-19 Guidelines were communicated early in the pandemic

Total OSHA Recordable Incidents - All Departments

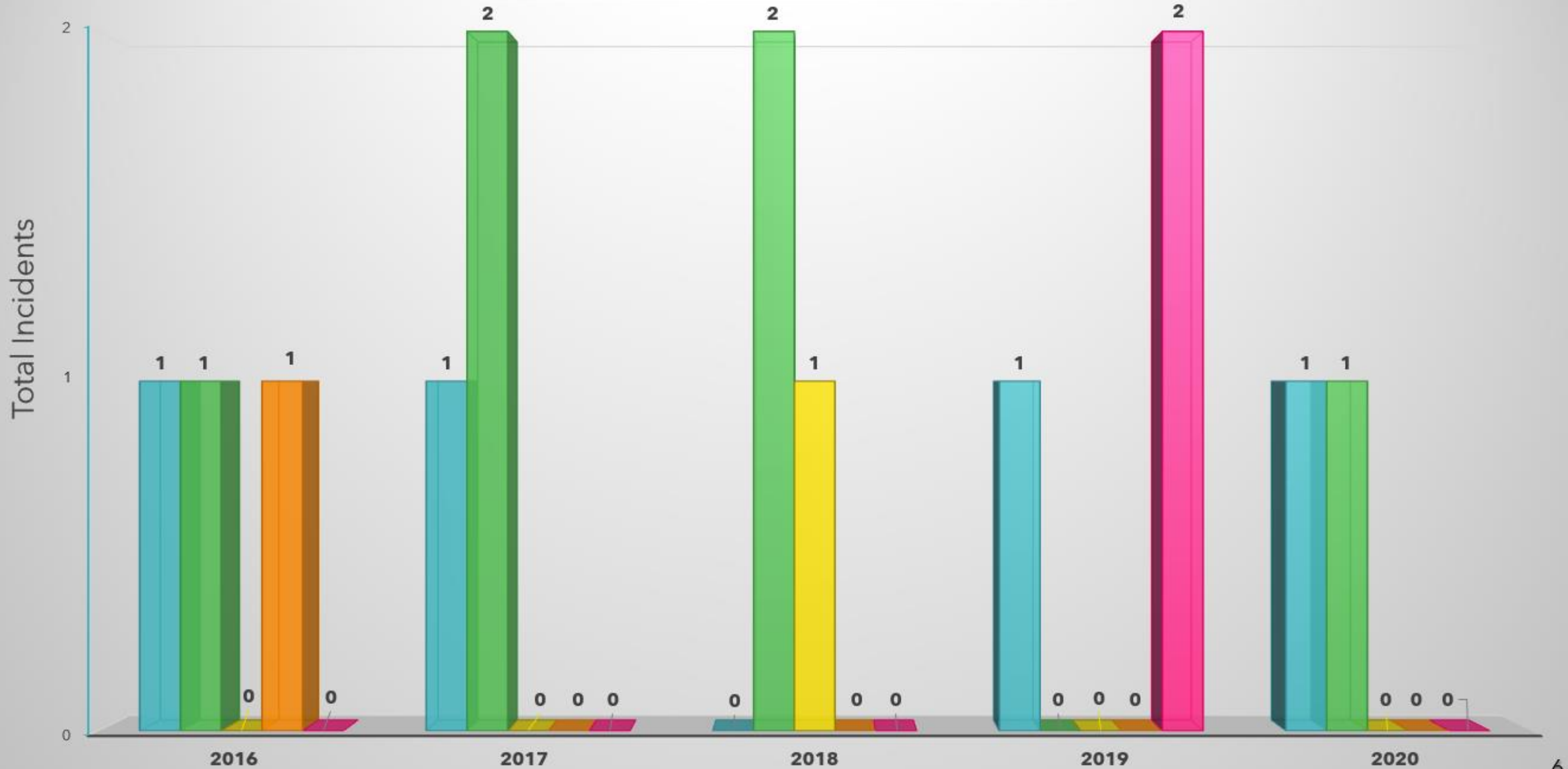
Key OSH
Metrics

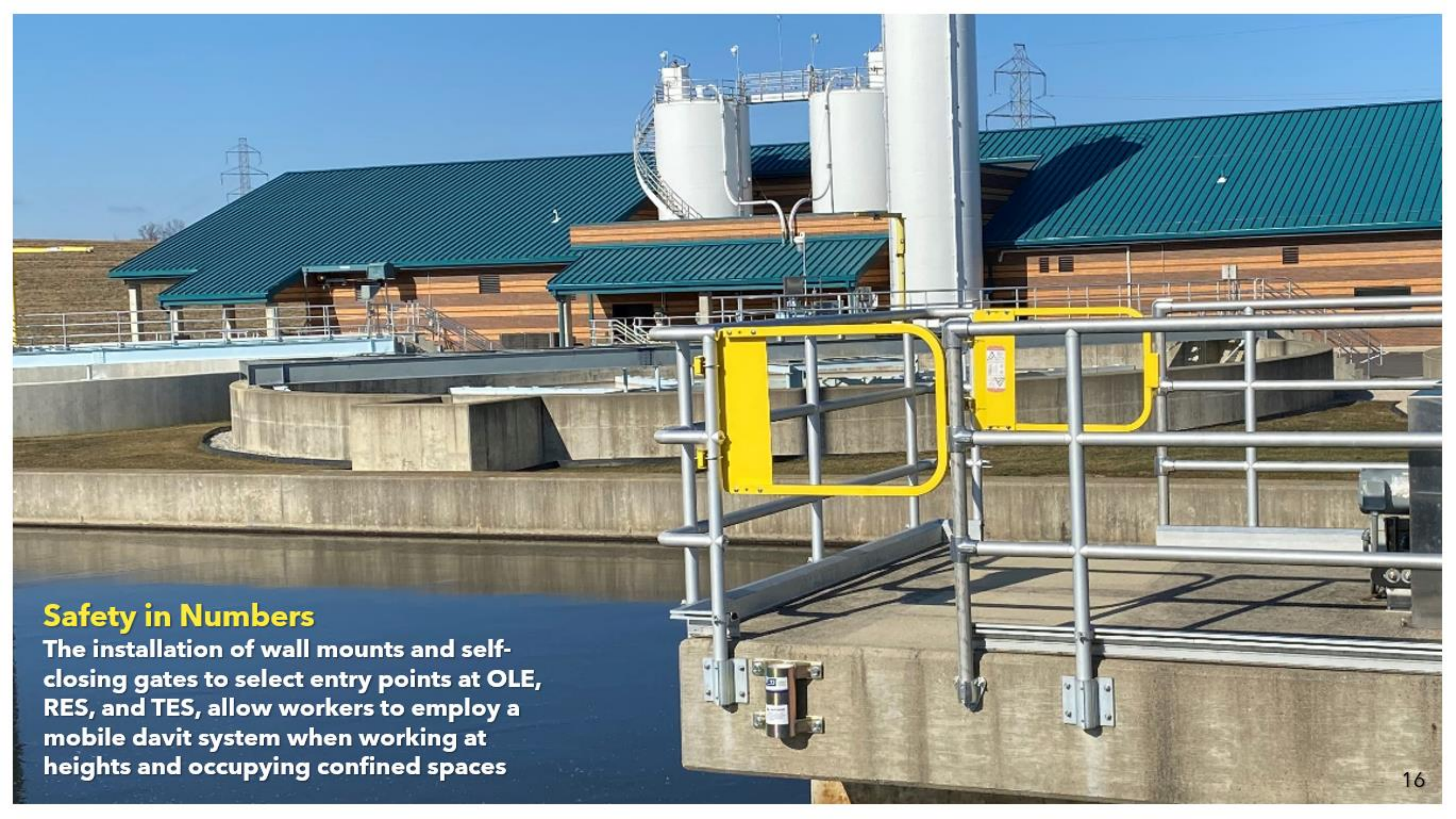
Total Incidents



Types and Causes of Recordable Incidents - All Departments

■ Slips, Trips & Falls ■ Ergonomic ■ Eye, Face & Head ■ Struck By/Against ■ Vehicle/Equipment





Safety in Numbers

The installation of wall mounts and self-closing gates to select entry points at OLE, RES, and TES, allow workers to employ a mobile davit system when working at heights and occupying confined spaces

Communication

- Open communication with all levels- OSH Reports
- Be present, accessible, and approachable - Creates Buy In





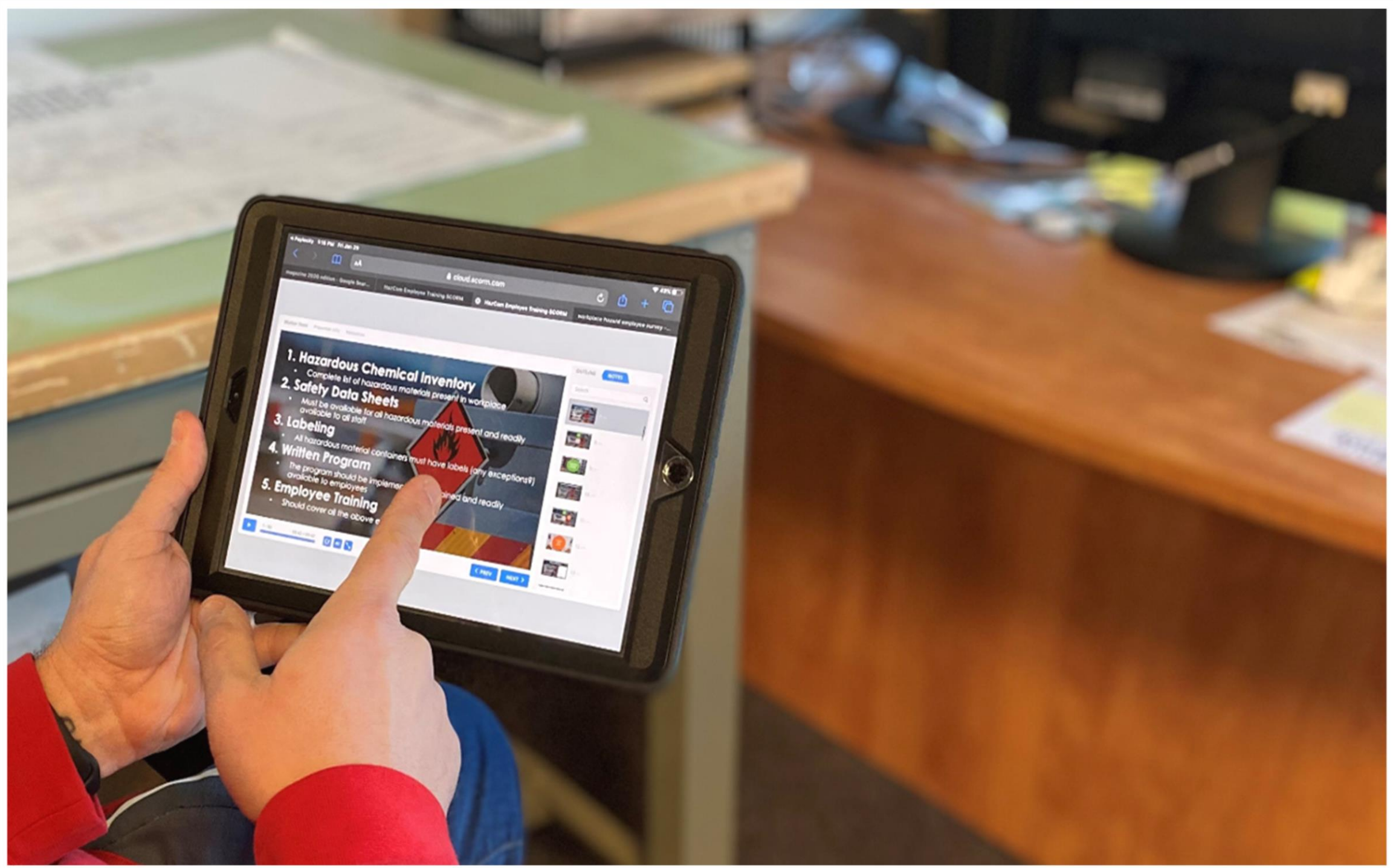
Communication

- Open communication with all levels- OSH Reports
- Be present, accessible, and approachable – Creates Buy In
- Don't have to be friends, but always be respectful
- The Pandemic – Time for HR & Safety to step up!



The Pandemic

for Safety and





COMMUNICATION

DEVELOPMENT

COMMITMENT

ACCOUNTABILITY

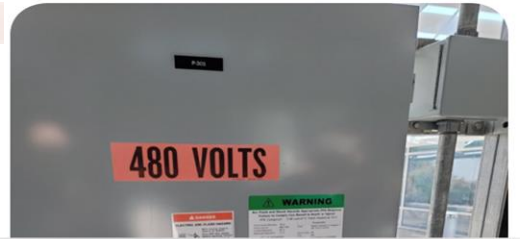
VISION

Everyone is Accountable

- Fair and consistent discipline – All levels
- Management's behavior influences everyone around them
- Enforcement is necessary – Not just from Safety Manager
- Actively (and confidentially) discuss employee matters
- Safety isn't a secret – Share industry best practices



Do you see any lockout tagout or arc flash placards?





COMMUNICATION

DEVELOPMENT

COMMITMENT

VISION

COLLABORATION

ACCOUNTABILITY

We're In This Together

- Surveys check the pulse of company – Act on Feedback!



**TOP
WORK
PLACES**

COLUMBUS
CEO

DELCO
WATER COMPANY

Back in 2018

WE LAUNCHED OUR INITIAL SAFETY PERCEPTION SURVEY

Although we achieved a modest Response Rate of 56%, we received feedback which led to several improvements. Your voices were questions ranging from whether Del places high priority on your health and safety to how you feel comfortable making suggestions and safety issues.

To achieve the World Class Safety Culture, it's vital to engage and listen to employees on the front lines performing the work. Feedback often contains very specific and unique to your area of work, which allows us the ability to target specific corrective actions.

So, when we decided to launch our survey last March, we had a baseline for where we were and how to measure our progress. Would we see higher participation? Would we score higher on areas which needed improvement? The answer was a resounding YES!

24 hours after launch, we'd achieved a Response Rate of 84%. By the time the survey closed, we finished at 98% - 101 of 103 employees participated. This in itself was a major accomplishment. In a world full of distractions, we took the time to once again share your voices in turn, improving our program and culture.

Here are the results of our 2021 Safety Perception Survey.



2021 SAFETY PERCEPTION SURVEY RESULTS

98%
Strongly Agree or Agree



Del-Co provides the support and training I need to perform my job safely.

Del-Co places a high priority on my safety and health.

98%
Strongly Agree or Agree



Note: Up from 96% in 2018.

92%
Strongly Agree or Agree




Safety and health policies and procedures are effectively communicated and enforced.

Note: Although a stronger score than our 2018 survey, some believe there's room for improvement.

Del-Co provides the PPE and equipment necessary to perform my job in a safe manner.

98%
Strongly Agree or Agree



Note: Up from 96% in 2018.

86%
Strongly Agree or Agree



I am comfortable reporting unsafe behavior and unsafe conditions to Management.

Note: We continue to encourage communication when it comes to reporting unsafe behavior.



Where we are
NOW

We're In This Together

- Surveys check the pulse of company – Act on Feedback!
- Have your staff teach you the job – especially if unsafe
- Actively seek support from colleagues/industry resources

Upskill your workforce today with TechCred

Learn More

What Is TechCred?





American Water Works Association

Dedicated to the World's Most Important Resource®

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SAFETY

[Publications](#) / [Books](#) / [Safety](#)

Share [f](#) [t](#) [in](#) [e](#)

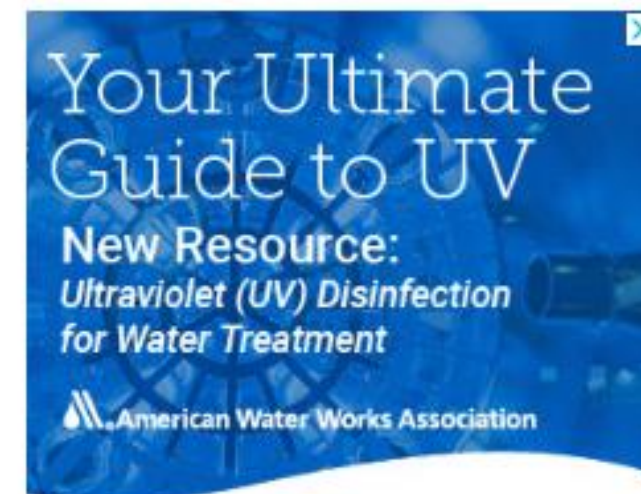
Create and Implement a Safety Program for Your Organization

Protecting the professionals who produce adequate supplies of high-quality drinking water is of the utmost importance. Employees are a utility's most valuable resource, and their ability to work safely and in a safe environment is the main reason for workplace safety programs. Safeguarding the general public from construction sites and operations is another reason for the programs.

[Read the AWWA Safety Policy](#)



Advertisement



Advertisement

[Establishing a Safety Program in the Utility Guide](#)

Substance Use Recovery and Workplace Safety Program

Jobs Work! Grow Your Business, Save a Life - One of the best recovery tools for addiction is a job.

READ MORE



File a claim



Apply for coverage



Find a provider



Report fraud



KUNDEL

KUNDEL
1-800-877-3434
VISIT US AT KUNDEL.COM

SHIP TO:
[Illegible text]

SHIP TO:
[Illegible text]

OSHA Occupational
Safety and Health
Administration

This card acknowledges that the recipient has successfully completed a
10-hour Occupational Safety and Health Training Course in
General Industry Safety and Health

Super Safe Del-Co Employee

Super Safe Person

6/8/2023

(Name – print or type)

(Course end date)



Storm Response and Recovery

Find sources to stay safe during storm cleanup.

Remembering Lost Workers

(45) shot by customer.

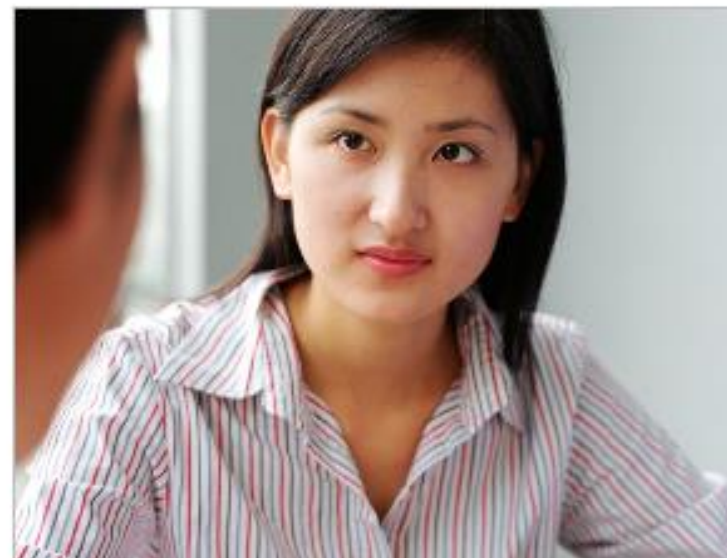
Ernest Scott (49) fell from tree.

John Joseph Wall (35) asphyxiate



WORKPLACE SAFETY REMINDER

Wear protective clothing to avoid contamination with mold.



I Am OSHA
Meet OSHA Staff

**OSHA is Hiring!
Apply Now.**











We're In This Together

- Surveys check the pulse of company – Act on Feedback!
- Have your staff teach you the job – especially if unsafe
- Actively seek support from colleagues/industry resources
- Walk the floors – Observations are priceless













We're In This Together

- Surveys check the pulse of company – Act on Feedback!
- Have your staff teach you the job – especially if unsafe
- Actively seek support from colleagues/industry resources
- Walk the floors – Observations are priceless
- Promote Health & Wellness – It's just good business

Good Health is Good Business!

- **Employee Assistance Programs**

- ✓ Never more important than today. Difficulty concentrating at work can lead to mishaps on the job or worse

- **Wellness Programs**

- ✓ Promote well-being, health and safety of employees
- ✓ Some companies require certain metrics to be met for favorable insurance rates for employees
- ✓ If you are offering wellness programs, there are countless ways for employees to get injured



It's Safety Congress!

So, we feel we need to mention this...

Ohio | Bureau of Workers' Compensation

- Is your company participating in the BWC Drug Free Safety Program?
- This is an excellent way for Safety and HR to work together and can save your company money.

Collaboration = Success!

- Policy Development
- Safety Action Plan
- Accident-Analysis Training
- Employee Education – Collaborative effort
- Supervisor Training – Collaborative effort
- Alcohol and Drug Testing – (PHI, so you may want to involve HR here)

Who is your Program Administrator?

Drug-Free Workplace Employee Education

DELCO
WATER COMPANY

POLICY COMMITMENT
for
**DEL-CO WATER CO., INC'S
DRUG-FREE (SUBSTANCE-FREE)
WORKPLACE PROGRAM**

Specifications as of February 1, 2018
Program Implementation as of January 1, 2007

WORKING PARTNERS SYSTEMS, INC.

7895 Dove Parkway
Canal Winchester, Ohio 43110

Phone: 614-337-8200 Fax: 614-337-0800

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Version 12/16 - 02/01/2018



EMPOWERMENT

COLLABORATION

ACCOUNTABILITY

COMMUNICATION

DEVELOPMENT

COMMITMENT

VISION

Empowerment

- Call a timeout – we're all trained as "competent persons"



Employer Competent Person Requirements

DELCO
WATER COMPANY

Empowerment

- Call a timeout – we're all trained as "competent persons"
- Supervisors aren't always right – It's okay to ask questions

Del-Co Water Company, Inc.

Policy Number: 3001

Category: Occupational Safety and Health
Section: Safety
Subject: General Safety Rules
Effective Date: December 2, 2019
Page (s): 4

Authority: Occupational Safety and Health Administration (OSHA), 29 CFR 1910 (Code of Federal Regulations)

Management Responsibilities

1. To lead by example by recognizing, observing and enforcing company safety rules and conditions.
2. To assist in the development of each associate by providing leadership and support in relation to company safety practices and procedures.

Empowerment

- Call a timeout – We're all trained as "competent persons"
- Supervisors aren't always right – It's okay to ask questions
- HR/Safety Managers aren't always right – Humility matters
- Engaged employees are safer employees – It's a fact!

- Among other things, safety has a direct correlation on company reputation and employee engagement
- A better reputation equals better success at attracting and retaining talent
- Engaged employees are more likely to follow safety best practices – Employees who believe their company cares about their well-being likely achieve higher quality of work



Mark French
Dalkia Energy Solutions

"When we protect our people, we protect our organizations, systems, and communities."



RECOGNITION

EMPOWERMENT

COLLABORATION

ACCOUNTABILITY

COMMUNICATION

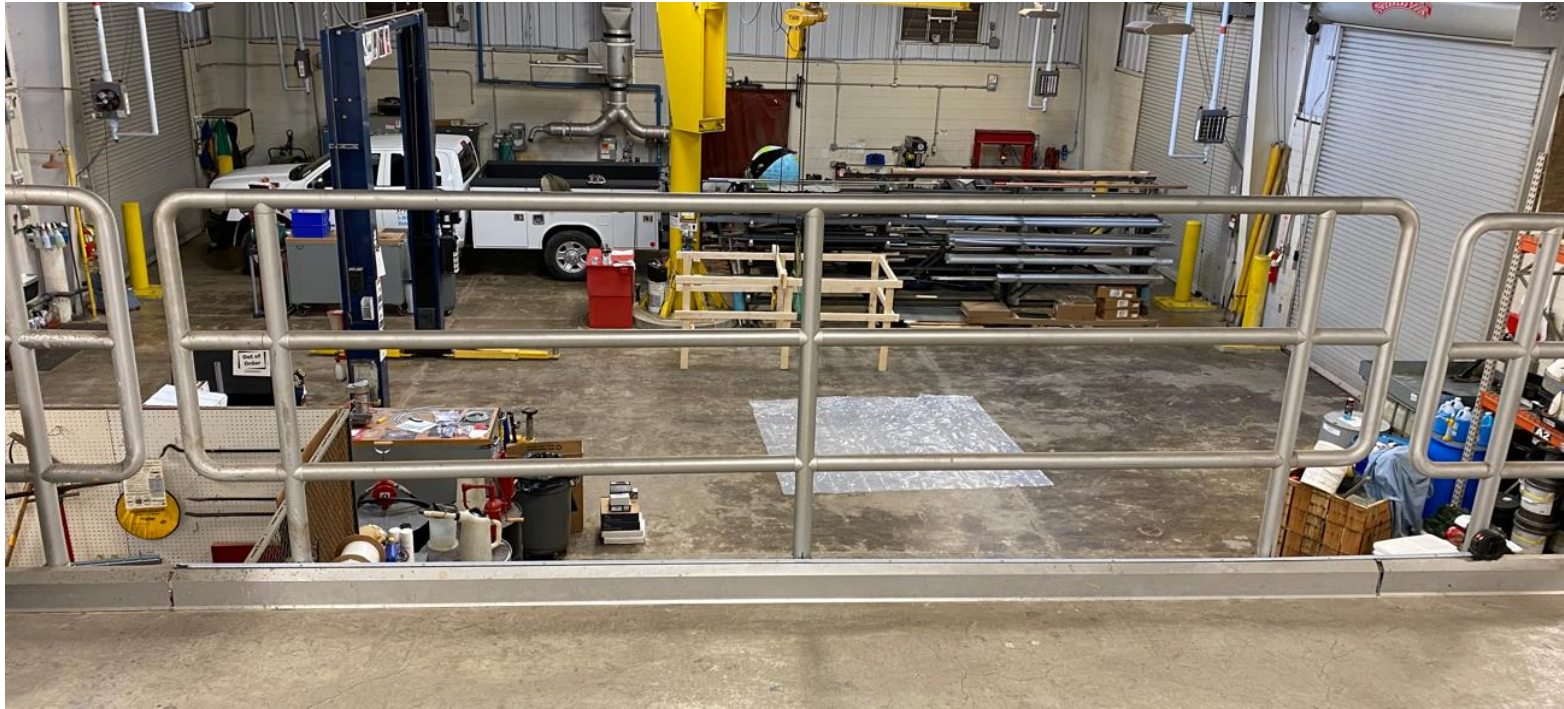
DEVELOPMENT

COMMITMENT

VISION

Recognize & Reward

- Acknowledge staff for the good - even if "part of the job"



 **Billy Gibson** shared an announcement
on December 13, 2022 at 2:55 PM | 78 views

Engineering Safety!

I love sharing this type of stuff, not only because it's an amazing safety intervention, but also because it was completely STAFF DRIVEN.

Background: This is located on the mezzanine in the Maintenance building. In order to transfer material between floors, railing is manually removed and relocated. Although effective, this procedure created the *potential* for fall, ergonomic, and contact injuries. Staff members voiced their concerns and management listened (and acted!).

Improvement: After an assessment by Dave Close, Joe Johns, and Rod Angulo, the team formulated a plan to fabricate/apply engineering controls that would make the job safer, while improving efficiency!

What an **AWESOME** example of teamwork!!!



 14  1  1  1  1  1

 React

 Comment

 Share

 2 Comments



Spencer Sheldon

Great Job! These types of innovation are awesome. Excellent benefit and low cost to implement.

React 3 mos

 1



Doyle Whited

That is a great group effort. If you ever had to remove that railing before you could

Recognize & Reward

- Acknowledge staff for the good - even if "part of the job"
- Publicize their accomplishments - people love kudos

WAY TO GO

September 2019

DEL-CO WATER COMPANY, INC.

- Since 1974

CAUGHT BEING SAFE!

They decided to P.A.S.S. on Safety

Admin Office – After the kitchen microwave unexpectedly caught fire, Michelle Harry alerted her co-worker, Erin Gibson, of the situation. Before calling 9-1-1, Erin immediately remembered her Workplace Fire Safety training and sprung into action. She grabbed the fire extinguisher, pulled the pin, aimed at the source, squeezed the handle, and swept until everything was under control. Great job guys!



FRED MILAN

Quality in Compliance

What does "workplace safety" mean to you? Returning home in the same condition you left in the morning. Always being aware of your surroundings, which decreases the opportunity for injury.

How does experience influence safety? If you would've asked me this question 20 years ago, it wouldn't have made a lot of sense because I was a lot stronger and healed a lot quicker. Now that I'm older and I've experienced injuries, there's a benefit of experience to be able to look at something and say "well, maybe I should take an extra minute or two to think about this." It might take a minute or two longer, but if I don't hurt myself or others, or damage anything around me, it's a better outcome in the long run.

Where does your resourcefulness come from? Probably a little bit of OCD, where some days I win, and some days the disorder wins, but most days I'm able to channel it in a positive direction! I tend to work best when you throw me out there and let me go do it.

How important to you is leading by example? That's the best way. It's awfully hard to tell someone how to do something when you're not doing it yourself. I figure, the more you do something, it becomes second nature. And hopefully it rubs off and becomes second nature to others. If you don't have a good SOP (Standard Operating Procedure), structure, foundation, or framework, you're going to miss stuff, and you're going to get sloppy.

If you could deliver one message about safety, what would it be? The last five minutes of the day can be the most dangerous. Try to have the same focus at the end of the day as you have in the



Q&A

Job Title: Water Quality Technician

Time at Del-Co: Just over 13 years - 17 left!

What did you want to be when you grew up?

I wanted to get out and make my own decisions. Like Sinatra, I wanted to do things "My Way"

JANUARY 2020 SAFETY CHAMPION



Jeff Johns has been recognized by his co-workers on many occasions for making great strides in not only improving the safety of those around him, but also his role as a Competent Person!





Del-co Water



Safety Champion

DELCO
WATER COMPANY

Recognize & Reward

- Acknowledge staff for the good - even if "part of the job"
- Publicize their accomplishments - people love kudos
- Pick up the phone - These little things work wonders




Recognize & Reward

- Acknowledge staff for the good - even if "part of the job"
- Publicize their accomplishments - people love kudos
- Pick up the phone - These little things work wonders
- Productivity vs Safety - Let's get ready to rumble!



SAY THAT
AGAIN!



I'M WILLING TO
TAKE THAT
CHANCE...



SAY THAT AGAIN!

GOTTA GO!



EVALUATION

RECOGNITION

EMPOWERMENT

COLLABORATION

ACCOUNTABILITY

COMMUNICATION

DEVELOPMENT

COMMITMENT

VISION

Measure Your Success

- Remember those goals you set? How are you doing?
- Employee Reviews – Are you talking safety?

A man in a blue suit and tie is smiling at another man whose back is to the camera. The man in the suit has a bloody forehead and a cast on his left arm. Two speech bubbles are overlaid on the image.

UMMM...
DO YOU MEAN
SALES RECORD??

LET'S TALK
ABOUT YOUR
SAFETY RECORD,
KEVIN...

Measure Your Success

- Remember those goals you set? How are you doing?
- Employee Reviews – Are you talking safety?
- Be sure to involve workers – Again, it fosters buy-in!
- Review/revise current safety policies & procedures

THANK YOU!

EVALUATION

RECOGNITION

EMPOWERMENT

COLLABORATION

ACCOUNTABILITY

COMMUNICATION

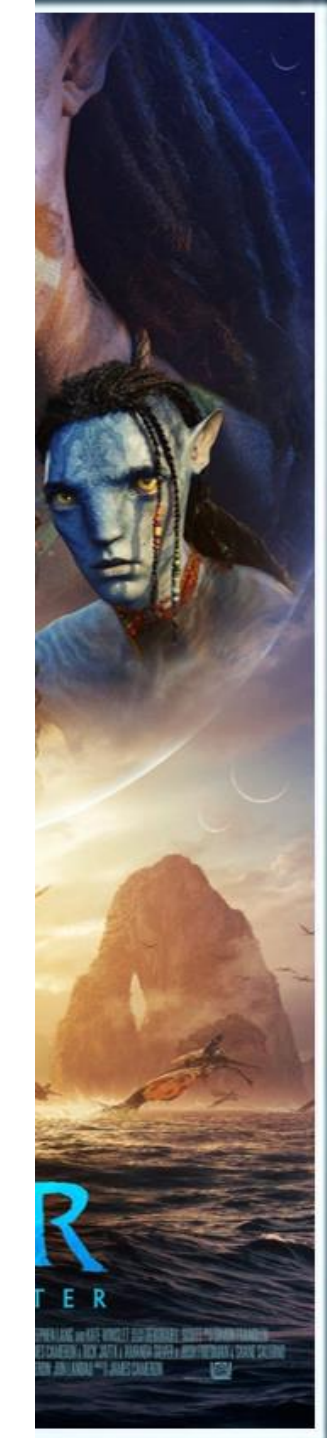
DEVELOPMENT

COMMITMENT

VISION

ON

COMING SOON



PRODUCTIVITY IS ALL THAT MATTERS

GREED

THANKSGIVING

A man with a beard and short dark hair is shirtless and wearing black boxing gloves with yellow accents. The gloves have 'BENLEE' written on them. He is standing in a boxing ring with white ropes. The background is black. The man is looking directly at the camera with a slight smile.