



Steel Castings

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Ray,

Since we have had the SFSA Safety/HR committee meetings I have made several good contacts. With the format of this group being less formal and more of a way to share information many people feel comfortable to share what works for them or what hasn't worked and why. I feel we get a lot of benefit from the roundtable discussions and likewise with the tour of the company. It is always interesting to see how somebody else does it. We have come out of every meeting with something that we can bring back to the company to implement, may be either a better way of doing something or a new way. We implemented a safety incentive program that we have had running for 3 years. We believe that because of the incentives and the extra emphasizes on safety this has brought much more enthusiasm to the program and decreased our injury rates. We brought our injury rate down from 2007 at 20% to 2009 at 9%. We have also had cost saving with our workers comp of about \$85,000 since 2008.

I feel the roundtable discussions are very helpful for all participants. Each company shares something with the group, sometimes it may just be a struggle and looking for suggestions. We had tried to have Safety Reps (hourly) people attend the meeting, but we have not been able to sustain this. We did have one very productive meeting where we had several hourly safety personal attend and they came out of their roundtable group with many ideas and our guys came back to the plant all fired up about our safety program. Bringing hourly employees became costly for many companies and with times being tough we were unable to keep enough coming back, but would certainly like to see this pick back up again as business improves for us all. All in all I feel I get more out of this committee group meeting than I have from other types of seminars/classes.

Lisa Velez

Human Resources Manager
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