

# Success Is What You Make It



## Name:

Production employees of Casmin, Inc.

## Hometown:

2 manufacturing facilities: Tavares and Lady Lake, Florida

## Hot button safety topic:

Back injuries and lifting techniques

## Favorite safety phrase:

"In Safety We Truss't"

As of February 14, Casmin's several hundred production employees had completed Day 315 without an OSHA reportable accident, a new company record (their previous record was 126 days). If they can make it until April 5, 2007 without a "recordable," the production employees will have met their goal of 365 days—and will be rewarded handsomely with a cash bonus.

The company's renewed emphasis on safety has also reflected on its experience modification rate, which dropped from a high of 1.47 to the current .71. Casmin Safety Coordinator Dan Kleczka said, "We went from being virtually uninsurable to where we are now. I'm extremely happy with it."

This milestone comes on the heels of a major acknowledgment from the company's insurer for the second straight year! Jack Fraley, loss prevention agent of Liberty Mutual Insurance Co., notified Kleczka in September 2006:

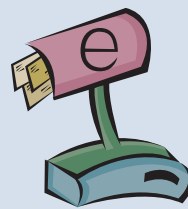
*"Dan, congratulations! Casmin has again qualified for our top Gold Award! Perhaps our team could make the presentation to Mr. Casp and the Casmin staff the same day of your employee recognition lunch."*

Casp and Kleczka presented the award to plant employees while everyone ate a complimentary steak dinner.

How'd they do it? Kleczka credits a safety culture woven into the fabric of Casmin like never before. "Basically, we put safety first," he said. Each week starts with safety, when one of 28 pre-set topics is discussed in Monday safety meetings led by supervisors. An incentive program called "Safety From the Crew" encourages shop employees to submit weekly safety tips. Managers vote on the best tip of the week and the submitter is rewarded with "vendor dollars"—money to be used in vending machines. What's more, employees have embraced a buddy system, take initiative to mentor new hires, and are motivated to help each other to become safer in the plant.

Kleczka is elated, and proud of the crew's true team effort. "I can't shout from the trees loud enough." **SBC**

*Submissions to this department can be made to editor@sbcmag.info.*



## Readers Respond

In the January/February 2007 issue of **SBC Magazine** (page 74) Kirk Grundahl expressed his mild indignation at the possibility that ABC's TV show *Extreme Makeover: Home Edition* might be taking advantage of the structural building components industry. His reasons for feeling this way are due primarily to the fact that the use of structural building components technology helps makes the show as successful as it is, and some in the industry are starting to wonder why ABC has not returned the favor by contributing to the advancement or promotion of the structural building components industry. Here's what one reader had to say:

Kirk,

I just read your article on *Extreme Makeover* and could not be more in agreement. You are correct, they have developed a formula that not only provides a great deal of profit for ABC, but it is also one that sucks a lot of charity out of the community. In the project we (FBMA) supported, for little or no recognition, we had members donate 10's of thousands of dollars of time and materials. At the end of the day, the participating donors were "tapped" out. Sure one family benefited but there was nothing left for other worthy projects. They have used and abused the good hearts in the construction and building supply industry and soured many on contributing in the future.

—Bill Tucker, Florida Building Material Association **SBC**

*Do you have feedback on this or another article in SBC? Send your comments and opinions to editor@sbcmag.info.*

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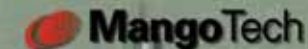
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