

**DON'T LET THE CYBER
VAMPIRES STEAL YOUR
IDENTITY... JUST SHRED IT!**

Oh YES! it's
FREE

10/17/2018

3-4:30 PM



**CLAMPCO'S 2ND ANNUAL
SHRED DAY!**

- Bring in all your sensitive documents from home that you want to be shredded. We will have a mobile shred truck here at the **Receiving bay doors** to shred your documents while you watch!
- You may also bring in magazines and phone books but they need to be separated from the paper to be shredded!
- See Shauna for more details



Who's Who at Clampco

Name: Bill Elfrink, Quality Technician

Normal Day Consists of: Monthly Re-Calibrations, repairing calipers, final inspections, Receiving Inspections, Internal ISO auditing, Production Auditing.

Hobbies: Music CD collecting/listening, PC gaming, Comics, Bowling, horror movies, and I collect Spores, Molds, and Fungus.

A Note from the Desk of:

Jason Venner, HR Manager

The past few years we've been focusing on reporting injuries. Reporting everything from small to large does a few things, but most notably, it encourages transparency and it also encourages *actual* safety improvements. I recently sat down with our BWC claims review representative and took a deeper dive into some of our 2017-2018 stats:

- In 2013 we had 13 total claims altogether. By renewal this year in 2018, we only had a total of 3!
- From 2013 to mid-2017 we had *no* lost time claim injuries, meaning where an injured worker was unable to work due to an injury. *This is outstanding!*
- The lion's share of our claims are merely medical, which is good. This is where we take you to the ER and they patch you up and life carries on. Here's the breakdown over the years from 2013 until 2018, medical vs. lost time:
 - Medical Only – 98%
 - Medical w/ Lost Time – 2%
- We had one claim in 2017 that was costly, about \$16,500 total. However, this was just one claim out of 38 claims over a five year period where the average cost was approximately \$500. Despite this one large claim, this shows a significant, downward trend over a 5 year period!
- In 2015 our annual medical spend on worker's comp claims was about \$22,127. At the end of 2017, it had dropped to roughly \$5,477!

This means we're working safer, reporting correctly and *engineering* ourselves into a safe workplace. Despite some good news, there's still some glaring things we need to work on:

- We still tend to get hurt early on in the week. Since 2013, until now in 2018, just take a look at which days of the week we get hurt. Is it those heartbreaking Browns losses over the weekend? Or perhaps the late weekend hangovers? What are we doing these days that is different than others?
 - Monday – 10 (injuries)
 - Tuesday – 13
 - Wednesday – 8
 - Thursday – 4
 - Friday – 3
- We had a rash of some late reports this most recent policy year from 2017-18, with 2 specifically that raised our response time rating from 5 days "cased closed" to 27 days "case closed." Ouch! The bureau rates us on our responsiveness, and it's not about the rating folks, it's about getting you care, right away, so you're not hurting and you can come back to work soon!

But, the one thing this data and all data can't determine is how we *really* feel about safety. You ask me personally, what matters to me? *Whole people*, coming in and out of my family's Company every day, working safe, taking our rules seriously, and bringing things to attention when it's necessary, and then working together to make necessary change...without pride in the way.

Yeah, I watch the numbers, and yeah, money talks. I'll admit that, but only to a certain degree. Think about it...remember the first time you ever held a newborn, or the hand of someone you loved, or did something truly selfless for another? Remember how perfect that feeling was? *That* is what should drive better numbers, not numbers that make us feel like we should fake it for the boss.