



# MIDWEST MECHANICAL GROUP

*Serving the customers of Midwest Mechanical and V.A. Smith*

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## Midwest Mechanical Group Safety Profile

Throughout its existence Midwest Mechanical Group has established itself as the premier HVAC and mechanical contractor in the Greater Chicagoland Area. Midwest Mechanical Group's proactive safety program has been an integral aspect of our professionalism and quality of performance in both the construction and service arena.

It all starts with owner of Midwest Mechanical Group, Ken Beard. His unrelenting commitment to the safety of his employees has established a lasting culture of safety awareness and performance throughout the company. Safety related expectations and recognition have always been communicated directly from Mr. Beard. Though the message of "safety first" comes from top executives; employee involvement at all levels is the key to the success of Midwest Mechanical Group's safety program. This success is evidenced year after year by the substantial ongoing reduction of our OSHA Recordable Incident Rate despite drastic increases in Midwest Mechanical's work activity and field workforce.

Safety responsibilities along with accountability measures for performance are clearly defined for all levels of the organization in the Written Safety Manual. Christian Jostlein, Safety Manager, is responsible for administering the safety function through a number of proactive employee-involved programs. Below are brief descriptions of some of these key programs.

### New Hire Safety Orientation

From the time a new associate walks through the doors of Midwest Mechanical Group, they are informed of the company's commitment to their safety. They are informed of company safety rules, what they can expect from their supervisor, and what the company's expectations are regarding their role in the safety program.

### Job Site Inspections

Random job site inspections are conducted by the safety manager to ensure safe site conditions, safe work practices, and that employees are provided with the tools and equipment necessary to perform their jobs safely. Site supervisors document weekly site safety inspections.

### Safety Education

All field employees undergo documented formal safety training quarterly. Topics are determined by incident trends, employee feedback, and job site inspection observations. All supervisors have attended OSHA 10-hour training and conduct weekly on site training for employees in the form of Tool Box Safety Talks.

### Safety Committee

This committee encourages involvement in the safety program from all levels of the organization. Each department and trade is represented on the committee. Meeting monthly, this committee is responsible for reviewing incidents to determine causes and recommend measures to prevent recurrence, selecting safety training topics, recommending and/or selecting necessary safety equipment, and providing input and/or feedback from different perspectives on changes in company safety policies.