

STRENGTH
in **SAFETY**



YOUR JOURNEY TO ZERO™

Partnering on a Journey to Zero Worker Injuries.

Achieving zero worker injuries is a journey that looks different for every organization. Our goal is to meet your organization on its journey to provide a plan forward.

We'll partner with you to design and integrate custom safety management solutions, using proven processes.

Through a distinct focus on safety leadership development, the entire organization will be equipped for continuous improvement and long-term performance.

Through a focus on safety, your organization will:

- Reduce risk of injury
- Develop long-term sustainability through safety leadership
- Increase operational performance from employee engagement
- Create corporate consistency by incorporating all business functions in the safety process

What Our Clients are Saying:

"I really appreciate the fact that we've had no serious injury events and that your efforts are leading to increased worker satisfaction and the superior productivity that results from safe working environments. This is unlikely to be just luck, but rather hard work, planning and training."

- Vice President, Construction Firm

OUR PURPOSE

Working Together, Growing Together, Giving Together



SERVICES FOR YOUR JOURNEY

Core Assessments

In-depth assessments to identify current gaps in the safety process and understand employee perceptions of the safety culture.

- PerceptionPulse Engagement Survey™
- P3 Safety Culture Analysis™

People-Centered Safety Process™

Culture change process designed to engage all employees, integrate business functions with safety, and establish a Culture of Safe Production™

- Strategy, Visioning and Governance Structure
- Executive Coaching
- Amerisafe Center for Safety Leadership®
- In-Field Supervisor Coaching
- Engagement-Based Safety™

Team Approach to Safety

Development process to help supervisors understand their role as safety leaders. In teams, supervisors and management will create vision, strategy and governance at all levels.

- Safety Leadership Team
- Claims Management Team
- Safety Team
- **Supervisor Development Through the OCSL**
- SafetyScoop Newsletters™
- Hazard Recognition Training

Safety Management Systems

A proven system to formalize the safety process beyond regulatory compliance to manage risks.

- **Site-Specific Safety Plans**
- Program Governance
- Incident Response System
- Metrics Maintenance
- Specific Training Grid
- mysafetyAPPS™ Automated LMS & Data Analysis
- LMS Custom Content Development
- Process Optimization

Compliance Programs

Regulatory compliance programs to set the foundation for safety processes.

- **Job Hazard & PPE Hazard Analysis**
- **Compliance & Training Program Development**
- Compliance Training
- **Industrial Hygiene Sampling**
- **Inspections**

Support Services

Additional resources to support your journey to zero.

- **Insurance & Risk Management Services**
- **Urgent Response for Third-Party Incident & Injury Investigation**
- **OSHA Inspection Assistance**
- Expert Testimony
- **Pre-Qualification Services for ISNetWorld, PICS, Browz, etc.**
- **Staffing Services (Hi-Rise, Industrial, Commercial Construction)**

P3 Safety Culture Analysis™

The industry's most complete picture of safety culture and injury prevention.

Amerisafe's P3 Safety Culture Analysis™ measures 30 key performance indicators across your People, Plant, and Processes to identify vulnerabilities and exposure.

Starting with a thorough analysis allows your entire team to quantify safety performance for improving workplace safety and develop a plan for gap closure and improvement tracking.

Measure across the five elements of Effective Safety Management Systems:

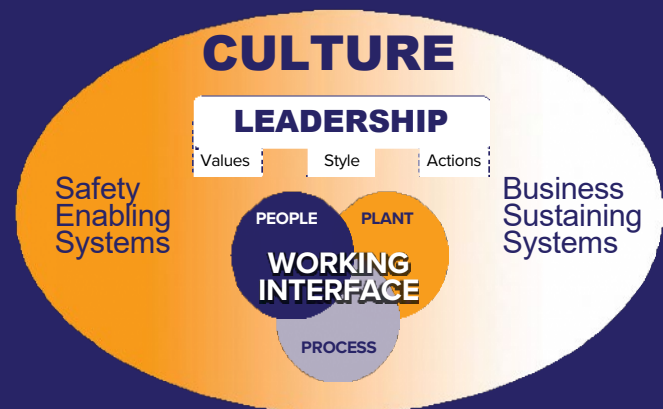


- Management Commitment
- Program Development
- Training Development
- Safety Surveys
- Continuous Improvement

Performed by **Expert** Safety Professionals

We personally visit your facilities to conduct the analysis. You're welcome to join us and observe the process.

Blueprint for a Culture of Safe Production



Current State **Simplified**

See your organization's results in one easy-to-understand graphic - the Safety Snapshot.

Customized Action Plan for Gap Closure

We don't just show you the results; we partner with you to develop a detailed customized action plan for gap closure.

Plan for **your** best year yet!



Perception Pulse

ENGAGEMENT SURVEY



Specifically focused on your people and their perceptions of your organization's safety culture, the PerceptionPulse™ Engagement Survey measures alignment of cultural perceptions between management, supervisors, and employees across dozens of data points in four key categories:

Cultural Value for Safety

Management & Leadership

Perceived Organizational Support

Process & Systems



**Cultural
Alignment**

25 questions across
4 key categories

Dig in deep and learn where your strengths are and where you need improvement by role, department, shift, seniority level, and more.

YOUR PERCEPTION vs. **YOUR REALITY**



Q: *Does your supervisor regularly speak with you about safety?*

A: *No, hardly ever.*



Q: *Do you regularly speak with your team about safety?*

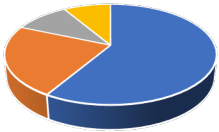
A: *Yes, every single day.*

The gaps between your organization's perception of safety culture and the reality are often quite different.

SURVEY SAYS:

Your report reveals actionable insights among your teams, normally not discovered through typical employee/supervisor conversations.

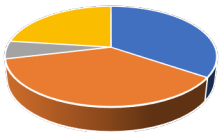
Front-line Employees



“15% of respondents disagree that there is a strong and effective safety culture.”

“17% of Operations department stated they do not consistently wear PPE; while 100% of Supervisors/Managers said their direct reports always wear their PPE.”

Supervisors



“27% of respondents disagree that resources are readily available to repair or correct safety hazards.”

“35% of front-line employees disagree that their supervisor conducts formal observations and provides timely feedback on safe or unsafe work practices.”



ACCESSIBLE ANYWHERE

The PerceptionPulse™ Engagement Survey can be taken from any device from any location or set up as a kiosk for large centrally-located groups.



COMPARISON DATA

Compare responses between levels of employment to see the difference in perceptions between employees, supervisors, departments, and more.



ANALYSIS & ACTION

Each survey is analyzed by our expert team to identify trends and provide recommended next steps for gap closure and safety culture improvement.

CUT THROUGH THE NOISE AND DISCOVER **YOUR TRUTH**

Your managers say they talk about safety regularly, but their direct reports disagree. You could try and schedule interviews with all your employees and sort through the “he said, she said” yourself. Or you could lean into Amerisafe’s experience and have us do the analysis for you.



**Get Your Finger
on Your Pulse!**





Empowering Leaders to Build Winning Cultures

Equip managers and supervisors with safety leadership workshops designed to strengthen your culture and profitability for total company improvement.

Now offered through an elevated live, **interactive**, online learning experience.

Executive Leadership Workshop

Visualize a culture of safety with the highest levels of the organization.

Fundamentals of Safety for Supervisors

Learn the principles and practices of effective safety management.

Leadership Development Series

Invest in safety leaders across the organization to build a winning culture.

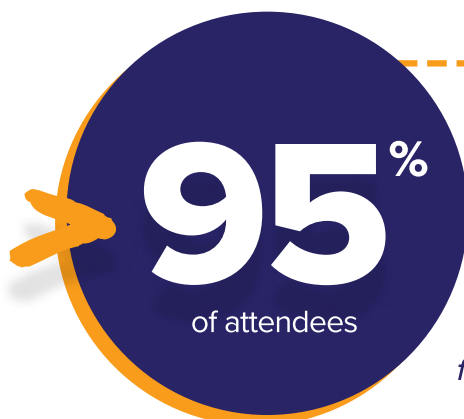
The five workshops, in their recommended order are:

1. Safety Leadership
2. High-Impact Observations
3. Physical Hazard Identification
4. Job Safety Briefings
5. Incident Investigation and Response



Take learning **beyond** the classroom!

Individual Coaching is highly recommended following each Leadership workshop. This hands-on coaching reinforces the workshop principles in **your** actual working environment.



would “**highly recommend**” these workshops to other supervisors.

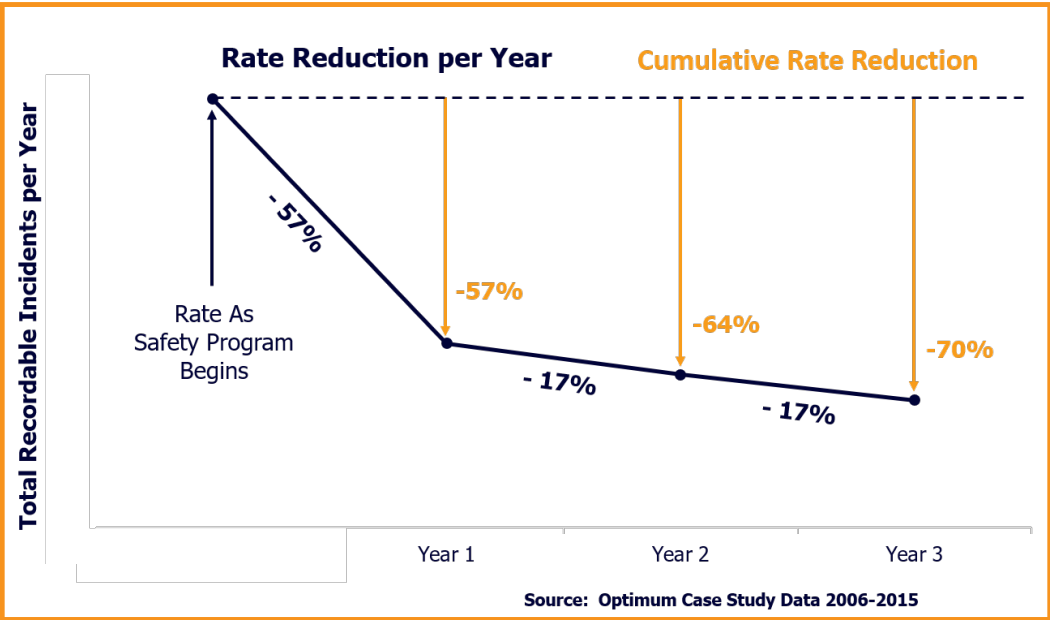
“The entire training was **exceptional**.”

“I really liked the virtual training environment - it **makes it easier** for employees to attend and for employers to allow them training time.”

“Would recommend these workshops to all companies **where safety is #1**.”

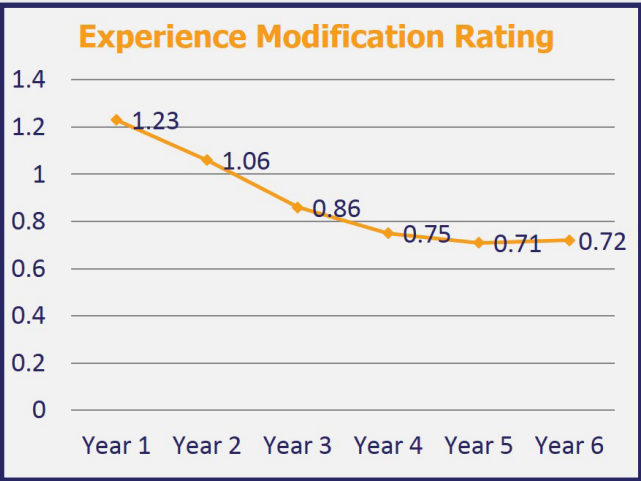
TRACK RECORD OF SUCCESS

3 Year Total Recordable Incident Rate Reduction



On average, clients experience a 57% reduction in total injuries in the first year of engagement.

Impact on Experience Modification Rating



This typical client experienced a **cumulative 41% decrease in EMR** in 6 years.

This led to **\$110,000 savings in the first year** on an \$800,000 premium.

In the sixth year, **the company has saved \$227,000** and their EMR is currently **only .02 over the minimum** for their industry.

PEOPLE- CENTERED SAFETY PROCESS™

A Beyond Zero™ Approach



Engaging all Employees to Lead Cultural Change.

STRATEGY

Clear strategy ensures corporate alignment and allows employees to understand their role. It will also allocate limited resources for highest impact, provide clear, measurable indicators of success - that are both active and outcome-based - and provide a process for course correction over time as additional knowledge and results are available.

LEADERSHIP

Primary role is to build a culture in which safety is a driving value. When leaders exhibit a clear value for safety and eliminating risk, they infuse that attitude into the workforce. Leaders then provide resources to make sure you have all necessary elements in place and ensure full adoption.

EXECUTION

Engaging employees at every level through processes, defined behaviors and regular feedback. Supervisors will recognize and understand the potentials for injuries to assure success. Corporate message for a culture of safety begins to disseminate.

ENGAGEMENT

By utilizing the EBS process and real-time feedback with peer-to-peer observations, employees will identify at-risk behaviors. Then, observation data is used to remove barriers to safe behavior. Employees are empowered to confidently perform their best.

43%

Increase in Effectiveness of Program with
Implementation of Leadership Training

People-Centered Safety Process™

Case Study: **Corporate**



DEMOGRAPHIC



Industry | Mechanical Contractor
Oil Refining & Petrochemical



Number of Sites | 10-20
United States & Caribbean



Employees | 600-3,000



Revenue | \$260 Million

OBJECTIVE

With an industry-wide demand for safety performance, management recognized a need to move away from reactive to more predictive actions to stay in business.

CHALLENGES

Eliminate Reliance on Good Fortune

Sharp rise in TRIR evidenced lack of control reliability and dependence on downstream case management.

Maintain Pre-Qualification Status

Serving an industry with high safety sensitivity, EMR and TRIR must be less than 1 to gain projects.

Create Divisional & Cultural Alignment

Each division had a different customer & project type, worker style and attitude, not consistently safety centric.

IMPLEMENTATION

- 1 Drove leadership development from executive levels of the organization through mid-level management to lead safety processes.
- 2 Trained and empowered front-line leaders to make decisions and lead safety processes in the field.
- 3 Invested in hourly workforce to observe at-risk behaviors and analyze data to develop systematic solutions to the identified exposures.

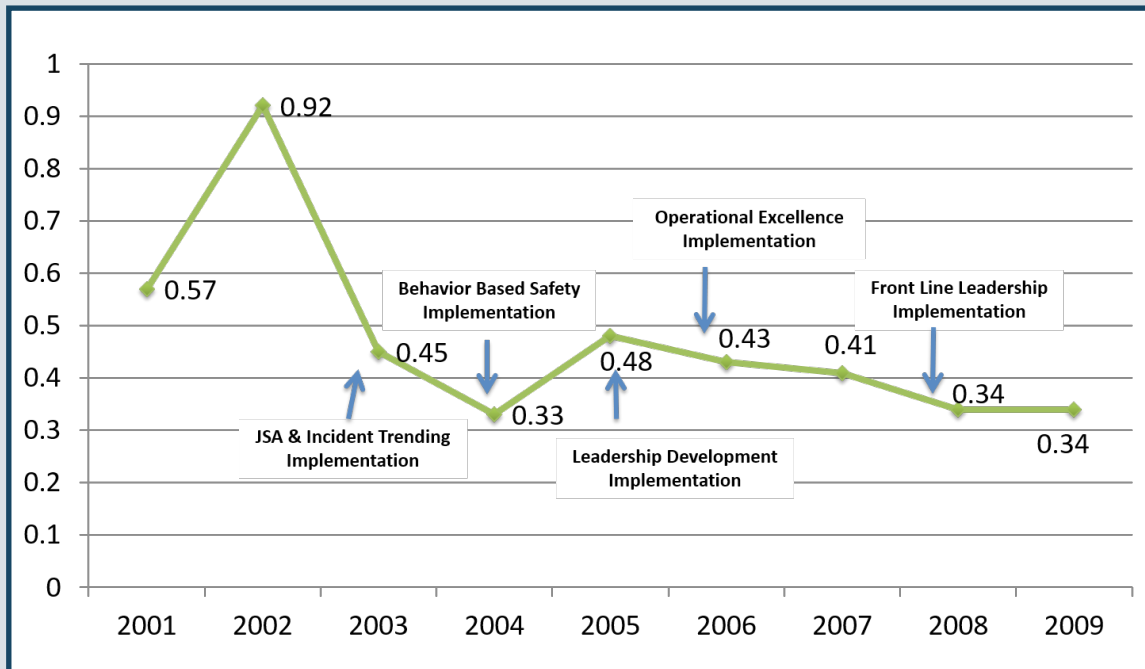
People-Centered Safety Process™

Case Study: Corporate



RESULTS

Total Recordable Incident Rate



Over 300% Increase in Man Hours During This Period

Growth Resulting in Larger Projects & More Sites

Increase in Statistical Control and Predictability

CONCLUSION

The organization expanded its capacity to perform much larger projects with predictable performance. For example, an Aruba project was undertaken spanning 1.5 years, valued at \$33 million with 2,000 tradesmen speaking 5 languages. The project concluded on schedule, on budget, and with **zero recordable injuries**.

"Creating a safe working environment - by driving behavior change - is our most important company value and one that is really embraced by our team members."

- Dale Kuntz, President and COO of STARCON

(BIC Magazine, September 2008, pg. 15)

People-Centered Safety Process™

Case Study: Site



DEMOGRAPHIC



Industry | Underground Mining



Number of Sites | 2



Employees | 800 Full Time & 100 Contractors



Revenue | \$150 Million

OBJECTIVE

Create processes and increase employee participation to change the culture that was causing significant injury and damaging community relations.

CHALLENGES

Recent Merger & Acquisition

U.S. operation merger with Canadian company, replacing local U.S. management.

Legacy Production Mindset

Supervisors were promoted from within the workforce with no safety leadership training.

Significant Lack of Trust

Little to no trust between the new management team, the existing supervisors, and the union.

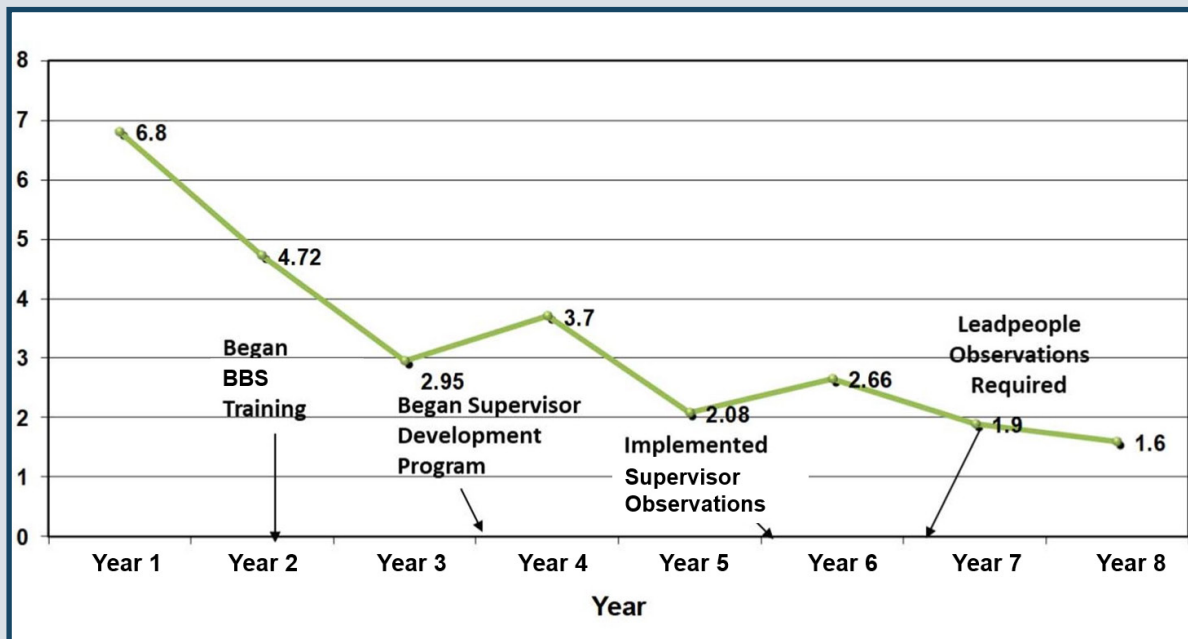
IMPLEMENTATION

- 1 Early implementation lead to a “learn as you go” format, beginning with the Behavior-Based Safety Process.
- 2 Invested in hourly workforce to observe at-risk behaviors and analyze data to develop systematic solutions to the identified exposures.
- 3 Realizing the shortcoming, a formal governance process was established including training for site leadership to lead safety processes.
- 4 Front-line leaders were then trained and empowered to make decisions and lead safety processes in the field.



RESULTS

Total Recordable Incident Rate



Corporate Mandated
“Off the Shelf” STOP
Implementation

76% Improvement
Over 8 Years

CONCLUSION

The culture became collaborative between hourly workers and the management. As a result, not only did safety performance improve, multiple production records were set and broken.

The maturity of the culture was such that the crews working in the mines were self-directed work teams, eliminating the salaried supervisors.

People-Centered Safety Process™

Case Study: Division



DEMOGRAPHIC



Industry | Underground & Solution Mining



Number of Sites | 6



Employees | 6000 Full Time & 2,500 Contractors



Revenue | \$8 Billion

OBJECTIVE

With corporate pressure from the parent company, this division needed to align with higher performing sister division.

CHALLENGES

Strained Relationship Between Management & Union

Management was not trusted by unions and had polarized relationship.

Disconnect Between Safety & HR

Each department had their siloed tasks and goals, leading to organizational misalignment.

Multiple Locations & Cultures

Six locations in two countries with differing safety mindset, regulations and processes.

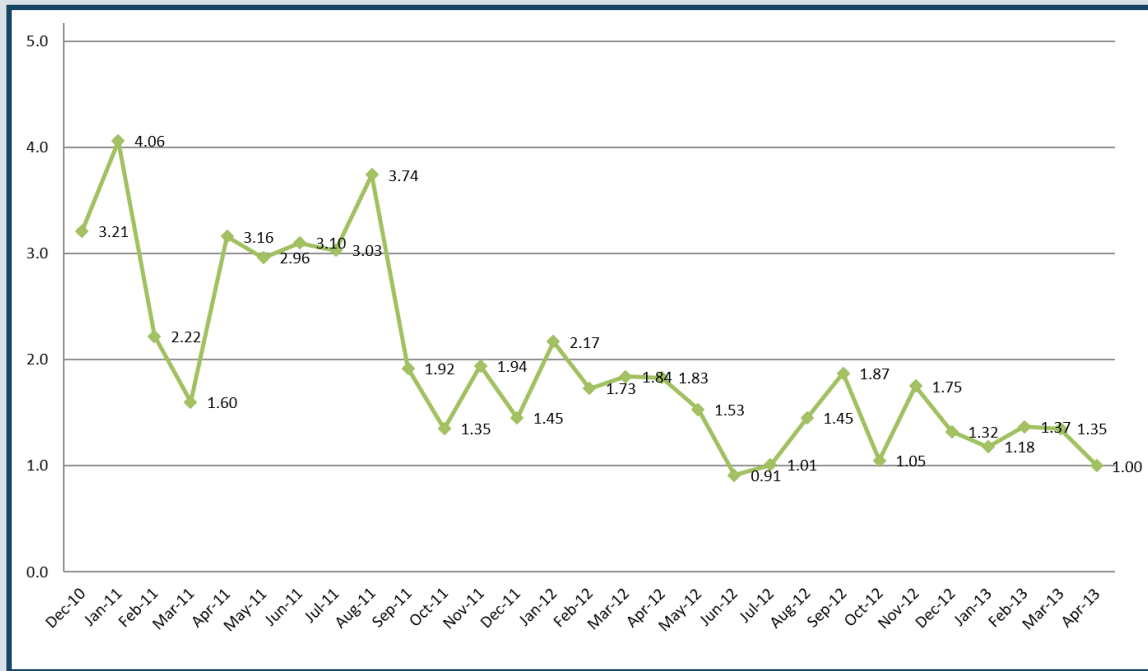
IMPLEMENTATION

- 1 Established formal governance from senior management of the organization through mid-level management to lead safety processes.
- 2 Trained and empowered front-line leaders to make decisions and lead safety processes in the field.
- 3 Invested in hourly workforce to observe at-risk behaviors and analyze data to develop systematic solutions to the identified exposures.



RESULTS

Total Recordable Incident Rate



**General Contractor
Safety Controls
Failing on \$2 Billion
Expansion Project**

**OSHA TRIR From 3.2 to
1.0 in 3 Years - Including
Contractors**

CONCLUSION

Improved hourly workforce engagement which improved trust, stabilizing and strengthening the Union relationship. Entered into collaborative strategy with HR around leadership development. Also paved the way for this being the first division to receive ISO and OHSAS Certifications.



Workers **Everywhere Valued and Safe™**

