LEARNING FROM THE PAST TO IMPACT THE FUTURE....

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Why are we here today?

- Brainstorming ways your company can look at past workers compensation claims to reduce future claims and improve training
- Waste/Recycling industry has a high frequency and severity exposure to work related injuries
- It is a dangerous job
- It is demanding job
- Try to find ways to protect employees
- Try to find ways to protect the company
- Try to find ways to protect the general public

What Type of Injuries Occur?
- Back Strains
- Shoulder Strains
- Fractures
- Strains
- Shattered fingers
- Balled hands
- Azalea Wrist
- Finger Injury
- Eye Injuries
- Pinched/Crushed fingers
- Smashed hands
- Rolled ankles
- Lacerations
- Pinched/Crushed fingers
- Smashed hands
- Puncture wounds
- Eye injuries
- Fatalities
- Phantom injuries (Monday morning injuries)

Targeting the Causes of the Injuries?
- Day of the week
- Time of the day
- Month of the year
- Pushing injuries (# and $)
- Pulling injuries (# and $)
- Automated equipment vs. non-automated (# and $)
- Length of employment
- Employment hours vs. # of injuries
- Employment hours vs. $ of injuries
- Location of injury
- Footwear contributing to injury
- PPE (lack of PPE)

Resources your company can use to understand your work related injuries and control them...
- Do you have a consistent claims adjuster assigned to your company by the insurance company?
- Accident/Incident investigation process
- Are you tracking near misses?
- Are you setting expectations for timeliness of reports?
- Are you reviewing all reports with management/department heads for future training?
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Other Areas to Focus on:
- Supporting agent involvement in training processes to provide feedback
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Analyzing worker’s compensation claim trends

The waste and recycling industry is exposed to higher hazards than many other industry’s which leads to:

- More frequent work related injuries
- Higher insurance costs
- Higher turnover rate of employees
- Public Relations issues (inputs/outputs, pollution events)
- More intensive training requirements
- Damage to equipment (truck roll-overs)
- Higher operating costs in all industries

Use your resources to help control the above areas. In doing so, you will potentially:

- Decrease work related injuries
- Decrease turnover
- Control insurance costs
- Create a better atmosphere for your employees (Create loyalty)
- Increase awareness with staff of the impact of work related injuries

Claims by Injury Cause

<table>
<thead>
<tr>
<th>Injury Cause</th>
<th>Frequency</th>
<th>Trending</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall or Slip</td>
<td>10%</td>
<td>Increase</td>
</tr>
<tr>
<td>Cutting</td>
<td>15%</td>
<td>Decrease</td>
</tr>
<tr>
<td>Puncture</td>
<td>20%</td>
<td>Increase</td>
</tr>
<tr>
<td>Fall of Object</td>
<td>15%</td>
<td>Decrease</td>
</tr>
<tr>
<td>Struck by Object</td>
<td>20%</td>
<td>Decrease</td>
</tr>
</tbody>
</table>

Gross Incurred Total

Claim History by Hour

Claim History by Accident Day
Think about the culture within your company?

The definition of team work:

- Cooperative or coordinated effort on the part of a group of persons acting together as a team in the pursuit of a common cause.
- Work done by several associates with each doing a part but no one accomplishing the task of the whole.
- Collaboration, Cooperation, Coordination.

DO THE ABOVE STATEMENTS HAVE ANYTHING TO DO WITH A SAFE WORKING ENVIRONMENT?

THANK YOU!