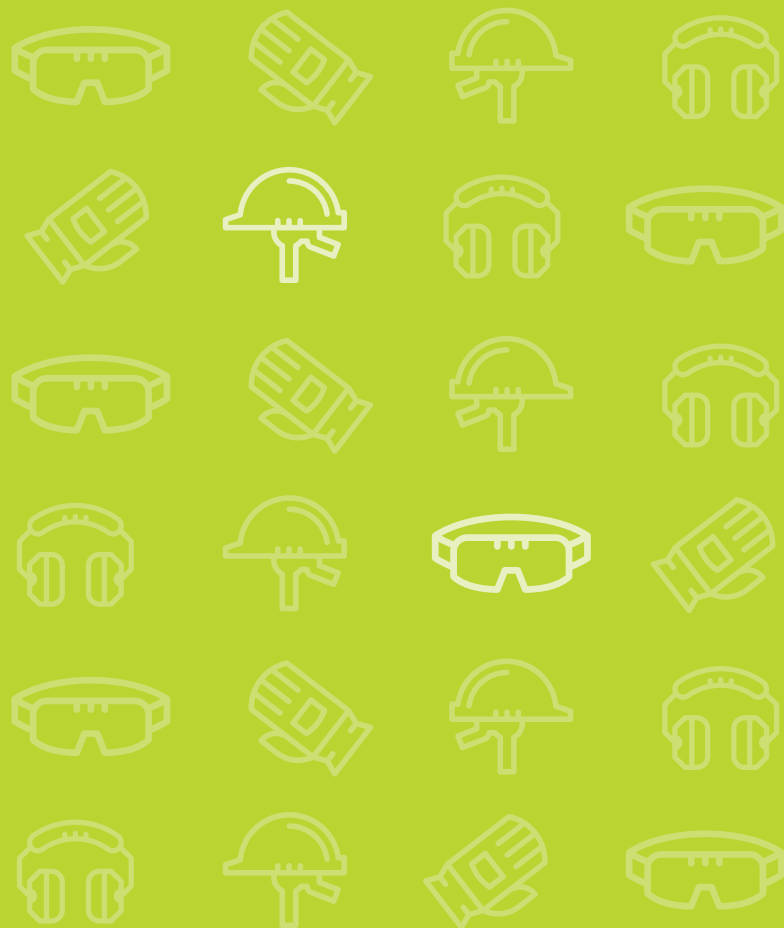




## 2024 **SAFETY EXCELLENCE** AWARDS



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**SAFETY PROFESSIONAL OF THE YEAR****Don Lile**

Don Lile, Safety Director for EMCOR Services MSI – Mechanical Services, has been recognized as the 2024 EMCOR Safety Professional of the Year. Don's work has helped completely revamp MSI's safety program, which is built on an organization-wide commitment to best practices.



In his time at MSI, Don has fostered a safety culture that can be seen at every level of the company. Don frequently conducts site visits and walkthroughs with office and field leadership, training them on how to complete robust field inspections. He also regularly engages with site employees to help ensure work is being executed safely and that lessons from their training are being implemented. These efforts have helped employees develop a deep buy-in and sense of ownership over workplace safety.

For the past two years, Don has focused on department manager accountability, helping managers clearly understand their safety responsibilities and how to execute MSI's safety program. He meets with managers routinely, discussing topics such as MSI's Injury and Illness Prevention Program, incident management, and the company's Mentorship Program. The ultimate goal is to give managers the confidence to run the safety program themselves, with Don serving as an advisor and resource.

One of Don's most significant accomplishments is his outstanding work helping manage new acquisitions. In recent years, MSI has acquired three new companies, each with its own legacy cultures, which then underwent significant leadership changes. Don has worked closely with David Goerke, MSI President, to provide critical safety expertise throughout the transition process and help integrate these companies into EMCOR's safety procedures.

**Don's dedication has helped MSI substantially improve its safety program, reflected in its safety metrics. He will continue to provide vital leadership as they further this progress.**

**MSI INJURY AND INCIDENT  
FREQUENCY DATA:**

*Total recordable incidence rate, 2024: **1.80***

*Total recordable incidence rate, 2023: **1.55***

**Change in TRIR: 16%**

*Total employee hours worked, 2024: **666,462***

*Total employee hours worked, 2023: **647,111***

**Change in Hours: 3%**



**SAFETY EXCELLENCE BY A FIELD SUPERVISOR****Ryan Girtten, STSC**

Ryan Girtten, Director of Field Operations and Special Operations at Shambaugh, received the 2024 EMCOR Safety Excellence by a Field Supervisor Award. The award recognizes his work helping develop and implement a new safety structure for Shambaugh's fire protection group.



In late 2023, a group of fire protection leaders and safety professionals at Shambaugh began discussing ways to revitalize their safety program. They wanted to take a “boots on the ground” approach with their field crews, emphasize training, focus on conditions unique to their trade, and provide on-demand safety support to sprinkler fitters.

Ryan played a pivotal role in the development of the new approach, bringing together key stakeholders and safety personnel and offering critical expertise as policies were revised. When the new program launched in 2024, he went above and beyond to help ensure it was successfully implemented, meeting weekly with the safety team and spending 192 nights on the road to visit high-impact job sites across the country.

Under the new program, leadership is now required to obtain Board of Certified Safety Professionals (BCSP) accreditation. After receiving a Safety Trained Supervisor Construction (STSC) certification in 2023,

Ryan built an appreciation for BCSP's training methodology which emphasizes logic and reasoning, as opposed to a checklist approach. He spearheaded efforts to get more than 458 field foremen through STSC training and testing.

Ryan also helped create and train a new group of safety leaders dubbed the “Safety Mavericks”. Made up of seasoned sprinkler fitters and field foreman, these regional safety leaders are key to the new program, holding regular meetings, conducting audits, supporting field personnel, and serving as safety role models.

The fire protection group's new safety program has already made a positive impact on their safety metrics. **They are establishing a robust culture of safety, built on the commitment of each employee in the field as well as the incredible dedication of leaders like Ryan.**

**SHAMBAUGH FIRE PROTECTION INJURY AND INCIDENT FREQUENCY DATA:**

Total recordable incidence rate, 2024: **0.80**

Total recordable incidence rate, 2023: **2.48**

**Change in TRIR: -68%**

Total employee hours worked, 2024: **5,720,328**

Total employee hours worked, 2023: **5,008,378**

**Change in Hours: 14%**



## SAFETY EXCELLENCE IN BUILDING SERVICES

### **EMCOR Services Fagan**

EMCOR Services Fagan's safety program is based on collaboration and teamwork, as well as investments in training and new technologies. This approach has helped drive strong performance and earned them a 2024 EMCOR Safety Excellence Award.



Instead of centralizing safety leadership with one person, Fagan has developed a safety program emphasizing teamwork and shared accountability. Safety Committee Superintendents from each of their divisions, as well as Project Managers, Sales and Service Directors, Executive Leadership, and an EMCOR Corporate Safety Director, meet on a monthly basis to discuss issues impacting each team and share ideas for improvement.

Fagan has also made a number of investments to improve safety training and education. In 2024, they made a commitment to strengthen their field leadership by supporting employees interested in developing their safety and leadership skills. Board of Certified Safety Professionals (BCSP) courses and testing were held at their offices, and leadership encouraged employees to pursue further education through BCSP's Safety Trained Supervisor Construction (STSC) certification. At a more fundamental level, they've sought new approaches to basic safety training in an effort to make it more engaging.

New technologies have also helped them improve safety. In the field, they utilize smart devices and XO Vision to log pre-task plans and identify and remedy potential safety issues before they escalate. On the road, Geotab's fleet management software has helped them tremendously improve driver behavior. Their drivers are much more comfortable slowing down and recognize the efficiency benefits of driving safely.

Over the past year, Fagan has seen safety investments pay dividends on a number of challenging projects, from complex electrical and piping installations to major cooling tower replacements. **Training, collaboration, and innovation have helped improve safety awareness and prevent incidents.**

#### **EMCOR SERVICES FAGAN INJURY AND INCIDENT FREQUENCY DATA\*:**

Total recordable incidence rate, 2024: **0**

Total recordable incidence rate, 2023: **1.49**

**Change in TRIR: -100%**

Total employee hours worked, 2024: **148,839**

Total employee hours worked, 2023: **134,044**

**Change in Hours: 11%**

*\*Excluding not-at-fault vehicle incident injuries*



**EMCOR CONSTRUCTION SERVICES - MECHANICAL****Shambaugh**

Shambaugh's fire protection group has been recognized with a 2024 EMCOR Safety Excellence Award after launching a new, revamped safety program that helped address the hazards and working conditions unique to their trade.



Over the past year, Shambaugh's fire protection safety team transitioned from an administrative safety approach to a field-based safety approach that emphasized the specific needs of their work. This process involved not only reviewing policies but also getting "boots on the ground" by visiting thousands of job sites across the country to conduct trainings and meet with field teams.

They doubled down on training, working to get all their field and office leaders accredited with the Board of Certified Safety Professionals (BCSP). Nationwide, their team earned 388 BCSP certifications for fire protection in 2024. They also established foreman training academies, bringing 230 team members together for a week-long off-site safety stand down.

Shambaugh tapped their network of skilled sprinkler fitters and foreman and shifted them into new safety positions. These "Safety Mavericks" were tasked with supporting field teams, conducting regular site visits, and

holding weekly calls to keep safety leadership informed. They received additional training and worked closely with Shambaugh's career safety professionals to help prepare them for the role.

Finally, the new program also emphasized rapid, actionable, and timely responses to safety issues. This included simplifying their incident reporting process, establishing a 72-hour turnaround on all corrective actions, on-time logging with reporting software, and offering 24/7 safety support to any team member—whether in the field, office, or fabrication shop.

**The fire protection group's new safety program has set them up for long-term success. It has also helped empower their team, creating a culture of shared accountability and commitment to safety excellence.**

**SHAMBAUGH INJURY AND INCIDENT FREQUENCY DATA:**

*Total recordable incidence rate, 2024: **1.05***

*Total recordable incidence rate, 2023: **2.09***

**Change in TRIR: -50%**

*Total employee hours worked, 2024: **9,159,488***

*Total employee hours worked, 2023: **7,664,115***

**Change in Hours: 20%**



**EMCOR CONSTRUCTION SERVICES – ELECTRICAL****Dynalectric San Diego**

Dynalectric San Diego received a 2024 EMCOR Safety Excellence Award in recognition of their use of cutting-edge prefabrication, advanced analytics, and engaging educational events to create a rich, proactive safety culture at their organization.



Dynalectric San Diego strategically integrated their warehouse and office into a shared 137,000-square-foot facility featuring a highly advanced prefabrication space. This consolidation has allowed them to shift specialized tasks into a controlled environment, helping significantly reduce safety hazards. In 2024, they placed a particular emphasis on optimizing underground conduit prefabrication, which has helped drastically reduce employee exposure to open trenches where cave-ins and other risks are present.

In the past year, the company has also introduced an enhanced approach to incident analysis, conducting in-depth case studies on all incidents, first aid cases, traffic violations, near misses, and more. Their Vice President of Field Operations, Safety Director, and Superintendents lead thorough investigations and present findings at monthly Safety Committee meetings. In turn, lessons learned are communicated to employees through safety flashes, toolbox talks, and orientations.

Beyond protocol and policy, Dynalectric San Diego has also worked hard to put safety at the forefront of their company culture. At their Annual Safety Fair, employees engage in interactive training, gain valuable certifications,

and participate in dynamic discussions based on data gathered from incident analysis. Family members also attend the fair, helping instill a sense of community amongst the team and a deeper commitment to one another's wellbeing.

Dynalectric San Diego also hosts quarterly safety luncheons that involve jobsite visits from executive leadership. These events present an opportunity for the top of the organization to discuss safety priorities, update teams on upcoming projects, and recognize field crews for their work. Employees who have reached safety milestones are also recognized at the company's annual holiday party.

These efforts have positioned Dynalectric San Diego as a true safety leader in their field. Along with this award, they have received a number of recognitions from leading safety organizations.

**Their outstanding performance and robust program reflect a culture where safety isn't simply a priority, but a fundamental value.**

**DYNALECTRIC SAN DIEGO INJURY AND INCIDENT FREQUENCY DATA:**

*Total recordable incidence rate, 2024:* **0.29**

*Total recordable incidence rate, 2023:* **0.82**

**Change in TRIR: -65%**

*Total employee hours worked, 2024:* **1,359,094**

*Total employee hours worked, 2023:* **1,214,731**

**Change in Hours: 12%**

**Dynalectric**

San Diego

An EMCOR Company

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**EMCOR INDUSTRIAL SERVICES****Ohmstede Industrial Services**

Ohmstede Industrial Services (OIS) received a 2024 EMCOR Safety Excellence Award in recognition of its outstanding safety program, which is built upon a rigorous set of standards and a deep culture of accountability.



OIS routinely performs high-risk work in heavy industrial settings, including equipment opening and first line break activities, hot work, confined space entry, rigging and heavy equipment handling, and working at heights. To help mitigate the hazards involved in these activities and protect their employees, OIS has developed and implemented a comprehensive set of policies, procedures, and training.

Safety and executive management personnel make regular job site visits to help verify compliance with OIS standards. Thorough pre-task planning is expected for all work and frequent audits/observations help ensure these plans are implemented and successful. Through this process, OIS has established a culture where every member of the team—from executive leadership to each employee in the field—feels responsible for their safety and the safety of their coworkers.

At the field level, all employees are empowered by a Stop Work Responsibility Program that requires them to act if work does not appear safe or is not going as planned. Regardless of rank or position, every OIS employee has the right to stop or pause work (and is expected to exercise this right when

needed) with zero consequences or repercussions. Employees are often recognized for their courage if they stop work for safety.

The leadership of OIS is also dedicated to the continuous improvement of their program, always striving for zero incidents. Accordingly, they conduct timely, detailed investigations when an incident does occur. The goal is to gain a deep understanding of how and why an incident happened, without placing blame, so that effective corrective action can be implemented to prevent something similar from happening in the future.

**The development and continued fine tuning of this program has helped OIS achieve outstanding safety performance. Further, it has also demonstrated to their team that employees are OIS's most valuable asset and that workplace safety is a top priority.**

**OHMSTEDE INDUSTRIAL INJURY AND INCIDENT FREQUENCY DATA:**

Total recordable incidence rate, 2024: **0.21**

Total recordable incidence rate, 2023: **0.32**

**Change in TRIR: -34%**

Total employee hours worked, 2024: **2,835,438**

Total employee hours worked, 2023: **3,169,638**

**Change in Hours: -11%**

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**EXCELLENCE IN SAFETY INNOVATION*****Baker Electric***

Baker Electric has been recognized with the 2024 EMCOR Excellence in Safety Innovation Award for creating custom temporary power carts, designed with a number of safety features tailored to the high-tech environments they would be used in.



In 2024, Baker Electric was working on a data center project that had unique and challenging temporary power requirements. They needed a temporary power unit that was moveable, could accommodate the necessary volts/amps, and would be strong enough to withstand abuse from the job without losing service. The Baker Electric team decided to develop a solution themselves and created a piece of equipment that not only met these requirements but also prioritized the safety of everyone working in the vicinity.

They designed a durable electrical unit that is built into a mobile cart, then manufactured multiple units in their fabrication shop. The units are fully electrically configurable and easy to disconnect and transport. When a unit is energized, an internal light is activated that backlights the Baker Electric logo. This signals that the equipment is powered and encourages workers in the area to proceed with caution.

Each cart has a 225-amp panel on one end, a 200-amp panel on the other end, and a transformer in the middle. Both panels have multiple twist lock receptacles at different amps so that lights, temporary heaters, corded equipment, and turtle boxes can be connected without the need for electrical modifications. Gutters have also been added to avoid removing covers if field connections are needed.

Power is supplied to the carts using camlock connectors, which promotes easy movement and consistent wiring methods once on site. The units are small enough to fit through most doorways. Picking eyes, fork pockets, and 360-degree swivel castors were added for mobility. Further, the carts are NEMA rated for both indoor and outdoor use.

**Since the initial data center, the carts have been used on multiple projects for leading tech, logistics, and governmental organizations. They are a demonstration of Baker Electric's ingenuity and commitment to finding creative solutions that also promote safety.**

