



2022 **SAFETY EXCELLENCE** AWARDS



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EMCOR **SQP**
Safety · Quality · Productivity

MECHANICAL OPERATING COMPANY**Central Mechanical Construction Co., Inc.**

Central Mechanical Construction Co., Inc. (CMCC) has earned a 2022 Safety Excellence Award thanks to the continuous improvement of their safety performance, driven by the company's willingness to change, innovate, and adopt best practices.



CMCC has worked hard to develop a safety culture that is reinforced at every level of their organization and each phase of a project. During the bidding process, Estimators assess potential safety concerns that are passed on to Foreman, Project Managers, and their Safety Director to begin developing job-specific safety plans. Thorough pre-task planning and task hazards analysis are conducted and stored electronically for easy access and review.

Once work begins, Service Technicians submit daily pre-task plans, Foremen lead weekly safety meetings, and safety leadership conducts regular jobsite inspections to observe positive actions and address any deficiencies.

CMCC goes to great lengths to listen to the suggestions, comments, and concerns of their field workers to constantly improve practices and foster a sense of collective ownership. Each employee is empowered with stop work and stand down authority. Further, employees are frequently recognized for their safety achievements with luncheons and awards, as well as rewards for completing safety audits, inspections, and training sessions.

When new hires are onboarded, they receive extensive safety training, are introduced to the importance of stop work authority, and have a face-to-face with the President or Vice President where they discuss safety topics and are encouraged to reach out with any safety concerns they have in the future.

If an incident or injury does occur, the Safety Director and Foreman conduct a detailed investigation that includes thorough documentation, witness statements, reenactments if possible, and plans for corrective action. For less serious incidents, the "Five Why" method is used to identify causes, whereas a "Tap Root" investigation is conducted for more significant issues.

To help keep their program on the cutting edge, CMCC conducts a comprehensive review of the safety policies and programs to implement any lessons learned from the past year and to renew their commitment to achieving unparalleled levels of safety within their industry.

CENTRAL MECHANICAL CONSTRUCTION CO. INJURY AND INCIDENCE FREQUENCY DATA:

Total recordable incidence rate, 2022: **0.87**

Total recordable incidence rate, 2021: **0.77**

Total employee hours worked, 2022: **230,568.69**

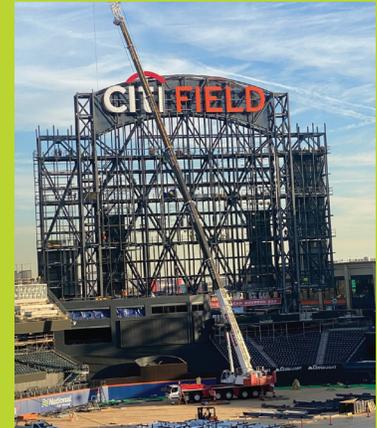
Total employee hours worked, 2021: **259,743.83**



ELECTRICAL OPERATING COMPANY

Forest Electric New York

Even while facing a difficult labor market, Forest Electric New York (Forest NY) has completed multiple challenging projects with a sterling safety record, earning them a 2022 Safety Excellence Award.



Forest NY's safety program has strong backing from upper leadership, who provide a visible ongoing commitment to implementing a transparent safety culture for all their employees.

Management reviews all accident/incident reports to help ensure necessary resources are in place to make corrections in the future, and they hold regular safety and health meetings where they get valuable feedback from their team.

Employees are encouraged to participate in Forest NY's safety culture through several channels, including a safety committee, regular meetings and discussions, the creation of job hazard analyses, a safety observer program, and more.

Forest NY has also developed a robust, six component injury prevention program that engages everyone from estimators and project foreman to superintendents and technicians in the identification and mitigation of hazards.

Stringent commitment to these programs has helped Forest NY overcome turbulence in their labor market. They have a collective bargaining agreement with a union that

guarantees employment. This has created huge employee turnover and forced Forest NY to put extra efforts into creating anticipated, sustainable safety outcomes.

Over the past year, these efforts have helped Forest NY maintain exceptional safety standards while working on several complex projects. For example, their work at Citi Field in Queens, NY involved harsh winter weather conditions, as well as significant overhead lifting. For a major civil project on Staten Island, their team had to handle unfamiliar hazards encountered working in deep trenches, while at the United Bank of Switzerland, they dealt with an elaborate scaffolding system.

At each of these jobsites, Forest NY's safety program has been key to helping work flow as smoothly, efficiently, and safely as possible.

FOREST ELECTRIC NEW YORK INJURY AND INCIDENCE FREQUENCY DATA:

Total recordable incidence rate, 2022: **0.93**
Total recordable incidence rate, 2021: **1.21**

DART rate, 2022: **0.93**
DART rate, 2021: **0.97**

Total employee hours worked, 2022: **862,824.00**
Total employee hours worked, 2021: **823,242.00**

INDUSTRIAL SERVICES OPERATING COMPANY

AltairStrickland, LLC

By further integrating their safety program into each of their departments, AltairStrickland has created a truly company-wide safety culture, helping them earn a 2022 Safety Excellence Award.



From sales to safety to engineering and operations, AltairStrickland has relied upon interdepartmental collaboration to drive their outstanding safety performance. This collaboration includes Project Managers partnering with sales to do early site visits, or safety leaders discussing site drawings with engineering in order to determine the best placement for exhaust ventilation, and much more.

Additionally, AltairStrickland also works closely with end users and general contractors—interfacing with key stakeholders as early in a project as possible—to strengthen site-wide safety practices. After reviewing customer safety policies, they create bridging documents to clarify procedures and responsibilities, and bring together engineering departments to attempt to forecast potential issues and minimize risk.

In the field, they have developed an innovative safety observer program. Project management selects one employee per shift to act as an observer, where they complete site safety inspections, review job

safety analyses and other forms, and have the opportunity to present their findings to the larger team. The program provides employees a chance to build practical skills and take ownership over safety processes, while also giving them an opportunity to voice their own concerns.

Several of their safety programs are reviewed annually, others biennial, and the rest triennial. If trends or incidents arise that impact safety performance, they'll make immediate changes as needed, and have also incorporated periodic reviews in their training system to account for new regulations, legislation, or best practices. In the past year, they have also made a concerted effort to add clarity to any vague or generic statements in their safety materials.

Together, these efforts have helped Altair elevate their safety performance and integrate their safety program throughout the entirety of their organization.

ALTAIRSTRICKLAND INJURY AND INCIDENCE FREQUENCY DATA:

Total recordable incidence rate, 2022: 0.00
Total recordable incidence rate, 2021: 0.24

Total employee hours worked, 2022: 948,704.00
Total employee hours worked, 2021: 832,863.00



AltairStrickland

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BUILDING SERVICES OPERATING COMPANY**EMCOR Services Aircond**

EMCOR Services Aircond has built a lasting safety culture that helped them record one of their lowest incident rates ever this past year and earned them a 2022 Safety Excellence Award.



Aircond's safety culture is built on a belief that when employees are healthy and working injury free, they are in a better position to support their customers and clients. Aircond's President, Service Manager, and Human Resources Representative attend quarterly safety training sessions where they emphasize this message.

Their Injury and Illness Prevention Program is reviewed annually by senior management, and Standard Operating Procedures are continuously reviewed and updated as need during construction planning meetings.

Along with receiving robust safety training, employees are pushed to actively engage in safety meetings and submit feedback. Ideas from the field are frequently implemented, including one recent innovation that made safety forms more accessible through the use of QR code stickers.

Thanks to their new XOi system, Aircond's technicians are also able to submit safety concerns digitally, with video, via mobile devices. These reports are automatically sent to safety leadership so they can be promptly addressed.

Aircond also works to engage their customers in the safety process early and often. Contract quote forms include a safety section, site visits with safety personnel are conducted regularly, and all sub-contractors are thoroughly vetted for safety performance.

A number of channels are used to repeat and reinforce their safety messaging. A daily safety email is issued, weekly managers perform a "Call-em-All" and good work practices are sent out, and periodically "Doing it Right" emails highlight field employees modeling excellent workplace safety.

Aircond's safety culture has taken many years to achieve, but thanks to the commitment of their employees and leadership, their performance is as strong as it's ever been.

AIRCOND'S INJURY AND INCIDENCE FREQUENCY DATA:

Total recordable incidence rate, 2022: **0.46**

Total recordable incidence rate, 2021: **0.88**

DART rate, 2022: **0.00**

DART rate, 2021: **0.88**

Total employee hours worked, 2022: **436,835.78**

Total employee hours worked, 2021: **453,925.21**



EXCELLENCE IN SAFETY INNOVATION AWARD

EMCOR Hyre Electric Company of Indiana

EMCOR Hyre Electric Company of Indiana has been recognized with the 2022 Excellence in Safety Innovation Award for developing their own mobile safety application that allows employees to access safety resources, submit incidents, receive alerts, and more.



The Hyre Safety App was developed in 2022 by the company's Chief Financial Officer and Safety Manager, with input from key field leaders. External applications were explored, but the company felt it could build a more useful and cost-effective solution in-house, using internal resources and Microsoft 365 tools.

The application is custom designed for Hyre's needs and offers several functions, including real-time alerts of safety incidents, automated safety checklists, access to safety resources and documents, automated incident reporting, digital pre-task planning, electronic toolbox talks, real-time training record retrieval, and more.

At the beginning of each week, employees receive a push notification through the app featuring a new toolbox talk that supplements their required weekly safety meeting.

Fillable versions of all of the company's inspection forms, as well as a module for pre-task planning are accessible on the platform. When completed, copies of these forms are sent to the employee's email and the Hyre safety account.

Similarly, incident reports can also be filed through the program, which will automatically notify Hyre's leadership so that they can take corrective action.

The app's document library hosts the company's health and safety manual, safety data sheets, good work practices, and additional site- and client-specific information for reference in the field.

Since the app's implementation, Hyre's safety personnel have seen a significant reduction in their administrative burden, freeing up more of their time for site visits. At the same time, the resource has also provided the company more detailed metrics on the implementation of their safety policies.



Altogether, the Hyre Safety App has proven to be an incredible benefit to frontline leaders working to promote workplace safety, and an outstanding innovation in the company's safety program.

INDIVIDUAL SAFETY EXCELLENCE AWARD

Steven Squires

Steven Squires, a Project Supervisor with EMCOR Services MSI – Mechanical Services, has been recognized with the 2022 EMCOR Group Individual Safety Excellence Award for his leadership in the field and efforts helping transform MSI’s safety program.



While safety management is not Steven’s primary role, throughout the past three years he has grown from being not only a proficient field supervisor, but also being a true safety-minded leader.

Steven consistently comes to MSI’s safety committee meetings, bringing detailed notes about leading indicators he has identified, as well as potential solutions. He approaches the field inspection process as a learning tool for those that report to him, as well as the rest of the safety committee.



On many occasions, he has come to his supervisor to discuss potential safety improvements and ask for help researching relevant standards to ensure his solutions were viable. His corrective actions on multiple issues have helped MSI adjust their processes for the better.

The team around Steven have come to recognize him as a true safety leader, looking out for their collective best interests. His group has been incredibly consistent in holding formal safety reviews to discuss expectations and processes, helping ensure clear communication and buy-in.

Steven’s enthusiasm has helped build engagement and support with new safety initiatives across the entirety of MSI’s field teams. This has been instrumental in helping the organization transform their safety program and, ultimately, achieve record setting safety performance in the last year.

David Goerke, President of MSI, had this to say about Steven, “After 30 plus years in this industry, I would put Steven up against anyone when it comes to safety leadership, culture, compliance, and overall engagement.”

Steven’s incredible dedication to his work and willingness to go above and beyond to promote safety make him an exemplary candidate for this recognition.