

## **It's No Accident – Orchid International Facility Reaches Safety Milestone**

Gordonsville, TN – June 27, 2005 – Accidents are just bound to happen, right? Not necessarily. On May 14, 2005, Orchid International's Gordonsville, Tennessee assembly facility proved that with the proper training and encouragement, accidents – all of them – can be prevented. To celebrate achieving their goal of one year of operation without a lost-time accident, the management team rewarded employees by providing a cookout for each of the three shifts.

Opened in 2000, Orchid International Gordonsville produces metal stamped component assemblies for the automotive and other industries. According to Plant Manager Ron Hall, “Orchid International Gordonsville has often been recognized for our internal processes and high quality work. To avoid complacency, we constantly seek out ways to improve in every area. When we began to look at our safety program and lost-time accidents, we felt that there was room for improvement.”



*From left to right: President Steve Gruver joins Gordonsville H.R. Manager Norma McClard and Business Development Director Kerry Meacham to congratulate the employees on their safety goal achievement.*

Human Resources Manager Norma McClard states, “Our employees are vitally important to us, and we wanted to ensure their safety while here at work, as well as to encourage them to think about safety throughout their day-to-day lives.”

The result was the implementation of a “Zero Incidents” program designed to focus attention on each employee’s responsibility for ensuring their safety and the safety of their coworkers. Yet safety education alone was not enough, emphasizes McClard.

“We have always trained employees on proper safety procedures and provided them with safety information and equipment to enable them to perform their duties safely. While we had relatively few job-related accidents, one was just too many.”

According to Will Lamb, Director of Product Development, “Accidents on the production floor can stem from a number of root causes, whether from minor house keeping issues to someone getting in too much of a hurry and forgetting safety precautions.”

Orchid International Gordonsville realized that refresher courses on the importance of proper house keeping and the value of always wearing protective eyewear were valuable, but had limitations.

The management team then came up with an incentives program and a challenge for employees. “We held a meeting with our employees and set a stretch-goal for the entire facility. To encourage them, we added that if we could go an entire year without a lost-time accident, then the company would provide a grilled steak and chicken dinner for everyone, prepared by the management team,” Hall says. “The key was to make the program both educational and fun...something everyone would want to work together to achieve.”

Gradually employees moved past the initial thrill of the challenge and proposed reward and began to take a leadership role in promoting safety. “Employees now come to members of management if they think safety issues exist,” states Lamb. “Instead of having to be reminded, they are actively working to eliminate hazards and look out for one another.”

“I knew we were on to something when employees began to give me a hard time when I would come out on the production floor without my safety glasses,” Hall says. “Our employees have responded tremendously to the Zero Incidents initiative, and I am proud of their positive attitudes and on-going efforts.”

What is next? According to McClard, employees have set their collective sites on the next safety goal – “Eighteen months will be here before you know it.”

Founded in 1988, Orchid International provides world-class metal stamping and assembly and motor lamination stamping and die casting products and services to the automotive, appliance, lawn and garden and numerous other metal stamping-related industries throughout North America. Headquartered in Brentwood, Tennessee, Orchid International operates five manufacturing facilities strategically located in Tennessee, Texas, Wisconsin and Ontario to service customers throughout the United States, Canada and Mexico. For additional information, please contact Chris Daniel, Marketing & Communications Manager, at 615-373-7664, [chrisd@orchidinternational.com](mailto:chrisd@orchidinternational.com) or visit online at [orchidinternational.com](http://orchidinternational.com).

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