

Steel-Pro's Team



Steel-Pro: Who We Are

- Established in 1978
- 100% Employee-Owned since 2014
- 25,000 sq. ft. facility located in Rockland, ME
- Certifications:
 - ❖ ASME Sect VIII Div I U & UM Stamps
 - ❖ ASME / ANSI B31.1
 - ❖ National Board R Stamp



Steel-Pro: What We Do

▶ INDUSTRIES



- Life Sciences
- Chemical
- FNC
- Food / Beverage
- Semiconductor

▶ PRODUCTS



- Tanks & Vessels
- Bio-Reactor & Pharma Equipment
- Jacketed Reactors
- Skidded Systems
- Vacuum Chambers & Furnaces
- Heat Exchangers
- Sanitary Piping and Tubing Spools

▶ SERVICES



- Field Service & Tank Installation
- Replacement Parts
- Engineering Services
- CNC cut parts
- Polishing & Electro-polishing
- Equipment Repair



Steel-Pro
Incorporated

771 Main Street, Rockland, ME 04841

www.steelprousa.com

Gallery of Past Steel-Pro Projects



Where We Started

- ❖ Communication & Information Sharing
- ❖ We were a small company and thought that way. We avoided things that were “only for large companies”. This includes things like:
 - ✓ Five Year Planning
 - ✓ Succession Planning
 - ✓ SWOT Analysis
 - ✓ Lean Manufacturing & Continuous Improvement
- ❖ Safety:
 - ✓ Quarterly Safety Meetings covering OSHA required topics
 - ✓ Strive to have our TRC and DART at or below industry average
 - ✓ Limited relationship with either OSHA or SafetyWorks

What Happened

❖ Safety & Company Culture:

- ✓ Steel-Pro NEVER wants ANY employees injured and the only way to guarantee that is to have both TRC and DART at zero
- ✓ We were in jeopardy of losing a large Maintenance Service Agreement in 2017 due to our safety performance
- ✓ Two serious workplace injuries in 2017 that occurred within a month of each other
- ✓ Lost several bids for field installations due to our safety performance
- ✓ Lost our SHARP (Safety & Health Achievement Recognition Program) status in 2017



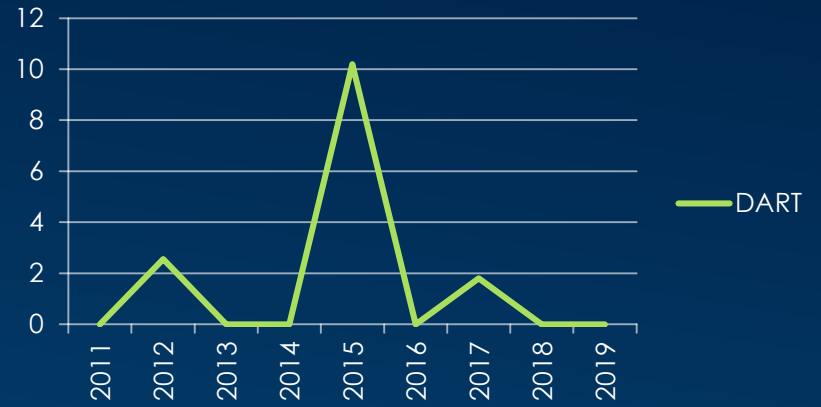
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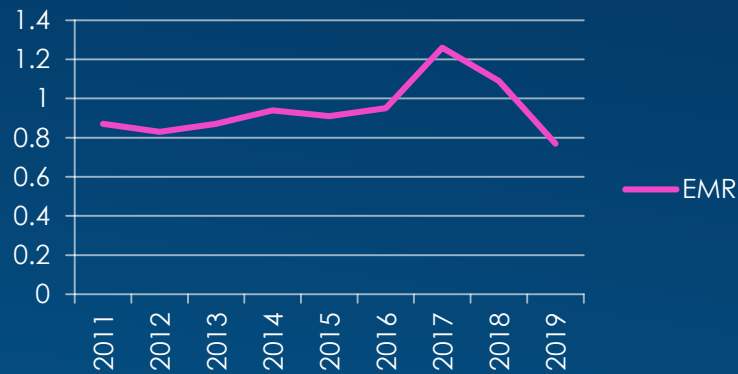
TRC



DART



EMR



Where We Are Today

- ❖ As Steel-Pro employee-owners, we are more accountable and responsible to each other for our performance
- ❖ EVERY employee-owner's Input and Participation Is Important
- ❖ There is an environment of comradery due to improved safety culture and being employee-owners
- ❖ A Change In Mindset Was Needed
- ❖ We celebrate Our Successes



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Where We Are Today

❖ Transparency in Company Performance (Safety, Quality and Financial)

➤ Safety:

- ✓ TRC and DART at ZERO
- ✓ Documentation of Near Misses, as well as Safe Behaviors observed
- ✓ Safety Observation App
- ✓ Root Cause Analysis on all injuries and near miss incidents
- ✓ Disciplinary Action policy
- ✓ Weekly Safety / Housekeeping Inspections conducted by employees
- ✓ Weekly Safety Meetings conducted by employees
- ✓ Quarterly Safety Newsletter
- ✓ Safety is the first topic at every weekly Production Meeting
- ✓ Hazard Assessments are conducted for all field work, as well as unusual shop work
- ✓ Over One Year without a Recordable Injury
- ✓ Over Two Years without a Lost Time Injury
- ✓ One of eight recipients of the 2019 MEMIC Safety Award



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"Our Reputation is Stainless."



QUESTIONS?



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What's (Who's) Next

Hartley Webb, Safety Management Consultant (MEMIC)

Dawn McKenney, Occupational Safety Engineer
(SafetyWorks!)



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