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## *Ask the Expert...*

**Q:** What are the benefits of using pre employment screening?

**A:** Pre employment screening is a non-discrimination action that weeds out any fraudulent data and misrepresentation provided by potential employees.

On average, at least half of all new hires don't work out. When the direct and indirect costs associated with employee separation, replacement, and training are accurately compiled, it is not uncommon for companies to lose thousands of dollars a year resulting from employee turnover. Companies turn to employee background checks, credit checks, drug screens, worker's compensation background reports, physical abilities testing, education verification and other pre employment screening tools to promote a safer, more productive workplace.



## *Eye on Safety...*

### **Managers - Get Committed!**

It takes more than just saying you are committed to safety - you have to put actions behind your words. Managers can demonstrate their commitment to safety in a number of ways. First and foremost, managers must follow the company's safety rules, regularly attend safety meetings and also consider the following ideas:

### **Take time to walk around and talk to employees.**

Visit employees in their workplaces whether on the shop floor, in the field, or in the office. Talk about your personal concern for safety, and then listen to their concerns. Take personal action to correct unsafe situations and follow up to let employees know the outcomes.

### **Make it a point to personally review all reports of near misses and injuries.**

When managers review reports of injuries and near misses, it demonstrates the information's importance. Follow up on the reports to ensure that appropriate actions are taken to eliminate the causes of incidents in your organization that could result in larger, bigger direct hits. Take care to ensure that your follow up is a positive action rather than a punitive one.

## *Top Ten List...*

Lowest Cumulative  
Loss Ratio  
Since Inception\*:

1. James R. Vannoy & Sons Construction Co., Inc.  
8.46% (Heartland Group)
2. R & G Construction Company  
12.08% (Heartland Group)
3. M & M Roofing, Inc.  
12.92% (Complete Structure)
4. Williams Mail Service, Inc.  
14.22% (Golden Rule)
5. R W Collins Company, Inc.  
14.80% (Complete Structure)
6. Ryan Contracting Company  
14.97% (Foundation Group)
7. Morris, Inc.  
15.17% (Heartland Group)
8. Venter Spooner, Inc.  
15.81% (Capstone)
9. Shamrock Electrical Co., Inc  
16.51% (Complete Structure)
10. GRS Properties, LLC  
16.66% (Independence Group)

\*Companies involved in group captives for at least five years.



## History

Schlouch Incorporated was founded in 1983 by Barry and Deb Schlouch in the basement of their home in Berks County, PA. They didn't own any equipment at the time and had no firm jobs on the books. Their vision and confidence was the beginning of what has become one of the leading site preparations specialists in Eastern Pennsylvania.



*Deb & Barry Schlouch*

Schlouch's first job in 1983 was a \$15,000 assignment to prepare a site for Wendy's Restaurant in West Reading. Today, Schlouch is a company with over 300 employees, and enjoys repeat business from most major local and regional owners, developers and contractors as well as from many national firms handling construction management in the area. As a matter of fact, more than 60% of Schlouch's business each year comes from repeat customers, a testimonial to Schlouch's quality work, on-time performance and competitive pricing.

In spite of its success, Schlouch has never lost sight of its roots. While the company receives many multi-million dollar contracts each year, Barry Schlouch is proud to say that his firm still does excavation for basements and small residential and commercial projects and has a skilled team with their own equipment just to handle that task.

## Safety Policy

Maintaining a safe job site is critical to their business. Schlouch emphasizes safety in all of its training programs and at every job site. Each Schlouch field team has at least two OSHA Competent Persons who know what is required to maintain a safe work site. No matter what sitework function they are performing, a competent safety person monitors field practices making Schlouch's safety record one of the best in the industry.

To keep their safety standards high, Schlouch crews start every morning with a safety huddle to review and address potential safety issues that might be encountered during the day. Their diligence pays great rewards in preventing injuries on the job. They take pride in the fact that their employees work safely. This creates a confident workforce which translates into increased productivity and savings for their customers.

Last July, Schlouch proved their commitment to safety by signing a partnership agreement with Occupational Health & Safety Association (OSHA) and the Associated Builders & Contractors, Inc. (ABC). Schlouch was eligible for the partnership because it attained a Gold Level of achievement in ABC's Safety Training and Evaluation Program (STEP).

safety  
strategies  
for  
success

