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Ask the Expert...

Q: What type of leader are you?



A: The responsibility of leadership cannot be overemphasized in the success of captive insurance. Supervisors and managers should generally conduct observations as part of their daily routine to look into the future to where the next incident may occur. Safety leadership is fundamental, whether it is from formal or informal leaders throughout an organization. Formal leadership includes owners, supervisors, foremen, and managers. Informal leaders are employees who take a special interest in safety; they are often union leaders and other employees who are well-respected by coworkers. Both types of leaders share important responsibilities for supporting safety. To maximize the success of an all around safety culture, leadership responsibilities must be distinct for both formal and informal leaders. The type of leadership you use within your company can have a positive or negative impact on safety as well. If you are a leader, make sure to include safety in everyday activities.

Eye on Safety...

Accident Investigation:

Accidents occur when hazards escape detection during your company's preventive measures. A thorough accident investigation may identify previously overlooked environmental, administrative, or process hazards. This will require the need for new or more extensive safety training for unsafe work practices with your employees. The primary focus of any accident investigation should be the determination of the facts surrounding the incident and the lessons that can be learned to prevent future similar occurrences.

Learn from your Mistakes:

Every incident can prevent a similar incident from occurring. Whether it is a minor incident or a catastrophic occurrence, each company should share all the details surrounding the incident. What went wrong? Why did this happen? What safety measures were not in place? Share these incidents during your daily "tool box" talks, safety committee meetings or management meetings. Many companies create a case study of prominent incidents that have occurred and share specific details that could have prevented the incident from happening. Sharing with other captive owners can also help them avoid similar losses.

Employee Involvement:

To achieve a safe working environment it takes an entire team. Typically, companies have a safety director and possibly an associate to help with inspections and training. Having all levels of employees participate in these inspections and training can create the safety culture you have always wanted. During your accident investigation process, it can be helpful to select a different employee to go through each step of the investigation. This will educate them on each step of the process and eventually bring the entire team together.

Top Ten List...

Lowest Cumulative
Loss Ratio
Since Inception*:

1. James R. Vannoy & Sons
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.



INNOVATIVE
CAPTIVE STRATEGIES, INC.

spotlight on...



Ryan Contracting Company was started in February of 1991 by Tom Ryan who brought with him nearly 20 years of experience working in the construction field. For 11 years prior to forming the company, Tom worked as a head estimator and project manager where he handled and managed large grading and sewer and water projects.

Since operations began, Tom's primary focus has been the bidding of public work projects for counties and municipalities throughout the Metropolitan area of Minneapolis/St. Paul. Although that growth has come primarily through their concentration in sewer and water type projects, they did branch out in 1993 to undertake light grading and street construction work that was a good fit and complement to their primary operations. Since then, Ryan Contracting has been a leader in the utility, grading, street and concrete industries.

Because of their strong emphasis on hiring, including an intense pre-employment screening process, Ryan Contracting has shown a proactive approach to risk management. Ryan Contracting has seen that safety starts with their employees, which is why they hire only top-level people. After Ryan Contracting hires their employees they continue to maintain an experienced and well-trained task force. This involves continuous and routine training along with a consistent risk management focus. In their eyes, safety comes from working together. By trusting fellow employees and promoting security on a constant basis, Ryan Contracting has built an environment centered on controlling their losses.

Ryan Contracting uses a combination of "best practice" strategies learned through experience, tool box talks, and constant communication. Their employees have really become stakeholders in safety, loss control, and claim management resulting in low loss ratios and few lost time injuries. Since joining one of ICS' member owned group captives, The Foundation Group, Ryan Contracting has won three President's Awards and one Vice President's Award. To qualify for a President's Award, companies are required to have loss ratio below 10%. To qualify for a Vice President's Award, companies are required to have a loss ratio between 10.01-25%.

Congratulations to Ryan Contracting for being a leader in risk management and for being an example to other captive owners!

safety
strategies
for
success

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