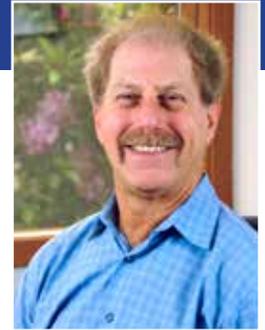




MoveSMART[®]

Energizing & Engaging Expertise

2021 Executive Guide



These are unusual and challenging times for companies—and for Safety. And, to paraphrase Abraham Lincoln, new challenges call for leaders going beyond “same-old” approaches. MoveSMART® is a unique intervention that can offer significant help—and we can support this claim with a wide array of statistical and strategic reports:

MoveSMART® gets simultaneous results, stimulating quantum leaps in Safety performance and culture by ...

- *Energizing* interest, excitement, enthusiasm, and actual enthusiastic commitment to Safety.
- *Engaging* everyone from executives to workers toward personal and organizational Safety, elevating select workers into strong and active advocates throughout a company.
- *Expertise* – transferring unique and easily learned mental and physical skillsets that immediately and dramatically elevate performance in Safety, personal activities, at work and at home.

Clients report the MoveSMART® system has consistently helped lower injuries by 40 to 80%, and within a relatively short time. For example:

- ONE Gas reported a cumulative drop of almost 85% in strains and sprains from 2013 to 2018 among field and inside staff after implementing MoveSMART® (an almost immediate 33% reduction in just the first year).
- Anil Mathur is currently on the Board of Directors with the American Society of Safety Professionals (ASSP) after retiring as CEO and President of Alaska Tanker Company, which recently completed twenty million work hours (over fourteen years) with only one lost-time injury: “MoveSMART® is one of our key performance indicators. It’s the most popular of all the training we’ve had—very powerful, very easy to use, and integrated so much into our day-to-day activities. We’re happy that it is directly linked to our safety journey.”
- MSC Industrial Supply trained distribution center employees in MoveSMART® in early 2014. Since then they’ve reported a 78% reduction in material handling-related recordable injuries.

We’ve heard of impressive reductions in slips/trips/falls and in hand injuries as well.

How have we accomplished such significant results in companies that have previously tried “everything”?

- Self-convincing to internalize Safety: our unique demonstrations wow almost everyone! Training gets all out of their seats, is self-motivating, inspiring people to make simple, small changes to take personal control of their personal Safety.
- Practical with simple-to-understand and easy-to-apply mental and physical high-performance principles (honed from select internal martial arts and other sources).
- Apply equally to work and at-home tasks and activities—to build positive Safety lifestyle habits while reducing cumulative trauma.
- Customized to both workers’ at-risk tasks and to a process implementation that fits your own culture.

Please contact us with any questions.

A handwritten signature in black ink that reads "Robert Pater".

Robert Pater
Managing Director, Strategic Safety Associates/MoveSMART®



TOWARD WORLD CLASS SAFETY

The MoveSMART® system—called a “*quantum leap in safety*” by one corporate Safety Director—has been in existence since 1983. MoveSMART® is based on motivational psychology, certain martial arts principles, ergonomics, and work experience. Our clients use MoveSMART® as a tool to spearhead turnarounds—in mental approaches, physical habits, and organizational culture.

There are four intervention modules available, customized to the needs, risk exposures, and culture of each client—none of our programs are “canned.” We tailor techniques, applications, and training materials (provided to each Instructor-Catalyst we teach) to a company’s culture, at-risk exposure, needs, and objectives.

MoveSMART® CLIENTS

MOVESMART® STRATEGY

MoveSMART® Strategy emphasizes:

- *Energizing* workers' interest, excitement, and commitment to taking control of their own Safety. Energy is the fuel for real change and commitment. Our methods—where people feel immediate improvements—actually move people from “shoulds” or “have-to’s” to “That’s amazing!” and “I want to!”
- *Engaging* workers by making practical applications they believe help them both at work and in their favorite personal hobbies and activities.
- *Expertise* in tangible, quickly-applied mental and physical skillsets that result in significant upgrades in usable strength, balance, coordination, directing attention, and self-protective decision-making.



MoveSMART[®] RESULTS

We've trained thousands of MoveSMART[®] Instructor-Catalysts in hundreds of companies since 1985. At last count, MoveSMART[®] systems have been implemented in sixty-six countries. Here's just a partial list of our clients:

AdvanSix	Honda & Honda Canada
Airgas	Imerys
Alaska Airlines	International Paper
Alaska Tanker Company	Kennecott Utah Copper LLC
American Airlines	Kinross Gold
Amtrak	Layne Inliner
ArcelorMittal	Marathon Oil
Bell Helicopter	Martin-Brower/Reyes Holdings
BHP Billiton (Australia)	Michelin/BF Goodrich
BMW	MSC Industrial Supply
BorgWarner	National DCP
BP & BP Shipping	Northrop Grumman/Orbital ATK
CenterPoint Energy	ONE Gas
Columbia Helicopter	Pfizer
Cummins, Inc.	Portland General Electric
Domtar	Pratt & Whitney
Dupont	S & C Electric
Dynegy	Savannah River Remediation
Expro	Sellafield Ltd. (England)
Freeport-McMoRan (FMI)	Sembawang Shipyard (Singapore)
GrainCorp	Textron
Halliburton Energy Services, Inc.	Therma-Tru
Harley-Davidson	United Airlines
Hawaiian Airlines	US Steel
HD Supply	Weatherford International
Hess Oil	WestRock
Hills Pet	WR Grace

... and many more



United Airlines

Following their rollout of MoveSMART®, United reported a 53% decrease in soft-tissue injuries among employees who received MoveSMART® training.

Alaska Tanker Company

ATC's personal safety record is among the best in any industrial setting in the world. ATC recently completed twenty million man-hours with just one lost time injury. ATC has implemented MoveSMART® with outstanding results, and they credit MoveSMART® with playing a significant role in their safety success.

Honda Manufacturing

The Ohio sites tracked injuries for associates who completed MoveSMART® training. They reported a 40% drop in injury rates for those who completed the training, versus with those who had not taken the course.

In Indiana, associates who completed MoveSMART® had an 80% lower injury rate than workers who had not completed the training.

Savannah River Remediation

Savannah River Remediation employees experienced a 67% reduction in strain/sprain related injuries after completing MoveSMART® training.

Hill's Pet Nutrition (a subsidiary of Colgate-Palmolive)

Hill's Pet conducted a thirteen-month control group study after their initial MoveSMART® implementation. The study found that MoveSMART® trained employees had an over 75% reduction in soft tissue injuries. This contrasted with no reduction in incidents for the control group.



Client Comments on MoveSMART® Training and Services ...

Amtrak

Divisions implementing MoveSMART® saw a reduction in incidence rate of more than 50% in one year.

Vestas

Vestas piloted MoveSMART® training at six sites during the first quarter of 2011. These pilot sites experienced zero soft tissue injuries in the months following the training.

San Juan Coal Company (BHP Billiton)

In the first five years after implementing MoveSMART® San Juan Coal saw their sprain/strain injury rate drop from 4.13 to 0.32.

MSC Industrial Supply Co.

MSC trained employees in MoveSMART® in early 2014. Since then they have experienced a 57% reduction in material handling related recordable injuries.

Meggitt Polymers & Composites

Meggitt's Rockmart, GA site reported a reduction in soft tissue injuries of over 50%, which they wholly attribute to MoveSMART®.

WHAT MAKES THE MOVESMART® SYSTEM UNIQUE?

Sample reports of the impact of the MoveSMART® system on clients' organizational culture ...

Amtrak

MoveSMART® was an overwhelming success and there was enthusiastic acceptance of the training. When was the last time you heard about employees' waiting in line to get INTO safety training? It happened with MoveSMART®. We also received quite a morale boost, a real buy-in in injury prevention and working safely and, as a result, won the President's Safety Trophy for best injury performance in the year we implemented MoveSMART®. I have been in safety for over thirty years, and I've never seen employees beat down the door for safety training, but they have for this."

– **Peter Hall**, Vice President, Safety, Health and Environmental

Rock-Tenn

The most impressive part about MoveSMART® is that with safety issues it gets people to take responsibility for themselves. What excited me is that you can utilize this away from work and at work and that it is driven by peer groups here at work and is used to help people. Acceptance level was a whole lot greater. Union management and my managers are excited about it."

– **Al Smith**, V.P. Converting, Rock-Tenn

Avon

MoveSMART® was even more valuable to Avon for the positive impact it has had on the culture of our organization—than it was for the dollars saved."

– **Kenyon Brenish**, Regional Manager, EHS

3M

"Your service, commitment, and follow-through are excellent. Couldn't have asked for better instructors. They really know how to connect with a group."

– **Chuck Spisak**, EHS Manage



Alaska Tanker Company

“Over ninety percent of our work force has had MoveSMART® training. It was the most popular of all the training courses we have had—very powerful, very easy to use, and it integrated so much with the day-to-day activities.”

– **Anil Mathur**, President and CEO

American Airlines

“The response of our employees to MoveSMART® was phenomenal! It’s the best training program that we’ve ever had at American Airlines.”

– **Arthur Considine**, Manager, DFW Airport

Frito-Lay

“MoveSMART® is one of the most effective, if not the best, tool in my professional toolbox.”

– **Alex Delgado**, Senior Loss Control Manager

As these examples illustrate, MoveSMART® is specifically designed to create multiple and simultaneous returns on your investment. In addition to helping improve your organization’s safety results, MoveSMART® can also help improve your organizational culture, and positively impact your bottom line.

TEN WAYS MOVE SMART[®]

PROMOTES SAFETY CULTURE

SIGNIFICANT INJURY REDUCTION – AND MUCH MORE ...

Customized To Your Company on many levels:

- To specific, at-risk “focus” tasks for specific prevention
- Integrating previous interventions
- To company history, culture, concerns
- To company objectives in safety, and overall
- To workforce demographics
- To leadership interests and concerns
- Improving individual actions

Move (physical skillsets)

- Significantly increased balance
- Usable strength
- Force transfer to protect most vulnerable areas of body
- Eye-hand coordination
- Use of leverage
- Identifying, employing natural alignment
- Improving range of motion
- Fatigue reduction
- Reducing accumulated tension
- Preparation and recovery methods

SMART (mental skillsets)

- Receptivity to action change and learning
- Developing personal control motivation to make effective changes at work and at home
- Directing attention
- Assessing actual/hidden risks
- Heightened decision-making
- Boosting judgment
- Cumulative and at-home thinking
- Self-monitoring

ENERGIZING SAFETY CULTURE

Emphasizes simultaneous objectives—augmenting safety and health, motivation and morale, productivity and quality—above and beyond high-level injury prevention to proactively promote personal health and high level effectiveness.

- Sparking engagement.
- Turning around low-motivated workers to become positive advocates of safety.
- Elevating safety communications between everyone: managers, workers, and employee leadership.
- Developing personal leadership: focus on every individual as the Safety Director of their own life.
- MoveSMART® methods are personally embraced and used by everyone—from executives to line workers, office personnel to plant employees, to outside workforce.
- Directly supports aging workforce to perform more effectively, with higher efficiency and fewer losses.
- Opens up receptivity to organizational interventions and communications.
- Energizes workforce to see safety as exciting and practical.
- Creates a positive halo effect.



STEPS TOWARD IMPLEMENTATION

Safety culture is a surround system—like the air we breathe—of what really goes on within an organization. This culture encompasses those safety auto pilot mechanisms that everyone works under; the default of what people do when they know that no one else is watching. We've heard numerous reports that after implementation of the MoveSMART® Instructor-Catalyst system, companies see significant improvements in safety culture. By design and implementation, MoveSMART®:

- 1. Fuels safety interest and commitment, repositioning safety as exciting and interesting, rather than boring or pro forma.** MoveSMART® demonstrations “wake up” previously hidden abilities to elevate balance, coordination, and usable strength, including a focus on at-home applications that help people become better at their favorite sports, hobbies, and activities.
- 2. Helps people become more in control of themselves.** By tangibly showing to their satisfaction that small changes in what they do—where they place their attention, position, and internal alignment—can have dramatic results on their safety and surefootedness. They can more readily see they are ultimately in control of their own safety, rather than blaming circumstances, equipment, or others for any impairments in safety. A critical component within MoveSMART® is an emphasis on boosting self-monitoring and increasing this over time vs. more blindly “just doing the job.”
- 3. Removes barriers to change.** Training peer Instructor-Catalysts reduces resistance to safety being seen by workers as solely a management tool. Peer Instructor-Catalysts are best able to identify daily potential risk exposures and problem-solve and reinforce high-level methods for overcoming these risks.
- 4. Brings people to a level playing field.** MoveSMART® addresses tasks everyone—from managers to workers—does either at work or at home: walking, using some kind of tools, lifting, bending, etc. MoveSMART® transfers high-level mental and physical skills everyone can use and from which they can benefit.
- 5. Aligns and elevates safety communication.** MoveSMART® provides a common language that everyone in a company can relate to and has been a common ground for organizations with multiple branches and cultures to speak the same safety language; especially when a company has unconnected parts due to acquisition.
- 6. Attunes mental effectiveness in everyone.** MoveSMART® encourages high-level mindsets and mindfulness, awareness of changing surroundings, thinking through and ahead possible approaches to overcome potential problems, and selection and then use of best techniques to maximize effectiveness.
- 7. Promotes a “can-do” approach throughout the organization.** MoveSMART® skills and methods are tangible and practical and can be quickly and easily evaluated by each person to determine if they experience positive improvement. Our focus is on making beneficial changes, and quickly.

MoveSMART[®] Awards 2020

For exceptional processes, projects, and champions in significant injury reduction, elevated safety leadership, culture, and engagement.

United Airlines
Operations

National DCP
Supply Chain Management

MSC Industrial Supply Co.
Distribution

Northrop Grumman Corporation
Manufacturing

Wacker Chemical Corporation
Manufacturing

Weatherford Oil Tool Middle East Limited
Oil Industry

Learn more at www.movesmartawards.com



2019 MoveSMART[®] Excellence Awards

Presented to companies for exceptional Processes, Projects, and Champions in significant injury reduction, elevated safety leadership, culture, and engagement.

This year we honor the outstanding efforts of seven of our clients with the 2019 Excellence Awards.

United Airlines (Operations)

United Airlines (InFlight)

Northrop Grumman

US Steel Gary Works

ONE Gas

Hawaiian Airlines

Savannah River Remediation

Learn more about their accomplishments at www.movesmart.com/awards.

2018

Presented to companies for exceptional Processes, Projects, and Champions in significant injury reduction, elevated safety leadership, culture, and engagement.



This year we honor the outstanding efforts of two of our clients with the 2018 Excellence Awards: **Orbital ATK** and **US Steel Gary Works**. Learn more about their accomplishments at www.movesmart.com/awards.

MoveSMART EXCELLENCE AWARDS



Orbital ATK

For ongoing improvement and results:

- 2015** - recordable injuries down 40%
- 2016** - additional 28% reduction
- 2017** - another 14% decrease



US Steel Gary Works

Their 2nd Excellence Award!

- 40-50% decrease in soft tissue injuries.
- Reductions in slip, trip, and fall injuries.
- Sharing their strategies with employee families.

Learn more about these and previous MoveSMART® Award winners – Honda of Canada Mfg., United Airlines (Inflight), MSC Industrial Supply Co., Kinross Round Mountain Gold, Sellafield Ltd, and Savannah River Remediation – at www.movesmart.com/awards.



MoveSMART® Excellence & Merit Awards

We would like to recognize these organizations for their remarkable efforts to advance safety in the workplace.

CONGRATULATIONS 2017 WINNERS!

For creatively sustaining, inventing, and optimizing peer-to-peer safety systems.

For remarkable safety improvement, innovative training, and implementation.

For MoveSMART® champions, leaders, and sponsors who inspire others to excel.

EXCELLENCE AWARDS

Honda of Canada Mfg.

36% injury reduction in one year, empowering and engaging associates, and over 1,300 ergo improvement projects.

MSC Industrial

57% injury reduction, and for boosting safety communications in Distribution operations.

US Steel, Gary Works

For imaginative efforts by peer trainers of United Steelworkers Local 1066 to improve their fellow workers' safety.

MERIT AWARDS

Sellafield Ltd., England

81.3% soft-tissue injury reduction and significant cultural shift—all led by peer catalysts.

Orbital ATK

40% injury reduction in 1st year and 28% reduction in 2nd year.

United Airlines, InFlight

Their trailblazing instructors devised new training delivery methods for a dispersed workforce.

Savannah River Remediation

67% reduction in soft tissue injuries.

Kinross, RMGC

For unique approaches from their enthusiastic peer catalysts.

To learn more about these innovative approaches visit www.MoveSMART.com