

Safety Committee Minutes
October 3, 2013
Defiance, Iowa

The FSC safety committee met on Thursday, October 3rd, 2013 at the Defiance FSC shop break room. In attendance was Bob Bruck, Tom Grote, Ron Stitz, Jerry Miller, Steve Gawley, Jolene Davis, Suzy Wear, Paul Hocamp, Jodi Gubbels, Clancy Murphy, Tom Davie, Geneva Jacobsen, Jared Olsen, Shawn Macha, Steve Jorgensen, Bob Berndt, Lance Axland, Joe Klein, Mark Klein, TJ Keane, Angel Jepsen, Pam Gubbles, Bob Gubbles, Gary Jahn, .

Tom Grote opened the meeting by thanking everyone for taking the time to attend the meeting. Tom then distributed a pamphlet detailing the "ag retailer licensing and endorsement requirements for transporting anhydrous ammonia" The group then discussed the requirements of part time employees transporting anhydrous this Fall. Pam Gubbels informed the group that there are very helpful CDL practice tests on the FSC website for employees to take advantage of. The group also discussed the use of safety chains when hauling anhydrous nurse tanks. Everyone agreed that the safety chains must be hooked when a tank leaves FSC's property regardless if a farmer or FSC employee is pulling the tank.

Tom Grote then provided the group with a recap of a recent meeting he attended at the Cass County Hospital regarding an individual who was very severely burned by anhydrous. The burn was the result of an accident at the riser in which a faulty valve failed. The key to the discussion was to always have water available and close when working with anhydrous.

Bob Bruck reported that there has been only minor work comp injury claims reported. He also reminded the group that injuries must be reported with 24 hours after the injury has occurred. Pam and Bob then shared with the group how the insurance modification rating is directly related to the premiums FSC pays for workers compensation insurance. The rating is based on the number and severity of injuries reported. The lower this rating is for FSC, the less FSC's work comp premium will be. FSC's rating has been steadily decreasing which is being attributed to the emphasis the Company is placing on a safe work environment.

Tom and the group then discussed the fiscal 2013 and new 2014 safety incentive program. Tom shared with the group that he received a lot of positive feedback from employees regarding the safety incentive program implemented last year. The program for fiscal 2014 has changed slightly. Full time employees will now be given a \$100 incentive for completing level 1 training which is a listing of OSHA required yearly training. Employees wanting to achieve a level 2 safety incentive will be required to complete an additional 10 safety courses for an additional \$100 bonus. Part time employees are required to take the OSHA required training courses regardless of the tasks they will be performing at FSC; however, they are not eligible for the safety incentive. Suzy and Tom informed the group that completing the training as a group is acceptable; however, each employee attending the training must sign a sign in sheet. The sign in sheet then needs to be submitted to Suzy or Pam at the General Office so the training can be logged into the RCI program.

Gary Jahn addressed the group thanking them for being at the meeting and helping distribute the information to the rest of the employees at FSC. Gary stressed that safety is taken very seriously at FSC and everyone needs to contribute and be engaged to insure a safe work environment.