



## Safety Council of Greater Columbus

### Understanding the Requirements

Wednesday, July 1, 2009

Mary Logan So, BX Director of Safety and Kelly Purcell, BX Administrative Assistant in Safety

1175 Dublin Rd./P.O. Box 369 • Columbus, OH 43215-0369  
614/486-9521 phone • 614/486-7620 fax  
mso@bx.org • kpurcell@bx.org • www.safecolumbus.org

### Ohio BWC's Requirements for **Active** Participation

- Complete enrollment form and submit to Safety Council of Greater Columbus by July 31, 2009
- Attend 10 meetings between July 1, 2009 and June 30, 2010 (Two of those meetings may be met at non-SCGC events – more information in Regular Meeting section)
- One of the 10 meetings must be attended by a top-ranking management official/CEO during the same time period
- Submit the two required semi-annual reports (Calendar Year 2009) by specified deadlines

### Which companies are eligible for the 2% participation rebate?

- Companies must be state-funded (pay into the Ohio Bureau of Workers' Compensation)
- Companies must have an active BWC policy number and be in "good standing" (a.k.a. premiums are paid)
- Companies must meet all eligibility requirements, as previously reviewed
- Companies **may not** be involved in a Group Rating or Group Retrospective Program

### Which companies are eligible for the 2% performance bonus rebate?

- Companies must meet all of the participation requirements
- Companies must reduce their frequency or severity rates by 10% or more  
- OR -
- Companies must maintain a **zero** frequency and severity rate

### Who determines who gets the 2% performance bonus rebate?

The Bureau of Workers' Compensation determines the frequency and severity rates and is responsible for measurement of improvement. The SCGC **will not** calculate these rates for participating members.

A benchmark rating for each participating company will be issued in December 2009. A 10% improvement from this number must be shown to earn the 2% performance bonus rebate on top of the participation rebate.

### Commonly Asked Questions:



## I participated in the council last year. Do I need to re-enroll?

- No. If your company participated in the program last year, you do not need to re-enroll for the 2009-2010 year. If your company would like to discontinue participation, someone needs to let either Kelly or I know in writing, and we will discontinue sending monthly reminders.



## Safety Council of Greater Columbus

### Regular Monthly Meetings

Understanding the Requirements

## How do I get credit for regular meetings?

- Credit will be obtained by signing in at the registration desk and staying for entire meeting.
- If you leave a meeting early, you will **not** receive attendance credit, however a no-show fee will **not** be assessed.



## When I enroll in the council am I automatically registered for each of the monthly meetings?

- No, you must e-mail or fax in your registration each month unless you request in writing that you would like to pre-register for the entire year. If pre-registering for the entire year, please let Kelly or me know in writing, and we'll keep the information on file.



## What is the cancellation policy to avoid fees or receive a refund?

- **WRITTEN** cancellations must be received no later than one week prior to the start of the program. After that time, replacements may be made but no refund will be issued if this program had a cost.
- Cancellations must be in writing and are acceptable via email. Please direct them to [mso@bx.org](mailto:mso@bx.org) or [kpurcell@bx.org](mailto:kpurcell@bx.org).
- Do **NOT** call in a cancellation. There is no way to prove that it was received.



## If I can't make it to a meeting, can I send someone in my place?

- Yes, and we encourage that you do. Make sure your replacement tells registration so they can note it on the list.



### What if I'm not interested or the topic doesn't apply to me? Do I still have to attend the meeting?

- No, but you must attend ten regular meetings (one attended by a top-ranking management or CEO) to remain eligible for the Safety Council Incentive Program regardless of your interest or if you feel they apply to you.



### What constitutes attendance?

- Attendees must stay for the entire portion of the program he or she is registered. Steering Committee members will take names of individuals who leave before the meeting is over, and that company will **not** receive any meeting credit for that month.



### What constitutes attendance?

- If you want meeting credit, you must attend the **whole** meeting. A 10-minute grace period will be permitted for all meetings and seminars to accommodate those who were lost or caught in traffic. After 10 minutes, late arrivals will be permitted into the meeting but will receive no credit.



### Why must I sign-in when I arrive at monthly meetings?

- The SCGC supplies the BWC with copies of sign-in sheets after each meeting. Sign-in sheets are used by the BWC and SCGC as tracking tools as well as proof that you attended the meeting. If you do not sign-in then credit for attending will be forfeited. **No exceptions!**

### What if I forget to sign-in at a meeting?

- Per the BWC's rules and regulations, you will **NOT** receive credit for attending and will need to make it up at a future meeting. No exceptions will be made!



### Why are there multiple, regular meeting topics some months?

- The SCGC's goal is to provide as much quality information as possible. Sometimes smaller interest topics are suitable for an entire meeting, but by holding it in conjunction with another topic, attendees can choose the most appropriate for them.



**If I send more than one employee to a meeting, do I receive multiple credits?**

- No. According to the BWC, you may earn one credit per meeting attended. So if you send 15 employees or one, your company will only receive one credit for that meeting.



**If I send more than one employee to a meeting where there are multiple topics, do I receive multiple credits?**

- No. Same reason as before. One person or twenty people, your company is only getting one credit.



**If both my CEO and I attend a Safety Council meeting, does my company get two credits?**

- No. Your firm will receive one credit toward the 10 required meetings and a checkmark that the CEO requirement has been fulfilled.

**If both my CEO and I attend a Safety Council meeting where there are two topics, and I go to one program and he or she goes to the other, does my company get two credits?**

- No. Your firm will receive one credit toward the 10 required meetings and a checkmark that the CEO requirement has been fulfilled.

**If I need to make-up a regular meeting, may I attend another council's meeting?**

- No. All of your requirements for participation in the incentive program must be reached through your participation in one safety council, the one in which your company is enrolled.



**Do all of the classes offered by the Builders Exchange count as Safety Council meetings?**

- No. The program must be safety specific. Any program with the BX **AND** SCGC logo on it is a co-sponsored event and counts toward the 10 required programs. Any BX Safety Department class may be substituted as industry-specific training and help firms earn up to two credits toward the ten. Please request a certificate.



### What about industry-specific training programs my firm attends?

- The BWC is allowing up to two, **but no more than two**, industry-specific training programs to count toward incentive requirements. This credit can come from attending Workers' Comp University, the Ohio Safety Congress, or programs at OCOSH (Ohio Center for Occupational Safety and Health). It can also come from any industry-specific training.



### What defines "industry-specific"?

- Programs held outside of council may count for up to two credits. Those programs must be:
  - safety oriented (safety, accident prevention, health and wellness, etc.)
  - at least an hour in length
  - hosted by a source outside of the firm obtaining credit for the incentive program
- To receive credit, **you** must submit a certificate of participation signed off by the host by Tuesday, June 15, 2010.
- Please note that Drug-Free Workplace Training classes **do NOT** count.

### What if my firm sends employees to the same class on two separate days?

- Then your firm will receive only one industry-specific credit.
- For example, if Gilbane Building Company sends an employee to an OSHA 30-Hour Training Course in October and then sends a separate employee to an OSHA 30-Hour in February, the firm may only submit a certificate for credit for the first program. Duplicate courses will not count for additional credit.



### What if my firm hosts a safety training course?

- Participating companies may only receive credit from outside sources. It is not fair for a company to verify its own participation in an industry-specific training class.



### What if I am an instructor of a program that can be verified through a third party?

- No. Your firm will not receive credit. Industry-specific training must be earned as a "receiver" of information, not an "instructor" of training.



### What about online training?

- Nope. Online training, with or without a certificate of participation, may not be counted as industry-specific training. This includes the online training courses offered through the BWC's Division of Safety and Hygiene.



### What if the SCGC co-sponsors an event with another organization?

- If the SCGC is co-sponsoring the event with any other organization, Greater Columbus Damage Prevention Council, American Society of Safety Engineers, Builders Exchange, Chamber of Commerce, etc., it will count as an SCGC-sponsored event, of which you can earn all of your participation credits. You'll know if it's co-sponsored because the SCGC logo will be on the form.



### What about meetings held by my TPA?

- Yes. Your Third Party Administrator will often hold safety training programs to help you learn how to control workers' compensation premiums. As long as you can produce a written certificate, and it is submitted to the Safety Council of Greater Columbus by Tuesday, June 15, 2010, your company can earn one credit (industry-specific training) for a maximum of two.



### Does the SCGC co-sponsor any programs in Central Ohio?

- Yes. During the 2006-2007 Incentive Year, the SCGC co-sponsored Safety Day with the Capital Area Safety Council, and the Dig Safely Meeting with the Greater Columbus Damage Prevention Council. If you have suggestions of something the council should co-sponsor, let us know.



### Safety Council of Greater Columbus

### The CEO Requirement

Understanding the Requirements

### Why does my company have to send a top-ranking management/CEO to a Safety Council event?

- It's a BWC requirement to remain eligible for the safety council incentive program. Ultimately, the BWC wants participation from all levels within your firm.



### What defines a CEO?

- If you have a CEO, he or she needs to attend. If you don't have a CEO in this region, you need to send the highest-ranking management person. If you have specific questions, call Mary **prior** to a meeting, and she can walk through the scenario with you.



### Are there CEO Events?

- No. CEOs may attend any meeting, sponsored by the Safety Council, that they choose. It is at the firm's discretion which program their CEO attends, but once there, they must sign a CEO card verifying their status at the highest-ranking management person.



### Which events count as credit for CEO participation?

- Any sponsored event by the Safety Council of Greater Columbus. To obtain credit, CEOs must sign in at the CEO table and complete a card for the company, or companies, he or she represents.



### Can my CEO attend more than one safety council event?

- Absolutely. CEOs may attend as many events as they see fit. There will be a separate CEO sign-in now at each meeting, and we will keep track of how many your firm has attended. If your CEO requirement has already been fulfilled, we will encourage CEOs to sign in under the regular meeting sign-in sheet.



### What if I'm a CEO and I attended a Safety Council event but didn't complete a card?

- You will not receive credit. In order to receive CEO attendance credit, you MUST complete and return card to a SCGC Steering Committee member prior to leaving the meeting location. No exceptions will be made.



### Can my CEO attend an industry-specific program outside of the safety council to meet the requirement?

- No. The CEO requirement must be fulfilled by attending a Safety Council-sponsored event.



Safety Council of Greater Columbus

### Companies with Multiple BWC Policy Numbers

Understanding the Requirements

### If my company has divisions with separate policy numbers can they each join the SCGC?

- Yes. If you have multiple risk numbers, each division may enroll separately in the council, and each number is eligible for the Safety Council incentive program, as long as participation requirements are met **for each individual risk number**. Each company must fill out an enrollment form, send people to the regular meetings, fulfill the CEO requirement and submit Semi-Annual Reports.



### I participated in the council last year, but I didn't know about the multiple BWC policy numbers. Can my other companies join now?

- Yes, but each company must submit an enrollment form by July 31, 2009, independently meet each requirement, and submit semi-annual reports.



### Do I have to have separate primary contacts for each risk number?

- No. One person (or multiple people) can serve as the primary contact for multiple risk numbers. If that person wants to receive all of the information and then spread out the responsibility to attend the meetings in the office, that's fine.



### How do I register for monthly meetings if I work for several companies in the council?

- Each month, you may attend the SCGC meeting for credit for a different policy number, but you can only attend on behalf of one policy number at a time. For example, the Paul Peterson Co. and the Paul Peterson Co. Sign Division are both members of the SCGC. Parr may attend July's regular meeting for the Paul Peterson Co. and August's regular meeting for the Paul Peterson Co. Sign Division. It is **your job** to identify which company you are representing when you register and **your job** to confirm that your registration is correct when you sign in.

### What about the CEO requirement for companies with multiple policy numbers?

- Because the BWC recognizes that the same management runs both/all companies, one CEO may attend meet the CEO requirement on behalf of several firms. However, the CEO must sign his or her card for each of the companies he or she is representing.
- For example, Andy Gum attends one SCGC-sponsored event for Athens Glass Service, Thomas Glass Co., Inc., and G Force Automatic Doors, LLC; however, each of those three companies must send a different person each month to obtain regular meeting credit.

### What about regular meetings for multiple policy numbers?

- If you have multiple policy numbers trying to receive the rebate, each company must independently meet the requirements, so each company must send a different individual to attend the regular meetings.
  - For example:  
**May**  
Brian Hart (Chemcote Roofing, Inc.)  
Joe Sanderlin (Chemcote, Inc.)  
Steve Hirsch (Cizar Corporation)
- June could be different, as long as they register that way.

## Do I have to send separate Semi-Annual Reports for each company?

- Yes. If you have multiple risk numbers, a Semi-Annual Report must be received for each risk number enrolled in the council. Please clearly indicate which company you are reporting for when you submit your paperwork.



## Safety Council of Greater Columbus

### Semi-Annual Reports

Understanding the Requirements

## If I'm enrolled in the Council but I am self-insured, do I have to submit Semi-Annual Reports?

- Yes. To be considered "enrolled" in the Council, you agree to submit injury and illness reports to the BWC. Since these reports help determine which companies receive safety council awards, it is to your benefit to submit. Self-insured companies **ARE** eligible for safety council awards.



## If I'm an employer with fewer than 10 employees and I am excluded from the federal OSHA recordkeeping requirements, do I have to submit the Semi-Annual Reports?

- Yes. To be eligible for the incentive program, all companies must submit injury and illness reports to the BWC. If you need help, call Mary or Kelly and they will walk you through the reporting process.



## How many semi-annual reports do I need to fill out each year?

- To remain eligible for the rebate, companies must submit two semi-annual reports each year by the BWC's deadline.



## How come Semi-Annual Reports are due so quickly after we receive them?

- Because you are reporting on the prior six month's history, the reports cannot be distributed too early because people fill them out before the reporting period is up.



## How come Semi-Annual Reports are due so quickly after we receive them? continued...

- After companies complete the reports, the SCGC inputs the information into the BWC's web application. More than half of the reported information has at least one error, so we have to call and confirm. Then the BWC has to do their part in the reporting process. It just takes a lot of time.

## When are Semi-Annual Reports due for the 2008-2009 Year?

- First Half Semi-Annual Reports are **due no later than 5 p.m. on Wednesday, July 15.**
- Primary safety contacts should have already received an email from Mary about this deadline.
- It has also been posted online since April.
- The second report is due Friday, Jan. 15 by 5 p.m.



## When can I submit my Semi-Annual Reports?

- Your July SAR cannot be submitted before July 1 because it requests hours worked and injuries, up to, and including, June 30. If you submit the form early, it will be rejected.
- Your January SAR cannot be submitted before January 1, so despite the proximity to the holidays, you will have to make plans to accommodate the deadline.



## How do I submit my Semi-Annual Report?

- All correspondence goes through the Safety Council. **Nothing should be submitted directly to the BWC.**
- Submit your semi-annual report online at our website, [www.safecolumbus.org](http://www.safecolumbus.org). The website gives you a message screen that the form was received. Mary also regularly updates the **Company Status** information online.



## Common problems on Semi-Annual Reports

- The most recent date of injury must either equal what you submitted on the last report **OR** be in the six-month time period. If not, it will be rejected.
- It doesn't matter how you paid the claim; the injury is still lost-time according to OSHA. The last three questions ask about your OSHA log, not your BWC claims.
- You can't report days away from work without reporting a date in the six-month reporting period.



## Common problems on Semi-Annual Reports

- We don't measure half people. If you report 23.7 employees, we will report 24 employees. If you report 23.2, we will report 23.
- Same thing with hours worked. Please round to the nearest whole number. Typically we will do this without even calling you back.





Safety Council of Greater  
Columbus

## Safety Council Awards

Understanding the Requirements

## What awards will be given in 2009-2010?

- **Special Award** – at least 500,000 hours and at least six months without a lost-time injury
- **Group Award** – lowest incident rate in each group
- **100% Award** – given to each company that works the entire calendar year without a lost-time injury or illness
- **Achievement Award** - presented to each company that decreases its incident rate by at least 25 percent from the previous calendar year



## Are these the same as the BX Safety Innovation and Achievement Awards?

- No. While the timeline for both awards overlap, the programs are separate and do not have anything to do with one another. The BX Awards are for BX members only, and SCGC awards are for all SCGC members regardless of their affiliation with the BX.



## How do you win a Safety Council award?

- The Safety Council awards are judged based on the injury and illness reports you provide as part of the Semi-Annual Reports. The BWC's database identifies winners in all of the categories.



Safety Council of Greater  
Columbus

## What about the money?

Understanding the Requirements

## Is there a fee to join the council?

- Yes. Beginning last year, each policy number was charged an annual administration fee of \$100. This fee is due no later than the end of the enrollment period (Friday, July 31, 2009).
- After that time, the SCGC reserves the right to remove your firm from eligibility for the BWC rebate money.



## Why do some meetings have fees associated with them?

- The SCGC attempts to keep meetings free, but for some of the special events we will need to assess a fee to cover costs. Each company, however, has at least 12 free opportunities to receive meeting credit.



## How will I get my money?

- The BWC will issue rebate checks to eligible companies in conjunction with the October Safety Council meeting.
- The check represents a rebate based on what your company paid during the previous BWC year.



## When will the checks be dispersed?

- Checks will be dispersed in conjunction with the Wednesday, Oct. 6, 2010, regular SCGC meeting.
- This October, companies that earned the 2% participation incentive from last year will pick up their check.
- Anyone from your company may pick up the check. Checks not picked up will be mailed by the BWC.



## How are the rebates calculated?

- Your participation is part of a refund. It's based on the actual money paid into the Bureau during the incentive year. So, your check in October 2010 will reflect a rebate from premiums paid the last half of 2009 and the first half of 2010 for state-funded employers.
- The rebate received by public employers will be calculated based on a calendar year.
- Meeting the incentive requirements will earn your company a 2% rebate. Meeting the performance bonus requirement of reducing frequency and/or severity by 10% or more will earn you an additional 2%, for a total of a 4% rebate.



## Last year I didn't get a check, I got a letter. How come?

- If your firm has an outstanding balance with the Bureau, your rebate will offset that balance. If you owe less than your rebate, you will receive a check for the rest. If you owe the same or more than the rebate, you will receive a letter verifying that your firm received the money against the BWC debt.



Safety Council of Greater  
Columbus

## Evaluations

Understanding the Requirements

## Why do I have to fill out an evaluation?

- The SCGC is required to submit a summary evaluation to the Bureau. This ensures quality programming. It also provides valuable feedback to the speaker and the Steering Committee to determine what topics should be discussed next year and which speakers to invite back.



## Do I have to sign my evaluation?

- No, not unless you want contacted about your question, suggestion, or concern.



Safety Council of Greater  
Columbus

## Miscellaneous

Understanding the Requirements

## How do you get to become a meeting sponsor?

- Monthly meeting sponsors are valuable tools to minimize the expense to the council, while providing a marketing opportunity to the sponsoring company. Sponsor names are published in *The Daily Reporter* newspaper, included on faxes and in e-mails, and are also displayed during the event. If you're interested, call Mary or Kelly at the BX.



## “I don’t have a seat.”

- Each month we request that you register for the meeting. This helps us determine how many chairs to set, copies to run, food to order, and people to prepare for. We assume a certain percentage of walk-ins or registration mistakes. However, there have been meetings with nearly 100 walk-ins. We can't budget for that.



## “Where do I park?”

- Because of financial constraints and a more centralized location, Makoy Center is currently the most accommodating location for the size of our council. Parking is free and runs from the building all the way to Old Hilliard. Additionally, a shuttle runs back and forth to the building for those of you who park nearest to the main road.



### Does this meeting offer other credits?

- Yes. Attendance at nearly all of the Safety Council events carry continuing education credits from the Ohio Construction Industry Licensing Board (OCILB). The credits are for health and safety. To receive this credit, you must sign an additional form when you arrive for the meeting. If you need credits from other organizations, let a Steering Committee know, and we can investigate whether or not we could obtain licensing credits. Safety Day 2008 offered PDP+ credits. Participants had to obtain a certificate at each program he or she attended.



### How can I manage my company's participation in the council?

- The job of the Council is to provide opportunities to meet your incentive requirements. It is also the job of the Council to submit all documentation to the BWC when requested.
- Your job is to meet the deadlines and attend the required meetings. To check your company's status, visit [www.safecolumbus.org](http://www.safecolumbus.org) and click on the **Company Status** icon.



### Can I just call every month to check to see if my employees attended?

- No. There are now just shy of 400 active participants in the Safety Council of Greater Columbus. There is no way to field calls from even a small percentage of companies to check their status every month. **Please** consult the website first. It is there to assist you. Notify Mary or Kelly **immediately** of any discrepancies.



### Safety Council of Greater Columbus

#### Mentorship

Understanding the Requirements

### "I'm new, and I need help."

- For companies that have been in the council before, they've had the benefit of a "trial" year. New companies will not be at a disadvantage. Steering Committee members have volunteered to serve as mentors to help answer questions and guide our newest members through their first year in the SCGC.



### Steering Committee

The SCGC is ultimately governed by the Ohio Bureau of Workers' Compensation. The council is sponsored by the Builders Exchange of Central Ohio, and all of the daily operations are managed by the Steering Committee.

The Steering Committee is a volunteer-based committee of SCGC members who help set-up and clean after events, make reminder phone calls, mentor new companies, select monthly meeting topics, and meet quarterly to set the direction of the council.

Interested individuals wishing to serve on the Steering Committee should let Mary Logan So know – 614/486-9521 or [mso@bx.org](mailto:mso@bx.org).



## Steering Committee

The Steering Committee elects an Executive Committee to oversee that financial and bureaucratic compliance is achieved. The Executive Committee makes suggestions to the sponsoring organization when necessary.

In 2007, the Steering Committee enacted and passed Bylaws to formalize the process of joining and remaining active as a member of both the council and Steering Committee. Copies of the Bylaws may be downloaded from the Council's website at [www.safecolumbus.org](http://www.safecolumbus.org).



## Steering Committee

**Kelly Purcell** (Builders Exchange of Central Ohio)  
1175 Dublin Rd.  
P.O. Box 369  
Columbus, OH 43216-0369  
614/486-9521 office  
614/486-7620 fax  
kpurcell@bx.org

**Mog DeWorth** (Continental Building Systems)  
150 E. Broad St.  
Columbus, OH 43215  
614/893-1315 office  
614/206-8077 cell  
614/356-8242 fax  
mdeworth@continental-buildingsystems.com

**Mary Logan So** (Builders Exchange of Central Ohio)  
1175 Dublin Rd.  
P.O. Box 369  
Columbus, OH 43216-0369  
614/486-9521 office  
614/804-2973 cell  
614/486-7620 fax  
mso@bx.org

**Sally Falk** (The Myron Cornish Co. of Columbus)  
2800 Fisher Rd.  
Columbus, OH 43204  
614/272-5444 office  
614/402-1823 cell  
614/272-5447 fax  
salfal@aol.com

**Steve Heimberger** (Suburban Steel Supply Co., LLC)  
1900 Deffenbaugh Ct.  
Gahanna, OH 43230  
614/754-3233 office  
614/738-8136 cell  
614/542-5165 fax  
sheimberger@cranegroup.com

**Sean McKelley** (CompManagement, Inc.)  
6377 Emerald Parkway  
Dublin, OH 43216  
614/760-1720 office  
614/790-8373 fax  
sean.mckelley@sedgwickcms.com



## Steering Committee

**Steve Hirsch** (Chemcote, Inc.)  
7599 Fishel Dr. N.  
Dublin, OH 43016  
614/792-2683 office  
614/989-5808 cell  
614/792-0688 fax  
shirsch@chemcote.com

**Joe Igel** (George J. Igel & Co., Inc.)  
2040 Alum Creek Dr.  
Columbus, OH 43207  
614/445-6421, x135 office  
614/325-1639 cell  
614/445-6205 fax  
joe.igel@igelco.com  
George Lacy (Team Fishel)  
1600 Walcutt Rd.  
Columbus, OH 43228  
614/850-4400 office  
614/850-4419 fax  
glacy@fishelco.com

**Penny McFann** (Sauer Group, Inc.)  
1801 Lone Eagle St.  
Columbus, OH 43228  
614/853-2500 office  
614/402-9079 work cell  
614/679-6979 personal cell  
614/853-6131 fax  
pmcfann@sauer-inc.com

**Mark Ogle** (Trucco Construction Co., Inc.)  
3046 Home Rd.  
Powell, OH 43065  
740/881-5410 office  
614/774-0234 cell  
740/881-5131 fax  
Mark.ogle@truccoconstruction.com

**Kathey Phinney** (Phinney Industrial Roofing)  
700 Hadley Dr.  
Columbus, OH 43228  
614/308-9000 office  
614/332-9199 cell  
614/308-5595 fax  
katheyph@hotmail.com

**Rejeana Woolum** (RiskControl360)  
5500 Glendon Ct., Suite 360  
Dublin, OH 43216  
614/827-0364 office  
614/204-0193 cell  
614/827-0361 fax  
rejeana.woolum@riskcontrol360.com



## Steering Committee

**Debbie Webb** (Ruscilli Construction, Inc.)  
2041 Arlinggate Ln.  
Columbus, OH 43228  
614/576-9484 office  
614/332-2933 cell  
614/521-1085 fax  
dwebb@ruscilli.com

**Lisa Kenney** (BWC, Division of Safety & Hygiene)  
Lisa.K.1@bwc.state.oh.us

**Heather Wendell** (VocWorks)  
P.O. Box 144  
Westerville, OH 43086  
614/890-3676 office  
614/580-0501 cell  
614/890-2952 fax  
heather.wendell@vocworks.com

**Volunteers**  
**Matt Harbuck** (Sauer Group, Inc.)  
1801 Lone Eagle St.  
Columbus, OH 43228  
614/853-2500 office  
614/853-6131 fax  
mharbuck@sauer-inc.com

