

CLEARING AWAY THE DUST AND BOOSTING MORALE

ABOUT HENRY H. ROSS AND SON. Henry H. Ross & Son (HH Ross) is a family-owned and operated fabricator of natural stone, quartz, solid surface, and recycled surfaces. Based in Lititz, Pennsylvania, with around 30 employees, the company provides custom countertops for residential, commercial and institutional customers in south-central Pennsylvania and the surrounding areas.

THE CHALLENGE. HH Ross first engaged MANTEC, part of PA MEP - a NIST MEP affiliate, on a series of marketing programs over a decade ago. More recently, HH Ross identified the need to review its environmental regulatory compliance and workplace safety standards. Company leaders turned to MANTEC to identify a qualified solutions provider to complete an environmental and industrial hygiene survey/assessment. They also asked for an expert to review the facility to ensure the company was complying with OSHA standards.

MEP CENTER'S ROLE. HH Ross processes create a lot of dust. The industrial hygiene survey analyzed particulates to confirm that the company's dust collection system was operating as expected to ensure employee safety. Next, an OSHA assessment identified specific areas for compliance to all Federal, State, and local environmental regulations and requirements. MANTEC documented the findings, indicating the company's opportunities and recommending appropriate measures to fill the gaps.

HH Ross made improvements to its machine guarding and dust collection system and committed to a cultural shift to safety, with the ultimate goal of creating a safe work environment for all employees. MANTEC provided training and materials to HH Ross employees to assist the company in developing a safety-oriented culture. The safety program qualified HH Ross for an insurance premium reduction, and boosted morale throughout the plant. The company is retaining jobs, meeting environmental compliance standards, and improving customer satisfaction.

"MANTEC is integral to insuring Henry H. Ross & Son is compliant with all workplace safety standards. The work performed was timely, professional, and met our needs perfectly. As a result, our employees are focused on creating a safe workplace."

-Mike Ross, President

RESULTS



\$10,000 reduction for insurance premium due to safety program



Improved morale and decreased turnover; **100%** employee retention



Invested **\$1,500** in plant improvements



Meeting environmental compliance standards

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