

Kimball International

- **Founded in 1950 in Jasper, Indiana**
- **\$1.2 billion sales**
- **6200 employees**
- **With 20 locations in United States and in Mexico, Poland, Thailand, Wales and China**



The role of Safety

“To create Safe and Secure working environments for our people”

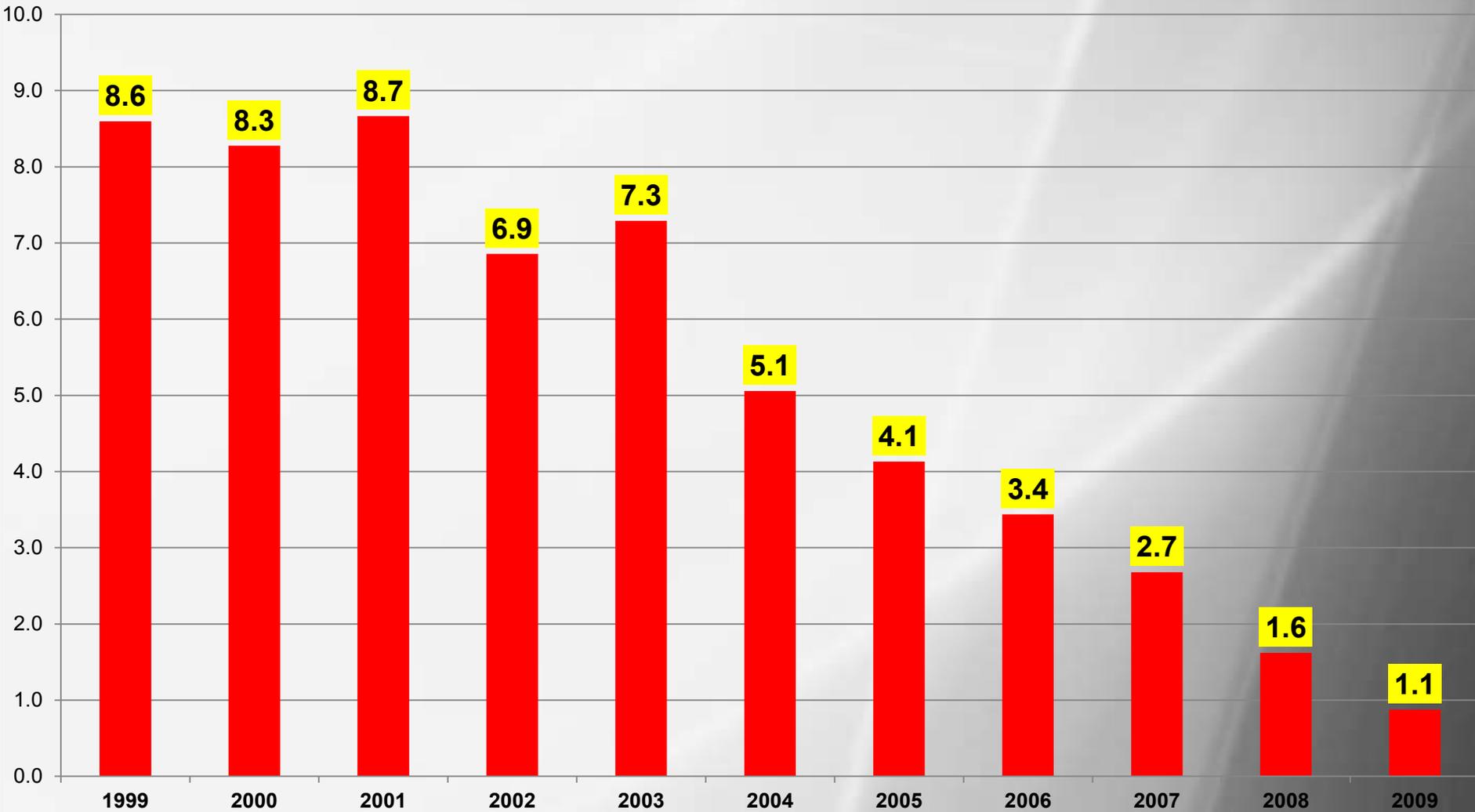
THE SAFETY MANAGEMENT SYSTEM

KIMBALL INTERNATIONAL SAFETY MANAGEMENT SYSTEM

Management Commitment	Employee Involvement	Worksite Analysis	Hazard Prevention & Control	Training
Top Management	Organized Safety Team	Job Hazard Analysis	Planning Matrix	New Employee Orientation
Safety is a Value	Safety Suggestion System	Trend Analysis	Written Safety Plans	Documentation on Training
Safety Manager	Local Emergency Response Team	Conditional Auditing Process (Checklists)	Emergency Planning Drills	Weekly Topics
Adequate Resources	First Aid Team	Behavioral Based Safety process	Personal Protective Equipment program	Contractors Safety
Line Accountability for Results	Ergonomics Team	Safety Team Audits	Early Intervention Program	Ergonomics
Safety/Staff Member	Safety Representatives Program	Injury /Incident Evaluation	Maintenance Support	Safety Team Trains new hires
Visible Management Involvement	Wellness Team	Job Safety Procedures	Preventive Maintenance Program	Employees deliver Training
Safety Manager is Part of Management Planning		Industrial Hygiene Monitoring	System for Tracking Hazard Correction	Adequate Software/Hardware
Mission Statement with Policy/Commitment		First Aid Log Program	Job Rotation as Required	Specialized Training for Supervision
Goal Setting		Written Ergonomics Program	Housekeeping Rating System	
All Relative Items Receive Closure		Management Shares findings with employees	Organized filing system	
Safety Performance Feedback		External Resources		
Return to Work Program		A.E.D. Program		
Contractors Safety Program		Government Audits		

Performance

Injury Rates by Year



Corporate Assessment Process

Quarterly Assessment Summary Report for April - June 2009

Business Unit	Safety	Environment	Facilities	Organizational Eff.
Location name	September-08	February-09	April-07	June-07
	March-07	May-07	September-07	December-07
	May-06	June-07	September-07	October-07
	October-08	November-07	January-09	October-08
	N/A	N/A	N/A	N/A
	May-09	December-07	February-08	October-08
	March-07	May-07	September-07	December-07
	April-07	June-07	May-07	October-07
	November-08	December-07	February-08	November-08
% Green Ratings	63%	75%	63%	38%

OSHA Voluntary Protection Program

VPP-STAR Facilities

Kimball 15th Street (1999)

Kimball Electronics Jasper (2004)

Kimball Logistics (2009)

Kimball Cherry Street (2009)

National Santa Claus (2009)

Special Government Employee

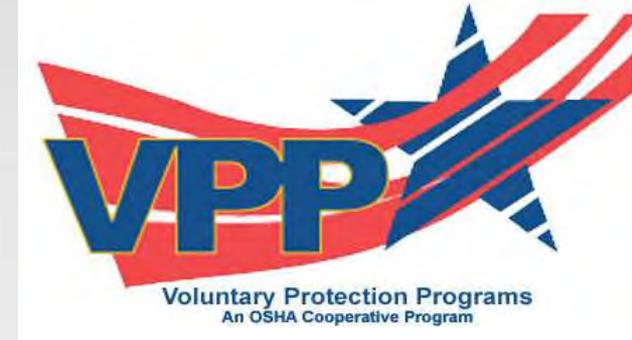
Kimball Electronics Jasper 2 SGEs

Kimball 15th Street 1 SGE

Kimball Cherry Street 1 SGE

Kimball Electronics Jasper

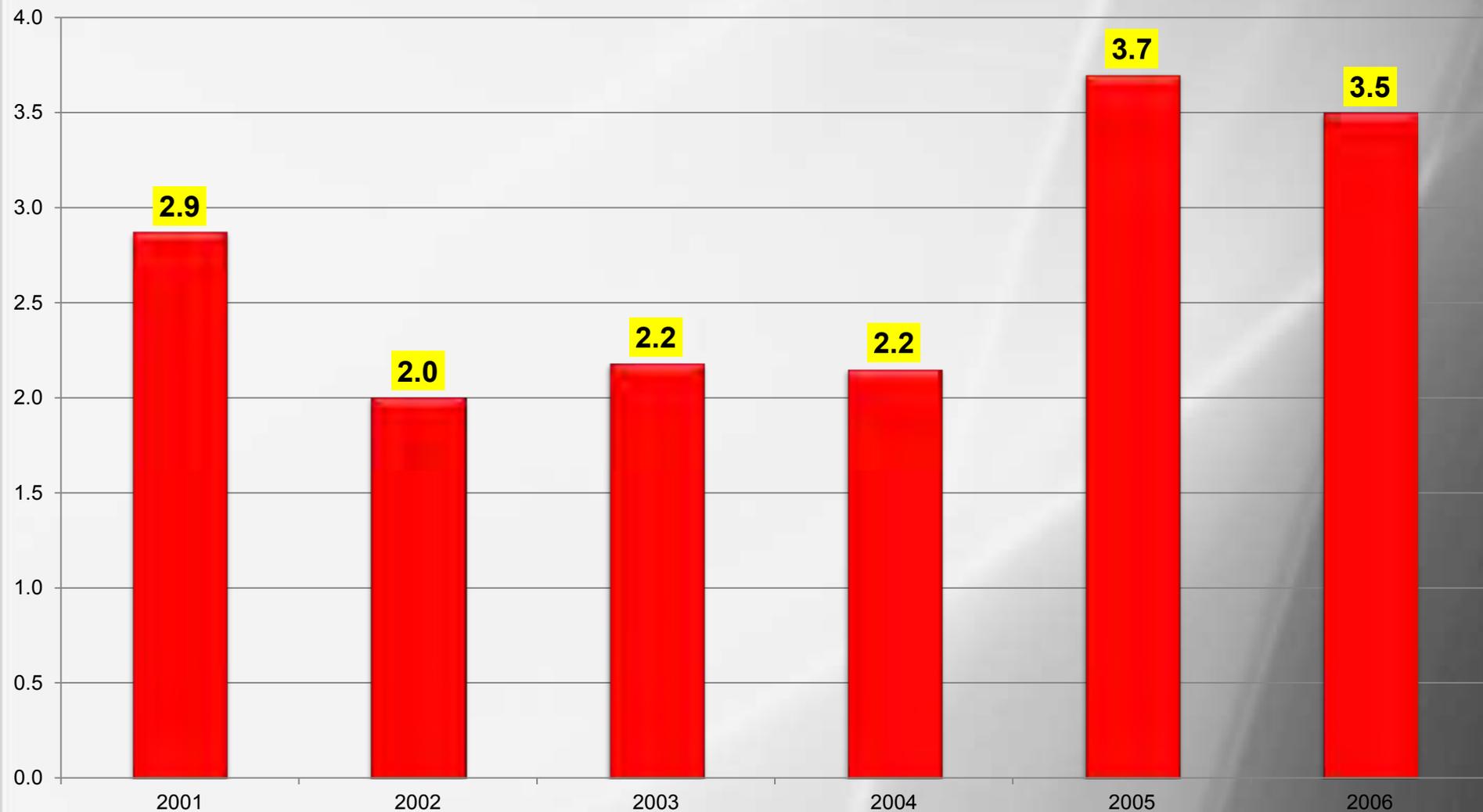
- Manufacturer of durable electronic components
- Located in Jasper, Indiana
- 550 employees
- 2 full work shifts, 1 partial shift
- 3 buildings



Morning Stretching Program

Every year we must begin anew

Injury Rates by Year



Challenges to KEJ

- **Injury rate - ↑**
- **Workers Comp Costs - ↑**
- **Average age of workforce**
- **Tenure of workforce**
- **Type of work**
- **High turnover of Management**



Our keys to changing our Safety life...

- **Internal assessment**
- **Review of historical documents**
- **Interviews with Supervisors and Employees**
- **Increased communication**
- **Employee involvement**
- **Management Commitment**
- **Outside resource**



Keys to Change

- Internal Assessment

- Corporate Safety Assessment 9/05
- Conducted internal assessments
- Corporate Safety Assessment 9/08

- Review of historical Documents

- OSHA 300 logs for the previous three years
- Action plan from the 2005 Corporate Safety Assessment



Keys to Change

- Interviews

- Met with front line supervision
- Met with Safety Team members
- Met with many employees one on one

- Increased communication and employee involvement

- Bi-monthly Safety Talks
- Increased number of Safety Teams and members on the teams
- Use of computer to send out information
- Made use of the electronic bulletin board.

Keys to Change

- Management Commitment

- Upper management was on board
- With floor time the employees got on board
- Overcame the initial obstacles

- Outside Resource

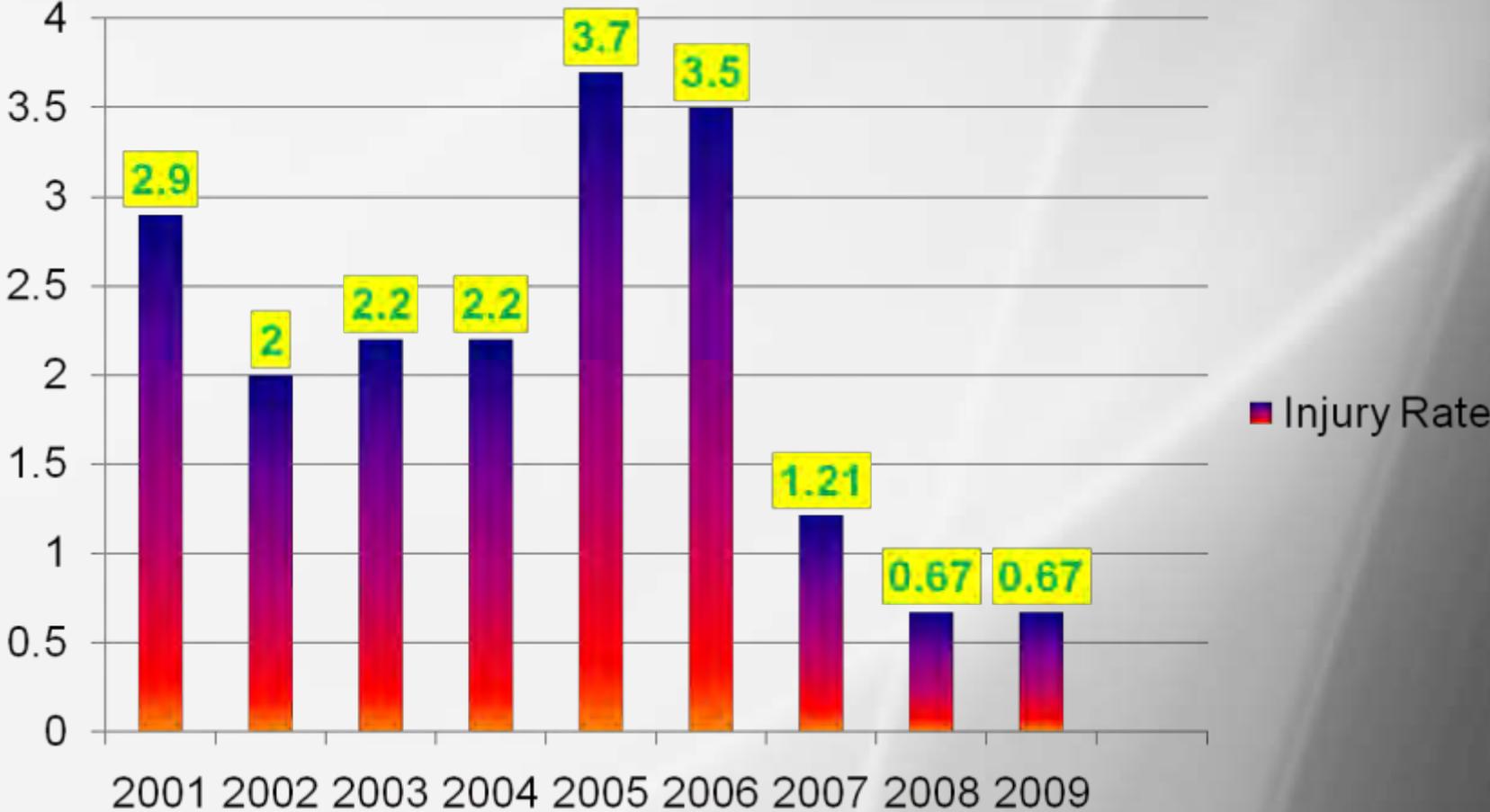
- Realization that we can't do it all
- Needed to allow our people to talk about pains before a medical problem arises.
- Another set of eyes on the floor to help us – this led to Advanced Rehabilitation Inc.

KEJ Results

- In late 2006 we started to make changes.
- In 2007 we felt we made significant strides in improving our commitment to Safety and reducing our injuries.
- Yet, we wanted to wait for another year (2008) to prove that this was not a fluke.
- In 2009 we continued our progress.

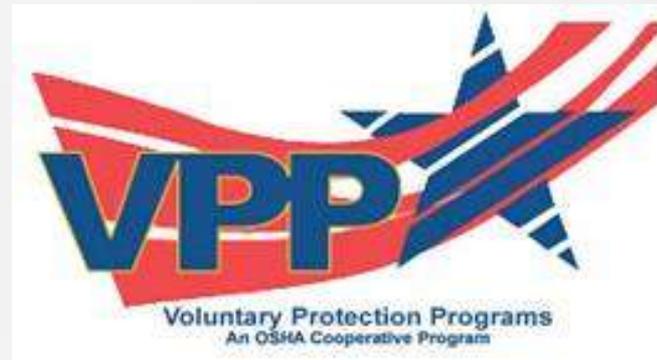
Performance

Kimball Electronics Jasper



SUCCESS

*In 2009, we maintained our **VPP-STAR** designation after a very comprehensive audit by Indiana OSHA.*



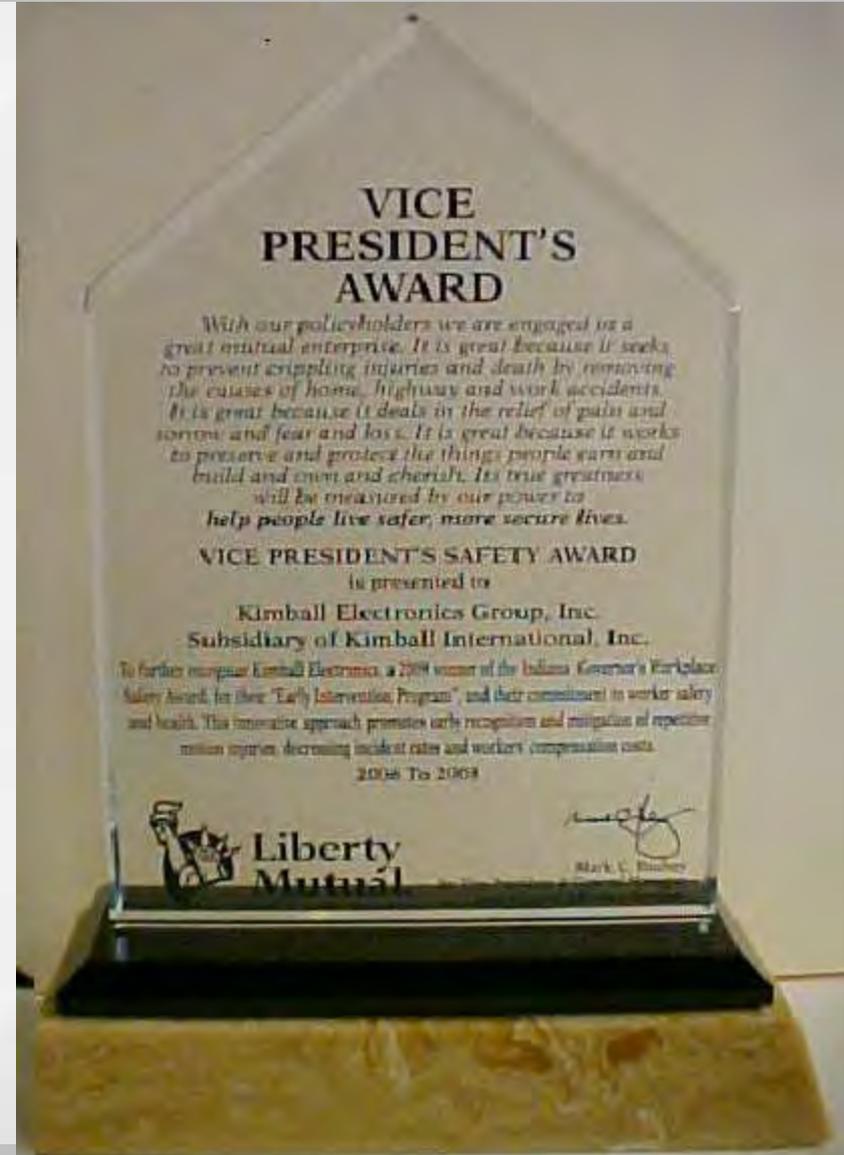
SUCCESS

- In January 2009, we submitted our Early Intervention project for the Governor's Workplace Safety Award under Partnership.
- In February 2009 we received the award.



SUCCESS

- In June 2009 we received the Liberty Mutual Vice President's Safety Award



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Our beginning...



... as our journey continues!