

Clearly Seeing the Benefits of Workplace Safety Emmitsburg Glass Company



L-R: Bobby Phelan, Insurance Brokers of Maryland; and from Emmitsburg Glass, Gregory Reaver, Executive Vice President; Anne Reaver, Director of Human Resources; and Sheridan (Dan) Reaver Jr., President.

A success story of an outstanding IWIF policyholder that sets an example of an award winning safety culture is Emmitsburg Glass Company. Founded in 1988 by brothers Dan and Greg Reaver, Emmitsburg Glass is a commercial glass installer with 100 employees and a reputation for first-class craftsmanship and a total company-wide focus on safety. “We have a dedication and responsibility to working safely, and that commitment starts with me as the president of the company,” stated Dan Reaver.

The company’s philosophy for safety is continuously reinforced through the monitoring and training provided by its full-time Safety Director, George Heiderman, with guidance from Mike Howard, IWIF’s Loss Control Consultant. Mike Howard adds that, “Emmitsburg Glass has built its company’s reputation and protected its workers with safety as a core foundation. The company has implemented all the proper safety policies, procedures and trainings that have produced positive results both in preventing injuries and in reducing its e-mod.” In fact, the company’s low e-mod and near perfect loss record enabled IWIF to work with its insurance agent partner, Bobby Phelan (no relation to the IWIF CEO), with Insurance Brokers of Maryland, to pay Emmitsburg Glass a well-de-



served safety dividend. In addition, IWIF recognized Emmitsburg Glass with a Safety Saves With IWIF Premier Partnership Award.

The management of Emmitsburg Glass then did what any smart and caring business would do for its employees: it gave a substantial portion of its IWIF safety dividend back to its employees in the form of safety bonus checks. During the all-employee safety meeting and bonus presentation, Dan Reaver was proud to tell his employees: “When you do your job safely, strictly follow all safety procedures, wear your safety equipment and watch out for your co-workers, then your actions help to make our company a more profitable, well-respected and sought after commercial contractor. In fact, with our low e-mod built on your commitment to working safely, we are able to successfully bid on jobs and work with some of the area’s biggest general contractors who only pick the best and safest subcontractors. Each of you is to be congratulated and rewarded.”

The company’s agent extended his kudos to the company’s management team: “Congratulations to Emmitsburg Glass Company on your IWIF safety award and for providing a safe working environment for your employees. Your tireless commitment to employee safety is an important part of your company’s tremendous success.”

Emmitsburg Glass Safety Policies in Place

- Safety officer designated
- Workplace drug screening program
- Safety accountability and performance goals in supervisor evaluations
- Safety training - in house and with outside consultants
- Scheduled toolbox safety talks
- Safety committee
- Jobsite safety inspections
- HAZCOM program
- Fall protection training
- Safety incentive program
- Prompt accident reporting and investigation
- Early return-to-work program