

SOUNDINGS

"Self Insurance Group Strength"

"The Safety of Employees is an Investment in Success"

October 2016 Volume XIII / Issue X

Excellent News Surrounds Renewal of 2016/17 Membership Year

The Managers of Signal Mutual Indemnity Association Ltd. report 99.2% renewal retention as the 2016/17 Membership Year began on a very high note. There were two Members who moved on to other cover because they were acquired and their exposure went to their respective new programs.

Of more interest was the news that two Members returned to the Association after a hiatus of only one year with a competitor. Payroll projections for the 2016/17 Membership Year exceed those of the 2015/16 Membership Year.

The numbers achieved are largely in line with budget and expectations, according to Richard W. Wood, President & Chief Operating Officer.

The Port of Long Beach and Long Beach Container Terminal, a Signal Member since 1988, Receive Prestigious Clean Air Award

The South Coast Air Quality Management District (SCAQMD) presented the Clean Air Award to the Port of Long Beach (POLB) and Long Beach Container Termi-

nal for their efforts in reducing pollution in the Middle Harbor redevelopment project, port officials announced in early October.



"Our commitment to environmental stewardship is unwavering and is manifested in all aspects of the facility — from the world's largest battery exchange building to our fully electrified cranes," said LBCT President Anthony Otto in a statement. "We will continue to work with our partners in making Middle Harbor a model for the industry."

The Middle Harbor will handle two times the amount of cargo as the previous terminal, while cutting air emissions by more than half once it is complete, according to port officials.

Earlier this year, the port also received Energy and Environmental Design (LEED) "gold status" for conservation efforts in the construction of the first half of the Middle Harbor terminal, producing nearly zero emissions.

"We're building the Green Port of the Future, and Middle Harbor is a big part of that," said Harbor Commission President Lori Ann Guzmán in a statement. "The termi-



nal is the world's greenest and most sustainable. We are deeply honored to be recognized along with LBCT!"

The Clean Air Awards have several categories to recognize individuals, government entities, nonprofits and businesses. Past honorees have led to the development of clean air technologies and forward thinking policies to improve quality of life for residents, according to SCAQMD.

The Port of Long Beach is a gateway for trans-Pacific trade and an innovator in environmental stewardship.



Source: Long Beach Post, Stephanie Perez, October 07, 2016

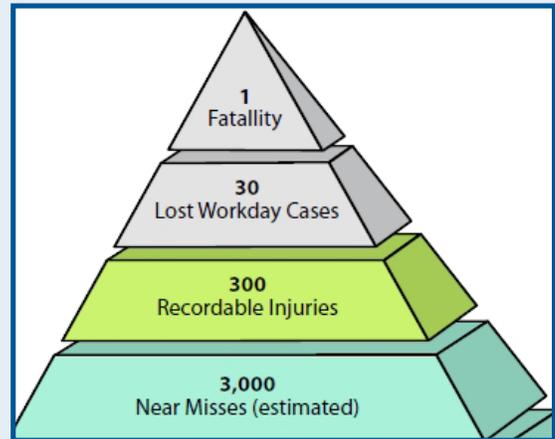
Are We in London, England?

The Port of Virginia Terminal Safety Infraction Program ("TSIP") is designed to motivate all port patrons toward safe behaviors. During the 2016 calendar year to date, 503 citations have been written to either recognize excellence or correct non-conformance with important terminal rules. The attached photo shows two stevedores' pick-up trucks traveling in an unpredictable manner on the wrong side of the double yellow line along the berth. Statistically speaking, this is the kind of behavior that will eventually lead to a major mishap, if left uncorrected. The good news is that the entire Virginia Port Authority Police Department and 35 members of the Port of Virginia Operations Team are certified to recognize these unsafe acts and to issue a TSIP citation for failing to follow the traffic pattern. This dedicated team also uses the TSIP to recognize excellence on a regular basis.

Reference: Port of Virginia TSIP Rules and Definitions



Major mishaps are the mathematical result of unsafe acts. Thanks to Conoco Phillips' research in 2003, we can have confidence in the knowledge that 300,000 unsafe



acts = 3,000 near misses = 300 OSHA recordable injuries = 30 LWDs = 1 Fatality. The Port of Virginia managers, supervisors, and police are the first line of defense on the terminals to provide direct feedback to employees, contractors, vendors, motor carriers, and government workers. As Stewards of Tomorrow, we strive to exercise the fortitude that is required to reinforce safe behaviors and correct non-conformities, as the cornerstone of a safe and productive work environment.

Ronald Babski - VP, Health and Safety - Virginia International Terminals, LLC rbabski@gmail.com

From 2012 to present, Ron has served as the Director of Health and Safety for The Port of Virginia, and is responsible for guiding the safety performance for six marine container terminals with over 1,500 employees and 20,000 patrons.



Previously, Ron was General Manager of HSSE at APM Terminals, Portsmouth, VA for four years. Before entering the maritime industry, Ron served in the USAF for 21 years.

1997 M.Ed. in Curriculum and Instruction: City University, Bellevue, WA

2015 M.A. Professional Studies in Safety and Security Leadership: GWU





Signal Mutual Town Hall Meeting
Thursday, January 26, 2017
4:00 pm – 5:30 pm
Omni Amelia Island
Plantation Resort

Cyber Security

Learn about the “Top 5 Must-Do’s” you should be thinking about to implement the protections you need to have in place

**Awareness • Cyber Security Strategy • Asset Protection
Incident Response • Sources of Help**



Guest Speaker Loren Wasserman is a senior IT, consulting, and technology executive managing the Northeast US portfolio of CenturyLink Global IT Services. Loren brings over 20 years of experience with leading organizations such as Telcordia Technologies, AT&T, Infosys, and CenturyLink helping clients to protect their networks, infrastructure and applications from today’s numerous risks, vulnerabilities, and threats.



Brian Parent is Assistant Vice President of IT responsible for all IT services at Signal Administration, Inc. This includes data center services, network and phones, deskside support, application development, portfolio management, and road mapping. All areas have regularly monitored and reviewed cyber security components which are in line with the Charles Taylor group. Prior to his career at Charles Taylor, Brian had over 20 years IT experience including roles as regional service delivery manager and corporate country head as an expat in Istanbul, Turkey. He is based in the Wilton, Connecticut office.



Foss Partners with Seattle Maritime Academy to Provide State-of-the-Art Training for Mariners



Mock up of the simulator complex

Foss Maritime, a Signal Member since 2006, has entered into a four-year agreement with the Seattle Maritime Academy to support their new training facility, which includes a state-of-the-art engine room simulator, a full mission bridge simulator and a computer simulation training laboratory.

Foss's experienced mariners will have access to the new simulators, along with the customized professional development training offered by Seattle Maritime Academy, to support upgrading or renew licensing, and learn new skills.

"At Foss, safety is our top concern. And when it comes to avoiding accidents, there are three things that really help: practice, practice, and practice. Having as much time as possible on a simulator is an excellent way for mariners to build their skills and confidence in vessel handling, navigation, and equipment handling," said Scott Merritt senior vice president at Foss.

The new facility will also prepare students new to the industry for maritime careers, with professional/technical programs in Maritime Engineering Technology and Marine Deck Technology.

"We are grateful for Foss's support and participation as

we build this new resource for the community, and are looking forward to working with Foss mariners to build their skills," said Sarah Scherer, Director/Associate Dean of Seattle Maritime Academy.

"This partnership is a continuation of a strong relationship that also includes successfully placing SMA students with Foss for internships, where they receive at-sea and real world experience, while acquiring the required sea time to upgrading their credentials," she said.

"Foss, like other companies in the maritime industry, is experiencing increasing demand for skilled mariners as many of our employees near retirement. We are excited to have a high quality program here in Seattle to train the next generation of mariners," said Darlene Crowder, Vice President of Human Resources.

The Seattle Maritime Building 1, comprising 24,000 square feet in two floors, opening ceremony will be held on October 6, 2016. The building will be christened, like a vessel. Foss and other industry professionals will be in attendance.

Source: Foss.com/September 21, 2016



2016 Safety RESOURCES SEMINAR List

November 2016

- 8th- Hazard / Risk Assessment ~ Honolulu, HI
- 10th- Slips, Trips & Falls~ Honolulu, HI
- 15th- Management by Objectives~ Long Beach, CA
- 15th- Hazard Identification~ Boston, MA
- 17th -Management by Objectives ~ Seattle, WA

December, 2016

- 6th- Hazard Identification~ Houston, TX

Tidewater Staffing Safety Training uses Mannequins Effectively



Tidewater Staffing sends its employees to a variety of jobs often requiring different kinds of personal protective equipment ("PPE"). They are always looking for different ways to effectively communicate duties, expectations and the proper way to wear PPE while on the job site. As part of their safety training, they have come up with a new way to demonstrate how to wear PPE on the job. On display in each training room is a dressed mannequin. This provides staff with an actual visual on how to wear PPE and it has also been a good tool for demonstrating the proper fit of a respirator.

While PPE violations may still exist, these mannequins help begin conversations and answer questions when it works towards keeping Tidewater's employees safe.



TIDEWATER STAFFING

Continuously Improving Your Safety Management System

Best Practices - Setting YOUR Standard of Safety



Best Practices raise the bar for expectations in a company and drive superior results. They work to define or confirm a company's safety commitment and values. In this column best practice examples are offered as next steps in your Safety Management System.

Best Practice – Continuously Improving your Safety Management System.

A Safety Management System ("SMS") includes all programs, policies, procedures, training, responsibilities and accountabilities that encompass your 'Safety Program'. But items in the SMS are ever changing. How do you keep the entire SMS current and accurate? It can seem daunting, but to neglect updating the SMS impacts needed training, regulatory compliance, and all other aspects of the SMS.

Annual review of each segment of the SMS is a best practice to ensure your safety management system's documentation remains an accurate guide that provides value to your team every day. Given the numerous sections that make up a SMS, crafting a process to review portions throughout the year creates a manageable method for success, e.g. developing a 12-months calendar which lists specific segments to be reviewed each month and puts in place a measurable, systematic, annual objective. It ensures the Safety Management System at your company is fully reviewed and updated, if necessary, to remain accurate.

Signal Employees visit GCT in Bayonne NJ and Staten Island NY

Signal's Wilton employees toured GCT terminals in Bayonne NJ and Staten Island NY this month. The visits were separated into two groups of twelve to allow for a personalized experience. The day-long adventure included guided tours at both facilities along with a presentation and lunch with John Atkins President and CEO. Dan Mulligan of the Staten Island facility gave an informative overview. "The best part of the tour was getting to drive one of the cranes," said Anna Kaczmarczyk, a Senior Accountant in Signal's Finance Department.

Exceptionally fine weather enhanced both trips and all employees gave the experience "two thumbs up"!



Signal employees being moved up the crane on September 29, 2016



Signal employees ready to tour at GCT on October 5, 2016



Are your workers at risk?

Stress and well-being are increasingly important responsibilities for the modern employer.

October is emotional well-being month. Celebrate. This is a friendly reminder of how important your well-being is to you and everyone that surrounds you. Emotional well-being of employees and their satisfaction with their work and workplace affect citizenship at work, turnover rates, morale, and performance. The subject of well-being has broad implications for quality of life. How we choose to live, our views and in some cases how long we

live and whether we enjoy health and happiness, or suffer anxiety and illness, or worse. Fredrickson says, "Positive emotions are evolutionary roots". Employees want to work in places where they feel at their best and, from an employer's viewpoint, people who feel at their best can perform at their best. Remember that everyone we encounter can impact our sense of wellness. Encounters can be very nourishing or quite toxic. When we are at our absolute best, our brain is in a state of neural harmony and maximal cognitive efficiency. This positive feeling of greatness drives us to apply whatever skills we may have at their peak. Remember emotions are contagious and leadership has a great impact on our team's inner state. Emotions flow most strongly outward from the most powerful person in a group. This gives leaders a great tool, and a great responsibility. The importance of independent management and team management of emotional state facilitates strong teams that flourish. Take a moment during this month to remember that it is not always about the verbal but about the tone of voice, facial expression, too as well as other emotional channels that the brain is wired to read. Emotional wellness at work equals healthier bottom lines. This month let's focus on helping others get and stay in that state of well-being... It begins with helping ourselves.

For a real deep dive into the subject, copy and paste the link below into your browser.

<http://media.gallup.com/DOCUMENTS/whitePaper-Well-BeingInTheWorkplace.pdf>

This month's wellness article was provided by Kelly Ingram-Mitchell, President, Unify Health Services.



Dates for Your Calendar

Signal General Meeting

Omni Amelia Island Plantation
Amelia Island, Florida

January 26-28, 2017

For more information contact

denise.bettis@signal-ct.com

972.865.8047

angela.pineda@signal-ct.com

972.865.8049

For room nights: <https://www.omnihotels.com/hotels/amelia-island-plantation/meetings/signal-mutual-indemnity-association>



Maritime Conference

The Westin Cleveland Downtown
Cleveland, Ohio

May 22-24, 2017

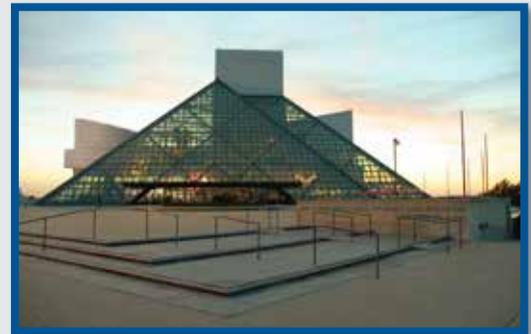
For more information contact

denise.bettis@signal-ct.com

972.865.8047

nancyann.flood@signal-ct.com

203.761.6064



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“ The Safety of Employees is an Investment in Success”

Signal Administration, Inc.
64 Danbury Road, Suite 200
Wilton, CT 06897
Phone: 203-761-6060

Editor

Nancyann Griesemer Flood, VP, Member Communications

Contributors

Joe G. Roach, CEO
George Field, Manager, Payroll Audits
Doug Hirsch, Senior Safety Manager
Gunther Hoock, VP, Safety Resources
Tim Johnston, VP, Underwriting & Member Services
James Sammons, AVP, Safety Resources
Terry Swinson, Executive Assistant to Joe Roach, III
Richard W. Wood, President & Chief Operating Officer

Please share the successful safety accomplishments of your Company and employees. It will help us continue as the Premier USL&H Insurance Organization in the maritime industry. Email your submissions to Nancyann Griesemer Flood at nancyann.flood@signal-ct.com.

If you would like to receive this newsletter, please e-mail Nancyann Griesemer Flood at nancyann.flood@signal-ct.com. Please include your full name, Company name, e-mail address and telephone number.

