

CLIENT SUCCESS STORY
DANA CORPORATION

Marion, IN

WHAT'S INSIDE

1. Client background
2. Challenges
3. Solutions
4. Results
5. Contact



CLIENT

Dana Corporation's Marion, Indiana facility is a part of Spicer Driveshaft, North America's largest independent manufacturer of automotive driveshafts and related components, supplying customers in the United States and around the world.

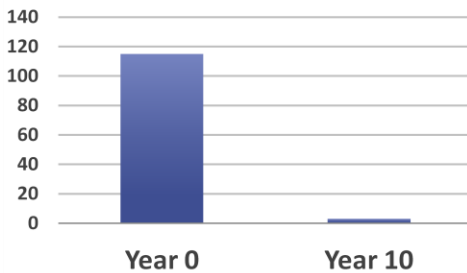
This facility is a leader in the three largest-volume product categories: cars and other light vehicles, large commercial trucks and other heavy vehicles, and off-highway vehicles for construction, mining, and other uses.

CHALLENGES

Upon contacting Ergonomics Plus for services, Dana's Marion Indiana facility was looking for solutions to combat high workers compensation claims and costs. This facility also had an aging workforce, with an average age of 51 years with 28 years of service.

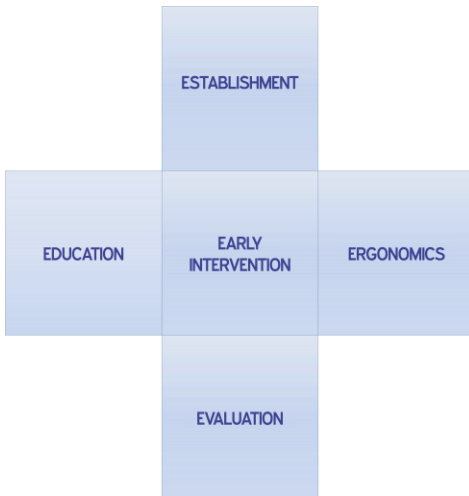
The company had previously contracted an ergonomics consulting firm to conduct a facility review and had established an internal ergonomics team, but needed ongoing support. Jim Butz, the company's human resources manager, suggested that we provide educational and early intervention support for the newly developed program.

MSD INCIDENTS



SOLUTIONS

The facility implemented the E+ System which uses a workplace athletic trainer model to reduce MSD risk factors and create a prevention culture.



Management communicated their commitment to and leadership of the MSD prevention process, and also encouraged employee involvement to help foster an MSD prevention culture. Employee awareness training programs were conducted to educate and motivate employees to accept responsibility for adopting healthier work habits and lifestyle choices. A plant-wide fatigue survey was conducted and an early intervention process was implemented with a goal of improving employee health through proactive management of early MSD fatigue. We trained the ergonomics team to identify improvement opportunities and MSD risk factors using a formal ergonomic evaluation process.

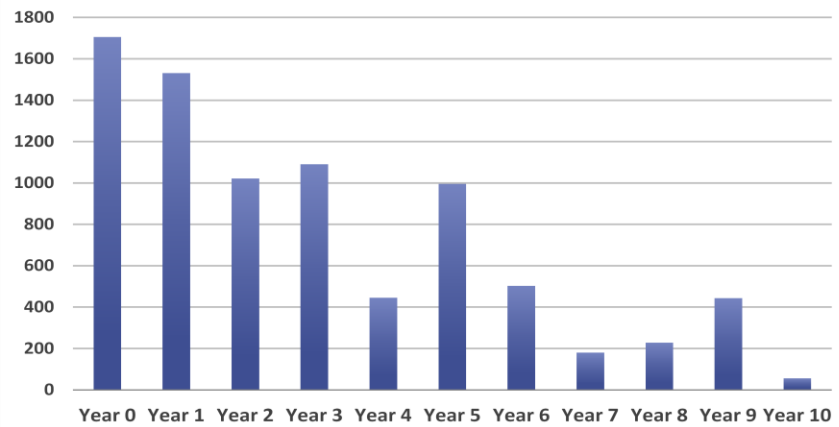
After improvement opportunities are identified, management and employees work together to prioritize and develop solutions for ergonomic risk factors. This is a very dynamic workplace, so design and process engineers were trained and follow procedures and checklists to ensure that all new job tasks are designed with ergonomics in mind.

RESULTS

Since instituting an Ergonomics Plus program, the Dana Marion plant has seen significant drops in MSD Incidents and MSD lost/restricted days.

Year	MSD Incidents	MSD Lost & Restricted Days
0	115	1705
1	89	1531
2	55	1022
3	48	1091
4	10	445
5	9	996
6	11	503
7	4	180
8	5	228
9	7	443
10	3	56

MSD LOST & RESTRICTED DAYS



"We really needed Mark's eye for knowing the human body and how it works, what body motions put stress and strain on it that might cause an injury. The first group we used did a study and left us with a report we didn't really understand. I believe your approach of working with our employees and ergonomics team every week is the key to the success of our program, your company is far ahead of the competition in getting results."

--Terry Swagger, Facilities Manager, Dana Corporation, Marion, IN

"I cannot say enough about how well the consultant worked with our people on the shop floor. It has been the absolute key issue in the success of our prevention and ergonomics program. For the first time, our employees really believed that someone was trying to help them prevent unnecessary physical fatigue and stress."

--Jim Butz, HR Manager Dana Corporation, Spicer Driveshaft Division, Marion, IN

How can we help you?

Contact Ergonomics Plus President, Mark Middlesworth

mmiddle@ergo-plus.com

765.384.4499

www.ergo-plus.com