

## CLIENT SUCCESS STORY

# JUNO LIGHTING GROUP

Fishers, IN

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## CLIENT

Juno Lighting Group by Schneider Electric is an industry leader in the design, manufacturing, and marketing of lighting fixtures for commercial, institutional, and residential use, primarily in the United States. Ergonomics Plus athletic trainer and injury prevention specialist Mark Middlesworth has been providing weekly services to the Fishers, Indiana facility since 2006.

## CHALLENGES

Upon contacting Ergonomics Plus for services in 2006, the Juno Lighting Group Fishers, Indiana facility was experiencing high levels of recordable injuries and illnesses.

In 2005, the facility experienced thirty (30) OSHA recordable injuries and had a medical incidence rate of 20.29.

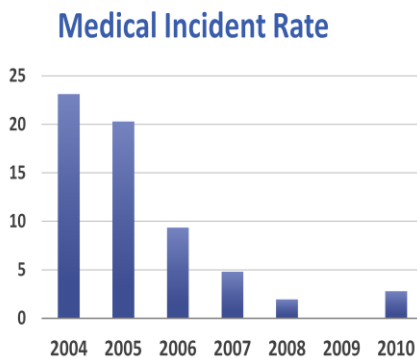
Although there was an active safety team, there was not an ergonomic team and no formal process to identify ergonomic improvement opportunities.

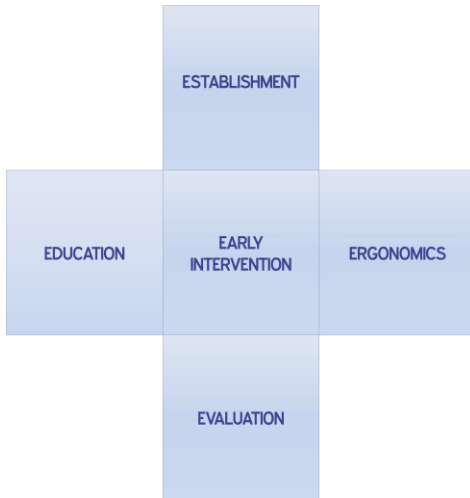
No formal early intervention process had been established to address early signs of employee fatigue or discomfort.

## SOLUTIONS

Established 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.





Management encouraged employee involvement to help foster an MSD prevention culture.

Employee training programs are conducted annually to educate and motivate employees to accept responsibility for adopting healthier work habits and lifestyle choices. The more fit the “industrial athlete” the better the work product produced, and the better the health status of the employee.

Implemented an early intervention process with a goal of improving employee health through proactive management of early MSD signs. When early action is taken to address an employee’s report of fatigue or discomfort, causative risk factors can be identified and principles of prevention can be employed to resolve the employee’s discomfort.

An ergonomics team was established and trained to identify improvement opportunities and MSD risk factors using a formal ergonomic evaluation process.

Management and employees work together to prioritize and develop solutions for ergonomic risk factors.

Design and process engineers are 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 in 2006, JLG Fishers has experienced significant decreases in medical incident rate, OSHA recordable injuries and lost workdays.

Medical Incident Rate

2004	23.11
2005	20.29
2006	9.35
2007	4.80
2008	1.94
2009	0.00
2010	2.80

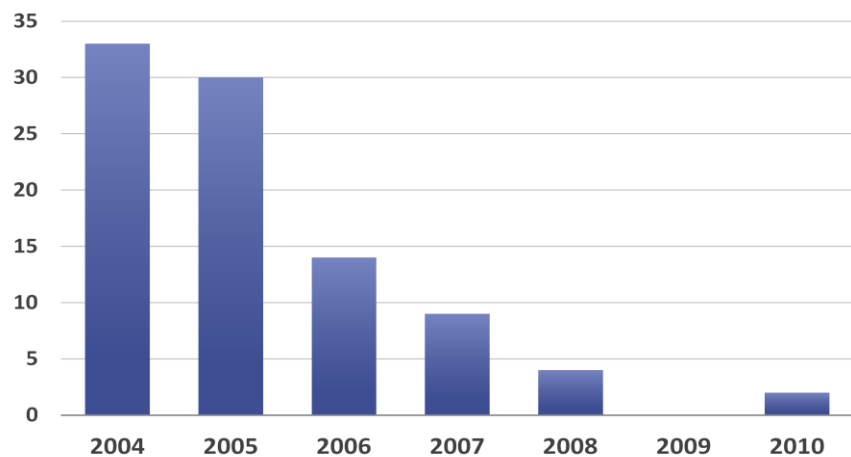
OSHA Recordable Injuries

2004	33
2005	30
2006	14
2007	9
2008	4
2009	0
2010	2

Lost Workdays

2004	unavailable
2005	288
2006	20
2007	13
2008	1
2009	0
2010	0

**OSHA Recordables**



"The results speak volumes about the impact of this program on our facility. We reduced our MIR from 23.11 all the way down to 2.8 last year, and our OSHA recordable injuries went from 30 in 2005 down to zero in 2009 and just 2 last year."

Troy Weber  
Juno Lighting Group

Interested in more information?

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