



THE INSIDER

NEWS AND EVENTS FROM THE BUILDERS GROUP



TEACHING THE TRADES

The TBG Education Foundation exists to help young women and men discover jobs in the trades. There is perhaps no greater example of how that works, than the relationship forged between the TBG Education Foundation and the Mesabi Range College. It all started 4 years ago when the Foundation ponied up the dollars to help the college buy tools for its sorely underfunded carpentry class. That's when TBG was introduced to Leo Vukas and started investing in the man with a plan to promote careers in the trades throughout Iron Range schools. As an advocate for trade careers, Leo had developed the Applied Learning Institute which is a mentoring program currently working with tech teachers in 17 area high schools to help reinvigorate their shop classes. Once high school students are exposed to trade careers, Leo and the Mesabi Range College provide the next step in their education with carpentry and construction classes as well as internships and job placement with a local builder and TBG board member Richard Larson of Larson Construction. Together they're not just talking about careers in the trades, they are making it happen.

Since the TBG Education Foundation, Mesabi Range College and Larson Construction joined forces, 50 young people have gone on to work in the trades and one has become a trade teacher. Within these 50 people there are several great stories of lives being changed when people find direction, meaning and confidence. There are those who had no clue what the future had for them, who are now buying houses, starting families and even planning to return to the program to gain more leadership skills.

However, this partnership is more than the amount of people reached so far... it's the model that has been developed that could work throughout the state. Just imagine, what could happen if more educators and trade businesses partnered together across Minnesota to introduce young people to the trades. This model can work just as effectively in urban schools and suburban schools as it has in rural schools. If you're a TBG member and would like to explore how your business could participate in a program like this, please call Priscilla Conway at 651-389-1149 — she can help explore what possibilities may be out there.

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BUILD A STRONGER SAFETY CULTURE WITH RANK, POWER AND ACCOUNTABILITY | *Excerpt taken from the book Personal Accountability and Power by Tom Esch*

Rank is present whenever human beings interact and is an important part of day-to-day reality on every job site in America, though it is seldom talked about. Understanding rank properly—how it functions when it comes to communication, and training your key leaders to use it well—will help you lower your risk of serious injuries and has the potential to improve your financial bottom line.

There are many kinds of rank. Perhaps the most important for you, in terms of injury prevention is positional rank. Positional rank is like social rank but places more emphasis on the influence of the context in which the interaction occurs. You can usually tell positional rank by the title of the person. Your foreman usually has more rank than the part-time mechanic. The general superintendent has more positional rank than an on-site supervisor.

One of the primary problems with rank is the oxymoronic characteristic it tends to have: the more rank you have, the less aware you tend to be of the impact of your rank on others. When we get some rank, we often feel elated and powerful. Even though our life is not easy, there is a real power in having rank. This is especially true if we have felt low-ranked much of our life.

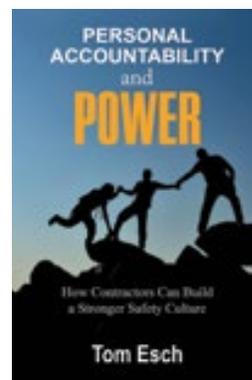
However, high rank has a tendency to partially numb us, so that our ability to feel and relate to others is limited. This, coupled with the incessant drive for productivity inherent in the construction world, can lead to a lack of empathy. The inability to express empathy for others, and ourselves, is a significant detriment to our capacity to build trusting relationships. And trusting relationships are required for optimal safety accountability.

How is rank being used by your leaders right now? And how is their behavior impacting your work culture and job site injuries? Are your owners, C-level leaders, foremen and supervisors using their rank with humility and consistent skill? Have

they had the chance to reflect on their leadership style and begun to work on their blind spots? Rank, unrecognized and misused creates dangerous situations on job sites every day. It contributes to the pervasive problem of co-workers not speaking up when someone does something risky. How many serious injuries and deaths happened in part or completely because of rank misuse?

Rank can numb us like a drug, or with the right support, wake us up to our full potential and create safer job sites. Make sure all your leaders understand this concept and then get the training and coaching they need to use their rank to influence others as skillfully as possible.

Last year, our Safety Services team assisted numerous TBG members through grant proposals for construction companies just like yours. We understand how navigating any government website can be difficult and time consuming. Leave the heavy lifting up to us. TBG's Safety Specialists make government guesswork simple and easy, just one of the many ways we make workers' comp work for you.



Book Release Party

March 25th @4:00 pm CST
Visit www.eschconsulting.com
to register.

Available on Amazon and
Barnes & Noble

UNDERSTANDING YOUR DIVIDEND

As a member of TBG, when the fund does well, you do well — specifically by way of a dividend. And during the last several years, losses have been low which has resulted in increased funds in the account dividends are paid from — Member Distribution Payable (MDP). This is just one of the many benefits you enjoy as an owner in The Builders Group work comp fund.

Dividend Distribution Approval:

The TBG Board of Directors determines if dividend distribution is warranted, the amount of the distribution and the eligible fund year(s). If TBG approves a dividend distribution, that declaration is sent to the Minnesota Department of Commerce for approval. Once approved, the TBG Board of Directors determines the timing and method of payout.

Eligibility

Those who are TBG Members during the Fund Year designated and are still a member on the date the authorized distribution is paid or credited to eligible members.

How Is The Total Dividend Amount Calculated?

An expense ratio is calculated to come up with the “breakeven” loss ratio: the amount needed to cover the expenses of that year. The total dividend amount available each year is determined after reviewing the expenses and income. An individual member's dividend is performance based — the better the loss ratio, the more dividend they receive. Simply put, the more profit you contribute the more money you get back.

Dividend Payment Breakdown:

- Once the first payment of a fund year is made, the balance is paid over a four year period.
- Each year the remaining dividend amount is recalculated using 12/31 YTD data to take into account the claims development of that year.



Annual Dividend Payout Schedule

Board authorized distributions are made per the following schedule:

- 1st Year — 20% of the total authorized dividend
- 2nd Year — 40% of the total authorized dividend less amounts previously paid
- 3rd Year — 60% of the total authorized dividend less amounts previously paid
- 4th Year — 80% of the total authorized dividend less amounts previously paid
- 5th Year — At the discretion of TBG Board of Directors, after a Fund Year has been closed with no future claim liabilities.

If you have questions about Dividend Distributions please contact your agent or a TBG representative.

The TBG Board of Directors has the authority to suspend the payment of dividends if, in their opinion, the payment would adversely affect the financial integrity of the fund. Dividends are not guaranteed and Members are jointly and severally liable for their proportionate share of obligations for the group and will be assessed on an individual and proportionate share basis for any deficit created by the group.

IMPACTING WC COST DOESN'T NEED TO BE COMPLICATED.

There are plenty of ways to reduce your Workers' Compensation costs and many of them are not complicated and they don't cost you a thing. Communication and transparency with your trusted agent and TBG is where it all starts. If an injury occurs, call our NurseCare Line immediately. Over 40% of the injuries reported to the NurseCare Line can be treated without going to a clinic. And when a clinic visit is necessary our nurses help your injured employee find the best possible provider. Next, file the First Report of Injury form promptly. This gets an adjuster involved so coverage and medical treatment can be authorized, which puts the injured worker on track for a speedy recovery, which reduces overall claim costs. Submitting a First Report of Injury form within 24 hrs and being as transparent as possible on how and where the injury occurred as well as providing accurate employment information helps your designated claim adjuster immensely and fosters a good connection and partnership.

Additionally, TBG's Safety Services is available to help you operate as safely and efficiently as possible with no additional cost for most resources and programs. Whether it's for evaluating your Return to Work program, solving unique safety challenges, launching an updated safety program or training for employees —

when you partner with TBG Safety Services, it shows your focus is on safety improvement with the ultimate goal of reducing injury and claim costs.

TBG's underwriters work with your agent and agency to understand how you run a successful and safe operation. With feedback from Safety Services and Claims they see the steps you take to be proactive and improve injury outcomes through clear and timely communication. When all of us work together to create the best results, your bottom line for work comp costs will see a reduction and your employees will be safer.

In summary there are a number of easy things you can do that will look favorable to an underwriter when they are reviewing your renewal pricing:

- Call the NurseCare Line when an injury occurs (non-emergency injuries)
- Get the First Report of Injury filed ASAP
- Return calls from Claims Adjusters and Safety Services Representatives as your communication and response time plays a significant role in pricing



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TBG THE INSIDER

MAKING WORKERS' COMP WORK FOR YOU

IT'S TIME TO TEE IT UP FOR THE TRADES

This is an exciting time for us as we gear up for another TBG Education Foundation Golf Outing. For years, we've been working hard to develop scholarships, grants and internships to encourage young women and men to take their talents to the trades. We couldn't be happier to see our efforts paying off, with many of our young protégés well into promising careers in America's most interesting fields.

But we are just getting started. It is likely many students still haven't considered the trades. But the benefits of an affordable, two-year education that leads to work in a high-demand job market speak for themselves. Our job is to amplify this message and sound the call to the trades.

And that's what the TBG Education Foundation Golf Outing is all about. The golf outing is the primary tool we use to bring concerned stakeholders together to fund scholarships and grants for students, initiatives to promote career opportunities, and help educators grow and fund curriculum which can potentially breathe new life into valuable shop programs.

Dollars Raised and Awarded (2020)

- \$24,500 donated for grants. This amount was matched.
- \$26,500 donated for scholarships.
- \$65,000 in 2020 donations bring our 3 year total to \$146,000!



WE NEED YOUR SUPPORT. Please register now to participate in the Golf Outing or look at the many ways you can become a sponsor. Through the generous support of trade business leaders like you, we are driving initiatives to help young men and women discover the wide variety of career opportunities available in the trades. When you join us at our annual Golf Outing, you're helping to build a brighter future for all of us.

Contact Priscilla Conway at pconway@tbgmn.com to learn of ways that you can become a sponsor and support the many ways the Foundation has been building interest in the trades.

Register today at:
www.tbgedu.org/lets-tee-it-up-for-the-trades



30%
of former college students regret going to college

Source/Forbes



79%
of construction companies can't find enough hourly workers

Source/Associated General Contractors of America



27%
of college grads have a job related to their degree

Source/ US Bureau of the Census