



THE INSIDER

NEWS AND EVENTS FROM THE BUILDERS GROUP



TAKE A LOOK INSIDE

2

Transitioning the
Audit Department

3

Risk Assessment and
Hazard Identification

4

Doubling Down
for Youth

DEFINING A NEW RECORD IN NEW BUSINESS

Craig Marcotte has been a very busy man this year helping TBG land over 3 million in new business. But Craig is the first to admit that this is nothing short of team effort that includes underwriting, safety, claims and of course our agents.

Who's your agent?

To date, TBG has enrolled 36 new members in the fund. Those members were brought to us by 28 different agents who represented 18 of our different agency partnerships. Those numbers alone prove that this has been a well balanced new business cycle. But add to that the fact that the average premium size is \$102k and you come away understanding this is sustainable growth.

Safety First

The first step in every new business engagement is our safety pre-inspection led by our safety services team. This is an opportunity to get a closer look at the prospects safety program and operations and determine if they are a good fit for TBG. It's at these meetings that Craig Marcotte is on hand to answer questions from both the members and agents as well as make sure potential members are aware of key services TBG offers such as one on one claims management, pay as you go premiums, other states coverage and many more.

What do you do for work?

Of the 36 new members Craig has brought in so far this year, they represent a well rounded group of 18 different construction related trades. They come from heavy construction to light and represent the kind of broad, well-balanced spectrum of risk that makes TBG a healthy and profitable fund.

The secret to Craig's success has truly been the success of TBG over the last several years. By maintaining balance and creating sustainable growth, TBG has provided the foundation that Craig can continue to build on.

TRANSITIONING THE AUDIT DEPARTMENT



At TBG, we strive to overcome inertia through fostering and maintaining an innovative spirit throughout our organization. So it was, in the spring of 2019 as we were deep into conversations with our auditing partners about streamlining our audit process. Although there was nothing fundamentally wrong with our existing process, it had become outdated, time consuming and labor intensive. We knew, there had to be an opportunity to deploy technology into the process that could create greater efficiencies and cost reductions. We just didn't know at the time how critical that path would be.

As we made our way through the summer and into fall, nearly all the pieces had fallen all into place to switch to an electronic audit model. However the window was closing fast to have the new process up and running in time for the year end renewal cycle. Plus it would take nothing short of an all hands on deck effort to push the transition across the finish line. Together the Audit team decided to push for the year end deadline. They rolled up their sleeves and spent the month of December planning, testing and rolling out an electronic audit process that would give TBG members the ability to file annual payroll audits electronically.

After a month of long days, countless meetings and emails, TBG launched its own electronic audit system that has exceeded expectations. The new process has:

- Streamlined the audit process and cut out on average 90% of the time it takes to review audits
- Put us nearly 30 days ahead of schedule
- Cut down overtime for the first time in many years.
- Member submitting their audit on their own schedule.
- Members enjoy the freedom to collect and send the documentation when it's convenient for them.
- No commitment to in person audits and less time out of their busy schedule.



When we began this process, there was no telling that a global pandemic that would bring the world to a stand still lay just around the corner. But the Audit team had decided the time was now for innovation. And what a blessing it was. Having the ability to self audit and file payroll audits electronically made it possible to breeze through our biggest renewal season with greater efficiency and accuracy. We were able to accomplish all of our audits without person to person contact, thereby keeping our members and ourselves safe and doing our part to meet states guidelines for social distancing.

At the end of the day, it's a lot of hard work and a little luck that makes TBG the best self insured work comp fund in the nation — but like they say, hard work is its own luck.

RISK ASSESSMENT AND HAZARD IDENTIFICATION



In the last few months there has been widespread attention on the concept of risk, with significant emphasis on risk assessments and preventative measures. When news of the COVID-19 pandemic first hit, everyone was trying to collect and retain as much information as they could on the subject. As individuals we need to gather information and facts prior to determining the overall risk of any particular situation. Once we conclude that there is a risk and a possibility of loss, we perform a risk assessment in order to understand exposure potential and then determine appropriate preventative measures.

TBG Safety Services has witnessed our members step up to the plate in these recent unforeseen circumstances to address risk and protect their employees. Companies are performing risk assessments, identifying hazards, following recommended guidelines, implementing controls, conducting trainings, and enforcing preventative measures. These are all vital components of any safety program and can greatly affect the overall safety and health of a company. Risk assessments involve hazard identification and analysis, which can provide insight on probability and severity of hazards. This can then aid in the determination of appropriate hazard controls. A risk assessment can also identify other safety needs such as employee training and personal protective equipment (PPE).

According to OSHA one of the root causes of workplace injuries, illnesses, and incidents is the failure to identify or recognize hazards that are present, or that could have been anticipated. A critical element of any effective safety and health program is a proactive, ongoing process to identify and assess hazards.

To identify and assess hazards, employers and workers should:

- Have procedures to continually collect and review information about the hazards present or likely to be present in the workplace
- Conduct initial and periodic workplace inspections to identify new or recurring hazards
- Investigate injuries, illnesses, incidents, and near misses to determine the underlying hazards, their causes, and safety and health program shortcomings
- Group similar incidents and identify trends in injuries, illnesses, and hazards reported
- Consider hazards associated with emergency or non-routine situations
- Determine the severity and likelihood of incidents that could result for each hazard identified and use this information to prioritize corrective actions

Once hazards are identified and analyzed, appropriate controls can then be put in place. When determining control types, we often refer back to what is called the hierarchy of controls. This hierarchy presents controls from most effective to least effective with the most effective being elimination, followed by substitution, engineering controls, administrative controls and PPE. Ideally, we want to start with hazard elimination options and then work our way down to PPE whenever possible. No two situations or hazards are the same, which reinforces the point that risk assessments are vital. No matter what the current situation is or what type of work tasks a company performs, completing risk assessments to identify and control hazards ensures a proactive approach to workplace safety.



2919 Eagandale Blvd.
Suite 100
Eagan, MN 55121-1214

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. Dividends are not guaranteed.



MAKING WORKERS' COMP WORK FOR YOU

DOUBLING DOWN FOR YOUTH



TBG's Education Foundation golf outing which raises funds to encourage students to consider the trades as a career has been rescheduled to 8-20-2020. This year we are looking to more than double our commitments for scholarships and grants to expand the inroads we have made in the last few years. This may seem a tall order considering the new world order, but Stu Thompson believes it is worth the effort in helping the industry solve their labor shortage problem. As CEO of TBG, a self-insured work comp fund, Stu understands the value of getting the right people working together for the common good. The Education Foundation has brought together the right men and women from various trade associations, businesses and schools. Together this group has proven their passion for helping people explore careers in the trades and Thompson believes they will step up and help us meet our goal of doubling the Education Foundations commitments

All the money raised through TBG's Education Foundation Golf Outing is used, along with matching funds for Scholarships, grants and equipment purchases. "It's great to see how far this money goes and how many lives it touches", said Thompson. "From high school students to Iraqi war vets, the Education Foundation opens the door to trade careers to more and more people every year. Our effort, generosity and focus are helping young people see the value and reliability of trade careers as their hope for the future — which is good for all of us.

This year alone, TBG's Education Foundation with the generous support of our partners will provide:

- 14 internships for Mesabi Range High School Students (up from 5 in 2019)
- \$33k in matching grants for trade related curriculum
- Over \$24k in direct scholarships
- \$8k in equipment purchases of high school trade courses.