



CASE STUDY

A&E Construction Co.

PARTNERSHIP IN SAFETY



COMPLIANCE CONSULTANTS, INC.
HEALTH | SAFETY | ENVIRONMENTAL



A&E Construction Co.

PROFILE OF A PARTNERSHIP

A&E Construction Co. is a premier construction firm headquartered in Upper Darby, PA. Serving the Mid-Atlantic Region since 1978, A&E has repeatedly succeeded in exceeding the expectations of its commercial, self-storage, industrial, retail, institutional, senior living, private development, and municipal clients. A&E Construction Co. has grown from four employees to its current staff of almost 100 full-time employees.

Founder, Bud Santora, was responsible for instilling a philosophy of unyielding dedication to providing premium service and quality to clients, and building a culture of safety. Today, it is this philosophy that continues to drive A&E through his sons, Bill Santora, Chairman, and Tony Santora, CEO.

Safety has long been a mainstay of the A&E philosophy. The company's focus and dedication to providing all workers and subcontractors a safe work environment has been a guiding principle from the start.

A&E'S COMMITMENT TO SAFETY IS EMBEDDED IN ITS CULTURE

Initially, A&E had one full-time employee handling safety. As the company grew, Bob McClure, Senior VP, reached out to Compliance Consultants, Inc. for help since he was aware of their services through his professional connections. In 2009, A&E formally retained the services of CCI to assist the general contractor with all their safety needs.

By implementing regular weekly safety inspections at all active jobsites, creating and implementing the Corporate Health & Safety Program, and providing employee health & safety training, CCI has been crucial in the growth of A&E's safety culture over the years. A&E has incorporated safety into a company motto that is visible throughout the organization.

Bob concurs, adding that, "**Safety First**" isn't just our company slogan, it's the number one priority.



"Our Safety Committee meets on a regular basis to continually update our best practices. We have regular site safety meetings and partner with Compliance Consultants, Inc. to assist us with the process and have their team onsite for inspections and safety compliance."

“ According to Bob McClure, “Our field crew motto of “Safety First” has become emblematic of our dedication to safety in the field, as evidenced by our Experience Modification Rating of 0.692. All Superintendents receive OSHA 30-Hour construction training.”

- Bob McClure, Senior VP, A&E ”



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INCORPORATING SAFETY INTO YOUR PROCESS

Prior to construction, A&E and Compliance Consultants, Inc. meet with project representatives to establish a project-specific safety program which incorporates **A&E's Health and Safety Program**.

This project safety program is then incorporated in the subcontractor procurement process to ensure that the entire construction team understands the necessary safety components for each job. Prior to starting work onsite, the subcontractor safety programs are reviewed to ensure that field personnel are prepared to follow the plan.

Fran Baylis, President, notes that, "CCI provides us with real time, feet-on-the-ground assessment and feedback so we can implement any necessary changes right away and make the field staff aware of the safety requirements for that site."

- Fran Baylis, President,
A&E Construction Co.

Project safety inspections are performed weekly and independently by CCI to ensure proper implementation of OSHA requirements and A&E Policy. This weekly reporting assures that all necessary recommendations from CCI are acted upon immediately. Bob adds, "I love the reports. I read the reports. I get real time feedback from them, so I know which Superintendent is doing what."

Field superintendents at each site have daily responsibilities to ensure that the project safety program is being implemented on a regular basis. The entire site construction team is also responsible for reinforcing the project safety program daily. CCI is always available to the project teams to provide support when it's needed.



COVERING ALL THE BASES WHEN IT COMES TO SAFETY

A&E Construction Co. and Compliance Consultants, Inc. have implemented a holistic approach when it comes to providing safety training and compliance. Over the years, the services and consulting that CCI provides has grown to include the following:

- Weekly Safety Inspections
- Health & Safety Program Development and Maintenance
- Safety Training for all Self-Performing Employees
- Pre-Construction Safety Meetings
- OSHA-Required Recordkeeping and Reporting
- Toolbox Talks
- Safety Committee Management

As Terri Collins, President and CEO of CCI emphasizes, "I'm extremely proud of the relationship that we've built with A&E Construction Co. over the last decade plus. It's very rewarding to see the growth that can happen when a client is willing to put safety first and allows us to provide the support to do just that."

- Terri Collins, CEO, CCI

For example, on the PhilaPort Distribution Warehouse Project, CCI was involved from the very beginning of the site work, through the structural steel installation, roof installation all the way down to painting and finishes. CCI was truly a partner through all phases of construction.

Additionally, CCI has provided highly specialized safety consulting in unique construction situations. For example, on the Summerdale Warehouse Project, A&E chose to install the building's large HV/AC units with the use of a helicopter to save costs on a crane. CCI was able to guide A&E job site management through the safety process for the use of an on-site helicopter pick.

BENEFITS OF AN OUTSOURCED SAFETY CONSULTANT

Over the course of the partnership, A&E has seen the many benefits to partnering with an outside safety consulting firm.

First was the evidence of how important it is to have people on the team who are truly, one hundred percent focused on safety and the unique safety regulations and precautions needed. In-house staff often wear many hats and must prioritize safety along with other competing responsibilities. In 2020 alone, CCI performed over 800 safety inspections for A&E, a number that no one employee could thoroughly cover.

Additionally, having a third-party consultant ensures that all recommendations and advice given are objective. External resources are better positioned to provide neutral assessments, feedback, and implementation plans. CCI is also uniquely equipped to handle unannounced OSHA inspections.

However, the most surprising realization is that it's often a cost savings to hire outsourced expertise, rather than have someone in house where a full-time salary and benefits are costly.

Further, CCI provides regular business reporting such as the OSHA Injury & Illness Recordkeeping Report which helps keep A&E informed and compliant. CCI can quickly review OSHA 300 logs to ensure that the injuries listed are, in fact, recordable. A frequent blunder we often see.

Additionally, CCI customizes safety programs for each client, such as A&E, and they can create a safety plan for each specific site within a client's portfolio. This way,

A&E knows exactly what they are paying for in detail for each site. This gives A&E more management, budget flexibility, and staffing control.

RESULTS ARE MEASURABLE

A&E has also seen improvement in some important industry benchmarks since working with Compliance Consultants, Inc.

A&E is proud to have an Experience Modification Rating (EMR) of .692, which is used to price workers' compensation insurance premiums and allows A&E to bid on almost all projects, whereas a higher EMR would disqualify them from bidding on many projects. Further, on average over the past five years, A&E has tracked well under the industry average* for recordable workplace injuries, while the company has grown substantially in staffing and hours worked.

A&E and CCI have formed a true partnership and with a common goal of providing the safest possible work environment for all employees, growing a culture of safety, and making sure that at the end of the day everyone gets home safely.

*Bureau of Labor Statistics annual statistics

"I've especially enjoyed working with the A&E Safety Committee as we continue to raise the bar when it comes to their safety culture. The Superintendents know they can rely on us to provide highly specialized consulting to support A&E's project goals and see projects through to completion in a safe manner."

- Scott Boroi, VP/COO, CCI



In an ever-changing industry, the common goal is for everyone to
GET HOME SAFELY at the end of the day.

ABOUT COMPLIANCE CONSULTANTS, INC.

Compliance Consultants Inc. is a woman-owned and family-operated business located in Delaware County, PA and serving all of PA, NJ, DE, and further. CCI was founded by Michael J. Cunningham, Sr. in 1986 with the belief that every working man and woman has the right to come home safely at the end of the day.

Today, Terri Collins and Scott Boroi run the company as President and Vice President respectively. CCI maintains its national certification as a Women's Business Enterprise (WBE) and Woman-Owned Small Business (WOSB) by the Women's Business Enterprise Council East, a regional certifying partner of the Women's Business Enterprise National Council (WBENC).

CCI PRIDES ITSELF ON SEVERAL CORE PRINCIPLES, SUCH AS:

- » Support
- » Trust
- » Knowledge

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