



## MESSAGE FROM THE PRESIDENT

As I've been riding with my twin boys who are learning to drive, I find myself nervous and concerned naturally for their safety but also for those other drivers and how my boys are going to react to changing circumstances outside their control. Those reactions / feelings can be: defensive, frustration, cautious, etc. possibly resulting in poor choices, potential accidents or worse.

Those feelings I'll sum up in one word "anxiety." Very similar to the anxiety team members feel when change is upon them. Some anxiety can be good as long as it is channeled in the right ways. If proposed change is simply accepted as criticism most team members will not feel a need to change and will resist it. However if the anxiety is driven towards constructive developmental opportunities, their energies typically will increase to meet the challenge in front of them. It truly becomes a balancing act of feelings/emotions and reactions!

At PSC we are seeking a culture of transparency and open communication. We want our team members to know not only that they have a voice but an obligation to use it when they see opportunities for change that can benefit the company and ultimately the entire team as a whole. There are a few requirements though. If a team member is going to raise a concern, we expect them to:

1. Take time to confirm the issue is legitimate (Get the Facts)
2. Bring potential solutions to the issue
3. Validate and share potential outcomes if the solution is applied

In this way, it is not delivered as just a complaint. Proactive thought has been put to the issue and the communication becomes much more positive than negative.

In 2018, a major cultural initiative at PSC is 1 PSC / 1 Family. We now have business units located in strategic locations. PSC must maintain a consistent universal culture in which everyone in their respective roles performs and conducts themselves with same values and beliefs as if they are back at our headquarters. By removing variation, we can remove anxiety as everyone has a clearer understanding of each other, each other's roles and expectations to create success for the company and ultimately themselves.

Similar to my boys learning to drive, consistent and reliable reactions are critical to their safety. An intense focus must be maintained to enable safe execution and to arrive at our desired destination.

Thank you,

James R. Sever  
President



## FEATURED JOB



## SAFETY UPDATE

**EMR Rating: .53**

### March Safety Memo

PSC Crane & Rigging places a strong emphasis on working to mitigate behaviors and conditions that contribute to serious workplace injuries. In 2017, we undertook significant efforts to improve our safety culture by, among other things, conducting a thorough analysis of contributing factors to serious injuries and incidents. Based on that analysis, PSC took decisive actions to address, mitigate, or eliminate any causal factors that were identified. Team members of all levels participated in this process, and contributed to the creation of new safety rules, improved operational processes, and safe job procedures to assist in this effort. Our findings and safety improvements were shared with all team members to ensure lessons learned were



PSC puts to the test our new Liebherr 300 Ton Hydraulic All-Terrain Crane utilized in replacing air handling units for one of our mechanical contractors at a hospital located in downtown Columbus, OH. Our client had a tight turn-around schedule which required work to take place around the clock in order to meet the demands of the Hospital's Critical Care Unit. PSC's well planned and executed project leads to a very satisfied customer and end client.

understood and implemented throughout all company operations.

In 2018, as part of PSC's commitment to continuous improvement, we will be tracking our leading indicators that allow for a closer analysis of incidents in order to enhance our risk prevention and mitigation processes. We will continually evaluate our learning process to effectively translate our findings or information received into action. We will also continue to provide team members with the knowledge and tools to execute each work activity safely, and strive to prevent all accidents, injuries, and occupational illnesses through the active participation of every employee, and their commitment of working "Safe Today".

» [learn more about safety](#)

## CONTACT US

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## WHAT'S NEW?

### PSC Continues to Invest in Innovation

Consistent with recent history, PSC has chosen to invest in top of the line equipment to ensure safe and efficient project completion. The newest addition to the equipment fleet is a 900 Ton J&R Lift & Lock Gantry system. This is yet another tool in the vast arsenal and will be utilized on multiple upcoming projects.

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Take time to confirm the issue is legitimate (Get the Facts)