

CASE STUDY: **Spectrum General Contractors**

Interview with **Oliver Loftus, Owner & Controller, Spectrum General Contractors**

Situation

Spectrum General Contractors is a second-generation, family-owned firm that started more than 40 years ago in downtown Denver. It has since grown to over 50 employees. Spectrum's creativity can be seen all over Denver, from commercial projects to adaptive reuse and historical restoration. Spectrum's guiding principles are family, loyalty, and teamwork—a relationship-centric outlook that makes safety a top priority.

“What’s most important to us is keeping our people safe and healthy. It is horrible to see what an incident can do to individuals and their families. We strive to avoid that at all costs.”

Challenge

Spectrum began as a two-man company operating out of a detached garage. They initially managed their EHS compliance in-house but, as the company grew, they felt that safety was not getting the attention it needed. The leadership team decided it was best to focus on their core competency and hire an expert to manage health and safety, however their requirements didn't warrant a full-time safety manager.

“As a general contractor we need a partner that can effectively train our employees, knows what to look for when they’re assessing our worksites for safety and compliance concerns, and, if an incident does occur, someone we can count on to ensure it doesn’t happen again in the future.”

Solution

Spectrum joined Hellman & Associates' ASSUREDComplianceSM program in 2005 in order to establish a more formal safety program and fulfill their ongoing safety needs on an annual partnership basis. H&A:

- developed written health and safety manuals
- formed a safety committee
- provides bi-monthly safety and health training
- conducts three jobsite safety assessments per month
- serves as an expert advisor during OSHA inspections and OSHA enforcement actions
- updates documentation and training to reflect changes in OSHA regulations, e.g., the addition of the respirable crystalline silica standard
- maintains requirements for Colorado Cost Containment, providing a 5% savings on workers' compensation insurance

“Getting our senior employees to adapt to change can be pretty challenging. Hellman does a great job of engaging them in meetings and training sessions, bringing the importance of their experience and work history into the conversation while keeping safety techniques fresh in their minds.”

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Results

H&A works with Spectrum's safety committee to keep on top of issues, which has helped the company decrease safety hazards and incidents and maintain a low mod rate.

“Hellman has a good, strong working relationship with OSHA which has proven invaluable. Their knowledgeable staff has instituted best practices that keep our employees safe, and when a problem does arise, we can count on them to help us put processes in place so it doesn't happen again.”