



“A smart company invests in its people. Equipment depreciates, but with proper training, quality employees just keep getting better.”

**Ryan Spies
Safety Manager**

Ryan Spies began his career as a safety consultant, identifying problems and creating safety and compliance programs to help address them. Now, as the Safety Manager for Rock Road Companies, Inc., in Janesville, WI, he’s in the position of not only creating the programs, but also overseeing their implementation.

He interfaces with 3-4 site managers and many more workers and drivers on a regular basis, being responsible for inspections, training and the organization of safety and compliance programs. With a schedule like that, he relies on Keller products like Keller’s Forklift Training Kit and Compliance Information Manager software to help him keep up.

Ryan used Keller products during his seven years as a consultant and recommended them to his clients. Now he’s relying on them more than ever as he incorporates them into the programs he’s building at Rock Road. He remarked, *“One of the things I like best about Keller is that they clarify regulatory compliance into simple language and user-friendly products.”*

“My Keller rep is very helpful”, Ryan said. “I give him a list of the issues I’m interested in, and he researches them and gives me recommendations for the products which would be the most helpful, which saves me a lot of time.”

Ryan considers safety training for his team as a crucial cornerstone for a successful worksite. *“I’m reminded every day that safety is an extremely people-oriented profession. A smart company invests in its people. Equipment depreciates, but with proper training, quality employees just keep getting better.”*

“The workers I interact with realize that everybody can play a part in compliance, and that decisions they make every day can affect the safety of their whole team. That’s why proper ongoing training is so important.”

Escalating insurance costs also play a factor. *“Insurance companies have very little tolerance for companies who fail to enact well-prepared safety programs,”* Ryan observed. *“There’s no excuse now for non-compliance.”*

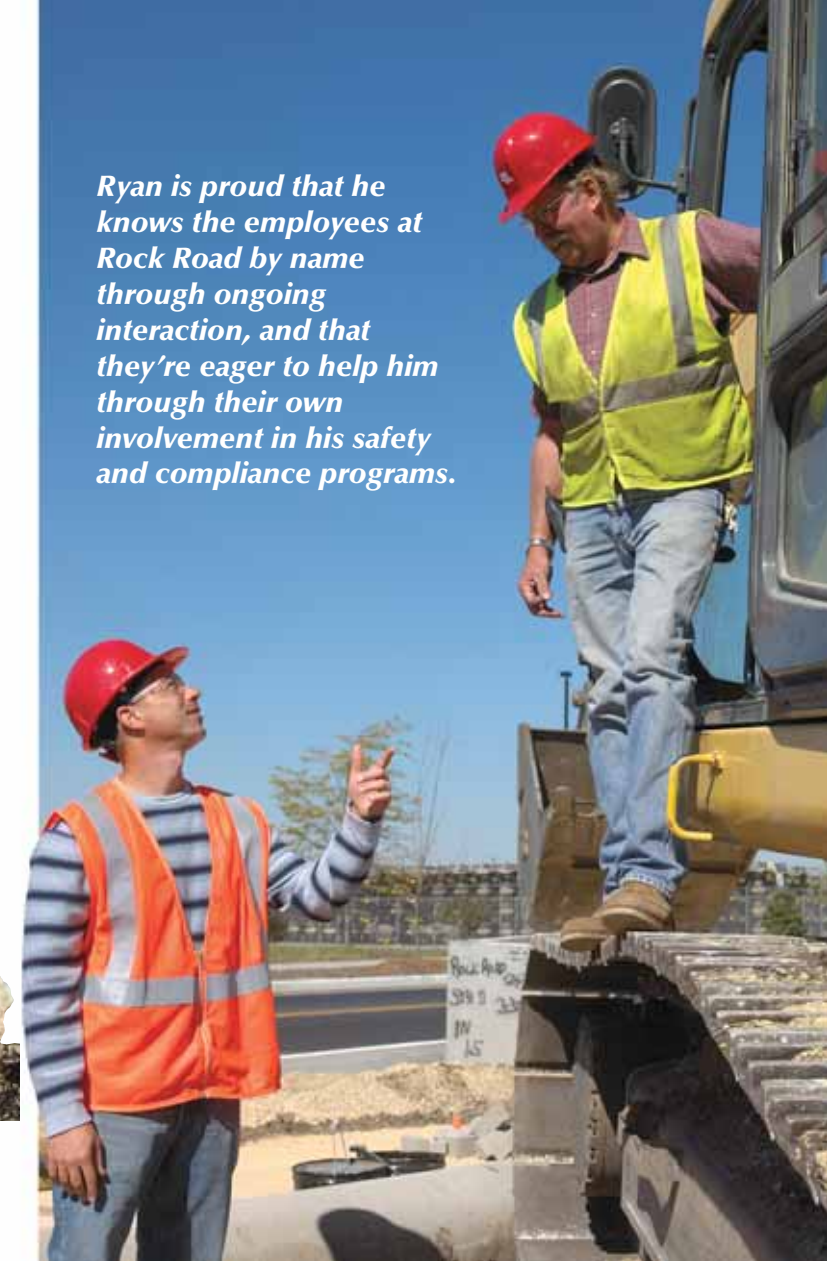
Teams at his worksites can include three generations of workers. Many older employees began their careers with few consistent safety guidelines. The next generation started recognizing the value in safety, and sought better working conditions. The newest generation is very health conscious, more aware of environmental standards for various substances, and wants to take an active part in safety and compliance programs. This results in a diverse mix of attitudes towards safety. So Ryan finds Keller training products, with their focus on group discussion and interaction, to be particularly helpful.

Ryan observed, *“Emphasis on the importance of safety is one of the things that should make employees want to work for you. Showing that you implement safety procedures says that you care about your company, your community and your workers. And with the help I get from Keller, I’m confident that I have the tools to accomplish that.”*



Rock Road Companies, a family-owned business in Janesville, is one of the largest heavy construction road building and asphalt companies in southern Wisconsin.

Ryan is proud that he knows the employees at Rock Road by name through ongoing interaction, and that they’re eager to help him through their own involvement in his safety and compliance programs.



Some of the many Keller products Ryan uses:

Products	Benefits received
Driver’s Log Books	Helps streamline paperwork and save time.
MSHA Compliance Manual For Surface Operations	Clearly explains MSHA regs and provides material for toolbox talks.
Forklift Safety For Construction Training Program	Helps him incorporate OSHA requirements into training with construction-specific examples.
Construction Regulatory Guide	Provides simple explanations of specific regs for quick and easy reference.
Compliance Information Manager	Combines a number of popular manuals into one electronic format for fast access.

