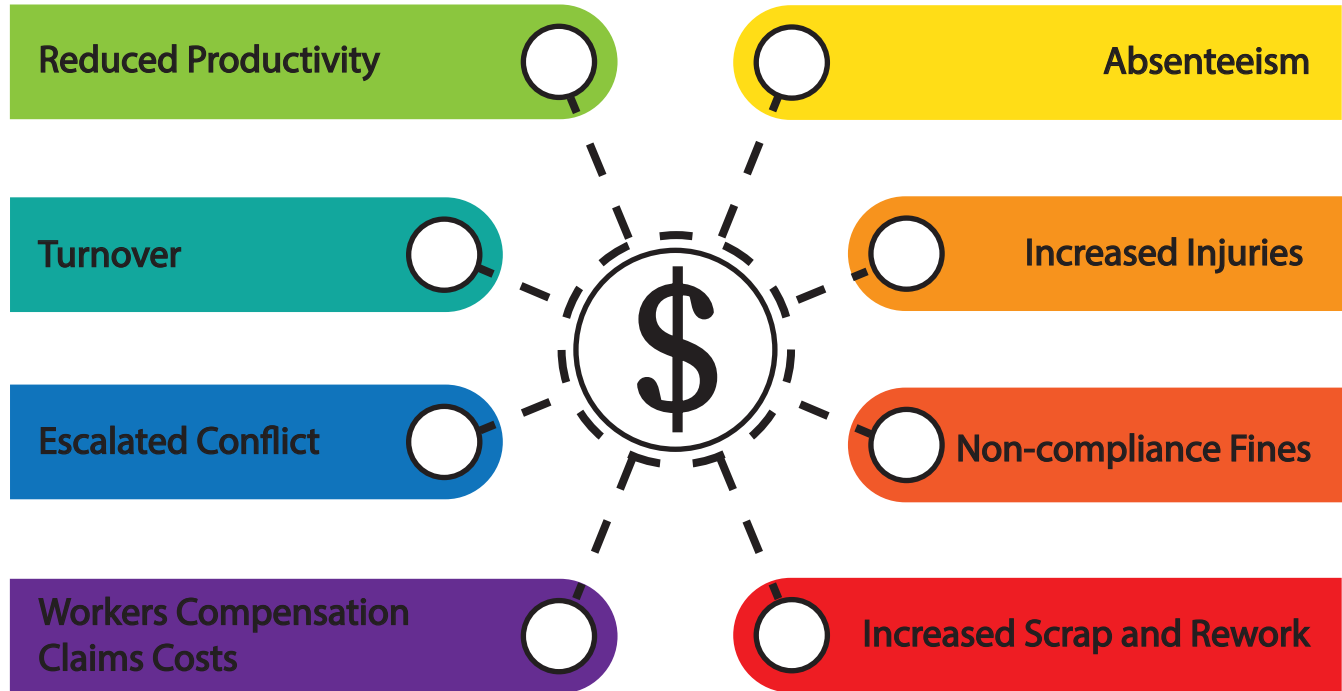
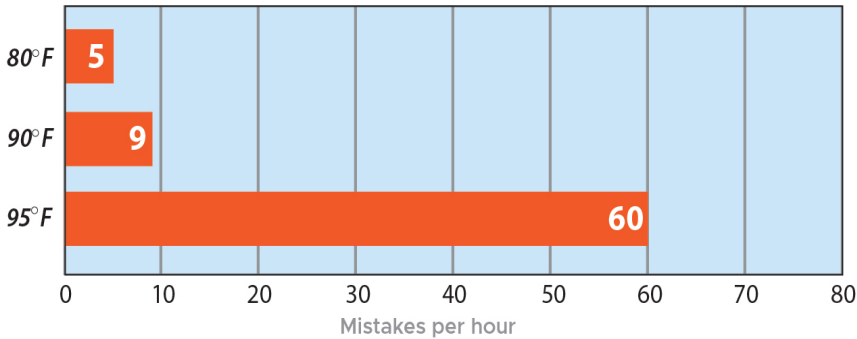


The Affect of Heat Stress on Profitability!



Productivity Reduced	• Productivity drops 2-5% for every degree above 81°F on the heat index. (University of Chicago and Energy Institute at Chicago.) • Productivity dropped 2-6% for every degree above 76°F. (The Lancet, Planetary Health study of 447 million worker worldwide) • At 77°F with 30% relative humidity, Productivity drops by 5%. • At 95°F with 50% relative humidity, productivity drops by 32%. • At 104°F with 80% relative humidity, Productivity drops by 75%. Study by Foster, et al.
Turnover	• It cost employers 33% of a worker's annual salary to hire and train a replacement. (Employee Benefit News.) • The cost of replacing an employee can range from 50% to 60% of their annual salary for entry-level positions. (SHRM, Society for human resource Management.)
Escalated Conflict	• The heart beats about 7 beats per minute faster for every 1°F increase in core body temperature. (National Library of Medicine.)

Workers Compensation Claims Costs	Average Workers Compensation Claim: • \$11,000 per occurrence for Heat Exposure • \$51,000 per occurrence for a disabling injury • \$1,500,000 per occurrence for a fatality. (Bureau of Labor Statistics)								
Absenteeism	• Absenteeism increases 5% for every 1°F increase in ten-day average temperatures above 80°F. (University of Chicago Study)								
Increased Injuries	• Workplace injuries increase by 1% for every 1°C increase in temperature. (Public Citizen: Meta-Analysis of 17 Studies worldwide.) • When temperatures are above 90F, workers have a 6% to 9% higher risk of injuries. When temperatures are above 100, the risk of injuries increases by 10% to 15%. (Study at UCLA Luskin Cener for Innovation)								
Non-compliance Fines	• UPS fined \$13,260 by OSHA for allegedly exposing one of its drivers to excessive heat, requiring immediate medical care. • OSHA fined a Earthbalance Corp. \$25,000 after a 41-year-old employee overheated and died • McNeill Labor Management faces \$27,655 in penalties from OSHA for exposing workers to hazards associated with high ambient heat while working in direct sunlight, an amount set by federal statute.								
Increased Scrap and Rework	• As temperatures rise, so do mistakes causing increased scrap rates and costly rework. (NASA Study)  <table border="1"> <caption>Mistakes per hour by Temperature (NASA Study)</caption> <thead> <tr> <th>Temperature (°F)</th> <th>Mistakes per hour</th> </tr> </thead> <tbody> <tr> <td>80°F</td> <td>5</td> </tr> <tr> <td>90°F</td> <td>9</td> </tr> <tr> <td>95°F</td> <td>60</td> </tr> </tbody> </table>	Temperature (°F)	Mistakes per hour	80°F	5	90°F	9	95°F	60
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