

Performance Track Case Study

Ideal Jacobs Puts Customers and Environment First

Ideal Jacobs Corporation, a full service printing company specializing in custom designed screen-printed labels, goes beyond delivering high quality products to its customers. Located in Maplewood, New Jersey, Ideal Jacobs has successfully raised social and environmental awareness by promoting projects and ideas that benefit the community. Ideal Jacobs reaches out to the community by providing tours to local high school students, supplying materials to Maplewood to stencil warnings against disposal of waste in storm sewers, and posting community concerns on its Web site. Through EPA's Performance Track program, Ideal Jacobs has reduced its solid waste per dollar of sales by over 50 percent since 2002. Recognized as an environmental and socially responsible leader by EPA and OSHA, Ideal Jacobs received the Performance Track Outreach Award in 2003 and the 2004 OSHA SHARP Program-Employer of the Year.

www.idealjacobs.com

IDEAL JACOBS CORP.



Joining Performance Track

Ideal Jacobs has always made improving its environmental practices a top priority. The company began implementing environmental practices and standards in 1994 by registering for ISO-19002, ISO-14001, and then upgrading to ISO 9001-2000. Andrew Jacobs, President and owner of Ideal Jacobs, took additional steps by applying to Performance Track in 2001 and officially becoming a member in 2002. As a Performance Track member, Ideal Jacobs goes beyond what is required through environmental regulations by implementing practices that benefit the environment, customers, employees, and the bottom line.

“When you are running all aspects of your business well and treating employees fairly, your business will be more efficient and profitable.”

Andrew Jacobs,
President and Owner,
Ideal Jacobs Corporation

PROFILE

Company Name: Ideal Jacobs Corporation

Location: 515 Valley Street
Maplewood, NJ 07040

Phone/Fax: (973) 275-5100
(973) 275-5161

Plant Size: 18,000 sq. ft.

Type of Business: Screen Printer

Total Number of Employees: 27

Years in Business: 83

Customers: Telecommunications,
Contract Manufacturers,
Automated Banking Systems

Certifications: ISO 9001/2000 registered
ISO 14001 registered

Keys to **ENVIRONMENTAL, HEALTH, AND SAFETY SUCCESS**

In implementing the Performance Track program, Ideal Jacobs identified and addressed a number of environmental, health, and safety issues. The following are examples of the activities that are central to Ideal Jacobs' environmental, health, and safety success:

- Review EMS objectives, targets, and results to evaluate EMS system.
 - Review OSHA objectives, targets, and results to evaluate OSHA system.
 - Train employees on hazardous waste disposal procedures.
 - Confirm informal preventative action taken to safeguard equipment, like maintenance checks.
 - Ensure that training records are accessible to individual employees.
 - Confirm that employee medical records of exposure to hazardous substances or harmful physical agents are up to date and in compliance with OSHA standards.
 - Monitor and measure the amounts of solid and hazardous waste produced throughout the year.
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Implementing the Program

Ideal Jacobs' Performance Track commitment included an 18 percent reduction in pounds of solid waste per \$1 in sales and a 23 percent reduction in pounds of hazardous materials used per \$1 in sales. These commitments were made in sheet-fed screen printing operations by substituting less toxic products.

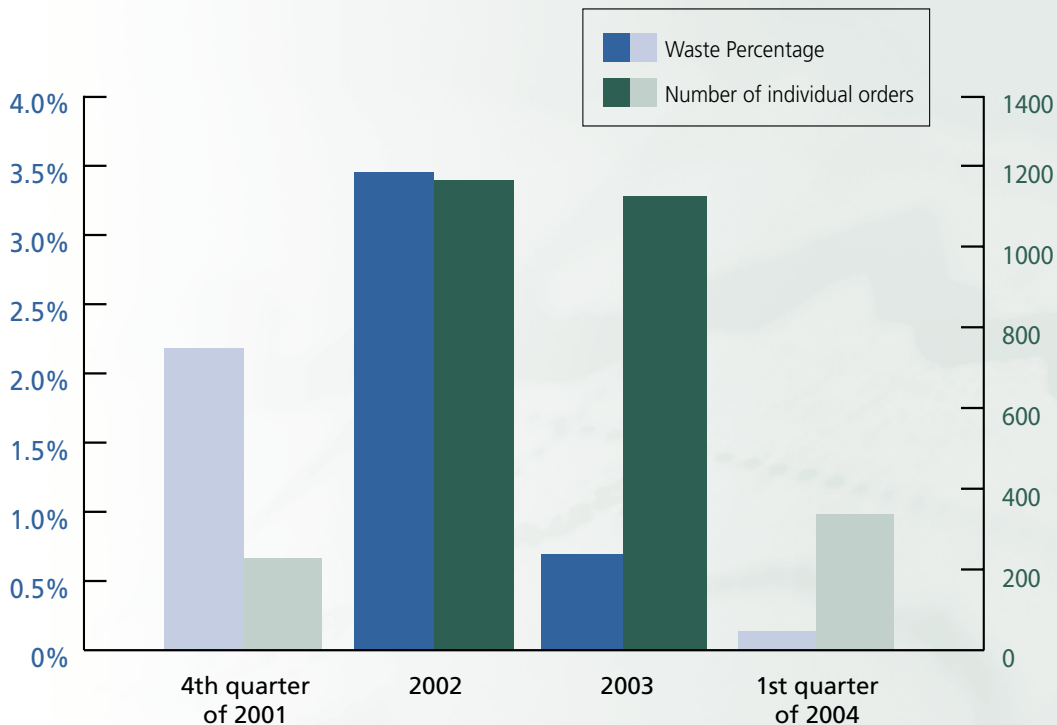
To achieve these goals, Ideal Jacobs broke down every process, identified inadequacies in the system, and implemented a system to improve overall efficiency. The system, known as the Quality Environmental OSHA (QEO) system was put in place to address the inadequacies. Every employee at the Ideal Jacobs plant became responsible and accountable for their

part of the production process and the changes that needed to be made to improve the entire system.

There were challenges throughout the implementation process, but employees overcame the challenges through cooperation, hard work, and teamwork. This cooperation lent itself to a positive working environment and happier employees. Jacobs oversees all parts of implementation to ensure that processes are continually improved and employees are involved. Raises, bonuses, warnings and terminations are all conducted through the ISO system which guarantees employee participation.

The waste reductions achieved by Ideal Jacobs are demonstrated in the graph below:

Waste Reductions at Ideal Jacobs



Total Waste/Sales Rates from all production:

2002 Total poundage of materials ordered 40,000 LBS x 3.45% = 1380.00 approx. lbs.

Gross Sales Involved with in-house production approximately \$2,000,000 = .00069 lbs./\$1.00 in sales.

2003 Total poundage of materials ordered 47,000 LBS x .69% = 324.30 approx. lbs.

Gross Sales involved with in-house production approximately \$ 3,000,000 = .00011 lbs./\$1.00 in sales.

reduced waste per dollar by 50%

Results of Performance Track Membership

By implementing the Performance Track program, Ideal Jacobs improved efficiency, increased the bottom line, and positively contributed to the community.

According to Jacobs, the benefits of improved efficiency include:

- Increased profits due to more end-product and less pollution;
- Elimination of the need for permits;
- Less government intervention;
- Better processes resulting in better health and safety;
- Less pollution resulting in healthier employees;
- Healthier employees resulting in fewer employees on disability, fewer sick days, increased productivity, and decreased employee turnover;
- Decreased employee turnover means less training and money saved; and
- Improved health and safety means a cleaner environment.

According to Andrew Jacobs, "No system can hope or expect change if the upper management is not 100 percent behind the implementation, approval and continual upgrading of the system."

Ideal Jacobs increased profit margins by seven percent through improved processes. These profits are due in part to Ideal Jacobs' increase in products. Due to improved processes, Ideal Jacobs produced three percent more finished product using the same amount of raw materials over the past 3 years since 2001.

Ideal Jacobs' membership in Performance Track also benefits the community. Due to its economic success, Ideal Jacobs is able to employ more employees from the community.

| Year | Total Number of Employees |
|--------|---------------------------|
| 1/1/02 | 15 |
| 1/1/03 | 18 |
| 1/1/04 | 23 |
| 5/1/04 | 28 |

Andrew Jacobs views membership in Performance Track as a strategic and effective way to apply best practices that result in greater efficiency, increased profits, environmental improvements, and contributions to the local economy.

Ready to Get Started?

For more information about other members' commitments and accomplishments and information about how you can become a member of Performance Track, visit our Web site at www.epa.gov/performancectrack or call (888) 339-PTRK (7875).