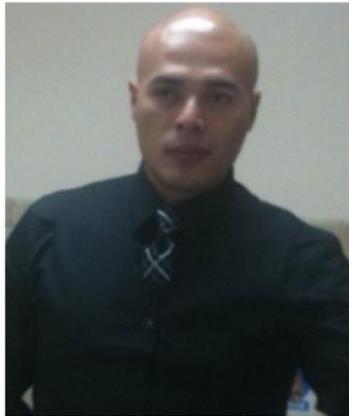




# EMPLOYER SPOTLIGHT

## WORK PARTNERS OCCUPATIONAL HEALTH SPECIALISTS



Hello  
my name is

**Jose Lugo**

Mgr Workers' Compensation &  
Corporate Insurance Policies

**Hunter Industries**

[www.hunterindustries.com](http://www.hunterindustries.com)



Located in North San Diego County, WorkPartners clinics are full service Occupational Health clinics dedicated to supporting the health and wellness of local employees.

[www.WorkPartnersOHS.com](http://www.WorkPartnersOHS.com)

### What is your role and responsibility?

*"I work in risk management for Hunter Industries, Inc. My responsibility is to manage and administer the corporate insurance programs such as; property, liability, auto, cargo, DIC/DIL, umbrella and workers comp. Assess risks and protect against financial loss by identifying and analyzing potential exposures related to company property and liability. Recommend, develop, implement, and monitor various techniques to minimize risk associated with workers' compensation, property and liability insurance. Also, I oversee the environmental health and safety department. Our purpose is to provide a safe work environment for all employees and reduce losses resulting from accidents or injuries."*

### What is your greatest workforce health or safety challenge?

*"We identified most of incidents occurred with new employees. General safety orientation is helpful, but we decided to develop a safety check list indoctrination by production department. This list helps the supervisor overview and train new employees about the safety programs and hazards in specific by department."*

### What health or safety campaign has been most successful?

*"I truly believe in Behavioral Based Safety. The objective of our Behavioral Based Safety program is to promote safety awareness and develop a culture with embraces safety ownership and accident prevention as a core element of all employees' responsibility at Hunter Industries. Our program would operate from a Behavioral Based Safety methodology to educate employees about the importance and benefits of safety in the work place, with an emphasis on their role in creating a safety culture."*

### Is your partnership with WorkPartners successful?

*"Definitely, my partnership with WorkPartners has been an important part of my workers comp program success. I have periodic claims review with Dr. Browning, ergonomic recommendations provided and their great customer service keep my injured workers happy. WorkPartners is a true partner, their care about our business and our employees. Their HR and workers comp conferences are very helpful, I definitely recommend attending."*

### What is your leadership philosophy?

*"I believe being a genuinely respectful person helps me to maintain a professional relationship with my leaders, my team, co-workers, employees and customers. I am very passionate about my work. My words will try to encourage everyone to do their best and spark a laugh when appropriate. I will lead with empathy, listening attentively, seeking to understand, and leveraging the experience and talents of others fully. I like to be innovate and bring new ideas that benefits the risk management practice. Companies change, people change and culture changes. I'm open to these changes, I feel that it is an opportunity to learn and grow professionally."*

### Anything else you like to share with your peers?

*"Some people ask me why you are so passionate about your job. I responded that on my first safety assignment doing safety assessments a production employee asked, 'Can you imagine your mom doing this job of lifting, carrying or pushing this 55 pounds of equipment?'. This comment changed my perspective. I totally enjoy what I do. I manage property claims, general liability and workers comp claims. Every claim is different which makes it interesting. It gives me the opportunity to learn, to strategy and to work close with employees, managers, HR director, CFO and other professionals."*