

Employee-Company Gain-Sharing Program 1995 NOVA Award Nomination 17

Impact Employee-Company Gain-Sharing Program

The Impact program creates an incentive for all employees to share in the long term stability of the GEON Company's Henry, Illinois resin/compound manufacturing plant.

Employees are rewarded each month with 50% of the gainsharing profit, with the additional 50% being held in reserve until the year end payout.

The employee-company gains-sharing program emphasizes the generation of new ideas for improving material production and quality, maintenance functions, safety, and total plant performance. The main tool for sharing and then implementing such improvements is the Impact idea form, which is used to describe and then justify each new idea.

The Impact program was generated by employees and was started in February, 1994. It is managed by employees, and it is well supported by plant/corporate management. More than 350 innovations have been submitted, with 75% being installed. Several innovations have generated plant profits/savings of over \$40,000 per month.

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