fred fredwebberking.com

From: Hawkins, Stephanie
Sent: Friday, September 26, 2025 1:08 PM
To: Webberking, Fredrick; Miller, Delonte; Hudson, Penny; Tate, Isaac; White, Connor; Carrigan, Mark
Cc: Ruiz, Jaime; Poore, Marc; Rickwalder, Mike; Rector, Kunda; Hunt, Heather; Humphrey, Brad; johnny.church@honeywell.com; immi.bbrown@gmail.com; Asowata, Nosakhare
Subject: Stephanie Hawkins - DC1 / DC2 Receiving Exception End Drive Conveyor Guards Installation / 004-SH-FW-DM-PH-TI-CW-MC

Thank you for the update Fred! This is excellent work, and a fantastic contribution to the safety of our team members!

From: Webberking, Fredrick <Fredrick.Webberking@adidas.com>
Sent: Friday, September 26, 2025 11:12 AM
To: Miller, Delonte <Delonte.Miller@adidas.com>; Hudson, Penny <penny.hudson@adidas.com>; Tate, Isaac <isaac.tate@adidas.com>; White, Connor <Connor.White@adidas.com>; Carrigan, Mark <Mark.Carrigan@adidas.com>
Cc: Ruiz, Jaime <jaime.ruiz@adidas.com>; Poore, Marc <marc.poore@adidas.com>; Rickwalder, Mike <Mike.Rickwalder@adidas.com>; Hawkins, Stephanie <Stephanie.Hawkins@adidas.com>; Rector, Kunda <kunda.rector@adidas.com>; Hunt, Heather <Heather.Hunt@adidas.com>; Humphrey, Brad <brad.humphrey@honeywell.com>; johnny.church@honeywell.com; immi.bbrown@gmail.com; Asowata, Nosakhare <Nosakhare.Asowata@adidas.com>
Subject: DC1 / DC2 Receiving Exception End Drive Conveyor Guards Installation / 003-FW-ALL

Update: 09/26/25

The (5) 6' long large and (10) 4' long small guards have been installed and completed in DC1. The (10) 4' long small guards have been installed in DC2 with the plan that the contractor will be back on Monday September 29th to finish off the installation of the (5) 6' long large guards. After that what is left is to install protective edge trim – same edge trim that you can buy for your car doors – to protect any associate from the edge of the guards. Note: How here is the thing, associates and operators alike are not really supposed to now reach their arms and hands in over these guards to either pick up a box, move it or unjam it, but instead if a box gets jammed, needs to be moved or picked up the so-called 'jam poles' are to be used for this purpose of either pushing the box on down the conveyor so it can be picked up or using the jam poles to unjam a box. I also have to apply 'pinch point' warning labels to the guards which I will do Monday. I plan on having my contractor give me a quote for the trim installation and to install 'jam pole' storage hooks in the work area so there is someplace the store the jam poles.

Lastly, after the above is completed I have to turn my attention to Honeywell to get them to program both the six foot exception conveyor and the four foot brake meter conveyor so that they don't run all the time needlessly with no product on their lanes and just like the other safety project that I am working on with the motor gearbox that broke away and fell from one of the 'waterfall' conveyors on the A side of the Beumer inducts in DC1 back in March it will be a similar thing; if the 100 percent photo eyes on both conveyors are not blocked by a box within X amount of time the conveyor systems go into economy mode. From a safety perspective it's just another layer of protection to mitigate the risk of anything like the incident's' that we have had on this conveyor ever happening again. Thank you.

Regards,

Fred Webberking
Senior Reliability Engineer

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From: Webberking, Fredrick
Sent: Thursday, September 18, 2025 12:56 PM
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Cc: Ruiz, Jaime <jaime.ruiz@adidas.com>; Poore, Marc <marc.poore@adidas.com>; Rickwalder, Mike <Mike.Rickwalder@adidas.com>; Hawkins, Stephanie <Stephanie.Hawkins@adidas.com>; Rector, Kunda <kunda.rector@adidas.com>; Hunt, Heather <Heather.Hunt@adidas.com>; brad.humphrey@honeywell.com; johnny.church@honeywell.com; immi.bbrown@gmail.com
Subject: DC1 / DC2 Receiving Exception End Drive Conveyor Guards Installation / 002-FW-ALL
Importance: High

Hello,

I want to give you notice that I will be installing the receiving guards for the exception end drive conveyors belts on Monday September 22nd beginning in DC1 starting at 08:00 am. The plan is to have all the guards installed in both DC1 and DC2 completed next week. Because of the nature of this installation, it is going to be relatively easy. It will not be necessary to stop any operations. We will not interfere with your normal day-to-day work as the work is in an area that is normally not in a work attended area. No disruptions to you. Also, the job risk assessment for this is zero. I will personally be there to supervise the installations the whole time myself.

Background. When I became involved with this safety project I also became invested as a reliability engineer as it is written into my job description to collaborate with safety on reliability safety matters and when I learned that that has been more than one safety incident with this style of conveyor belts I wanted to approach this problem with the idea that this kind of accident never, ever happens again and the reason that in another seventeen years' time from now the reason that we have never had another safety occurrence of our associates getting articles of clothing or body parts caught in this style of conveyor belt again has been because of DESIGN.

To that end. As Stephanie reminded us at a recent safety committee meeting there are five hierarchical safety risk controls that can be used in their order of importance and they are:

1. Elimination: Physically remove the hazard.
2. Substitution: Replace the hazard with a less dangerous one.
3. Engineering Controls: Isolate people from the hazard.
4. Administrative Controls: Change the way people work.
5. Personal Protective Equipment (PPE): Protect the worker with personal protective equipment.

How we are planning to apply these controls

1. Elimination:
2. Substitution:
    a. It has been suggested that we could use MDRs (motor driven rollers) as a substitution as this method of conveyance as this is of an entirely different modality using low torque individually self-driven rollers and not using a conveyor belt. This is a good idea, however how much money would this substitution cost and how much time would it take to replace all the incident style conveyors belts in both the shipping and receiving departments for both DCs. It would be cost and time prohibitive.
3. Engineering Controls:
    a. I will be installing barriers guards to prevent associates from leaning over and across the conveyor belts at the risk area pinch points.
    b. We will also be installing guards on both sides of the infeed brake and meter end drive conveyors belts they are of the same style as the incident conveyor belt with the same pinch point risk.
    c. I will also be investigating with Honeywell what can be done to stop the incident exception lane conveyors belts from running all the time – which they currently do and have it only run for the time needed for when a box is rejected on to the exception lane and stop until it is required to run again.
    d. Evaluate and adjust conveyor guards to ensure nip point openings are ≤ 0.25 inches – Complete.
    e. Integrate guard checks into preventive maintenance protocols.
    f. Deliver targeted TBT on conveyor safety procedures for all affected teams.
    g. Reinforce the importance of speaking up when equipment appears unsafe. We must continue to foster a culture where safety concerns are immediately reported and addressed.

4. Administrative Controls:
    a. Instead of an associate using their body to lean over and across the conveyor belt and then use their hand to unjam a box, they will either have their co-worker on the other side of the conveyor unjam the box for them or they will use a jam pole to unjam the box or they will have to walk around the conveyor belt to unjam the box.
    b. I believe that current work instructions will be changed to reflect new control methods and or work instructions created to reflect new control methods. Please check with your safety process controller for more information.

5. Personal Protective Equipment
    a. I don't want to speak for the safety department but wearing gloves while working and interacting with the product boxes is not going to be permitted in the affected area. Please check with your safety process controller for more information.
    b. Reiterate that glove use is optional and not required or recommended for conveyor-related tasks
    c. Prohibit glove use when working within reach of moving conveyor components.
    d. If glove use becomes necessary, evaluate appropriate options such as breakaway gloves.

To me if we implement numbers 3, 4, and 5 we will achieve number 1. The installation of the guards will have a minimum affect on operational work processes work flow and yes maybe an operator may have to walk around to the other side of conveyor belt lane to unjam a box. That's a small change for the sake of safety. If boxes get jammed multiple times a day this is by and unto itself an engineering maintenance problem that is a 'casual factor' to these incidents that will need to be rectified. Thank you for your understanding and cooperation.

Please pass this information down through to your team members.

Regards,

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