



*Quality since 1918*

**WATSON GLOVES**  
**HAND PROTECTION CONSULTATION PROCESS**

# HAND PROTECTION CONSULTATION PROCESS



Watson's *HAND PROTECTION CONSULTATION PROCESS* is a 6 step process

## PROGRAM DEVELOPMENT:



## PROGRAM IMPLEMENTATION & SUSTAINMENT:



# PROGRAM DEVELOPMENT



## STEP 1:

### Customer Due Diligence & Initial Meeting

#### CUSTOMER DUE DILIGENCE

- What type of industry? *Examples: Oil & Gas, Forestry, Manufacturing*
- How many employees?
- Where are they located?
- Who are the key stakeholders?
- What are the customers priorities? Cost? Safety? Corporate Image?
- State of their current hand protection program?
- Review current customer usage provided by distributor partner and establish current state baseline (# of SKU, # of Style, Types of Categories)
- Design “Proposed Program”

CATEGORIES	CURRENT SKU COUNT	CURRENT STYLE COUNT	PROPOSED STYLE COUNT
Chemical / Coated Gloves	43	19	6
Disposables Nitrile	74	15	1
Mechanics	95	21	4
Mechanics with cut/impact	7	2	1
Minimal Usage	24	N/A	N/A
Misc	25	7	2
Seamless Knit - A2	54	14	2
Seamless Knit - A3	38	4	3
Seamless Knit - A4	1	1	2
Seamless Knit - A5	7	2	2
Seamless Knit - No Cut	92	17	3
Summer Drivers /Ropers - Mens	34	3	1
Summer Fitters - Mens	60	13	4
Welding Gloves	65	17	6
Winter Drivers / Ropers - Ladies	9	1	1
Winter Drivers / Ropers - Mens	1	1	1
Winter Fitters - Mens	16	7	2
<b>Grand Total</b>	<b>645</b>	<b>144</b>	<b>41</b>

# PROGRAM DEVELOPMENT

## STEP 1:

### Due Diligence & Initial Customer Meeting

## END-USER CUSTOMER MEETING

- Who is Watson Gloves?
- Watson Gloves Capabilities (Supply Chain, Factory, Marketing, SWAT)
- Update on standards & innovation
- Understand further customer's priorities (Hand Injury Concerns, Safety, Image Etc.)
- Learn about customers business and undercover customer needs
- Gain alignment for next steps

### ANSI STANDARD NEED TO KNOWS

#### CUT RESISTANT STANDARDS CHANGES

In January 2016 the American National Standards Institute (ANSI) introduced a new standard called the ANSI/ISEA 105. The goal for updating this standard was to create consistency between ANSI and EN388 methods as well as account of the recent advances in cut resistant yarns and technologies. The European Norm (EN) standard is still in the revision process and will be released later in 2016.

What are the changes that are being made to the 2016 Cut Resistance standard?

- Both ANSI & EN 388 standards will now be required to measure cut resistance using the same machine: the TOM-100 machine
- The new 2016 ANSI cut test standard is called ASTM F2992-15
- In the 2016 EN 388 standard, it will be required that the EN ISO 13857 must also be referenced on the EN 388 score as it also uses the TOM-100 Machine

Because both the new ANSI F2992-15 cut test method and EN ISO 13857 use the TOM-100 machine, their scores now will roughly correlate as you can see illustrated in the chart below.

ANSI F2992-15	EN ISO 13857
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	13
14	14
15	15
16	16
17	17
18	18
19	19
20	20
21	21
22	22
23	23
24	24
25	25
26	26
27	27
28	28
29	29
30	30
31	31
32	32
33	33
34	34
35	35
36	36
37	37
38	38
39	39
40	40
41	41
42	42
43	43
44	44
45	45
46	46
47	47
48	48
49	49
50	50

The 2016 Cut Resistance Ratings System

- The 2016 revision of the ANSI/ISEA 105 standard is a more expanded level of classification of cut resistance.
- The new ASTM F2992-15 cut test method will feature 9 levels of cut resistance: A1-A9 with smaller increments between each.
- Additional marks have also been added to the higher end of the cut resistance scale to account for new cut resistant materials and technologies coming out to the market.

For the EN 388 cut test ratings, both the Chain Test cut scores and ISO 13857 rating will be required to be represented on the EN 388 score

- The new ISO 13857 rating will be represented by the letters A-F at the end of the score
- The current Chain Test ratings of 1-5 will remain for now
- The European norm EN 388 standard is in the revision process and will be released in 2016

#### IMPACT STANDARDS

##### BACKGROUND

There are many places that users may provide impact resistance and are exposed to when suddenly an object comes into contact with your product that is the case. The standard used to measure impact resistance is EN 12443. EN 12443 is a standard that is used to measure the impact resistance of a product. The test is performed by dropping a weight of 20kg from a height of 1m onto a product that is being tested. The test is performed on a product that is being tested. The test is performed on a product that is being tested.

##### ANSI/ISEA 138 IMPACT STANDARDS

- Assessment of performance: This Test Method Score
- Testing is done by an independent IATF (ISO) Lab
- Impact test machine and test method are used in test 1
- Limited performance value defined performance
- Performance level higher for test indicates a greater degree of protection (see chart in Figure 2)

##### TESTING METHODOLOGY

- The Wilson diameter striking tool
- Test on all glove surfaces
- Impact distance tested on glove
- Impact resistance tested on representative 100mm radius area
- One test required with an impact energy of 1J
- Five measurements taken to find average through area
- Lower threshold for a greater degree of protection and higher performance test
- Results are performed in multiple and figure associated

##### MARKING

Marking on the performance level is clearly indicated and will be shown in performance marking system.

ANSI/ISEA 138	ANSI/ISEA 138	ANSI/ISEA 138
1	2	3

### MISSION

**Mission**  
At Watson Gloves, we live, educate and preserve the culture that we have established and cultivated since 1918. Our mission is to supply quality gloves while continuing to produce innovative and leading edge products to keep all hands safe at work, at home and at play.

**Vision**  
Ultimate glove experience at your fingertips

**Core Values**

- Family
- Integrity
- Fun
- Authentic

# PROGRAM DEVELOPMENT

## STEP 2:

### Site Product Assessment or SWAT Hazard Assessment

#### SITE PRODUCT ASSESSMENT

- Cross over products onsite
- Review with EH&S against site specific standards

#### SWAT HAZARD ASSESSMENT

- Detailed assessment of task specific hazards by department onsite
- Engagement with Site EH&S and employee feedback
  - What gloves are being used today?
  - Review current Hand Injury statistics & themes for site
  - Discuss what hazards team members are being exposed to?
  - What elements of a glove are important for a specific task? Dexterity? Impact Protection? Cut? Puncture? Elements?
- Follow up with detailed report & recommendations

**WHY ASK FOR A S.W.A.T?**

SPECIALIZED • WATSON • ASSESSMENT • TEAM

**30%** of hand injuries are because workers are wearing the wrong gloves

Injuries cost your company lots of money!

Pick up your phone today and call us to book a.....

**S.W.A.T.**  
no cost, no obligation S.W.A.T site audit!

**4 STEP PROCESS**

- ✓ 1. ASSESS
- ✓ 2. ONSITE AUDIT
- ✓ 3. EVALUATE & CONSOLIDATE
- ✓ 4. FOLLOW-UP

**REDUCE INJURIES = COST CONSUMPTION**

Example 4 step process!

# PROGRAM DEVELOPMENT

## STEP 3: Program Recommendations & Product Trials

### PROGRAM RECOMMENDATIONS

- Present Customer Program and SWAT Hazard Assessment to customer stakeholders
- Gain Alignment for next steps “Product Trials”

**LAB**

**772 Slim Builders**  
Nitrile, shoulder length, secure elastic top, packaged in a pair  
Size M-XL  
EN388 3 - J61  
Performance Level B62

**5551 Layer Cut**  
Fog-free 8PF (polyester/polyester/nylon) shell, 100% acrylic foam-lined liner, micro-foam nitrile with reinforced thumb saddle, treated with ActiGrip™, snug-fitting knit wrist  
Size S-XL

**5557PF Monkey Wrench™**  
Orange lightweight nitrile, powder-free, 5 mil thickness, 3.5" ribbed cuff, non-grip-textured pattern, 50% glass-fiber-reinforced  
Size M-XL

**MONKEY WRENCH**

- A textured pattern is a raised pattern that allows liquid to flow through which enables greater surface contact with the glove.
- Better grip in wet, dry and oily conditions.
- Textured pattern found in our 5557PF, 5558X10 and our 5558PF

TEXTURED PATTERN

5557PF Monkey Wrench

**EVALUATION FORM** **SWAT**

Sales Rep's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Company Name: \_\_\_\_\_ Style: \_\_\_\_\_

Department: \_\_\_\_\_ Size:  XS/STP  XS/TP  SP  MM  LG  XL/FG  XL/TTG  XXL/TTTG

Supervisor's Name: \_\_\_\_\_

Task the gloves are being used for: \_\_\_\_\_ Product Description: \_\_\_\_\_

Gloves currently being used for this task: \_\_\_\_\_

Issues with current gloves being used: \_\_\_\_\_ Product Image: \_\_\_\_\_

How did our glove test against your current glove being used?  Not as well  Same  Better

	Ratings	Poor	Below Average	Average	Above Average	Excellent
Evaluation	Durability					
	Comfort					
	Protection Provided					
	Fit					
	Agility					
	Over all Protection					

Would you choose our glove over the current glove being used?  Yes  No  Undecided

Feed Back: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

HEAD OFFICE  
2555 North Beaver Ave  
Boulder, CO 80504  
www.waitegloves.com


# PROGRAM DEVELOPMENT



## STEP 3: Program Recommendations & Product Trials

### PRODUCT TRIALS

- Roll out samples based on Program & SWAT Hazard Assessment to respective departments
- Obtain feedback through formal “Evaluation Form” Process
- Review feedback, and finalize program with customers stakeholders
- Establish transition timelines

Job Application Summary 3			
www.watsonloves.com			
LAB			
RESPONSIBILITIES	Drawing and testing product samples Spinning samples Handling glass test tubes Handling warm metal tubes  Exposure to Condensate, Diluted Bitumen (Dilbit), Toluene, Acetones, Spray-Nine, SC400, Jet Clean		
PRIMARY HAZARD IDENTIFICATION	Chemical, Oil, High Heat, Pinching		
KEY PROTECTION REQUIREMENTS	Dexterity, Heat Protection		
CURRENT GLOVES USED	<b>Competitor Name</b> SAS Raven Ansell Yellow Urathane Apron	<b>Product Number</b> 66518 YUS18E	
NOTES	***There is a need for Watson to create a hi-dexterity cut-resistant glove that is liquid-proof. We are going to work on this***		
RECOMMENDED GLOVES	2222PF 360° Total Coverage 5559PF Green Monkey™ 5557PF Monkey Wrench™ 772 Skum Busters 305 Atlas® Xtra		



**STEP 4:  
Communication**

**PRODUCT  
VIDEOS**

**PRODUCT  
POSTERS**

**PRODUCT  
SHOWCASE**

**TECHNICAL  
MEETINGS**

**TOOL BOX  
TALKS**





## STEP 4: Communication

### PRODUCT VIDEOS *(For Qualifying Customer)*

- Utilize product videos to support educating customer's workforce
  - Videos provided by Glove Category *(Example: Cut & Impact)*
  - Focus on top moving styles and highly technical gloves
  - Focus on features & benefits, protection ratings, potential for task specific
  - Ideal for use in safety meetings




# PROGRAM IMPLEMENTATION & SUSTAINMENT
















## STEP 4: Communication

### PRODUCT POSTERS

- Develop customized poster for each site
  - Collaboration with customer on task specific
  - Designed to support “Right Glove for Right Job”
  - Details protection ratings for each glove
  - Suggested Dimensions: 36” x 48”, 11” x 17”



# Hand Protection Chart

ALL LEATHER	HIGH PERFORMANCE	GENERAL PURPOSE
<b>513 All Purpose</b>  513 All Purpose 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-L.	<b>514 High Grip</b>  514 High Grip 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-L.	<b>515 All Purpose</b>  515 All Purpose 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-L.
<b>516 Van Goot</b>  516 Van Goot 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size M-XL.	<b>517 Van Goot</b>  517 Van Goot 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size M-XL.	<b>518 Shock Trooper</b>  518 Shock Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-XL.
<b>519 All Purpose</b>  519 All Purpose 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-L.	<b>520 Storm Trooper</b>  520 Storm Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size M-XL.	<b>521 Shock Trooper</b>  521 Shock Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-XL.
<b>522 All Purpose</b>  522 All Purpose 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-L.	<b>523 Storm Trooper</b>  523 Storm Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size M-XL.	<b>524 Shock Trooper</b>  524 Shock Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-XL.
<b>525 All Purpose</b>  525 All Purpose 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-L.	<b>526 Storm Trooper</b>  526 Storm Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size M-XL.	<b>527 Shock Trooper</b>  527 Shock Trooper 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42). Size S-XL.

### FABRICATION

**2700 Blue Steel**  
 2700 Blue Steel  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**2775 Sea Bunch**  
 2775 Sea Bunch  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**2777 Handmade**  
 2777 Handmade  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

### CUT RESISTANT STEALTH SERIES

**360 Stealth Hammer**  
 360 Stealth Hammer  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**361 Stealth Cobra**  
 361 Stealth Cobra  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**362 Stealth Hammer**  
 362 Stealth Hammer  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

### GENERAL PURPOSE STEALTH SERIES

**363 Stealth Hammer**  
 363 Stealth Hammer  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**364 Stealth Hammer**  
 364 Stealth Hammer  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**365 Stealth Hammer**  
 365 Stealth Hammer  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

### FULLY COATED

**491 Frost Free II**  
 491 Frost Free II  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**492 Frost Free III**  
 492 Frost Free III  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**493 Frost Free IV**  
 493 Frost Free IV  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

### WINTER HIGH PERFORMANCE

**5000 Performance II**  
 5000 Performance II  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**5001 Performance III**  
 5001 Performance III  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

**5002 Performance IV**  
 5002 Performance IV  
 100% cowhide leather, smooth palm, smooth back, reinforced palm and fingers, reinforced back, reinforced wrist. Available in Men's (Black 41) and Women's (Black 42).  
 Size S-L.

## GLOVE APPLICATION CROSSOVER


	GENERAL CONTRACTING	ELECTRICAL	WELDING	GLAZERS	MECHANICAL	VENTING/HVAC	ANTI-VIBRATION	RIGGING
<b>GOOD</b>	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot	513 All Purpose 514 High Grip 515 All Purpose 516 Van Goot 517 Van Goot
<b>BETTER</b>	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose	518 Shock Trooper 519 All Purpose 520 Storm Trooper 521 Shock Trooper 522 All Purpose 523 Storm Trooper 524 Shock Trooper 525 All Purpose
<b>BEST</b>	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper	526 Storm Trooper 527 Shock Trooper 528 All Purpose 529 Storm Trooper 530 Shock Trooper 531 Storm Trooper 532 All Purpose 533 Storm Trooper 534 Shock Trooper 535 Storm Trooper
<b>LADIES</b>	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper	536 Storm Trooper 537 Shock Trooper 538 All Purpose 539 Storm Trooper 540 Shock Trooper 541 Storm Trooper 542 All Purpose 543 Storm Trooper 544 Shock Trooper 545 Storm Trooper

#### ANSI/ISEA 105 Performance Levels for Cut Resistance

Performance Level	Weight (lb) needed to cut through material with 25mm (1.0 in) blade edge
0	0-199
1	200-499
2	500-999
3	1,000-1,499
4	1,500-3,499
5	3,500-

#### EN 388 Performance Levels for Cut Resistance

Performance Level	Blade Cut Resistance (CUT) (N)
1	1.2-2.4
2	2.5-4.9
3	5.0-9.9
4	10.0-19.9
5	20-



Watson Gloves Quality since 1918

# PROGRAM IMPLEMENTATION & SUSTAINMENT

## STEP 4: Communication

### PRODUCT SHOWCASE

- Conduct product showcase at each site (2-4 hours per site)
  - Develop schedule and timeline for visit to site
- Objective
  - Allow customer's Team Members to try on, and learn about the "NEW" products
  - Create "NEW" Glove Program awareness



# PROGRAM IMPLEMENTATION & SUSTAINMENT

## STEP 4: Communication

### PRODUCT TECHNICAL MEETING

- Conduct Meeting with customer's sites EH&S Teams (2 hour meeting per site)
- Objective
  - Review and educate on current ANSI Cut & Impact Standards
  - Educate on the product technical aspects, and performance ratings
  - Build relationships with broader EH&S team for ongoing support

## IMPACT STANDARDS

**BACKGROUND**

There are many gloves that claim they provide impact resistance and are viewed equally when realistically one glove could provide you with more protection than the other. The European market released an impact standard in 2016. It only includes knuckle testing (outside the fingers) and is rated with a Pass/Fail. The North American market does not currently have an impact standard which is why the ISEA formed a committee to start building one that addressed the challenges with the EN288. The new ANSI/ISEA 138 standard will help workers make an educated decision on which glove to choose which will provide them with the best level of impact protection for the job.

The new standard will be ratified in early March 2019.

**ANSI/ ISEA 138 IMPACT STANDARDS**

- Assessment of performance - Peak Transmitted force
- Testing is done by an Independent IAT7025 Lab
- Fingers and knuckles are tested (as shown in Figure 1)
- Lowest performing areas defines performance
- 3 performance levels (higher the level indicates a greater degree of protection) (as shown in Figure 3)

**TESTING METHODOLOGY**

- Flat 50mm diameter striking face
- Palm side of glove removed
- Impact locations marked on glove
- Samples mounted centrally on hemispherical (100mm radius) anvil
- 2.5kg mass dropped with an impact energy of 5J
- Peak transmitted force recorded by force transducer beneath anvil
- Lower transmitted force = greater degree of protection and a higher performance level
- Impact test performed on knuckles and fingers separately

**MARKING**

Depending on the performance level the following pictograms and marking material:

ANSI / ISEA 138

1

ANSI / ISEA 138

2

Figure 2

Figure 1

Performance Levels in Standard

Performance Level	Peak Transmitted Force	Injury Potential
ANSI / ISEA 138 Level 3	≤4 kN	Increasing protection

**LISTEN UP!**

Did you know that the glove cut standards have changed? ANSI has introduced a new version of the ANSI/ISEA 105 standard to create consistency between the ANSI and EN 388 testing methods as well as to account for recent advances in technologies and glove fabrics. They've introduced a whole new rating system ANSI (A1-A9). Check out the chart below to figure out which cut level will give you the protection you need.


# PROGRAM IMPLEMENTATION & SUSTAINMENT

## STEP 4: Communication

### TOOL BOX TALK

- **Create Tool Box Talk documentation**
  - Create 1 Tool Box Talk document for each glove in program
  - Collaboration with customer on task specific
  - Designed to support “Right Glove for Right Job” concept
  - Details protection ratings for each glove
  
- **Objective**
  - Create “NEW” Glove Program awareness
  - Education vehicle for task specific and “Right Glove for Right Job” concept

**005TPR Flextime**  
DRYHIDE™ WATER RESISTANT LEATHER



**FULL-GRAIN GOATSKIN**  
Dryhide™ water resistant full-grain goatskin leather palm is hard wearing and durable providing great dexterity

**HEAVY DUTY TPR**  
Heavy duty rubber on back of hand, fingers and knuckle bar provides impact protection

**HOODED FINGERTIPS**  
Hooded fingertips and thumb for added reinforcement and protection in critical wear areas


**SPANDEX BACK**  
Spandex stretch back is flexible and provides form-fitting memory

**TOUCHSCREEN FINGERTIPS**  
Touchscreen compatible fingertips can be used on all touch screen devices

**SNUG-FITTING ELASTIC WRIST**  
Snug-fitting elastic wrist and secure Velcro® closure keeps out dirt and debris

**DRYHIDE™**  
WATER RESISTANT  
DRYHIDE™ TREATED LEATHER

**HIGH PERFORMANCE**

<b>PRODUCT #   NAME   BRAND</b>	005TPR FLEXTIME   WORK ARMOUR	<b>RATINGS   TECHNOLOGIES</b>	
<b>SIZE   PACKAGED</b>	S-XXL	<b>ICONS</b>	 
<b>UPC</b>	S 065537865133 L 065537865157 M 065537865140 XL 065537865164 XXL 065537865171	<b>APPLICATIONS</b>	General Construction Light/Medium Industrial Landscaping



**STEP 5:  
Supply Chain  
Mobilization**

**INVENTORY  
COMMITMENT**

**DEMAND  
PLANNING**



## STEP 5: Supply Chain Mobilization

### INVENTORY COMMITMENT

- **Watson will provide customer committed stock levels for all items awarded**
  - Stocking levels will be based off AGI's/customer's forecast
  - Stocking levels include considerations for manufacturing time, capacity, country of origin etc.
  
- **Seasonal Item Stocking**
  - Watson commits to have Winter items in stock by September 1<sup>st</sup> of each year
  
- **Initial Inventory Ramp Up**
  - Watson commits to placing incremental orders within 1 week of receiving forecasts from Customer/AGI



## STEP 5: Supply Chain Mobilization

### DEMAND PLANNING AND FORECASTING

- **Watson commits to meet with Customer/AGI twice annually:**
  - **February of each year** for Fall/Winter Booking for following season, Watson to order in March
  - **July of each year** for Spring/Summer of following, Watson to order in August
  - **Suggested participants:** Customer Supply Chain, AGI NAM, Watson Representative
  
- **Objective:**
  - Review prior year usage provided by AGI
  - Consider upcoming business changes (Example: Future Turnaround Size, New Sites etc.)
  - Determine and agree upon growth factors at SKU level





## STEP 6: Program Sustainment

**WEBINARS**

**LINE  
REVIEW**

**SWAT  
HAZARD  
ASSESSMENT**

**END USER  
FEEDBACK**



## STEP 6: On going Sustainment

### WEBINARS

- Invite key customer stakeholders to all future Watson webinars
  - Stay current on hand protections standards, launch of new products etc.





## STEP 6: On going Sustainment

### LINE REVIEW

- **Watson commits to a formal line review annually with Customer/AGI**
  - Discuss performance of current program and end-user feedback
  - Watson to showcase new innovative product launching in fiscal year
  - Review customer “Hand Injury” trends
  - **Suggested participants:** customer Supply Chain, customer EH&S, AGI NAM, Watson Representative
  
- **Objective**
  - Keep program current and offering best in class protection for customer team members
  - Educate on and showcase new innovation, industry trends
  - Watson to takes away and develops product prototypes to address “Hand Injury” trends if requested
  - Showcase new Innovative products

# PROGRAM IMPLEMENTATION & SUSTAINMENT



## STEP 6: On going Sustainment

### FORMAL END-USER FEEDBACK

- **Solicit pro-active end-user feedback**
  - Feedback on current gloves in program
  - Analyze durability, comfort, protection, fit
  
- **Objective**
  - Keep workforce engaged in hand safety
  - Utilize findings in annual line review
  - Continue to enhance and improve program

## EVALUATION FORM

<b>Sales Reps Name:</b> _____	<b>Date:</b> _____	
<b>Company Name:</b> _____	<b>Style:</b> _____	
<b>Department:</b> _____	<b>Size:</b> XS/TIP <input type="checkbox"/> XS/TP <input type="checkbox"/> SP <input type="checkbox"/> M/M <input type="checkbox"/> L/G <input type="checkbox"/> XL/TG <input type="checkbox"/> XXL/TTG <input type="checkbox"/> XXXL/TTTG <input type="checkbox"/>	
<b>Supervisors Name:</b> _____		
<b>Task the gloves are being used for:</b> _____	<b>Product Description:</b> _____ _____	
<b>Gloves currently being used for this task:</b> _____ _____	<b>Product Image:</b> _____ _____	
<b>Issues with current gloves being used:</b> _____ _____		
<b>How did our glove test against your current glove being used?</b>	Not as well <input type="checkbox"/>	Same <input type="checkbox"/> Better <input type="checkbox"/>

Evaluation	Ratings	Poor	Below Average	Average	Above Average	Excellent	
	Durability						
	Comfort						
	Protection Provided						
	Fit						
	Agility						
	Over all Protection						

Would you choose our glove over the current glove being used?

Yes  No  Undecided

**Feed Back:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

09/17/2016

**HEAD OFFICE**  
7966 North Fraser Way  
Burnaby, BC V5J 0A4  
[www.watsonsgloves.com](http://www.watsonsgloves.com)

# PROGRAM IMPLEMENTATION & SUSTAINMENT

## STEP 6: On going Sustainment

### SWAT AND HAZARD ASSESSMENT

#### ➤ Site Specific Hazard Assessment

- Conduct Hazard Assessment as requested
- Assess new hazards onsite by department
- Feedback on current glove performance
- Collaborative effort with customer EH&S

#### ➤ Objective

- Keep workforce engaged in hand safety
- Utilize findings in annual line review
- Continue to enhance and improve program

**S.W.A.T.**  
SPECIALIZED • WATSON • ASSESSMENT • TEAM

### 4 STEP PROCESS

- ✓ **1. ASSESS**
  - What gloves are currently being used?
  - What is the injury rate and the cost of these injuries to the employer and employee in lost workdays, efficiency, etc?
- ✓ **2. ONSITE AUDIT**
  - Assess your operations and examine glove usage throughout the facilities to determine potential opportunities for improvement
  - S.W.A.T. members interview management and key employees to determine glove usage, job responsibilities and training.
- ✓ **3. EVALUATE & CONSOLIDATE**
  - It is important to properly fit workers with gloves that are correct for the specific jobs, prevent injuries, while maintaining the highest quality in the work place.
  - Written recommendations on how to reduce injuries, consumption and costs as well as how to consolidate your current glove offering will be presented to you in a professional report.
- ✓ **4. FOLLOW-UP**
  - After the S.W.A.T. program is implemented, we will continuously follow-up with you to ensure our recommendations are successful and make continuous improvements to the program.

Barnaby, Head Office  
755 Northshore Way, Barnaby, ON L0R 4G6  
Phone: 905.709.4600 Fax: 905.709.4601

Calgary Branch  
100400 22nd St, Calgary, AB T2E 0K6  
Phone: 403.242.4222 Fax: 403.242.4222

Mississauga Branch  
2960 West Beaver Creek Rd, Mississauga, ON L4X 1L3  
Phone: 905.277.2000 Fax: 905.277.2000

Connect with Us

**CALL TO BOOK A NO COST, NO OBLIGATION  
S.W.A.T GLOVE AUDIT TODAY!  
VISIT [WATSONGLOVES.COM](http://WATSONGLOVES.COM)**

**WATSON GLOVES**  
Quality since 1918

# CUSTOMER BENEFITS



## TARGETED CUSTOMER BENEFITS:

- **Health & Safety Program Benefits:**
  - **Task Specific Solutions** – “Right Gloves For The Task At Hand”
  - **Education** – Support education around hand protection in the work place
  - **Standardization** – Drive a consistent hand protection program across entire organization
  - **Team Engagement** – Engaged team members drive better results, and sustainment
  - **Continuous Improvement** – Sustain and improve program with innovation long term
  - **Reduce Injuries** – Through task specific solutions, education, and team engagement
  
- **Cost Savings:**
  - **Price Savings** – Leverage economies of scale across entire business
  - **SKU Reduction** – Create fewer PO’s, stock fewer items, and simplify supply chain
  - **Reduce Consumption** – Utilize durable products with longer life span
  - **Injury Avoidance** – Reduce cost associated with Hand Injuries

# CUSTOMER BENEFITS



## TARGETED CUSTOMER BENEFITS:

### ➤ Partnering With Watson:

- **Expertise** – 101 years in Canada, 32 hand protection specialist with 500+ years experience
- **Supply Chain** – 3 locations across Canada totaling 200,000sq.ft with over 4K items in stock
- **Marketing** – Best in class and agile in house marketing team to support customer needs
- **Innovation** – You're not buying Watson's current ideas, you're buying Watson's future ideas too
- **Nimble, Humble, and Willing to work**



# Q & A