



Bring Your Team!
 Special Team Discounts
 See Back for Details

Houston

April 28-29, 2010

Houston Airport Marriott at
 George Bush Intercontinental
 18700 John F. Kennedy Blvd.
 Houston, TX 77032

CIRCADIAN® presents its two-day flagship seminar:

Fatigue Risk Management 2010: Reducing the Costs, Risks, and Liabilities of Human Error in Today's Workforce

The employee fatigue problem

The fatigue-related costs of absenteeism, turnover, errors, accidents, health impairment and lost productivity exceed \$8,600 per employee per year in the average 24/7 workplace. The biggest culprits are staffing/workload imbalances, poorly designed duty/rest and shift schedules and inadequate training on mitigating fatigue.

The accepted best-practices solution

In the last five years, Fatigue Risk Management Systems (FRMS) have become the international standard for mitigating risk in shiftwork and 24/7 operations. Government regulations, ANSI national safety standards and many global corporations are establishing FRMS because it is the scientifically-valid solution to employee fatigue risk.

The expertise you will develop

We will show you how to develop an effective FRMS that will drive down the costs and risk of employee fatigue in your company. You will learn how to identify and cure staffing/workload imbalances and how to design and implement duty/rest and shift schedules that reduce absenteeism, employee turnover, errors and accidents. We will discuss the training and risk analysis programs that the global leaders in FRMS have adopted.

AT THIS SEMINAR,
 YOU WILL LEARN
 HOW TO:

- ✓ Assess the risks and costs of fatigue in your business
- ✓ Design and implement a cost-effective Fatigue Risk Management System for your company
- ✓ Determine safe staffing levels and optimal shift/duty patterns for your operation
- ✓ Train employees and supervisors to mitigate fatigue risk
- ✓ Improve employee health, safety & quality of life

CIRCADIAN®
 24/7 WORKFORCE SOLUTIONS

SEMINAR LEADERS



Dr. Martin Moore-Ede,
 Chairman & CEO
 of CIRCADIAN®



Bill Sirois,
 COO & Senior
 Vice President
 of CIRCADIAN®

WHAT PAST ATTENDEES
SAY ABOUT
OUR PROGRAMS:



“...very informative and helpful. Viable data driven solutions to improve the overall health and safety of our greatest asset, our employees.”

“I came with a special interest in the problems and issues of going to 24/7 operations... I got great information.”

“Well done! The seminar was outstanding! We really got a lot out of it and can help our facility with what we are bringing back.”

“Seminar Directors were extremely knowledgeable and helpful.”

“Just meeting and talking with other shiftwork managers and operators with similar problems was extremely beneficial.”

“Well worth the time and money. I will recommend this seminar to our corporate personnel.”

“Very enlightening sessions professionally presented.”

**Register Today
to Learn
How to Implement
a Fatigue Risk
Management System**

Fatigue Risk Management 2010 –
Presented by CIRCADIAN®

Seminar Content and Schedule

DAY ONE, April 28th

Registration and Breakfast (7:30 - 8:30 a.m.)

Seminar Begins (8:30 a.m.)

UNDERSTANDING THE RISK OF EXCESS FATIGUE IN THE WORKPLACE

This presentation will establish the costs and risk associated with fatigue, and how to identify them in your operation. It will also define FRMS by examining its evolution and how it emerged as the international standard for mitigating fatigue risk.

- The causes and costs of fatigue
- How to assess the risk and costs of fatigue in your company
- Why FRMS has emerged as the international standard

BUILDING SUPPORT FOR A FRMS IN YOUR COMPANY

Mitigating fatigue risk is everybody's responsibility. Learn how to make the process productive rather than divisive. This session will identify stakeholders, define roles, and provide practical information on how to get the process started.

- Educating the organization infrastructure
- Designing an FRMS plan & implementation strategy
- Building the business case for senior management
- Definition of Roles & Responsibilities

INTRODUCTION TO THE FIVE LEVELS OF DEFENSE

There are five key levels of defense that must be managed by FRMS. Learn the goals, actions, and metrics for each level and the scientific basis for them.

- Integration with safety and health management systems
- Assessing the strength of your current fatigue defenses

SUMMARY AND CLOSING REMARKS

Conclusion of Day 1 (5:00 p.m.)

RECEPTION

(5:00 - 6:30 p.m.)

Join us for an excellent opportunity to get your specific questions answered by CIRCADIAN's experts, and enjoy our networking reception with fellow attendees

DAY TWO, April 29th

Working Breakfast (7:30 - 8:30 a.m.)

Seminar Begins (8:30 a.m.)

BUILDING THE FIVE LEVELS OF DEFENSE

This presentation provides an in-depth look at each level of defense:

- Staff-Workload Balance
- Shift and duty/rest scheduling
- Employee training, education & sleep disorder management
- Work environment
- Individual risk assessment and mitigation

A CLOSER LOOK AT STAFFING & SCHEDULING & TRAINING

A practical guide to implementing some of the key defenses to an FRMS

- How to optimize staffing and crewing levels
- How to determine the best shift/duty patterns for your operation
- Optimal methods for delivering recurrent training

SPONSORED LUNCH

New API-ANSI Standard for FRMS for the Petrochemical and Refining Industries

ESTABLISHING A CONTINUOUS FRMS IMPROVEMENT PROCESS

This session examines the feedback loop that ensures that the FRMS is risk-informed, performance based, and continuously improved.

- Accident/Near Miss Investigation
- Selecting metrics to assess FRMS
- Periodic Review of FRMS

SUMMARY AND CLOSING REMARKS

Conclusion of Seminar (4:30 p.m.)

A FEW OF THE COMPANIES WE'VE ASSISTED:



Air Liquide
American Airlines
Amgen
Austin Travis County EMS
Barrick Goldstrike
BP
CN Rail
Caterpillar
Chevron
Colgate-Palmolive
ConAgra
Cox Target Communications
Dart Transit
Duke Energy
Dupre Transport
Eaton Automotive
Eli Lilly & Company
Energy
ExxonMobil
Genentech
General Electric
General Mills
International Paper
Intek Plastics
Kennecott Mining
Kraft Foods
Lincoln Electric
MeadWestvaco
Milliken Textiles
Mobil Chemicals
National Grid
Nordyne
Peabody Energy
Pfizer
Phelps Dodge Mining/FMI
Qimonda Semiconductor
Quad Graphics
Reckitt Benckiser
Schlumberger
Shell Refining and Pipeline
Siemens
Southern Cal Edison
Three Mile Island
Tidewater Marine
ThyssenKrupp Waupaca
Toyota Automotive
Unilever
Walmart Aviation
Welded Tube of Canada
Weyerhaeuser

Can't Make it to the Seminar?

We can bring it to you!

CIRCADIAN® can bring this seminar on *Fatigue Risk Management 2010* to your organization—customized to address your specific needs. Available in half-day, full-day and two-day on-site workshops so that all of your key people can participate at their convenience.

For information regarding on-site seminars and shiftwork training, call us at 781-439-6388. We can bring it to you.

In a Sticky Situation Right Now?

Some times problems are pressing, and you just can't wait for a seminar. If you need immediate help with fatigue mitigation training or with scheduling or shiftwork problems, call us at 781-439-6388. We'll be glad to help.

Need Training for Shiftworkers?

CIRCADIAN® has developed two exciting programs to help shiftworkers and extended hours employees better meet the challenges of a non-traditional work schedule:

Managing a Shiftwork Lifestyle Program – A live training workshop for your employees and their spouses or partners. Full of practical information to improve the safety, health and well-being of shiftworkers.

Fatigue Training Online – A web-based program designed to deliver cost-effective and consistent fatigue training and education to widely diverse workforces. Tailored to address the needs of specific industries and market sectors, the program is narrated and includes optional OSA (Obstructive Sleep Apnea) pre-screening features.

Need to screen and treat your employees for Sleep Apnea?

Working with our partner Sleep Pointe, CIRCADIAN® can bring a 24/7 sleep lab to your workplace and screen, diagnose and treat your employees with sleep apnea and get them back to work with no delay. What takes traditional sleep labs and CPAP equipment companies 4- 6 weeks to complete, Sleep Pointe can accomplish in just 14 hours, so no valuable work time is lost, and thousands of dollars in inefficient health care logistics costs are saved. Call 781-439-6388 for further information.

WANT ADDITIONAL
INFORMATION
ABOUT ... ?

- Fatigue Risk Management
- Shiftwork Strategy
- On-site seminars
- Shift Scheduling Optimization
- Training for shiftworkers
- Staffing level optimization
- Shiftwork research studies

Call us at **781-439-6388**
or email us at
seminars@circadian.com

Or come visit us online at:
<http://www.circadian.com>

HOTEL INFORMATION

Houston Airport Marriott
18700 John F. Kennedy Blvd.
Houston, TX 77032
281-443-2310
(April 28-29, 2010)

Meet Your Seminar Leaders ...



Martin Moore-Ede, M.D., Ph.D.

For 30 years, Dr. Martin Moore-Ede has been a leading expert on managing the risks of human fatigue in transportation and industrial businesses that operate 24/7. After experiencing the challenges of fatigue as a surgeon-in-training required to work 36-hour shifts, Dr. Moore-Ede as a Professor at Harvard Medical School was one of the first to define the challenges of

living, working and sleeping in a 24 hour a day, 7-day a week world. As Chairman and CEO of CIRCADIAN®, he has guided the growth of the international network of CIRCADIAN® companies, which now advises over half of the Fortune 500 companies on 24/7 work schedules and fatigue risk management.



Bill Sirois

Bill Sirois is Senior Vice President and Chief Operating Officer for CIRCADIAN®. He has a chemical engineering and ergonomics background, with more than three decades of industrial management and consulting experience in the areas of shiftwork and employee health, safety, and productivity for a broad range of industries in North America, Europe, Asia and

Australia. He has published numerous articles on shiftwork and is internationally recognized as an expert in workforce management. Having been a former shiftworker in chemical plant environments, Bill is well acquainted with the effects of shiftwork and shift schedules on fatigue, human error and impaired performance.



About CIRCADIAN®

CIRCADIAN® is the pioneer and leading research, consulting and

technology firm in the field of shiftwork, scheduling and fatigue risk management. Supported by over 25 years of research and field application experience, CIRCADIAN has become the only full service provider of 24/7 workforce optimization products and services. Working from offices in Europe, North America, Australia and Asia, CIRCADIAN experts ensure that over half the Fortune 500, and other leading international companies, improve their competitiveness in the global 24/7 economy.

YOU WILL LEAVE
WITH THESE
10 KEY BENEFITS:



1. A personal copy our seminar manual
2. A working knowledge of how to plan and implement a FRMS
3. A proven approach for determining the best optimal Staffing and Crewing Levels
4. A proven approach for determining the best Shift Patterns for your organization and optimizing duty-rest schedules
5. Knowledge of the causes and costs of fatigue
6. 3 month complimentary subscriptions to the Working Nights and Managing 24/7 newsletters
7. New interventions for avoiding shiftwork-related costs and liabilities
8. Methods for optimizing the health, safety and performance of the 24-hour workforce
9. A FREE copy of Circadian's Working Nights Health & Safety Guide for shiftworkers
10. Proven approaches for reducing shiftwork and fatigue related human error

Houston Seminar Registration

Seminar: Fatigue Risk Management 2010

Date: April 28- 29, 2010

Location: Houston Airport Marriott
18700 John F. Kennedy Blvd.
Houston, TX 77032

Cost: \$975 USD per person

Team

Discount: Enroll 3 people and the 4th registers for free!

FOUR EASY WAYS TO REGISTER

1. PHONE: 781-439-6388
2. E-MAIL: seminars@circadian.com
3. MAIL :
CIRCADIAN
Attn: Seminars
2 Main Street, Suite 310
Stoneham, MA 02180
USA
4. INTERNET www.circadian.com

METHODS OF PAYMENT

- Bill my organization; P.O. Number _____
- Check payable to CIRCADIAN
- Credit Card.

Cancellation Policy:

If you cancel your registration at least 2 weeks prior to the seminar, your registration fee will be refunded less a \$50 administration charge. Shorter notice cancellations are subject to the full fee, due to hotel commitments and space reservations that have been made. In this event, you will receive a credit towards a future seminar, or you may substitute another person to attend from your company.

Other 2010 CIRCADIAN® Seminars:

MELBOURNE, AUSTRALIA

Sofitel Melbourne on Collins
April 13-14, 2010

**"Fatigue Risk Management
2010"**

[www.circadianaustraliaseminar.
webls.info](http://www.circadianaustraliaseminar.webls.info)

LONDON, ENGLAND

Hilton London Docklands
Riverside Hotel
May 12-13, 2010

**"Fatigue Risk Management
2010"**

www.circadian.com



CIRCADIAN®

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Stoneham, MA 02180