

Plant Closure and Workforce Reduction Services

From transitioning employees and managing open and potential workers compensation claims to securing the facility and disposing of materials, the plant closure process is every bit as complex as a plant launch.

Marsh's Risk Consulting Practice offers services to assist clients in managing the many aspects of plant closure or significant work-force reduction. Our solutions address and intend to improve employee communications, containment of claims costs, and preservation of physical plant assets.

Often, prior to or at the time a plant closure is announced, there is a dramatic increase in workers compensation claims. During this time, existing workers compensation claims may also not be as aggressively managed, which can lead to excessive payments. In addition, the complex process of removing hazardous materials and reducing fire risks while maintaining a safe environment becomes more difficult as many contractors are involved in decommissioning equipment. Once a site is vacated, ongoing security is needed to preserve the value of the facility for sale or future reuse.

Each company and facility will have a unique set of circumstances. Marsh's services are scalable and tailored to best manage your needs. Each area offers action plans for reducing risk, saving money, and maintaining compliance. A sample of services include:

- **Development of a Plant Closure Strategic Plan**
 - Pre-announcement meetings
 - Facility inventories
 - Safety and health reviews



- **Plant Visits for Detailed Strategy at Affected Facilities**
- **Claims Management of Existing and Potential Claims**
 - Claims closure strategy
 - Absence management
 - Medical management of open claims
- **Execution of Closure Plan**
 - Records retention
 - Employee exit screening
- **Implementation of Preventative Management Programs**
 - Emergency planning
 - Hot work
 - Hazardous materials
- **Security Review**
 - Exterior physical security
 - Building security systems
- **Fire Protection System Review**
 - Determine protection needs
 - Decommission unneeded equipment
- **Utilities Review**
- **Review Storage**

Whether the closure is related to strategic realignment, consolidation of operations or economic hardship, the tasks remain the same. It is important to manage this process to contain costs, preserve vital records, and optimize facility protection.

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