



## CASE STUDY



## KEY TAKEAWAYS

### INDUSTRY:

Pulp & Paper Manufacturing

### CASE STUDY LOCATIONS:

Brunswick, GA

Big Island, VA,

Toledo, OR

### EMPLOYEES:

30,000+ globally

A large paper manufacturer faced increasing musculoskeletal injuries across its mills. The impact was clear: employees were less able to perform at their best, OSHA recordables were rising, and productivity was suffering. Without an on-site resource for prevention, intervention or early care, employees were either routed directly into the medical system or left to manage discomfort on their own. The BLOKINETIX team partnered with the company and team members by embedding full-time athletic trainers directly on the floor at multiple mill sites to provide proactive, job-specific support before pain became a problem.

- 75% reduction in recordable musculoskeletal injuries at Brunswick Mill
- 67% reduction in recordable musculoskeletal injuries at Big Island Mill
- 68% reduction in recordable musculoskeletal injuries at Toledo Mill
- 39.6% total injury reduction across participating mills
- **54% reduction in total sprains and strains**





## THE CHALLENGE

A large paper manufacturer was facing an all-too-familiar but costly issue: preventable musculoskeletal (MSK) injuries were quietly becoming one of the most expensive problems across their mill operations. Most locations were using a remote nurse line for initial triage, which often led employees down a path toward unnecessary medical visits and OSHA recordables. For mills located hours from the nearest urban center, there simply wasn't an accessible, proactive option for early care.

What the large paper manufacturer needed was a practical, mill ready solution: medical professionals on-site, every day, who understood the physical demands on team members' bodies and could intervene before discomfort turned into a reportable injury.



When soreness becomes routine, injuries go unreported. BIOKINETIX changed that with the team at the large paper manufacturer. The on-site presence gave team members a trusted resource for movement coaching and recovery, before discomfort turned into downtime.

## THE BIOKINETIX' APPROACH

BIOKINETIX embedded licensed athletic trainers as full-time Program Managers at key large paper manufacturer mills. These movement and ergonomics specialists:

- + Delivered **DAILY WARM UP ROUTINES** grounded in sports medicine principles
- + Provided **ONE-ON-ONE PERSONAL PROGRAMS** to address soreness, overuse, or movement limitations
- + Conducted **AT RISK BEHAVIOR INTERVENTIONS** (ABIs) to identify and correct poor movement patterns
- + Partnered with site leadership on **JOB TASK AND TOOL MODIFICATIONS** through the 3E process (Engineering, Ergonomics, and Exercise)

Early in the program, wearable sensors were introduced to enhance ergonomic coaching. These tools measured movement load, range, and control to objectively identify risk factors and guide real-time corrections.



## THE IMPACT

When BIOKINETIX entered the mills, they didn't just treat injuries, they helped change the trajectory of workforce performance. In just one year, BIOKINETIX medical professionals resolved over 600 personal programs for large paper manufacturer employees, addressing discomfort before it escalated into injury. On-site specialists completed nearly 50 At-Risk Behavior Interventions (ABIs) targeting repetitive motion, awkward posture, and excessive force, key contributors to high-cost workplace injuries.

With sensor-based ergonomic assessments, BIOKINETIX Program Managers also pinpointed root causes of job-specific risk and implemented targeted corrections, such as:

- Replacing Tow Motor seat cushions with Ergo-Drive gel cushions to **PREVENT LOW-BACK STRESS**
- Introducing ergonomic handles on long tools to **REDUCE SHOULDER STRAIN**
- Purchasing tool balancers to **REDUCE LOAD DURING STRAPPER TASKS**
- Coaching **SAFER MOVEMENT STRATEGIES** in high-force tasks like dry end banding and woodyard cleanup

Wearable technology was used to track control, range, and load, providing objective, data-backed insight into how each movement impacted shoulder, back, and knee health. This sensor data, combined with video analysis and expert review, drove real-time ergonomic improvements across operations.

The outcome? Fewer injuries, reduced lost time, better recovery, and more team members enjoying the benefits of more UpTime, both personally and on the job.

“BIOKINETIX helped me with shoulder pain that had been getting worse for weeks. A few more weeks later, I was pain free and back to golfing without even noticing my shoulder.”

**Keith Flynt**  
Management, Big Island  
30 years of service



- **75% reduction in recordable musculoskeletal injuries at Brunswick**
- **67% reduction at Big Island**
- **68% reduction at Toledo**
- **39.6% reduction in total injuries across participating sites**
- **54% reduction in total sprains and strains**

## WHY IT MATTERS

This partnership shows what's possible when injury prevention becomes engrained in company culture and part of the everyday workflow. Through daily warm-ups, personalized programs, ABIs, and the BIOKINETIX 3E process, the company lowered injury rates across three facilities. Enhancing their existing safety infrastructure led to the large paper manufacturer creating a safer, more productive workplace where team members are empowered through movement awareness and education. That's the Science of More UpTime™ in action.

## THE SCIENCE OF MORE UPTIME

Interested in more information on how to implement an injury prevention program at your facility?

Contact BIOKINETIX at [info@biokinetix.com](mailto:info@biokinetix.com) or 773-227-4447.