

**DORSEY, GRAY, NORMENT & HOPGOOD**

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September 28, 2016

RECEIVED

SEP 29 2016

PUBLIC SERVICE  
COMMISSION

**FEDEX**

Dr. Talina R. Mathews  
Executive Director  
Kentucky Public Service Commission  
Post Office Box 615  
Frankfort, KY 40602

Re: Kenergy Corp.  
Case No. 2016-324

Dear Dr. Mathews:

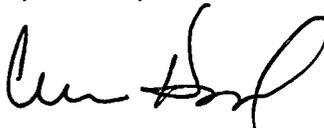
Enclosed for filing please find Response of Kenergy.

Your assistance in this matter is appreciated.

Respectfully,

DORSEY, GRAY, NORMENT & HOPGOOD

By



J. Christopher Hopgood  
Attorney for Kenergy Corp.

JCH/cds  
Encls.

COMMONWEALTH OF KENTUCKY

BEFORE THE PUBLIC SERVICE COMMISSION

RECEIVED

SEP 29 2016

PUBLIC SERVICE COMMISSION

IN THE MATTER OF:

KENERGY CORP. )  
\_\_\_\_\_) )  
ALLEGED FAILURE TO )  
COMPLY WITH KRS 278.042 )

CASE NO. 2016-00324

RESPONSE OF KENERGY CORP.

Kenergy Corp. ("Kenergy"), submits the following Response pursuant to the Commission's Order to show cause.

The incident is fairly well summarized in the first full paragraph on page 2 of the Commission's September 13, 2016, order as follows:

...that on October 7, 2014, a Kenergy crew was installing new triplex service on an overhead distribution line that would supply electric power to a pole at 9674 US 60, Sturgis, Crittenden County, Kentucky. Rhyan Dickerson, a Kenergy apprentice lineman, was connecting the triplex service neutral to the transformer that would serve the new service when he made contact with a transformer riser with the back of his left hand at the same time his right hand was in contact with a secondary neutral at ground potential. Mr. Dickerson was not wearing rubber gloves at the time of the incident. The contact created an arc that rendered Mr. Dickerson unconscious and inflicted burns to his hands. Mr. Dickerson was admitted to the hospital and discharged after three days.

The Commission has found that *prima facie* evidence exists that Kenergy has failed to comply with KRS 278.042 and 807 KAR 5:006, Section 24(1). Kenergy

understands that a shock-and-burn injury alone may constitute such evidence. However, an investigation into Kenergy's safety practices should satisfy the Commission that Kenergy is fully in compliance with all applicable law pertaining to this matter.

The order lists numerous sections of the National Electrical Safety Code and the Kenergy Safety Manual, an adaptation of the American Public Power Association ("APPA") Safety Manual, 13<sup>th</sup> Edition, that Kenergy is alleged to have violated. A distinction needs to be made as to whether Kenergy's actions or inactions led to a particular violation, or whether Kenergy is in full compliance and the violations resulted from an intervening, uncontrollable force, *i.e.* human error, that Kenergy could not control or prevent. We submit that by any reasonable standard the latter applies.

Kenergy has not been charged with the improper construction or maintenance of its plants and facilities, nor should it be. There is no evidence to support such a charge. What is at issue here is whether Kenergy's practices related to construction, installation and repair of electric facilities are adequate, safe and reasonable.

Kenergy is extremely safety conscious. Kenergy emphasizes that safety is the most important aspect of the work of employees engaged in construction, installation and repair of electric facilities. Attached is the affidavit of Kenergy's Vice President of Operations Kenneth Stock, which supports this conclusion. Kenergy constantly displays signs prominently at its headquarters and branch offices with safety reminders. These signs have slogans such as "Safety Works Here!" "We're Serious About Safety Are You?" and "Some of the "little" reasons we work safe!." See Stock affidavit, Exhibit A.

Kenergy also constantly displays safety reminders at strategic locations such as the “Lock-Out Tag-Out Check List” decal that is affixed to the dashboard of all vehicles used in the construction, installation and repair of electric facilities. See Stock affidavit, Exhibit A.

Kenergy has adopted and follows a Safety and Training Program that makes available to all apprentice linemen the Tennessee Valley Public Power Association Apprentice Linemen Program. Failure to complete the program with a favorable assessment results in a dismissal of the applicant. If a new employee has previous background and experience with electric facilities, the training is tailored accordingly. Pursuant to this Safety and Training Program safety subjects are required to be presented to all employees annually. Moreover, Kenergy employees engaged in construction, installation and repair of electric facilities are required to attend safety training meetings on a regular basis monthly. See Stock affidavit, paragraph 3.

Kenergy’s employees are rewarded for good safety performance and are disciplined when safety is not up to expectations. During 2014, 2015 and continuing now in 2016, Kenergy has had an employee incentive program that rewards employees for good safety performance. See Stock affidavit, Exhibits B and C. It is to be noted that the injured employee Ryhan Dickerson and his fellow co-workers Terry Frederick, Kevin Board and Erik Winebarger were disciplined by being suspended without pay, and required to talk at safety meetings about mistakes that had been made, why rules to

prevent accidents exist, and why these rules should be followed. See Stock affidavit, Exhibit F.

As noted in the Commission's order, Kenergy has adopted the APPA Safety Manual and has added amendments to it.

Kenergy's emphasis on safety is also evidenced by statistics it maintains relating to safety. Kenergy strive to make safety a top priority and as a result tracks safety related Key Performance Indicators ("KPI"). Attached as Exhibits D and E to Stock affidavit is a copy of Kenergy's 2014, 2015 and August 2016 Safety KPI Summary. Safety is divided into four (4) categories, OSHA Recordables, DART, Lost Time and Vehicle Incidents. For each of these categories there is a Year to Date Total, Stretch Goal and Target Goal. Kenergy has a safety leadership committee consisting of Senior Staff (the President/CEO and officers who report directly to him) and monthly this Committee reviews these safety metrics and all incidents. See Stock affidavit, paragraph 4.

The foregoing is not all-inclusive of safety measures taken by Kenergy, but it should be abundantly clear to the Commission that Kenergy's practices are adequate, safe and reasonable, and that it was human error that caused the injury. The Kenergy Accident Investigation Team ("AIT") report is part of the record in this case. The interview with Mr. Winebarger, one of the Kenergy employees present at the time of the incident, appears on page 56 of the report. Mr. Winebarger states that Mr. Dickerson, "had his gloves and sleeves on, I turned around to go get something, I heard a noise,

turned around and saw that he had got into the primary". We are unsure of why Mr. Dickerson would have chosen to remove his gloves at that moment, but it was in direct violation of Kenergy policy.

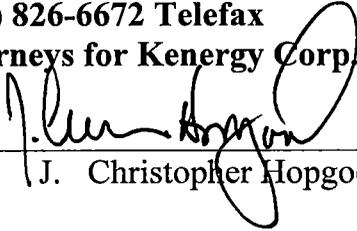
The Commission will take notice that human error is ever present. As the time-honored expression goes, "to err is human." While Kenergy cannot eliminate human error the Commission should readily concur that Kenergy's practices are a *bona fide* attempt to eliminate as much as humanly possible.

Kenergy has responded to the presumption created by the *prima facie* evidence and has shown cause why it should not be subject to prescribed penalties. Accordingly, Kenergy respectfully requests the Commission to order that good cause has been shown and that Kenergy shall not be subject to such penalties.

This the 28<sup>th</sup> day of September, 2016.

**DORSEY, GRAY, NORMENT & HOPGOOD**  
318 Second Street  
Henderson, Kentucky 42420  
(270) 826-3965 Telephone  
(270) 826-6672 Telefax  
Attorneys for Kenergy Corp.

By

  
\_\_\_\_\_  
J. Christopher Hopgood

**CASE NO. 2016-00324**

**AFFIDAVIT OF KENNETH STOCK**

The undersigned, KENNETH STOCK, being first duly sworn, states upon personal knowledge as follows:

1. I am Vice President of Operations for Kenergy Corp.

2. Attached hereto are true and correct copies of the following:

- Exhibit A – Photographs of some of the safety signs displayed at Kenergy’s headquarters, branch offices and on and in some of Kenergy’s vehicles.
- Exhibit B – Kenergy’s 2014 and 2015 Employee Incentive Program for safe work results
- Exhibit C – Kenergy’s 2016 Employee Incentive Program for safe work goals
- Exhibit D – Kenergy’s 2014 and 2015 Key Performance Indicator (“KPI”) Summary
- Exhibit E – Kenergy’s August 2016 Key Performance Indicator (“KPI”) Summary
- Exhibit F – Corrective Action Forms (Disciplinary Action) for Rhyan Dickerson, Kevin Board, Terry Frederick and Erik Winebarger.

3. Kenergy has adopted and follows a Safety and Training Program that makes available to all apprentice linemen the Tennessee Valley Public Power Association Apprentice Linemen Program. Failure to complete the program with a favorable assessment results in a dismissal of the applicant. If a new employee has previous background and experience with electric facilities, the training is tailored accordingly. Pursuant to this Safety and Training Program safety subjects are required to be presented

to all employees annually. Moreover, Kenergy employees engaged in construction, installation and repair of electric facilities are required to attend safety training meetings on a regular basis monthly.

4. Kenergy has a Safety Leadership Team consisting of Senior Staff (the President/CEO and officers who report directly to him), Operations Management and the Coordinator of Risk Management, this team reviews all incidents and makes safety related decisions monthly.

5. Kenergy has a Safety Committee Team comprised of two representatives from each Kenergy operating district, one representative from each of the non-operational departments in Kenergy, the VP of Operations and the Coordinator of Risk Management and this committee reviews all incidents and makes safety recommendations to the Safety Leadership Team mentioned in item 4 above.

Further affiant saith not.

Kenneth K Stock  
Kenneth Stock

STATE OF KENTUCKY  
COUNTY OF Davess

The foregoing was signed, acknowledged and sworn to before me by KENNETH STOCK this 27 day of September, 2016.

My commission expires April 24, 2018

Jammy D. Montgomery #508735  
Notary Public, State of Kentucky at Large

(seal)

# Exhibit A





21



We're  
**Serious**  
About **Safety**  
**ARE YOU?**

## Kenergy Safety Philosophy

"No operating condition or urgency of service can ever justify endangering the health and well being of anyone."

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## Core Commitments

"That every employee will return home following the work day in as good or better condition than when they arrived for work that day."

"That no member of the public will be harmed by any action or inaction by a Kenergy employee."

---

# SAFETY FIRST



THIS COMPANY  
HAS WORKED

225 DAYS

WITHOUT  
A LOST TIME  
ACCIDENT

THE BEST PREVIOUS  
RECORD WAS

1,114 DAYS

DO YOUR PART  
HELP MAKE  
A NEW RECORD



Some of the "little" reasons we work safe!



## JOB BRIEFING

- HAZARDS ASSOCIATED WITH THE JOB
  - WORK PROCEDURES INVOLVED
  - SPECIAL PRECAUTIONS
  - ENERGY SOURCE CONTROLS
  - PERSONAL PROTECTIVE EQUIPMENT REQUIREMENTS
- 



**Kenergy**

Your Touchstone Energy Cooperative



STOP!  
MAKE A CIRCLE  
OF SAFETY  
BEFORE MOVING  
VEHICLE

USDOT 397772



**Kenergy**  
**Account**  
kenergycorp.com  
1.800.844.4832

**⚠ DANGER**  
ELECTROSHOCK HAZARD  
DO NOT OPEN DOOR  
WHILE ENERGIZED  
KEEP CLEAR OF TRUCK AND LOAD

FIRST AID KIT

DRINK

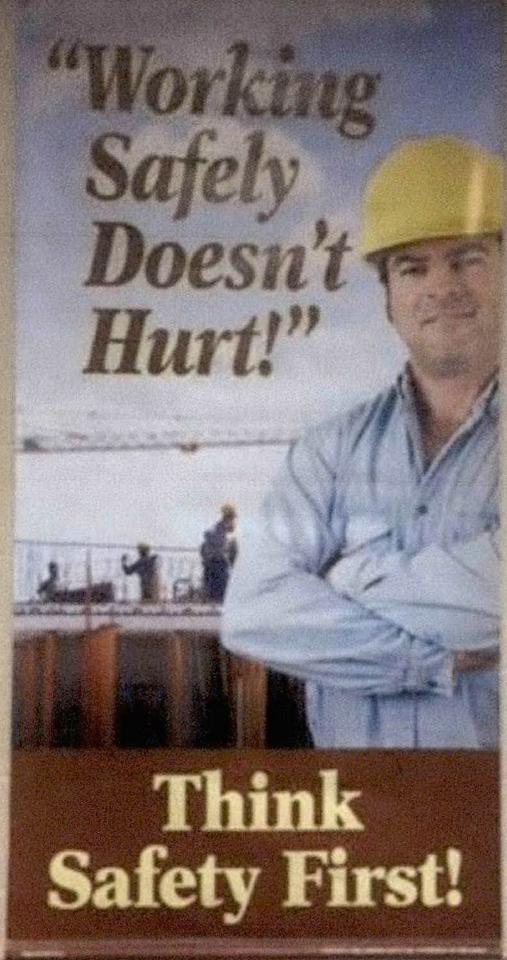
If It's NOT Grounded  
It's NOT Dead!

HASTINGS





LET'S GO HOME *Safe*



*"Working Safely Doesn't Hurt!"*

**Think Safety First!**

Kenergy has worked  
**225 DAYS**  
Without a LOST TIME INCIDENT  
The best previous record was  
**1,114 DAYS**



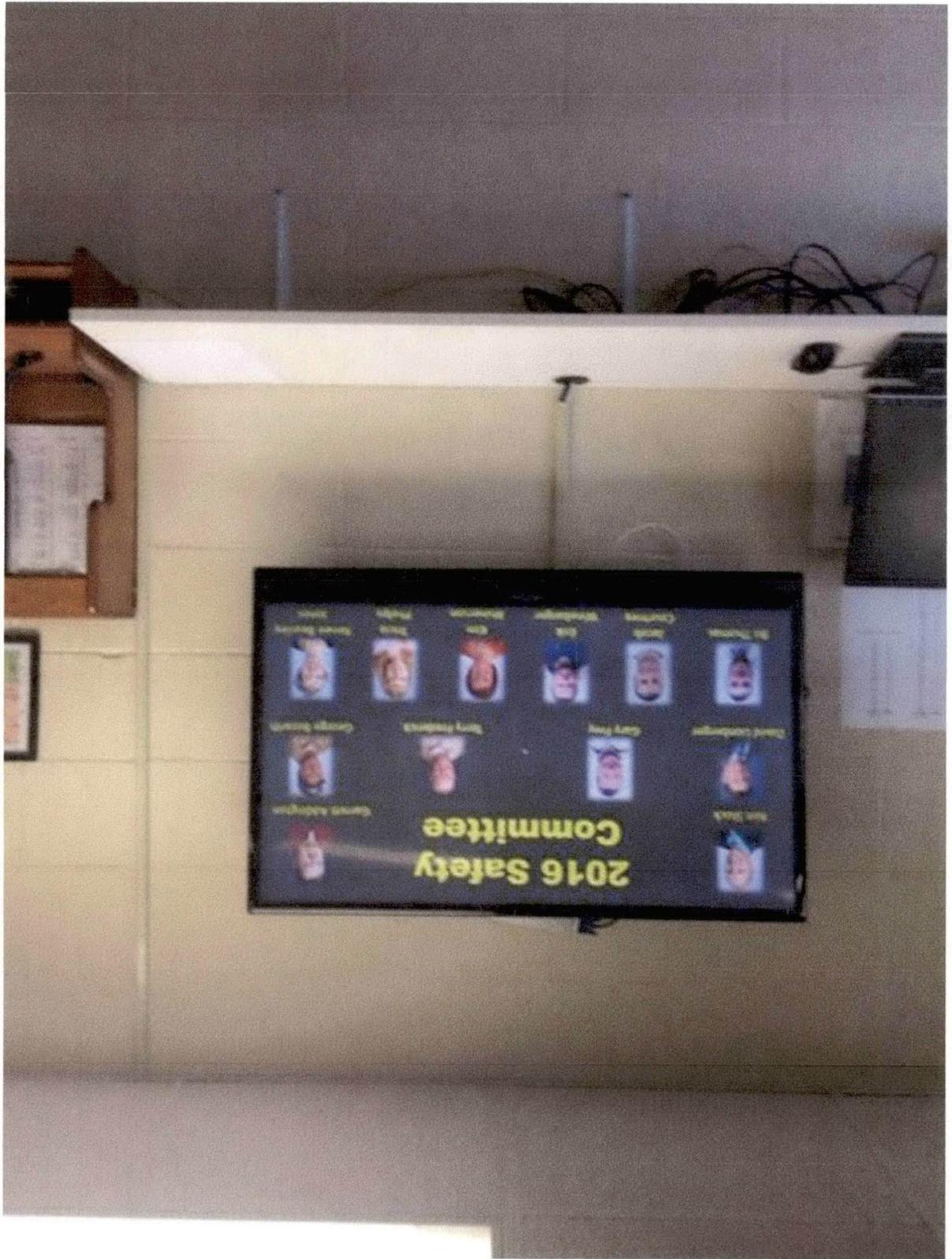




Go Home Safe Every Day!

Others Are  
Depending On  
You!







Safety Today...  
*Because Tomorrow's Another Day*

# LOCK OUT - TAG OUT CHECK LIST

- Request clearance and secure clearance number.
- Do all sources of feed have visible opening?
- Apply all information to tags.
- Are all devices locked and tagged?
- Test and ground at work site.



# Exhibit B



## All Employee Meeting

### 2014 Employee Bonus Calculation: YEAR-END RESULTS

	TARGET <sup>(1)</sup>		STRETCH <sup>(2)</sup>		ACTUAL	
	PERFORMANCE	PAYOUT %	PERFORMANCE	PAYOUT %	PERFORMANCE	PAYOUT %
<b>SAFETY</b>						
OSHA Recordable/TCIR rate	2.9	0.11	2.0	0.23	2.6	0.11
Vehicle Incidents	6	0.11	4	0.22	10	0
Lost Time Incident Rate	1.2	0.12	0	0.22	1.3	0
<b>SERVICE</b>						
Member Satisfaction - ACSI	85	0.17	87	0.33	79	.33*
System Reliability - SAIDI	107	0.16	88	0.33	125*	0
<b>PERFORMANCE</b>						
Controllable Cost/Consumer <sup>(3)</sup>	\$372 (Budget)	0.17	\$354 (Bud <5%)	0.33	\$376	0
Operations – CWP, ROW <sup>(4)</sup>	Budget	0.16	Bud <5%	0.34	Budget	0.16
<b>Incentive (% of Base Salary)</b>		1.0%	NA	2.0%		.60%

- (1) "Target" goals based on 3-year historical average performance.  
 (2) Stretch Performance based on top decile performance over 3-year period.  
 (3) KRTA #87 - Total O&M Costs less purchased power divided by avg consumers.  
 (4) On-time and on-budget completion of CWP projects, pole replacement(100% backlog) and ROW clearing



December 31, 2015

**2015 Employee "Success Sharing" Bonus Plan:**

	TARGET		STRETCH		ACTUAL	PAYOUT
	PERFORMANCE	PAYOUT (\$)	PERFORMANCE	PAYOUT (\$)	12/31/15	
<b>SAFETY</b>						
OSHA Recordable Incident Rate (TCIR)	2.4	\$130	1.7	\$300	4.20	\$0
DART (Days Away, Restricted or Transferred) Incident Rate	1.1	\$140	0	\$300	2.80	\$0
Vehicle Incidents	11	\$130	4	\$300	13	\$0
<b>MEMEMBER SERVICE</b>						
Member Satisfaction - ACSI	80	\$200	82	\$400	80	\$200
SAIDI <sup>(1)</sup>	102	\$200	88	\$400	82	\$400
<b>OPERATIONAL PERFORMANCE</b>						
Controllable Cost Per Member <sup>(1)(2)</sup>	\$383 (Bud)	\$200	\$364	\$300	\$387	\$0
TIER (Times Interest Earned Ratio) <sup>(1)</sup>	1.38	\$200	1.45	\$400	1.53	\$400
Operations – CWP, ROW, Pole Replacements <sup>(3)</sup>	Budget	\$200	Bud <5%	\$400	Budget	\$200
AMI Project Implementation	On Schedule/ Budget	\$200	On Schedule/ Under Budget	\$400	Budget	\$400
<b>TOTAL</b>		<b>\$1,600</b>		<b>\$3,200</b>		<b>\$1,600</b>

Notes:

- (1) Excluding extreme weather events.
- (2) KRTA #87 - Total O&M Costs less purchased power divided by avg consumers.
- (3) On-time and on-budget completion of CWP projects, pole replacement(100% backlog) and ROW clearing
- (4) Total Bonus Opportunity of 4.5% of payroll for achieving Stretch goals, 2.25% for Target goals. **Fixed payout for all employees**

# Exhibit C



## All Employee Meetings

### 2016 Employee "Success Sharing" Plan:

	TARGET		STRETCH	
	PERFORMANCE	PAYOUT (\$)	PERFORMANCE	PAYOUT (\$)
<b><u>SAFETY</u></b>				
OSHA Recordable Incident Rate (TCIR) <sup>(1)</sup>	2.62	\$320	1.39	\$640
DART (Days Away, Restricted or Transferred) Incident Rate <sup>(1)</sup>	1.31	\$320	0	\$640
Vehicle Incidents	11	\$240	4	\$480
<b><u>MEMBER SERVICE</u></b>				
Member Satisfaction - ACSI	78	\$240	80	\$480
SAIDI <sup>(1)</sup>	98	\$240	88	\$480
<b><u>OPERATIONAL PERFORMANCE</u></b>				
Controllable Cost Per Member <sup>(2)(3)</sup>	\$384	\$240	\$372	\$480
<b>TOTAL</b>		<b>\$1,600</b>		<b>\$3,200</b>

**Notes:**

- (1) TCIR & DART is three year average minus 5%. Vehicle is three year average. Stretch is best performance (2015 #s assumed)
- (2) Excluding extreme weather events
- (3) KRTA #87 - Total O&M Costs less purchased power divided by avg consumers.
- (4) Total Bonus Opportunity of 4.5% of payroll for achieving Stretch goals, 2.25% for Target goals. **Fixed payout for all employees**

# Exhibit D

KENERGY CORP.														Goals		
Safety Performance Scorecard																
Date:																
12/8/2014																
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Goals	
														2014	YE Stretch	YE Target
<b>OSHA Recordable - # of cases</b>																
Owensboro	0	0	0	0	1	0	0	0	0	0	0	0	0	1		
Henderson	0	0	0	0	0	1	0	0	0	0	0	0	0	1		
Marion	0	0	0	0	1	0	0	0	0	1	0	0	0	2		
Admin	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>OSHA Recordables - Incident Rate (TCIR)</b>		0.00	0.00	0.00	0.00	3.18	3.77	3.33	0.00	0.00	3.23	0.00	0.00	2.86	TCIR	TCIR
														2.0 (Rate)	2.9 (Rate)	
<b>DART - # of cases</b>																
Owensboro	0	0	0	0	1	0	0	0	0	0	0	0	0	1		
Henderson	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Marion	0	0	0	0	0	0	0	0	0	1	0	0	0	1		
Admin	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>DART - Incident Rate (DIR)</b>		0.00	0.00	0.00	0.00	1.59	1.26	1.11	0.98	0.00	1.62	0.00	0.00	1.43	DART	DART
														0.0 (Rate)	2.6 (Rate)	
<b>Lost Time Incidents - # of cases</b>																
	0	0	0	0	1	0	0	0	0	1	0	0	0		LTIR	LTIR
<b>Lost Time - Incident Rate (LTIR)</b>		0.00	0.00	0.00	0.00	1.59	1.26	1.11	0.98	0.00	1.62	0.00	0.00	1.43	0.0 (Rate)	1.2 (Rate)
<b>Vehicle Incidents - # of cases</b>		2	1	0	0	2	0	2	0	0	2	1	0	10	4	6
<b>Vehicle Incident Rate (VIR)</b>		8.00	12.00	8.00	8.00	9.32	6.40	7.68	0.00	0.00	6.89	7.77	0.00			
<b>Year-to-Date (2014)</b>																
Hours worked by Kenergy	279,636	hours														
Miles Driven by Kenergy	1,286,699	miles														
Days since last Lost Time	69	days														
Days since last Recordable	69	days														
Hours since last Lost Time Incident	59,386	hours												10/7/2014		
		safe hours worked through 12/1/2014														
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total		
Crew Visits (YTD)	14	13	25	18	22	12	10	13	12	16	7	0	0	162		
Corrective Action for Crew Visits	0	0	0	0	0	0	0	0	0	0	0	0	0			
Near Miss	0	0	1	0	0	1	1	0	0	0	0	0	1			

<b>KENERGY CORP.</b>
Safety Performance Scorecard
Date:
<b>12/31/2015</b>



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Goals	
													2015	YE Stretch	YE Target
<b>OSHA Recordable - # of cases</b>															
Owensboro	0	1	0	0	0	0	0	1	1	1	0	0	4		
Henderson	0	0	0	0	0	1	0	0	0	0	0	0	1		
Marion	0	0	0	0	0	0	1	0	0	0	0	0	1		
Admin	0	0	0	0	0	0	0	0	0	0	0	0	0		
Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>OSHA Recordables - Incident Rate (TCIR)</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.51	TCR	TCR
														1.7 (Rate)	2.4 (Rate)
<b>DART - # of cases</b>															
Owensboro	0	1	0	0	0	0	0	0	1	1	0	0	3		
Henderson	0	0	0	0	0	0	0	0	0	0	0	0	0		
Marion	0	0	0	0	0	0	1	0	0	1	0	1	1		
Admin	0	0	0	0	0	0	0	0	0	0	0	0	0		
Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>DART - Incident Rate (DIR)</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.01	DART	DART
														0.0 (Rate)	1.1 (Rate)
<b>Lost Time Incidents - # of cases</b>	0	1	0	0	0	0	1	0	1	0	0	0			
<b>Lost Time - Incident Rate (LTIR)</b>	0.00	0.00	0.00	0.00	0.00	0.00	2.38	0.00	0.00	0.00	0.00	0.00	2.26	LTIR	LTIR
<b>Vehicle Incidents - # of cases</b>	1	2	1	0	0	2	0	1	1	0	2	1	12	4	11
<b>Vehicle Incident Rate (VIR)</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

<b>Year-to-Date (2015)</b>	
Hours worked by Kenergy	265,795 hours
Miles Driven by Kenergy	1,375,000 miles
Days since last Lost Time	104 days
Days since last Recordable	62 days
<b>Hours since last Lost Time Incident</b>	74,452 hours
safe hours worked through 11/30/2015	
	9/4/2015

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
<b>Crew Visits (YTD)</b>	11	12	10	22	20	12	8	15	28	29	13	7	187
<b>Corrective Action for Crew Visits</b>	1	0	1	1	1	0	0	2	0	0	4	0	
<b>Near Miss</b>	1	0	1	0	0	0	0	0	0	0	1	0	

# Exhibit E

KENERGY CORP.																				
Safety Performance Scorecard																				
Date:		9/23/2016																		
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Graph		Jan 1 - July 1			
														2016	YE Stretch	YE Target	2016	2015	2014	2013
<b>OSHA Recordable - # of cases</b>																				
Owensboro		2	1	0	0	0	0	0	0	0	0	0	0	3			3	2	1	0
Henderson		0	0	0	0	0	0	0	0	0	0	0	0	0			0	1	1	2
Marion		0	0	0	0	0	0	0	0	0	0	0	0	0			0	1	1	0
Admin		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
Contractor		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
<b>OSHA Recordables - Incident Rate (TCIR)</b>		19.60	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.20	TCIR	TCIR	3.20	4.54	3.41	2.27	
															1.39 (Rate)	2.62 (Rate)				
<b>DART - # of cases</b>																				
Owensboro		2	1	0	0	0	0	0	0	0	0	0	0	3			3	1	1	0
Henderson		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
Marion		0	0	0	0	0	0	0	0	0	0	0	0	0			0	1	0	0
Admin		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
Contractor		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
<b>DART - Incident Rate (DIR)</b>		19.60	12.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.20	DART	DART	3.20	2.27	1.13	0.00	
															0.0 (Rate)	1.31 (Rate)				
<b>Lost Time Incidents - # of cases</b>																				
Owensboro		2	1	0	0	0	0	0	0	0	0	0	0	3			3	2	1	0
Henderson		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
Marion		0	0	0	0	0	0	0	0	0	0	0	0	0			0	1	0	0
Admin		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
Contractor		0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
<b>Lost Time - Incident Rate (LTIR)</b>		19.60	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.20	LTIR	LTIR	3.20	2.27	1.11	0.00	
<b>Vehicle Incidents - # of cases</b>																				
Owensboro		1	0	0	1	1	0	1	0	0	0	0	0	4	VIR	VIR	4.00	8.13	8.26	8.14
Henderson		0	0	0	0	0	0	0	0	0	0	0	0	0						
Marion		0	0	0	0	0	0	0	0	0	0	0	0	0						
Admin		0	0	0	0	0	0	0	0	0	0	0	0	0						
Contractor		0	0	0	0	0	0	0	0	0	0	0	0	0						
<b>Vehicle Incident Rate (VIR)</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4	4	11					
<b>Year-to-Date (2016)</b>																				
Hours worked by Kenergy	187,227	hours																		
Miles Driven by Kenergy	1,000,000	miles																		
Days since last Lost Time	233	days																		
Days since last Recordable	233	days																		
<b>Hours since last Lost Time Incident</b>		177,024	hours											2/2/2016						
		safe hours worked through 9/22/2016																		
<b>Crew Visits (YTD)</b>		Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total						
Crew Visits	20	18	30	25	25	38	28	27	0	0	0	0	0	212						
Corrective Action for Crew Visits	1	1	1	1	0	0	0	0	0	0	0	0	0	4						
Near Miss	1	2	0	0	0	1	1	0	1	0	0	0	0	6						

# Exhibit F

Corrective Action Form

Name: Rhyan Dickerson Position: Apprentice Line Tech

Date of Conference: \_\_\_\_\_

Type of Warning:

Written Level I

Written Level II

Written Level III with a 5 day(s) suspension, employee will repeat third year of apprentice program & if employee receives another safety violation within two years from 10/7/2014, then employment will be terminated.

Termination

Describe reason for Corrective Action:

P1:

- Employee violated section 604c of the APPA Safety Manual which required that all employees use rubber gloves and sleeves cradle to cradle.

Cite any applicable previous warnings: n/a

Outline future expectations: Observe and adhere to all safety policies and procedures. Participate in all assigned training activities.

My signature below acknowledges receipt of this corrective action notice.

Rhyan Dickerson 2-2-15  
Signature & Date

Casey Baker 02/02/2015  
Supervisor Signature & Date

DAYS OFF  
FEB 2, 3, 4, 5 + 6, 2015

Corrective Action Form

Name: Kevin Board Position: Crew Leader

Date of Conference: 10/30/2014

.....  
Type of Warning:

Written Level I

Written Level II

Written Level III with a 5 day(s) suspension & if employee receives another safety violation within two years from 10/7/2014, then employment will be terminated.

Termination

.....  
Describe reason for Corrective Action:

P2:

- Failed to ensure vehicle was grounded per section 312v of the APPA Safety Manual.
- Failed to provide cover up according to section 602c of the APPA Safety Manual.
- Failure to provide visible opening point according to section 626, hazardous energy control, of the APPA Safety Manual.

Cite any applicable previous warnings: n/a

Outline future expectations: Observe and adhere to all safety policies and procedures.

Participate in all assigned training activities.

My signature below acknowledges receipt of this corrective action notice.

Kevin Board 10-31-14

Signature & Date

Casey Butler 10/31/14

Supervisor Signature & Date

Corrective Action Form

Name: Terry Frederick Position: Crew Leader

Date of Conference: 10/30/2014

Type of Warning:

Written Level I

Written Level II

*DEC 1, 2, 3, 4, 5 16*

Written Level III with a 5 day(s) suspension, demotion to line tech & if employee receives another safety violation within two years from 10/7/2014, then employment will be terminated.

Termination

Describe reason for Corrective Action:

Two P2's:

- Failure to supervise apprentice that removed rubber gloves violating section 604c in the APPA Safety manual, making contact with energized line.
- Failed to ensure vehicle was grounded per section 312v of the APPA Safety Manual.
- Failed to provide cover up according to section 602c of the APPA Safety Manual.
- Failure to provide visible opening point according to section 626, hazardous energy control, of the APPA Safety Manual.

Cite any applicable previous warnings: n/a

Outline future expectations: Observe and adhere to all safety policies and procedures.

Participate in all assigned training activities.

My signature below acknowledges receipt of this corrective action notice.

*Terry Frederick* 10-30-2014

Signature & Date

*Chasey Baker* 10/30/2014

Supervisor Signature & Date

## Corrective Action Form

Name: Erik Winebarger Position: Line Tech

Date of Conference: 10/30/2014

.....  
Type of Warning:

Written Level I

Written Level II

Written Level III with a 3 day(s) suspension & if employee receives another safety violation within 18 months from 10/7/2014, then employment will be terminated.

Termination

.....  
Describe reason for Corrective Action:

P3:

- Failed to ensure vehicle was grounded per section 312v of the APPA Safety Manual.
- Failed to provide cover up according to section 602c of the APPA Safety Manual.
- Failure to provide visible opening point according to section 626, hazardous energy control, of the APPA Safety Manual.

Cite any applicable previous warnings: n/a

Outline future expectations: Observe and adhere to all safety policies and procedures.

Participate in all assigned training activities.

My signature below acknowledges receipt of this corrective action notice.

Erik Winebarger 10-30-14  
Signature & Date

Casey Baker 10/30/14  
Supervisor Signature & Date