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October 27, 2016

RECEIVED

OCT 28 2016

PUBLIC SERVICE
COMMISSION

FEDEX

Dr. Talina R. Mathews
Executive Director
Kentucky Public Service Commission
211 Sower Boulevard
Frankfort, KY 40602

Re: Kenergy Corp.
Case No. 2016-324

Dear Dr. Mathews:

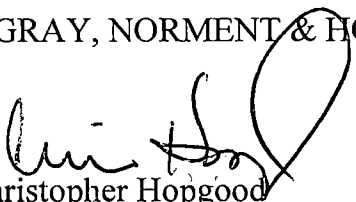
Enclosed for filing please find an original and 10 copies of Response to the Commission's First Data Request for Information in the above case.

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

OCT 28 2016

PUBLIC SERVICE
COMMISSION

IN THE MATTER OF:

KENERGY CORP.)

) CASE NO. 2016-00324

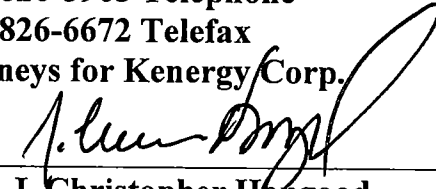
)
ALLEGED FAILURE TO)
COMPLY WITH KRS 278.042)

RESPONSE OF KENERGY CORP.
TO COMMISSION'S FIRST DATA REQUEST FOR INFORMATION

KENERGY CORP. attaches hereto its responses to Commission's first
data request.

DORSEY, GRAY, NORMENT & HOPGOOD
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Attorneys for Kenergy Corp.

By



J. Christopher Hopgood
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Item 1) Provide documentation of all remedial actions taken by Kenergy as a result of the accident occurring on October 7, 2014, involving Rhyan Dickerson ("October 7, 2014 accident"), which is the subject of this action. Indicate whether the remedial action was a continuation of Kenergy's ongoing safety program or whether the remedial action was newly implemented as a direct result of the October 7, 2014 accident.

Response)

- a) Remedial actions as a direct result of the October 7, 2014 incident.
 - 1. Mr. Dickerson was required to repeat his third year of the Kenergy Apprenticeship program.
 - 2. Terry Frederick, Kevin Board and Erik Winebarger were required to present the incident to all Kenergy employees at Kenergy's annual Safety Day in 2014, which was held on November 11, 2014. This action was a direct result of the incident.
 - 3. Since the event, Mr. Frederick has given presentations on the incident at multiple KAEC (Kentucky Association of Electric Cooperatives) events and at a half dozen or so employee meetings of other electric cooperatives throughout the state of Kentucky. This action was a direct result of the incident.
 - 4. Kenergy increased the number of crew audits performed in the Marion district where the incident occurred by requiring the managers of the other Kenergy districts to perform unannounced crew audits in the Marion district. This action was a direct result of the incident.

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1 5. Rhyan Dickerson, Kevin Board and Erik Winebarger made a safety presentation on
2 March 27, 2015 at the Crittenden County Elementary School to approximately 120
3 students speaking about the incident and the importance of electrical safety.

4 6. On October 20, 2014, the Kenergy Safety Committee recommended the purchase of
5 additional AED's. 18 new AED units were ordered in January of 2015 and received
6 and installed on January 29, 2015.

7 7. In February of 2016, Kenergy requested and had KAEC provide accident investigation
8 training to the Kenergy Safety Committee, Kenergy Safety Leadership Team and
9 various other members of Kenergy management.

10 b) Remedial and other safety related actions taken that were not a direct result of the October
11 7, 2014 incident, but rather a continuation of Kenergy's ongoing safety program and
12 Kenergy's safety benchmarking efforts which began in late 2013.

13 1. Kenergy has implemented a new Safety Manual. This action was also implemented to
14 comply with OSHA's issuing of an update to OSHA Standard 29 CFR 1910.269 on
15 April 11, 2014.

16 2. Kenergy implemented a program to document all field employees having read through
17 the Kenergy safety manual annually.

18 3. Kenergy expanded the Kenergy Employee Safety Committee to include 4 non-field
19 employees, this expanded the committee to 12 members.

20 4. Kenergy began to time field personnel who are required to be trained and tested on pole
21 and bucket rescue.

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- 1 5. Kenergy donated resources to the KAEC safety demonstration trailer and has widely
2 utilized the new trailer providing safety demonstrations throughout the Kenergy
3 territory.
- 4 6. Kenergy sought employee input and then selected a new safety slogan – Safety Works
5 Here.
- 6 7. Kenergy implemented a “safety moment” before every meeting.
- 7 8. Kenergy requested and received onsite informal safety audits by Kentucky OSHA.
- 8 9. In December of 2014, the Kenergy Safety Leadership Team approved the purchase of
9 additional personal protective grounds to be placed on line trucks, giving field
10 employees more options in how to apply personal protective grounding.
- 11 10. In February of 2015, the Kenergy Safety Committee conducted an internal Rural
12 Electric Safety Achievement Program (RESAP) audit.
- 13 11. In July of 2016, KAEC conducted an announced external RESAP audit of Kenergy.
14 Kenergy is working with KAEC to provide an unannounced RESAP audit of Kenergy
15 sometime in 2017.
- 16 12. Annually, Kenergy makes participation in the Kentucky Lineman’s Rodeo mandatory
17 for all Kenergy apprentices. This challenges the apprentices to hone their skills,
18 especially pole-top rescue.
- 19 13. Kenergy instituted summer work hours for construction crews, allowing construction
20 crews to come in one hour early thereby leaving an hour earlier and avoiding the
21 afternoon heat.

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1 14. Kenergy revised and standardized the morning stretch and flex program for all
2 operations field employees.

3 15. Kenergy increased physical security by installing automated gates at the Kenergy
4 district offices and maintaining those gates in a normally closed condition except when
5 Kenergy employees are entering or exiting the facilities.

6
7 **Witness)** Kenneth Stock

8
9 **Item 2)** Provide documentation of all safety training sessions, in whatever form, for the past
10 three years for:

11 a. Rhyan Dickerson;

12 b. Terry Frederick;

13 c. Kevin Board; and

14 d. Erik Winebarger.

15
16 **Response)** As requested, please find the safety training session documentation for the above named
17 employees attached as Exhibit A.

18
19 **Witness)** Kenneth Stock

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Item 3) State whether any disciplinary action was taken against the following employees as a result of the October 7, 2014 accident. If yes, provide action taken, the date taken, and documentation for the action.

- a. Rhyan Dickerson;
- b. Terry Frederick;
- c. Kevin Board; and
- d. Erik Winebarger.

Response)

a) Rhyan Dickerson – Mr. Dickerson was cited for a P1 violation for violating section 604c of the APPA Safety Manual which required that all employees use rubber gloves and sleeves cradle to cradle. Mr. Dickerson received a written level three corrective action which included a 5 day suspension without pay, a requirement for Mr. Dickerson to repeat his third year of the Kenergy apprentice program and a stipulation that if Mr. Dickerson received another safety violation within a two year period from the date of the incident, that his employment with Kenergy would be terminated. Mr. Dickerson's corrective action form was previously provided in the Kenergy Response, Exhibit F, but is also included here in Exhibit B for convenience.

b) Terry Frederick – Mr. Frederick was the crew leader of record on the jobsite during the incident. Mr. Frederick was cited with two P2 violations for failure to supervise the apprentice which removed his gloves violating section 604c of the APPA safety manual, failure to ensure the vehicle was grounded per section 312v of the APPA safety manual,

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1 failure to provide cover up according to section 602c of the APPA safety manual and
2 failure to provide a visible opening point per section 626 of the APPA safety manual. Mr.
3 Fredrick received a written level three corrective action which included a 5 day suspension
4 without pay, demotion from crew leader to line tech and a stipulation that if the employee
5 received another safety violation within a two year period from the date of the incident, the
6 employee's employment with Kenergy would be terminated. Mr. Frederick's corrective
7 action form was previously provided in Kenergy Response, Exhibit F, but is also included
8 here in Exhibit B for convenience.

9 c) Kevin Board – Mr. Board, though a Kenergy crew leader, was not the crew leader of record
10 for this job on the day of the incident. Due to manpower issues in the Marion district that
11 day, Mr. Board accompanied this crew on this job. Mr. Board was cited for a P2 violation
12 for failure to ensure vehicle was grounded per section 312v of the APPA safety manual,
13 failure to provide cover up according to section 602c of the APPA safety manual and
14 failure to provide a visible opening point according to section 626 of the APPA safety
15 manual. Mr. Board received a written level three corrective action with a 5 day suspension
16 without pay and a stipulation that if the employee received another safety violation within
17 two years of the date of the incident, the employee's employment with Kenergy would be
18 terminated. Mr. Board's corrective action form was previously provided in Kenergy
19 Response, Exhibit F, but is also included here in Exhibit B for convenience.

20 d) Erik Winebarger - Mr. Winebarger was a Journeyman lineman working on this crew on the
21 day of the incident. Mr. Winebarger was cited for a P3 violation for failure to ensure
22 vehicle was grounded per section 312v of the APPA safety manual, failure to provide cover

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1 up according to section 602c of the APPA safety manual and failure to provide a visible
2 opening point according to section 626 of the APPA safety manual. Mr. Winebarger
3 received a written level three corrective action with a 3 day suspension without pay and a
4 stipulation that if the employee received another safety violation within two years of the
5 date of the incident, the employee's employment with Kenergy would be terminated. Mr.
6 Winebarger's corrective action form was previously provided in Kenergy R but is also
7 included here in Exhibit B for convenience.

8
9 **Witness)** Kenneth Stock

10
11 **Item 4)** Provide the date that Rhyan Dickerson returned to work full time after the October 7,
12 2014 accident.

13
14 **Response)** The Outpatient Clinic Note from the Vanderbilt Burn Center dated January 27, 2015,
15 included as Exhibit C, released Mr. Dickerson to return to work without restrictions although it
16 required the patient to wear compression and protective gloves at all times. Kenergy pay records
17 document Mr. Dickerson's first full day back to work as February 9, 2015. Mr. Dickerson served his 5
18 day suspension without pay from February 2, 2015 – February 6, 2015.

19
20 **Witness)** Kenneth Stock

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1 **Item 5)** Refer to the Response of Kenergy, Corp. ("Kenergy's Response"), filed on September
2 29, 2016, p. 2 and p. 4, in which Kenergy attributes the October 7, 2014 accident to human error that
3 Kenergy "could not control or prevent." Also refer to Kenergy's Response, p. 5, in which Kenergy
4 states "We are unsure of why Mr. Dickerson would have chosen to remove his gloves at that moment,
5 but it was in direct violation of Kenergy policy." Lastly, refer to Kenergy's Response, p. 5, in which
6 Kenergy asserts it "has shown cause why it should not be subject to prescribed penalties." Explain why
7 Kenergy believes it should not be subject to a penalty, pursuant to KRS 278.990(1), for Mr.
8 Dickerson's conduct, which was in direct violation of a safety requirement and KRS 278.042.

9
10 **Response)** Objection. This request calls for a legal conclusion. Without waiving the objection,
11 KRS 278.990 penalizes utilities that act "willfully." Kenergy believes that neither Rhyan Dickerson
12 nor Kenergy acted "willfully". Recently, Kentucky defined willful as without justification and
13 conscious disregard of another's rights. *City of Fort Thomas v. Cincinnati Enquirer*, 406 S.W.3d 842
14 (Ky. 2013). It requires a desire to cause the consequences of the act. *In Re Cottingham*, 473 B.R. 703
15 (6th Cir. BAP 2012). Kenergy does not believe the Commission can establish that Rhyan Dickerson's
16 conduct was willful. Certainly, the allegations concerning Kenergy's training and supervision cannot
17 rise to the level of willful conduct. Additionally, OSHA conducted an investigation and levied a
18 penalty regarding this incident. Kenergy paid the OSHA penalty. Kenergy submits that Governor
19 Julian Carroll's Executive Order 77-573 removed the PSC's ability to penalize utilities for employee
20 safety matters.

21
22 **Witness)** Chris Hopgood

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Item 6) Refer to Kenergy's Response, Exhibit F. Explain in detail why Erik Winebarger was not suspended without pay as of October 30, 2014, the date he signed the corrective action form, and why his three-day suspension was delayed until November 24, 25, and 26, 2014, the three days prior to the Thanksgiving holiday.

Response) Kenergy did not suspend any of the individuals involved in the incident on the date they signed their respective corrective action forms because, due to the number of employees working out of the Kenergy Marion district, this would have put that construction crew group to 50% manpower or less depending on whether other employees were off at that time; see attached Exhibit D, Marion Operations organization chart. That level of available manpower would have greatly hampered Kenergy's ability to provide reliable quality service to our membership. Instead, management chose to schedule all of the involved employees' suspension dates around timeframes that would be more efficient in scheduling construction work activities within the district, while maintaining sufficient manpower to cover work load and emergency situations. It is very common in the utility industry that less work is planned or scheduled around holidays, depending on manpower levels, this would be the most efficient time to have employees serve a suspension, other perceived reasons for this timeframe being allowed for the suspension is either false or purely coincidental. The selection of those dates for the employee to serve their suspension was solely based on those dates being the most efficient for Kenergy and Kenergy's membership.

Witness) Kenneth Stock

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Item 7) Refer to Kenergy's Response, Exhibit F. Confirm that Erik Winebarger was suspended without pay for the following violations arising from the October 7, 2014 accident:

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

Response) As indicated on the corrective action form signed by Mr. Winebarger in Kenergy's Response, Exhibit F and attached here as Exhibit B, Mr. Winebarger was suspended without pay for 3 days for the violations stated above in Item #7. Those sections of the APPA safety manual and the Kenergy Addendum specifying penalties are attached here as Exhibit E. Given that multiple violations were present on this job site, management elected to consider the position and responsibilities at the time of each crew member when determining the appropriate level of corrective action.

Witness) Kenneth Stock

Item 8) Refer to Kenergy's Response, Exhibit F. Explain in detail why Terry Frederick was not suspended without pay as of October 30, 2014, the date he signed the corrective action form, and why his five-day suspension was delayed until December 1, 2, 3, 4 and 5, 2014, the week following the Thanksgiving holiday.

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1 **Response)** Please refer to the response given for Item #6 as the reasoning is the same.

2

3 **Witness)** Kenneth Stock

4

5 **Item 9)** Refer to Kenergy's Response, Exhibit F. Confirm that Terry Frederick was suspended
6 without pay for the following violations arising from the October 7, 2014 accident:

7 a. Failure to supervise apprentice that removed rubber gloves, violating section 604c in the
8 APPA Safety manual, making contact with energized line.

9 b. Failed to ensure vehicle was grounded per section 312v of the APPA Safety Manual;

10 c. Failed to provide cover up according to section 602c of the APPA Safety Manual; and

11 d. Failure to provide visible opening point according to section 626, hazardous energy control,
12 of the APPA Safety Manual.

13

14 **Response)** As indicated on the corrective action form signed by Mr. Frederick in Kenergy's
15 Response, Exhibit F and attached here as Exhibit B, Mr. Frederick was demoted from Crew Leader
16 and suspended without pay for 5 days for the violations stated above in Item #9. Those sections of the
17 APPA safety manual and the Kenergy Addendum specifying penalties are attached here as Exhibit E.
18 Given that multiple violations were present on this job site, management elected to consider the
19 position and responsibilities at the time of each crew member when determining the appropriate level
20 of corrective action.

21

22 **Witness)** Kenneth Stock

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Item 10) Refer to Kenergy's Response, Exhibit F. Explain in detail why Kevin Board was not suspended without pay as of October 31, 2014, the date he signed the corrective action form, and why his five-day suspension was delayed until December 15, 16, 17, 18, and 19, 2014, the week before the Christmas holiday.

Response) Please see the response to Item #6 as the reasoning is the same.

Witness) Kenneth Stock

Item 11) Refer to Kenergy's Response, Exhibit F. Confirm that Kevin Board was suspended without pay for the following violations arising from the October 7, 2014 accident:

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

Response) As indicated on the corrective action form signed by Mr. Board in Kenergy's Response, Exhibit F and attached here as Exhibit B, Mr. Board was suspended without pay for 5 days for the violations stated above in Item #11. Those sections of the APPA safety manual and the Kenergy Addendum specifying penalties are attached here as Exhibit E. Given that multiple violations were

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1 present on this job site, management elected to consider the position and responsibilities at the time of
2 each crew member when determining the appropriate level of corrective action.

3
4 **Witness)** Kenneth Stock

5
6 **Item 12)** State whether the following employees have been documented, verbally or written, for
7 committing a safety violation since October 7, 2014. If so, detail the nature of the violation and any
8 corrective action taken.

9 a. Rhyan Dickerson;

10 b. Terry Frederick;

11 c. Kevin Board; and

12 d. Erik Winebarger.

13
14 **Response)** The above named employees have had no safety violations since October 7, 2014.

15
16 **Witness)** Kenneth Stock

17
18 **Item 13)** Describe in detail and provide documentation for all assigned training activities
19 conducted since October 7, 2014, for the following employees:

20 a. Rhyan Dickerson;

21 b. Terry Frederick;

22 c. Kevin Board; and

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1 d. Erik Winebarger.

2
3 **Response)** As requested, please find the safety training session documentation for the above named
4 employees attached as Exhibit A.

5 **Witness)** Kenneth Stock
6

7 **Item 14)** Provide copies of requests filed by the following employees for time off for any period
8 of time in November and December 2014.

9 a. Terry Frederick;

10 b. Kevin Board; and

11 c. Erik Winebarger.
12

13 **Response)** Kenergy employees are allowed to make verbal request for time off to their immediate
14 supervisor, as a result there are no documents indicating time off request made by the employees. A
15 calendar kept by the Marion District Construction Manager, attached as Exhibit F, indicates that Terry
16 Frederick had requested to be off November 12, 2014 to November 21, 2014 and again on December
17 26, 2014. Neither Kevin Board nor Erik Winebarger had requested time off during this timeframe.
18

19 **Witness)** Kenneth Stock
20

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VERIFICATION

I hereby verify that the information contained in the Response to the Commission's First Data Request for Information is true and correct to the best of my knowledge and belief.

Kenneth N Stock
KENNETH STOCK

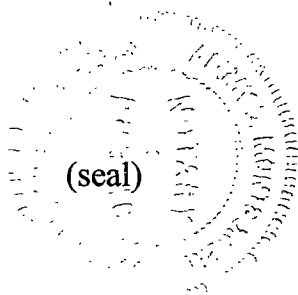
STATE OF KENTUCKY

COUNTY OF *Daviess*

The foregoing was signed, acknowledged and sworn to before me by **KENNETH STOCK**, this *26* day of *October*, 2016.

My commission expires *April 24, 2018*

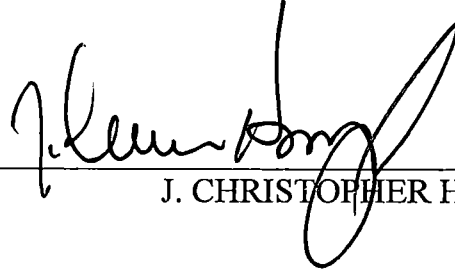
Jammy D. Montgomery # *508735*
Notary Public, State of Kentucky at Large



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VERIFICATION

I hereby verify that the information contained in the Response to the Commission's First Data Request for Information is true and correct to the best of my knowledge and belief.



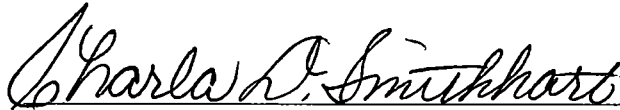
J. CHRISTOPHER HOPGOOD

STATE OF KENTUCKY

COUNTY OF HENDERSON

The foregoing was signed, acknowledged and sworn to before me by J. CHRISTOPHER HOPGOOD, this 26th day of October, 2016.

My commission expires September 29, 2017



Notary Public, State of Kentucky at Large

(seal)

Kenergy Corp.
Response To The Commission's
First Data Request for Information
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List of Exhibits

- Exhibit A - Kenergy employee training records for Rhyan Dickerson, Terry Frederick, Kevin Board and Erik Winebarger from October 7, 2013 to October 20, 2016.
- Exhibit B - Corrective action forms for Rhyan Dickerson, Terry Frederick, Kevin Board and Erik Winebarger for the October 7, 2014 incident.
- Exhibit C - Medical records for Rhyan Dickerson from the Vanderbilt Burn Center dated January 27, 2015 indicating Mr. Dickerson's return to work status.
- Exhibit D - Kenergy Organization chart for the Kenergy Marion District
- Exhibit E - Excerpts from the APPA safety manual showing all or portions of sections 312, 602, 604, 626 and the addendum for penalties for violations of the safety rules in the American Public Power Association manual.
- Exhibit F - Marion District Construction Supervisor's calendar for November and December of 2014 indicating absences / time-off for employees of the Kenergy Marion District Construction group.

Exhibit A

Kenergy

Training History by Employee

EMPLOYEE Dickerson, Rhyan C (214)
 Job Title Line Technician

Division Operations
 Department Construction

ENDING	TYPE	COURSE	DESCRIPTION	CERTIFICATION	JOB REL	HOURS	CREDIT	CEU	GRADE
09/22/2016	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
09/22/2016	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00	
08/25/2016		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00	
07/27/2016	SEMINAR	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/27/2016	ONLINE	FIRSTAIDON	FIRST AID ONLINE	FIRSTAIDON	No	1.00	0.00	0.00	
07/27/2016	ONLINE	CPR ONLINE	CPR ONLINE	CPR ONLINE	No	1.00	0.00	0.00	
06/17/2016	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
05/25/2016	SEMINAR	ERGONOMIC	Ergonomics/Body Mechanics		No	1.50	0.00	0.00	
05/12/2016	ONLINE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
04/27/2016	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
04/21/2016	SEMINAR	HIGH VOLTA	High Voltage		No	1.00	0.00	0.00	
03/31/2016		DRIVERHAND	DRIVER TRAINING FULL		No	0.00	0.00	0.00	
03/24/2016		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
03/09/2016		DOTWAIVER	DOT MEDICAL WAIVER	DOTWAIVER	No	0.00	0.00	0.00	
03/09/2016	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00	
03/01/2016	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	No	1.00	0.00	0.00	
12/31/2015	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
12/31/2015	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	No	1.00	0.00	0.00	
12/31/2015	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
12/31/2015	ONLINE	HEARING ON	HEARING CONSERVATION		No	1.00	0.00	0.00	
12/31/2015		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
12/17/2015	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00	
12/17/2015		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00	
11/04/2015	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
10/29/2015	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00	
08/25/2015	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/31/2015	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00	
07/15/2015		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00	
06/04/2015	FIELD	OS WORK ZN	Work Zone	OSHA WORK	No	0.50	0.00	0.00	
05/06/2015		HARASMENT	WORKPLACE		No	0.00	0.00	0.00	
04/24/2015		HAZWOPER8	Hazwoper 8 hour refresher	EPA OIL SP	No	0.00	0.00	0.00	
03/24/2015		CPR FAID	First Aid CPR 2 Yr Cert	FRSTCIDCPR	No	0.00	0.00	0.00	
03/19/2015	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00	
03/17/2015		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00	
02/02/2015	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00	
02/02/2015	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
10/01/2014	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00	
09/30/2014	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	

Kenergy

Training History by Employee

08/30/2014	ONLINE	SEXHA ONLN	Sexual Harrassment Online		No	0.00	0.00	0.00
08/27/2014		DRIVTRN2	Driver Wrkshp Full Day 2		No	0.00	0.00	0.00
07/31/2014		HEATSTRESS	Heat Stress Online		No	0.00	0.00	0.00
06/19/2014		WOENERGILN	Working on Energized Line		No	0.00	0.00	0.00
05/30/2014		FIREONLINE	Fire Safety Online		No	0.00	0.00	0.00
05/22/2014	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00
05/01/2014		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00
05/01/2014	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00
04/24/2014	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00
04/17/2014		HAZWOPER8	Hazwoper 8 hour refresher	EPA OIL SP	No	0.00	0.00	0.00
03/31/2014	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	No	1.00	0.00	0.00
02/28/2014	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00
02/27/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00
02/27/2014		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00
02/27/2014	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00
12/10/2013		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00
12/10/2013		TRAFFICCON	Traffic Control Classroom		No	0.00	0.00	0.00
12/04/2013		CRANEDERR	Crane & Digger Derrick	CRANE	No	0.00	0.00	0.00
10/24/2013	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00
10/24/2013	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
10/23/2013	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00
10/23/2013	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00
10/19/2013		HOTSKILLS	Hotline Skills Workshop		No	0.00	0.00	0.00
						28.00	0.00	0.00

Kenergy

Training History by Employee

EMPLOYEE Frederick, Terry N (424)
Job Title Line Technician

Division Operations
Department Construction

ENDING	TYPE	COURSE	DESCRIPTION	CERTIFICATION	JOB REL	HOURS	CREDIT	CEU	GRADE
09/22/2016	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
09/22/2016	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00	
07/27/2016	SEMINAR	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/27/2016	ONLINE	FIRSTAIDON	FIRST AID ONLINE	FIRSTAIDON	Yes	1.00	0.00	0.00	
07/27/2016	ONLINE	CPR ONLINE	CPR ONLINE	CPR ONLINE	Yes	1.00	0.00	0.00	
06/17/2016	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
05/25/2016	SEMINAR	ERGONOMIC	Ergonomics/Body Mechanics		No	1.50	0.00	0.00	
05/17/2016	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
04/27/2016	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
04/21/2016	SEMINAR	HIGH VOLTA	High Voltage		No	1.00	0.00	0.00	
04/11/2016		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
03/31/2016		DRIVERHAND	DRIVER TRAINING FULL		No	0.00	0.00	0.00	
03/09/2016	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	Yes	1.00	0.00	0.00	
12/31/2015	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
12/31/2015	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	Yes	1.00	0.00	0.00	
12/31/2015	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
12/31/2015	ONLINE	HEARING ON	HEARING CONSERVATION		No	1.00	0.00	0.00	
12/31/2015		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
12/17/2015	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00	
12/17/2015		OSHA PPE	Personal Protective Equip	OSHA PPE	Yes	1.00	0.00	0.00	
11/04/2015	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00	
11/04/2015	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
10/29/2015	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00	
09/16/2015	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00	
08/25/2015	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/15/2015		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00	
06/04/2015	FIELD	OS WORK ZN	Work Zone	OSHA WORK	No	0.50	0.00	0.00	
04/23/2015	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
03/24/2015		CPR FAID	First Aid CPR 2 Yr Cert	FRSTAI DCPR	No	0.00	0.00	0.00	
03/19/2015	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00	
03/17/2015		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00	
01/29/2015	SEMINAR	CEO SAFETY	CEO Annual Safety Meeting	CEO SAFETY	No	3.00	0.00	0.00	
12/08/2014	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00	
12/08/2014	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
11/11/2014		SAFETYSPEA	Safety Speaker		No	0.00	0.00	0.00	
11/11/2014		DOTINFORM	DOT Regs		No	0.00	0.00	0.00	
10/28/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00	
10/01/2014	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00	

Kenergy

Training History by Employee

09/30/2014	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
08/30/2014	ONLINE	SEXHA ONLN	Sexual Harrassment Online		No	0.00	0.00	0.00
08/27/2014		DRIVTRN2	Driver Wrkshp Full Day 2		No	0.00	0.00	0.00
07/31/2014		HEATSTRESS	Heat Stress Online		No	0.00	0.00	0.00
06/19/2014		WOENERGILN	Working on Energized Line		No	0.00	0.00	0.00
05/30/2014		FIREONLINE	Fire Safety Online		No	0.00	0.00	0.00
05/22/2014	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00
05/01/2014		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00
05/01/2014	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00
03/31/2014	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	Yes	1.00	0.00	0.00
02/28/2014	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00
02/27/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00
02/27/2014		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00
02/27/2014	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00
02/14/2014		OSHA 10 HR	OSHA 10 HOUR SAFE &		No	0.00	0.00	0.00
01/31/2014		SUPERFRE2	SuperintendentsForemen 12		No	0.00	0.00	0.00
01/29/2014	SEMINAR	CEO SAFETY	CEO Annual Safety Meeting	CEO SAFETY	No	3.00	0.00	0.00
01/07/2014	FIELD	OSHA FKTK	Fork Truck Training	OSHA FKTK	No	0.00	0.00	0.00
12/10/2013		OSHA PPE	Personal Protective Equip	OSHA PPE	Yes	1.00	0.00	0.00
12/10/2013		TRAFFICCON	Traffic Control Classroom		No	0.00	0.00	0.00
12/04/2013		CRANEDERR	Crane & Digger Derrick	CRANE	No	0.00	0.00	0.00
10/24/2013	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00
10/24/2013	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
10/23/2013	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00
10/23/2013	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00
10/17/2013	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00
						34.75	0.00	0.00

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Training History by Employee

EMPLOYEE Board, Kevin (534)
Job Title Crew Leader

Division Operations
Department Construction

ENDING	TYPE	COURSE	DESCRIPTION	CERTIFICATION	JOB REL	HOURS	CREDIT	CEU	GRADE
09/22/2016	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
09/22/2016	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00	
08/25/2016		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00	
07/27/2016	SEMINAR	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/27/2016	ONLINE	FIRSTAIDON	FIRST AID ONLINE	FIRSTAIDON	Yes	1.00	0.00	0.00	
07/27/2016	ONLINE	CPR ONLINE	CPR ONLINE	CPR ONLINE	Yes	1.00	0.00	0.00	
06/17/2016	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
05/25/2016	SEMINAR	ERGONOMIC	Ergonomics/Body Mechanics		No	1.50	0.00	0.00	
05/12/2016	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
04/27/2016	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
04/22/2016		HOTSKILLS	Hotline Skills Workshop		No	0.00	0.00	0.00	
04/21/2016	SEMINAR	HIGH VOLTA	High Voltage		No	1.00	0.00	0.00	
03/31/2016		DRIVERHAND	DRIVER TRAINING FULL		No	0.00	0.00	0.00	
03/24/2016		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
03/09/2016	IN-HOUSE	OSHA BBP	Bloodborne Pathogens	OSHA BBP	Yes	0.25	0.00	0.00	
12/31/2015	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
12/31/2015	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	Yes	1.00	0.00	0.00	
12/31/2015	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
12/31/2015	ONLINE	HEARING ON	HEARING CONSERVATION		No	1.00	0.00	0.00	
12/31/2015		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
12/17/2015	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00	
12/17/2015		OSHA PPE	Personal Protective Equip	OSHA PPE	Yes	1.00	0.00	0.00	
11/04/2015	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00	
11/04/2015	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
10/29/2015	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00	
08/25/2015	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/15/2015		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00	
06/04/2015	FIELD	OS WORK ZN	Work Zone	OSHA WORK	No	0.50	0.00	0.00	
05/06/2015	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00	
05/06/2015		HARASMENT	WORKPLACE		No	0.00	0.00	0.00	
04/23/2015	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
03/24/2015		CPR FAID	First Aid CPR 2 Yr Cert	FRSTAIIDCPR	No	0.00	0.00	0.00	
03/19/2015	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00	
03/17/2015		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00	
01/29/2015	SEMINAR	CEO SAFETY	CEO Annual Safety Meeting	CEO SAFETY	No	3.00	0.00	0.00	
12/08/2014	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00	
12/08/2014	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
11/11/2014		SAFETYSPEA	Safety Speaker		No	0.00	0.00	0.00	

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Training History by Employee

11/11/2014	DOTINFORM	DOT Regs		No	0.00	0.00	0.00	
10/28/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00
09/30/2014	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
08/30/2014	ONLINE	SEXHA ONLN	Sexual Harrassment Online		No	0.00	0.00	0.00
08/27/2014		DRIVTRN2	Driver Wrkshp Full Day 2		No	0.00	0.00	0.00
07/31/2014		HEATSTRESS	Heat Stress Online		No	0.00	0.00	0.00
06/19/2014		WOENERGILN	Working on Energized Line		No	0.00	0.00	0.00
05/30/2014		FIREONLINE	Fire Safety Online		No	0.00	0.00	0.00
05/22/2014	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00
05/01/2014		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00
05/01/2014	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00
03/31/2014	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	Yes	1.00	0.00	0.00
02/28/2014	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00
02/27/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00
02/27/2014		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00
02/27/2014	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00
01/31/2014		SUPERFRE2	SuperintendentsForemen 12		No	0.00	0.00	0.00
01/29/2014	SEMINAR	CEO SAFETY	CEO Annual Safety Meeting	CEO SAFETY	No	3.00	0.00	0.00
01/07/2014	FIELD	OSHA FKTK	Fork Truck Training	OSHA FKTK	No	0.00	0.00	0.00
12/10/2013		OSHA PPE	Personal Protective Equip	OSHA PPE	Yes	1.00	0.00	0.00
12/10/2013		TRAFFICCON	Traffic Control Classroom		No	0.00	0.00	0.00
12/04/2013		CRANEDERR	Crane & Digger Derrick	CRANE	No	0.00	0.00	0.00
10/24/2013	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00
10/24/2013	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
10/23/2013	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00
10/23/2013	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	Yes	0.00	0.00	0.00
						35.00	0.00	0.00

Kenergy

Training History by Employee

EMPLOYEE Winebarger, Thomas E (662)
 Job Title Line Technician

Division Operations
 Department Construction

ENDING	TYPE	COURSE	DESCRIPTION	CERTIFICATION	JOB REL	HOURS	CREDIT	CEU	GRADE
09/22/2016	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
09/22/2016	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00	
08/30/2016	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00	
08/25/2016		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00	
07/27/2016	SEMINAR	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
07/27/2016	ONLINE	FIRSTAIDON	FIRST AID ONLINE	FIRSTAIDON	No	1.00	0.00	0.00	
07/27/2016	ONLINE	CPR ONLINE	CPR ONLINE	CPR ONLINE	No	1.00	0.00	0.00	
06/17/2016	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
05/25/2016	SEMINAR	ERGONOMIC	Ergonomics/Body Mechanics		No	1.50	0.00	0.00	
05/17/2016	ONLINE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
04/27/2016	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
04/22/2016		HOTSKILLS	Hotline Skills Workshop		No	0.00	0.00	0.00	
04/21/2016	SEMINAR	HIGH VOLTA	High Voltage		No	1.00	0.00	0.00	
03/31/2016		DRIVERHAND	DRIVER TRAINING FULL		No	0.00	0.00	0.00	
03/24/2016		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
03/01/2016	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	No	1.00	0.00	0.00	
12/31/2015	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00	
12/31/2015	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	No	1.00	0.00	0.00	
12/31/2015	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00	
12/31/2015	ONLINE	HEARING ON	HEARING CONSERVATION		No	1.00	0.00	0.00	
12/31/2015		LADDERONLN	LADDER SAFETY ONLINE		No	0.00	0.00	0.00	
12/17/2015	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00	
12/17/2015		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00	
11/04/2015	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00	
11/04/2015	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	
10/29/2015	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00	
08/25/2015	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00	
08/02/2015	MISC	CDL	CDL Renewal	CDL	No	0.00	0.00	0.00	
07/15/2015		DRUG FREE	Drug Free Workplace	DRUGFREE	No	0.00	0.00	0.00	
06/04/2015	FIELD	OS WORK ZN	Work Zone	OSHA WORK	No	0.50	0.00	0.00	
05/06/2015		HARASMENT	WORKPLACE		No	0.00	0.00	0.00	
04/23/2015	SEMINAR	OSHA FIRE	Fire Safety/Evacuation	OSHA FIRE	Yes	1.00	0.00	0.00	
03/19/2015	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00	
03/17/2015		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00	
02/03/2015		CPR FAID	First Aid CPR 2 Yr Cert	FRSTAI DCPR	Yes	0.00	0.00	0.00	
01/29/2015	SEMINAR	CEO SAFETY	CEO Annual Safety Meeting	CEO SAFETY	No	3.00	0.00	0.00	
12/08/2014	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00	
12/08/2014	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00	

Kenergy

Training History by Employee

11/11/2014	SAFETYSPEA	Safety Speaker		No	0.00	0.00	0.00	
11/11/2014	DOTINFORM	DOT Regs		No	0.00	0.00	0.00	
10/28/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00
10/01/2014	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00
09/30/2014	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
09/05/2014	MISC	DOT MEC	DOT Medical Exam. Cert.	DOT MEC	No	0.00	0.00	0.00
08/30/2014	ONLINE	SEXHA ONLN	Sexual Harrassment Online		No	0.00	0.00	0.00
08/27/2014		DRIVERHAND	DRIVER TRAINING FULL		No	0.00	0.00	0.00
08/15/2014		LINEMANADV	Lineman Advance 12 Hour		No	0.00	0.00	0.00
07/31/2014		HEATSTRESS	Heat Stress Online		No	0.00	0.00	0.00
06/19/2014		WOENERGILN	Working on Energized Line		No	0.00	0.00	0.00
05/30/2014		FIREONLINE	Fire Safety Online		No	0.00	0.00	0.00
05/22/2014	ONLINE	SLIPSFALLS	Slips Trips and Falls	SLIPS	No	1.00	0.00	0.00
03/31/2014	ONLINE	BBPATHOGE	BLOOD BORN PATHOGEN	OSHA BBP	No	1.00	0.00	0.00
02/28/2014	MISC	OS CONFINE	Confined Space - OSHA	OS CONFINE	No	0.50	0.00	0.00
02/27/2014	IN-HOUSE	LOCKTAGOUT	Lock Out Tag Out Class	OSH LOTOT	No	0.75	0.00	0.00
02/27/2014		SPCC OILS	SPCC OIL SPILL GENERA	SPCC OIL S	No	0.00	0.00	0.00
02/27/2014	SEMINAR	JOB BRIEF	Job Briefings	JOB BRIEF	No	1.00	0.00	0.00
01/07/2014	FIELD	OSHA FKTK	Fork Truck Training	OSHA FKTK	No	0.00	0.00	0.00
12/10/2013		OSHA PPE	Personal Protective Equip	OSHA PPE	No	1.00	0.00	0.00
12/10/2013		TRAFFICCON	Traffic Control Classroom		No	0.00	0.00	0.00
12/04/2013		CRANEDERR	Crane & Digger Derrick	CRANE	No	0.00	0.00	0.00
10/24/2013	SEMINAR	OSHA HAZRE	Hazard Recognition	OSHA HAZRE	Yes	0.00	0.00	0.00
10/24/2013	IN-HOUSE	OS HZD COM	Hazard Communication		No	1.50	0.00	0.00
10/23/2013	FIELD	OSHA BUCKT	Bucket Rescue	OSHA BUCKT	No	0.00	0.00	0.00
10/23/2013	FIELD	OSHA POLE	Pole Top Rescue	OSHA POLE	No	0.00	0.00	0.00
10/19/2013		HOTSKILLS	Hotline Skills Workshop		No	0.00	0.00	0.00
						31.75	0.00	0.00

Exhibit B

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: Terry Frederick 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, 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

Chaz Bahr 10/30/2014
Supervisor Signature & Date

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: 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

Exhibit C

Personal or sensitive information was discovered in this filing. Pages 35-39 have been removed.

Idm 11/09/2016

Personal or sensitive information was discovered in this filing. Pages 35-39 have been removed.

Idm 11/09/2016

Personal or sensitive information was discovered in this filing. Pages 35-39 have been removed.

Idm 11/09/2016

Personal or sensitive information was discovered in this filing. Pages 35-39 have been removed.

Idm 11/09/2016

Personal or sensitive information was discovered in this filing. Pages 35-39 have been removed.

Idm 11/09/2016

Exhibit D

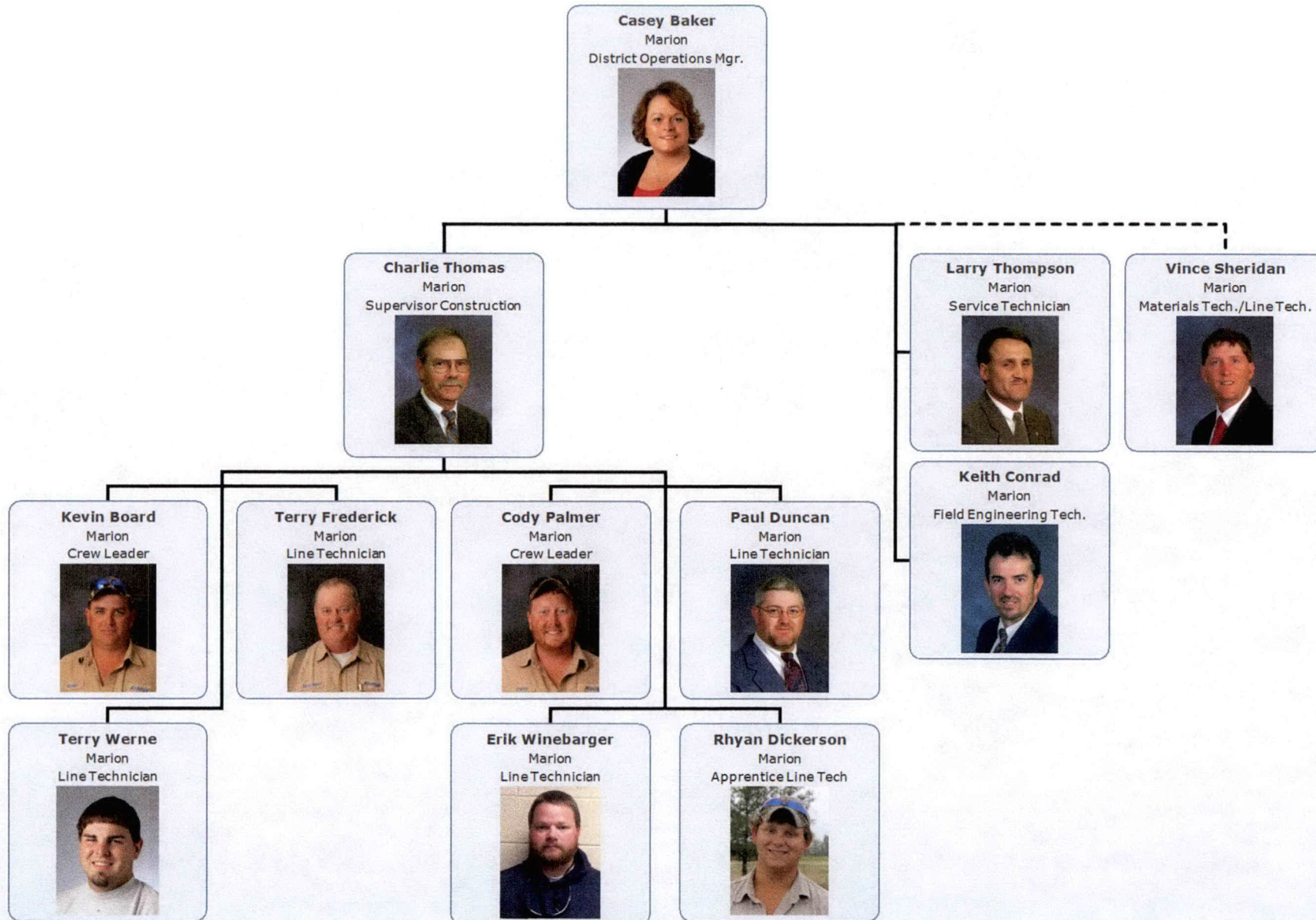


Exhibit E

- o) Employees shall not stand or sit on top or edge of the basket or on ladders placed in the basket. Employees' feet shall be on the floor of the basket the entire time they are in it.
- p) Climbers shall not be worn by employees while in the basket.
- q) When two employees are in the basket or baskets, one of them shall be designated to operate the controls. One employee shall give all signals, which shall be thoroughly understood by all persons concerned.
- r) When two employees are working from the basket, extreme care shall be taken to avoid one employee contacting poles, crossarms, or other grounded or live equipment while the second employee is working on equipment at a different potential.
- s) In no case shall more than one energized conductor or phase be worked at one time.
- t) Clearances: The aerial lift, together with the employee in the basket and all tools and equipment, shall maintain proper clearances from unprotected energized conductors. If it is difficult for the operator to determine the distance between the equipment and the energized parts accurately, another person shall observe the clearance and give timely warnings when minimum clearance distance is approached. (Exception: Direct contact may be made when performing "live-line bare-hand" work.) Refer to Tables 6-1 and 6-2 for clearance requirements.
- u) When using pneumatic or hydraulic tools in a bucket, the operator shall be sure that hoses or lines do not become entangled in the operational controls.
- v) Aerial basket vehicles working adjacent to energized conductors or equipment shall be properly grounded or barricaded and treated as energized.
- w) For additional information concerning aerial lifts, refer to OSHA Standards 29 CFR 1910.67 and 29 CFR 1910.269.

313 Reporting Utility Vehicle Accidents

Refer to Paragraph 104.

602 Flexible Protective Equipment (Rubber, Synthetics, etc.)

- a) Flexible protective equipment should be considered as only partial protection and in no case should it be depended on as giving complete protection from energized conductors/equipment.
- b) Employees shall not touch or work on any exposed energized lines or apparatus except when wearing protective equipment approved for the voltage to be contacted. Insulating sleeves shall be worn with insulating gloves. Insulating sleeves need not be worn under the following conditions:
 - (1) If exposed energized parts not being worked on are insulated from the employee, and
 - (2) The insulation is placed from a position not exposing the employee's upper arm to contact with other energized parts.
- c) When work is to be done on or near energized lines, all energized and grounded conductors or guy wires within reach of any part of the body shall be covered with rubber protective equipment, except that part of the conductor on which the employee is to work.
- d) When working on energized lines or apparatus, work should be done from below, if possible.
- e) In applying flexible protective equipment, an employee shall always protect the nearest and lowest wires first, protecting themselves as they progress. The protective equipment shall extend beyond the reach of the employee's anticipated work position or extended reach distance. In removing rubber protective equipment, the reverse order shall be maintained.
- f) Flexible blankets shall not be used on the ground without protecting them from physical damage and moisture by means of a tarpaulin, canvas, or protective mat.
- g) Protective equipment shall be put on before entering the work area within which energized lines or apparatus may be reached and shall not be removed until the employee is completely out of reach of this area.
- h) To avoid corona and ozone damage, rubber protective equipment shall not be allowed to remain in place on energized lines or

c) Rubber gloves are recommended to be worn while working on any pole or other structure on which energized lines or equipment are located, on which lines and equipment that could be energized are located, or that are located close to energized lines or equipment where an employee could make contact. The rubber gloves should be put on before the employee ascends a pole or structure or raises an aerial device off the ground or device's cradle. Furthermore, employees should not remove the gloves until they have descended the pole or structure or returned the aerial device to the ground or cradle. As a minimum requirement, gloves shall be put on before the employee comes within falling or reaching distance (in any event not less than 5 feet) of unprotected energized circuits or apparatus or those that may become energized, and they shall not be removed until the employee is entirely out of falling or reaching distance of such circuits or apparatus. Employees shall refer to Utility policy regarding additional rubber glove requirements.

d) In addition, rubber gloves shall be worn during the following conditions:

- (1) Working on or within falling or reaching distance of conductors, electrical equipment, or metal surface (crossarms, crossarm braces, or transformer cases), which are not effectively grounded and which may be or may become energized.
- (2) During wet or stormy weather, working on or within falling or reaching distance of any conductor or equipment that may be or may become energized at any voltage.
- (3) Required by supervision.
- (4) Removing lead sheath and sleeves from cables and joints and opening or cutting cables (until they have been proven to be de-energized at the work location by positive tests).
- (5) Performing tests on cables using approved testing devices.
- (6) Operating manually controlled air-break switches.
- (7) Opening and closing manually operated oil circuit breakers.

respect to the vehicle, instrument panels and other conductive parts accessible to employees shall be provided by bonding, insulation or isolation.

o) Control wiring, meter connections, test leads, and cables may not be run from a test area unless they are contained in a grounded metallic sheath and terminated in a grounded metallic enclosure, or unless other precautions are taken that demonstrate equivalent safety.

p) Meters and other instruments with accessible terminals or parts shall be isolated from test personnel. If this isolation is provided by locating test equipment in metal compartments with viewing windows, interlocks shall be provided to interrupt the power supply if the compartment cover is opened.

q) Safety practices governing employee work at temporary or field test areas shall provide for a routine check of the test areas for safety at the beginning of each series of tests.

r) The test operator in charge shall conduct these routine safety checks before each series of tests and shall verify at least the following conditions:

- (1) Barriers and guards are in workable condition and are properly placed to isolate hazards.
- (2) System test status signals, if used, are operable.
- (3) Test power disconnects are clearly marked and readily available in an emergency.
- (4) Ground connections are clearly identifiable.
- (5) Personal protective equipment is provided and used as required.
- (6) Signal, ground, and power cables are properly separated.

626 Hazardous Energy Control

Note: Refer to Utility-specific hazardous energy control and switching procedures.

a) If a system operator is in charge of the lines or equipment and their means of disconnection, the following steps shall be taken:

- (1) A designated employee requests that the system operator de-energize the equipment. This designated

employee becomes the employee in charge and is responsible for the clearance.

(2) All switches, disconnectors, jumpers, taps, and other means through which known sources of electric energy may be supplied to the particular lines and equipment to be deenergized shall be opened. Such means shall be rendered inoperable, unless its design does not so permit, and tagged to indicate that employees are at work.

(3) Automatic and remotely controlled switches that could cause opened disconnecting means to close shall be tagged at the point of control.

(4) Tags shall prohibit operation of the disconnecting means and indicate that employees are at work.

(5) After the above steps have been taken, the equipment to be worked shall be tested to ensure it is de-energized.

(6) Protective grounds shall be installed (refer to OSHA Standard 29 CFR 1910.269(n)).

(7) The equipment may now be worked as de-energized.

(8) If two or more independent crews will be working on the same lines or equipment, each crew shall independently comply with the above steps.

(9) Transfer of clearance shall be communicated to the system operator and the employees in the crew. The new employee in charge shall now be responsible for the clearance.

(10) Clearance release requires the employee in charge to notify the employees under his direction that the clearance is to be released, determine that employees in the crew are clear of overhead lines and equipment, determine that protective grounds have been removed, report this information to the system operator, and release the clearance.

(11) The person releasing the clearance shall be the same person who requested it, unless the responsibility has been properly transferred.

(12) Tags may not be removed unless the associated clearance has been released.

(13) Only after all the above have been successfully accomplished, may the lines and equipment be re-energized.

b) If no system operator is in charge of the lines or equipment and their means of disconnection, one employee in the crew shall be designated as being in charge of the clearance. The employee in charge shall then take the place of the system operator and complete steps (2) through (13) above.

c) If only one crew will be working on the lines or equipment and if the means of disconnection is accessible and visible to and under the sole control of the employee in charge, then steps (1), (3), (4), (8), and (12) under a) in this section need not be taken.

d) For more information, refer to OSHA Standards 29 CFR 1910.269 and 29 CFR 1910.147.

**PENALTIES FOR VIOLATIONS OF SAFETY RULES IN THE
AMERICAN PUBLIC POWER ASSOCIATION MANUAL**

Rollover period is the length of time an offense is effective. If subsequent offenses occur within the effective period, additional offenses will be applied accordingly.

Time off will be without pay.

Supervisor will be subject to same disciplinary action if he is aware of the violation and allows the violation to continue.

Any employee who is involved in an unsafe practice or who is a witness to an unsafe practice and refuses to give a complete statement of his/her knowledge of said unsafe practice shall be subject to the same disciplinary action as the employee who committed the unsafe practice.

Nothing contained herein shall prevent management from immediately dismissing any employee for a violation of the safety rules.

P1 1st. Offense
Time off, demotion or discharge. (P1 applies to all rules; when an employee willfully or intentionally violates a rule resulting in injury to himself or others.)

P2 1st. Offense 1 week off
 2nd. Offense Demotion or discharge Two-year rollover

602 a), f),	803 g)	<u>Addendums:</u>
604 b)- d)	804 b)	A6 (a)
605 a)	903 a), c), f)	C1 (a-d, & f)
607 a)-b)	904 a)-f)	G
611 b)	905 a)-e)	
615 a)- b), f)	906 c)	
618 d2)		

P3 1st. Offense 3 days off 18 month rollover
 2nd. Offense 1 week off
 3rd. Offense Demotion or discharge

111	609 c)	<u>Addendums:</u>
310 k)	615 k), l), m)	
312 v)	626 a) (11)	
602 d)	803 a)-d)	

<u>P4</u>	<u>1st. Offense</u>	1 day off	
	<u>2nd. Offense</u>	3 days off	<u>One-year rollover</u>
	<u>3rd. Offense</u>	Demotion or discharge	

103	619	<u>Addendums:</u>
104 a)	620	B2 (a-c)
109	623 a), d), h)	C2
113	617 a)-k)	C4
123 k)	618 d1)-d3), n	D2
126 c)	701 a), i)	I
134 h), i), j)	702 a)-e)	L1
201	705 a)	M
202	706 d)	N
312 h), k), o), r)	801 1), 2)	
402 c)	802 g)	
403 a), e), f), g), h)	803 e), f)	
601 a)-e), j)-n)	903 b), d), e)	
601 a)-e), j)-n)	906 a), b), d)-h)	
602 b)-c), g)	907 d2), f)-cc)	
603 a), b), d), e), f), h)	1101 e) (4), (5), g)	
604 e)	1201 g), o), s)	
604 g)	1405	
605 b),g),i),l),n)	1501	
610 a), c)	1504	
611 a), c)	1506	
613 b)-d), g)	1507	
614 a)-s), u), v), x)	1508	
615 g)-j)	1602	

<u>P5</u>	<u>1st. Offense</u>	Written reprimand	<u>One Year rollover</u>
	<u>2nd. Offense</u>	Written reprimand to 1 day off	
	<u>3rd. Offense</u>	2 days to 1 week off, demotion	
		or discharge	

104 b)-e)	119	<u>Addendums:</u>
105	120	A6 (b)
106	121	B1 (a-h)
107	122	B2 (d-f)
108	123	C3
110	124 a)-c), e)	D3
112	125 d4)	E
114	126	J
117 a)-m)	127	K
118	128	L2

129	131
130	133
134 a)-g), k)-u)	610 b), d), e)
136	611 d)
203	612 a), b), d)
204	613 a), e), f), d)
206	614 w)
207 c), f1), f2), f6)	616
301	617 d), f)
302	618 a), b), e), f), h- m)
303	621
304	622 a)-n)
305	623 b)-c), e)-g), i)- o)
306	625 c)-p), r)
307	626 a)(9), b)
308	701 b)-h), j)-r)
309	702 f), h-p)
310 a)-j), l)-s)	703
311	704
312 a)-g), i), j), l)-n), p)-q),s), u), w)	705 b)-r)
314 a)	706 a)-c), e)-k)
401	707
402 a), b), d), e)	708
403 b), c), d)	801 3), 4)
501	802 a)-f), h)803 h)- j)
502	804 a)
503	806
504	1101 a)-d), e)(1)- (3), (6)-(10), f), i)-l)
601 i)	1102
602 e), f), h)-k) n)	1201 a)-f), i)-n), p)- r), t)
603 c), g), i)-o)	1502
604 f), h-k)	1503
605 c)-f), h), j)-l)	1505
607 c), d)	1509
609 a), b)	1601

Addendum Cont.:

F
L3
O

Exhibit F

AT A GLANCE **NOVEMBER** 2014

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

	2	3	4	5	6	7	8
9	10	11 SAFETY DAY NO ONE OFF CJT	12 TUE Punkist	13 TUE	14 TUE	15	
16	17 TUE Punkist	18 TUE	19 TUE	20 TUE	21 TUE	22	
23	24 CASEY	25 CASEY	26 CASEY	27	28	29	
30	ERIK	ERIK	ERIK				

October 2014 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	November 2014 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	December 2014 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	January 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	February 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	March 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
April 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	May 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	June 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	July 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	August 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	September 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

AT A GLANCE **DECEMBER** 2014

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

	1	2 PD & Dev	3 4 1/2	4	5	6
7	8 TNE Relief Prellet TAM @M	9 TNE LB	10 TNE LB	11 TNE LB Soc. Sec.	12 TNE Pine	13 TNE KB
14	15 PD	16 CP	17 Lamp	18	19 Cusey	20
21	22 45 CRT CP IC	23 45 CRT CP IC	24	25	26 50 CRT CP TF	27
28	29 CP	30 CP	31 CP	HOLIDAY		1
CASEY		CASEY		CASEY		CASEY

November 2014 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	December 2014 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	January 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	February 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28	March 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	April 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
May 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	June 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	July 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	August 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	September 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	October 2015 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31