

# 2015

## July Update

### HSE Goals & Initiatives



“striving to grow our culture, ensuring safe work environments for our employees & being good stewards of the land are daily HSE goals for 3S” .... Brandon Webb  
CEO 3S Services, LLC

# Training

## CORE TRAINING / COMPETENCY EVALUATIONS

During the 1<sup>st</sup> & 2<sup>nd</sup> Quarter of 2015, the 3S HSE & Management Teams will review current core training requirements. The goal of this review is to revise core training requirements in accordance with our task specific orientations. These processes should compliment each other & equip the new employee with a better understanding of his/her task and put them on schedule for competency evaluations.

**Update 4/15:** Core Training Requirements for the 3S Construction Division have been completed (with minimal revisions to the established training guidelines) & the 3S Management Team has started drafting the Competency Evaluation Process for this division. Maintenance & Electrical Training Requirements are currently being reviewed (Training Requirements & Competency Evaluations are on track to be compiled & implemented by July 1, 2015).

**Update 7/15:** Equipment Operator Training Requirements have been established and are currently underway. This training / competency program compliments the already established 3S OQ (Operator Qualification Program). Another group that is currently being evaluated are the Line Finders. Again, this process compliments the OQ program and references completion of the Utility Training Academy in Oklahoma. We will continue to develop this process throughout the year. Additionally, we have implemented a block training on critical procedures throughout our operations.

## **WORKSHOP DEVELOPMENT**

The conversion to “workshop style” Safety Meetings was a huge success for us in 2014. These round table/small group styled meetings provide for increased employee interaction & discussion. Throughout 2015 the following workshops will be developed & conducted

- JSA
- Hand & Finger
- LO/TO-Try
- Driving
- Excavation
- Behavior Based Safety

**Update 4/15:** Driving & Hand & Finger were completed during the First Quarter. JSA & BBS Workshops will be held during May.

**Update 7/15:** LO/TO – Try to be conducted during July & August.



# D.O.T.

## **FLEET SAFETY MANUAL**

A 3S Fleet Safety Manual was developed in December of 2014. This manual addresses 3S, Federal Motor Carrier, & TXDOT specifications in regards to operation & management of commercial vehicle drivers, commercial vehicles & the 3S CMV fleet. All CDL drivers, supervisors & DOT support staff will be trained on the use of the manual prior to April 1, 2015.

**Update 4/15:** Training was conducted during February & March

## **“GO DRIVE”**

We realize the most dangerous activity we perform is driving. We have created a “GO DRIVE” card to be used while completing Driving JSA forms. This process will first be implemented among our CDL drivers. Once audited & reviewed, the “GO DRIVE” card will be shared throughout the 3S organization. Initial implementation will occur during the 1<sup>st</sup> & 2<sup>nd</sup> Quarters of 2015 & Company wide roll-out & training slated to be complete by October 1, 2015.

**Update 4/15:** The “GO DRIVE” was implemented with 3S CDL drivers. It appears on the reverse side of the 3S Driving JSA. DOT & HSE Management Teams are currently auditing participation & effectiveness.

**Update 7/15:** Auditing continues as Driving JSA forms are being reviewed as well. “GO DRIVE” has also been added to the DOT New Hire Orientation.

# Lease Operator Program

## **GROWTH**

We experienced substantial growth in our Lease Operator Program during 2014. We believe thorough on-boarding & training that is paired with hands-on competency/assessments by our SME (Subject Matter Expert), have made this program a success. An additional SME has been added to the program since kicking off in 2014. The addition of this experienced evaluator contributes to both the continued growth of the Lease Operator workforce & the integrity of the “hands-on” evaluation process.

Lease Operators are trained and evaluated on 19 HSE modules during their initial training sessions. In 2015 we will focus on the 5 most relevant and critical HSE modules (these 5 topics will be chosen from the initial 19 HSE modules in addition to suggestions from 3S Subject Matter Experts). The goal is for each Lease Operator to achieve expert level competency on the HSE modules that relate to their job duties on a daily basis. Upon completion of the training, Lease Operators will be evaluated by the SME to validate the training, curriculum comprehension & Lease Operator’s ability to apply said skill sets. Training will begin 2<sup>nd</sup> Quarter of 2015 & be completed by the end of the year.

**Update 7/15-** We are pleased to announce the addition of a 3<sup>rd</sup> Subject Matter Expert to our Lease Operator Program. This will allow us to provide a lower Operator to SME ratio, giving each Operator a more enhanced learning/training opportunity.

We have also created new reporting and training materials to give each SME better ability to incorporate the CBT and assessments into the “hands-on” experience in the field.

Please check our website

[www.3sservices.com](http://www.3sservices.com)

for upcoming events &  
current 3S news.



# 2014 Performance

- 2014 was a great success for our company. Our focus on driving to ZERO through training, leadership, and embedding our safety culture throughout our workforce was the key to 2014 successes.
- 2014 Man Hours- 2,178,312
- 2014 TRIR- .09

# 2015 Goal

- 2015 TRIR Goal - .06