2014

SAFETY BENCHMARKING SURVEY

CONDUCTED BY THE

NATIONAL ASSOCIATION OF WATER COMPANIES

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SEPTEMBER 2014

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INTRODUCTION

The National Association of Water Companies (NAWC) is the voice of the private water industry—the organization exclusively representing this group of quality service providers, innovation drivers and responsible partners. NAWC represents companies of varying sizes, from large, investor-owned utilities to smaller companies that serve towns and small municipal entities. NAWC works to promote the private sector as a viable and highly effective solution to developing, financing, and managing water and wastewater projects and systems while ensuring sustainability challenges are met.

NAWC members have been at the forefront of water safety and security for years—well before the federal government or Congress mandated stringent security measures. The results of this survey show that NAWC members are also at the forefront of worker safety in the industry. Every participant in the NAWC 2014 Safety Benchmarking Survey has a specific safety policy put in place by management. Additionally, each company has a written health and safety program that includes safety incident investigations and recommends corrective action.

Today, NAWC is pleased to present the results of the 2014 Safety Metrics Survey it conducted in summer 2014. The NAWC Security and Safety Committee formed a subgroup to develop the parameters of the study in an effort to obtain information on the sector's safety performance. Survey information is only one part of the information gathering process and each company must ultimately make an independent decision as to how survey data will or will not be used.

It should be recognized that the survey results are subject to the limitations inherent in any survey questionnaire and the reported result should be taken into account with those limitations in mind. Recognizing these limitations is critical to an effective use of the survey results.

EXECUTIVE SUMMARY

Several questions in the survey focused on the prevalence of health and safety programs at the responding companies.

- Every respondent (100.0%) reported that they have a specific health and safety policy already in place. Additionally, over nine in ten (93.3%) of respondents noted that they have a health and safety program.

- Each respondent (100.0%) had a policy that clearly defines employees' accountability for workplace safety. Almost three-quarters (73.3%) of responding companies reported having a written health and safety program that includes disciplinary action for violations.

- Exactly four-fifths of respondents (80.0%) noted that management sets goals and targets for safety performance, up from the 76.5% reported in the 2011 report. Additionally, four in five respondents (80.0%) reported that they have a safety committee.

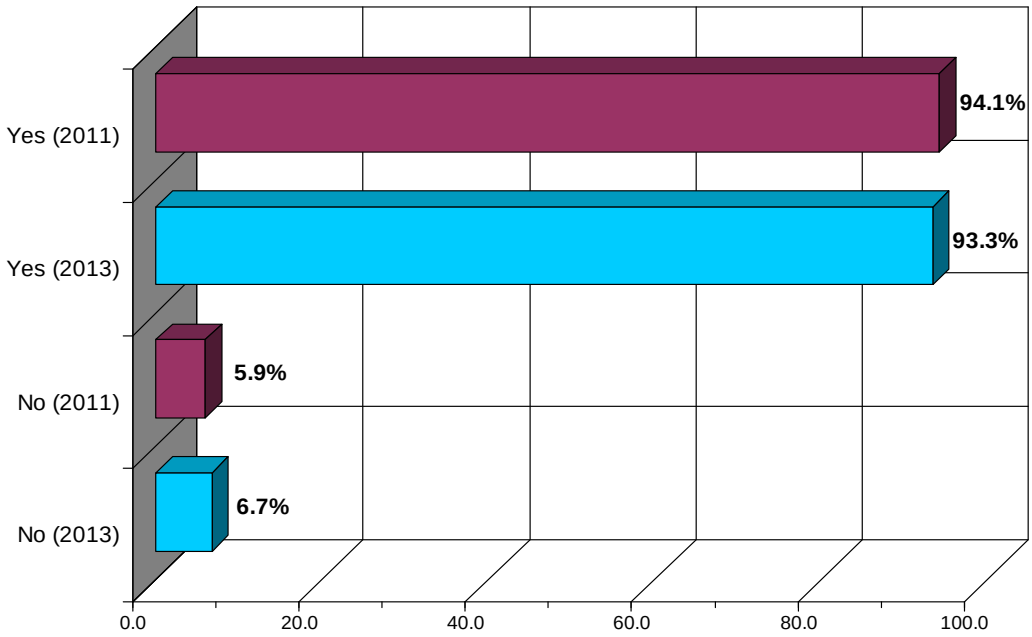
- Slightly over two-thirds (66.7%) reported that they spend more than 10 hours annually on health and safety training for employees (excluding office/clerical), an increase from the 52.9% reported in the previous report. Slightly over half (53.3%) noted that they have a contractor safety program.

The remaining questions in the survey focused on incidence rates using an OSHA metric as a definition. Using the OSHA metric allows for some comparison between the reported findings and government data (2012 BLS NAICS 2213*) for companies in a similar industry.

- A review of the 2013 findings shows that the regulated operations reported slightly higher incidence rates (2.7) than their contract counterparts (2.4). The DART Incidence Rate average reported by respondents for all operations in 2013 (3.4) was higher than the government rate (2.0) reported in 2012. The Recordable Incidence Rate average (RIR) (4.9) for all operations was somewhat higher than what respondents reported in 2011 (4.0). Additionally, the 2013 Lost Time Incidence Rate mean reported by respondents (1.5) was slightly higher than the 2012 government data (1.4) for companies in a similar industry. The mid-size companies (250 - 1,000 employees) reported the highest incidence rates for all operations (5.9) compared to their larger and smaller counterparts.

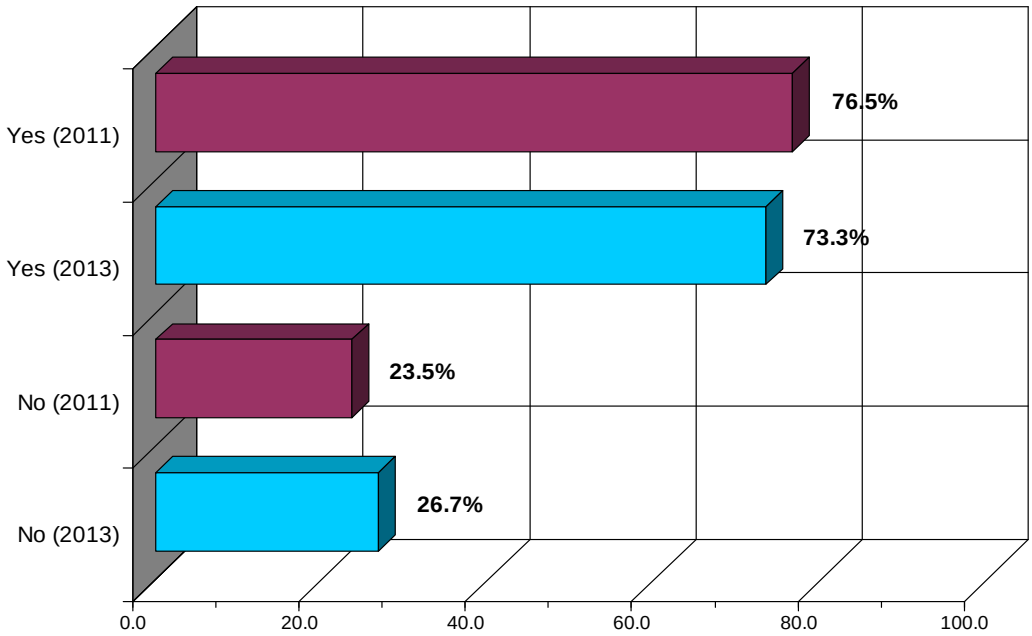
* NOTE: 2013 BLS NAICS 2213 data not available.

COMPANY HAS HEALTH AND SAFETY PROGRAM (2011 & 2013)



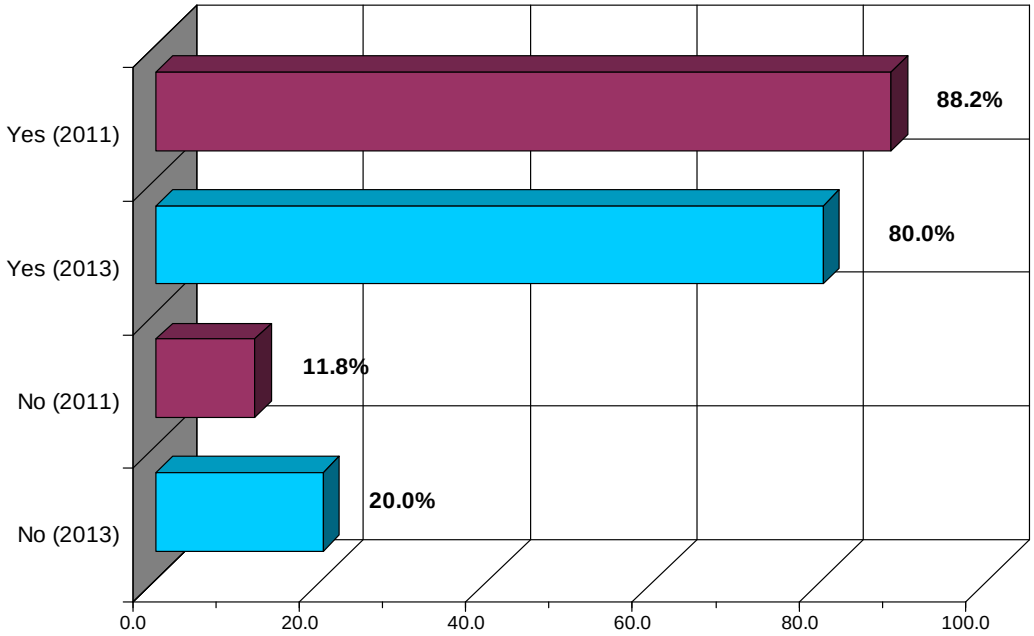
Source: NAWC 2014 Safety Benchmarking Survey

DEDICATED BUDGET FOR HEALTH AND SAFETY PROGRAM (2011 & 2013)



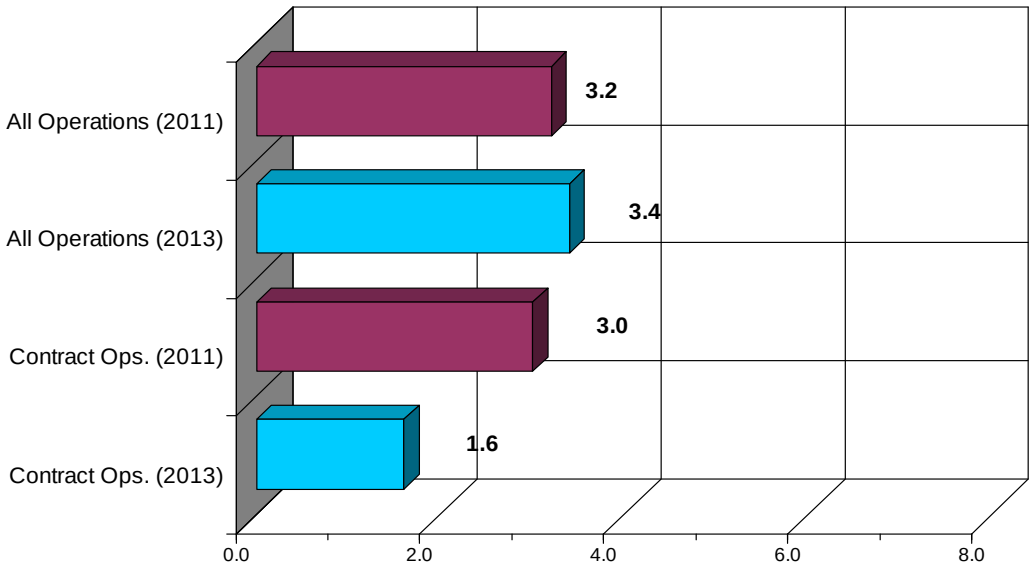
Source: NAWC 2014 Safety Benchmarking Survey

HAVE A SAFETY COMMITTEE (2011 & 2013)



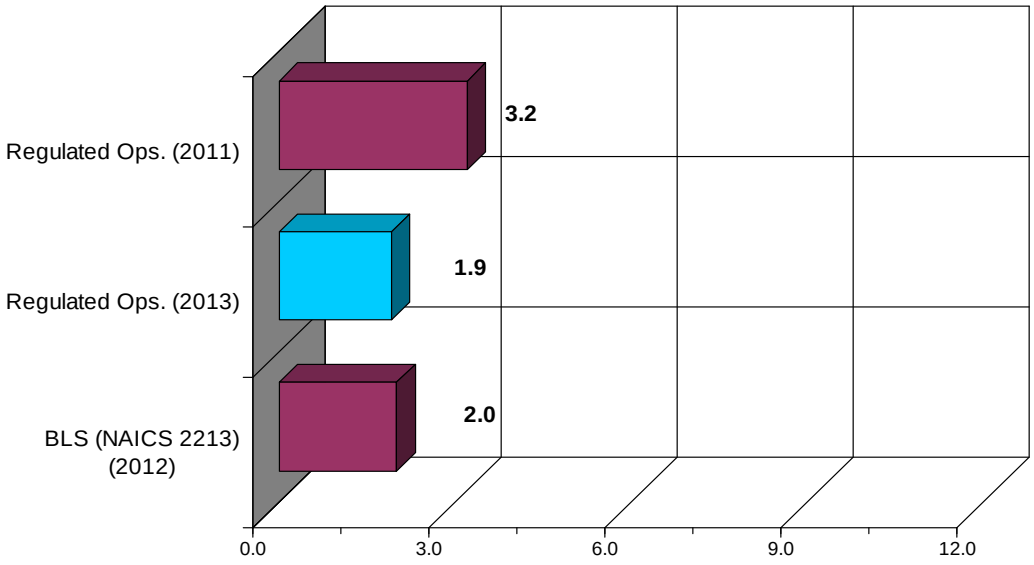
Source: NAWC 2014 Safety Benchmarking Survey

DART INCIDENCE RATES (2011 & 2013)



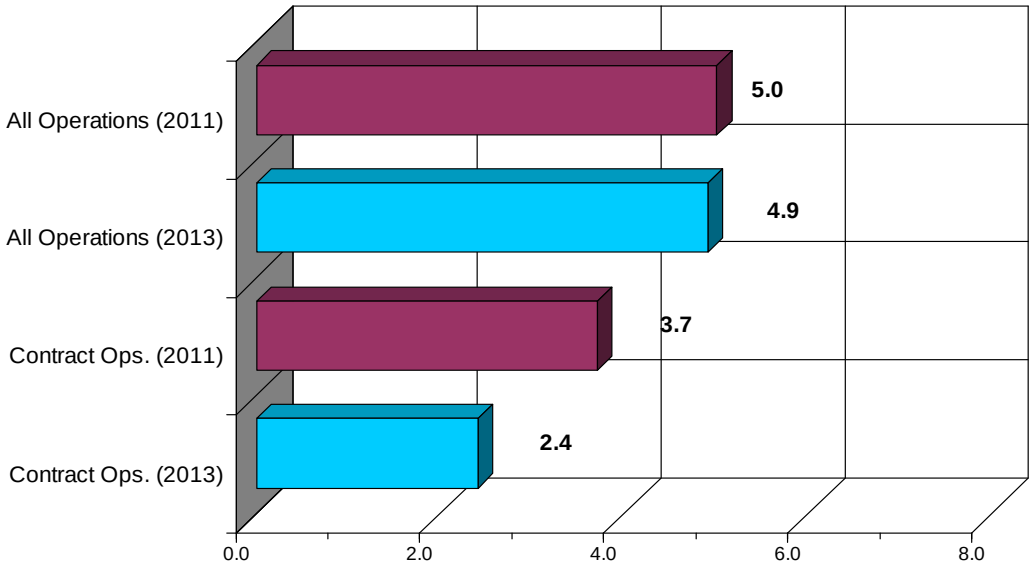
Source: NAWC 2014 Safety Benchmarking Survey

DART INCIDENCE RATES (2011 & 2013)



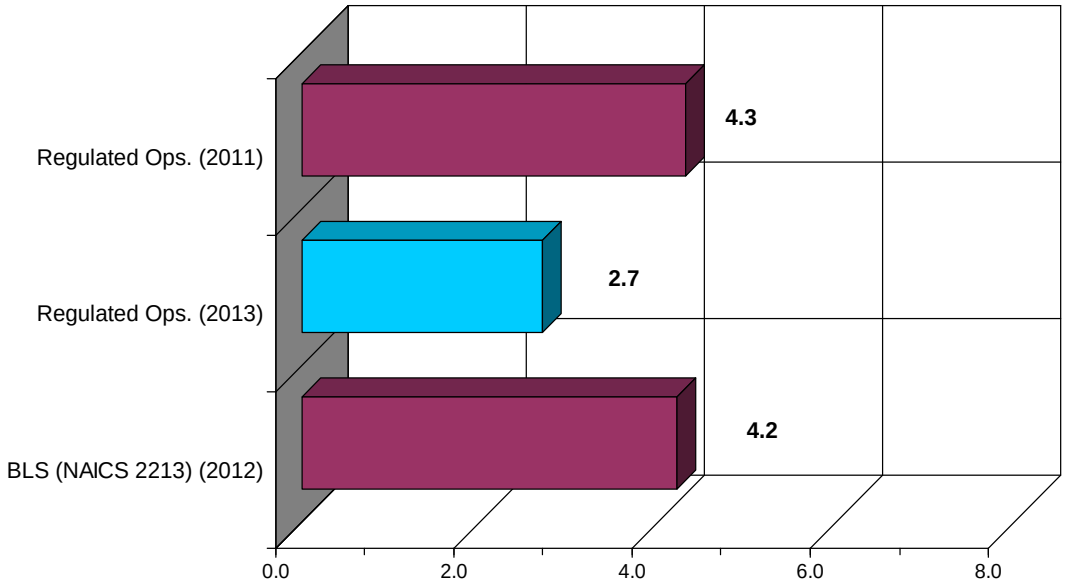
Source: NAWC 2014 Safety Benchmarking Survey

RECORDABLE INCIDENCE RATES (2011 & 2013)



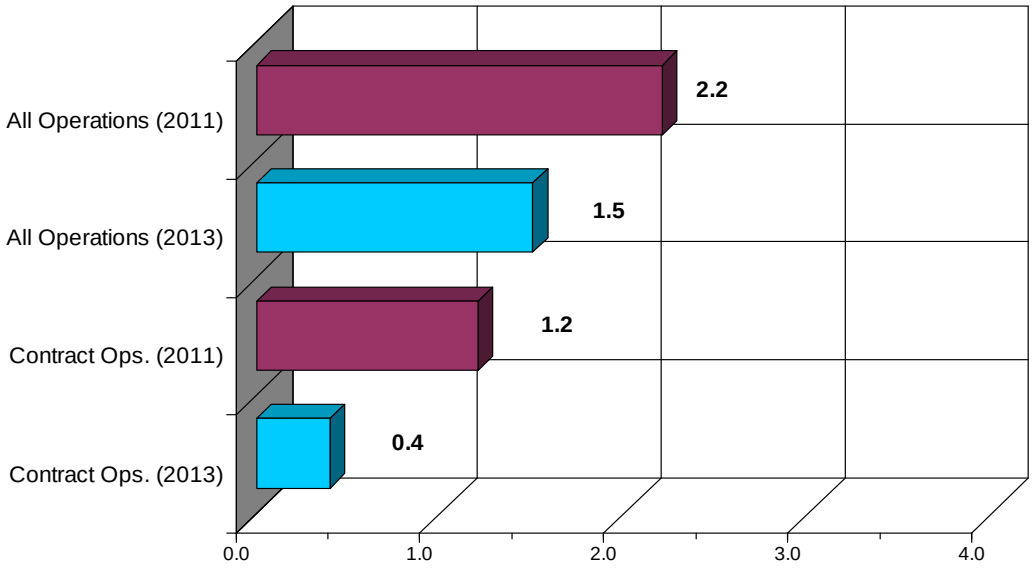
Source: NAWC 2014 Safety Benchmarking Survey

RECORDABLE INCIDENCE RATES (2011 & 2013)



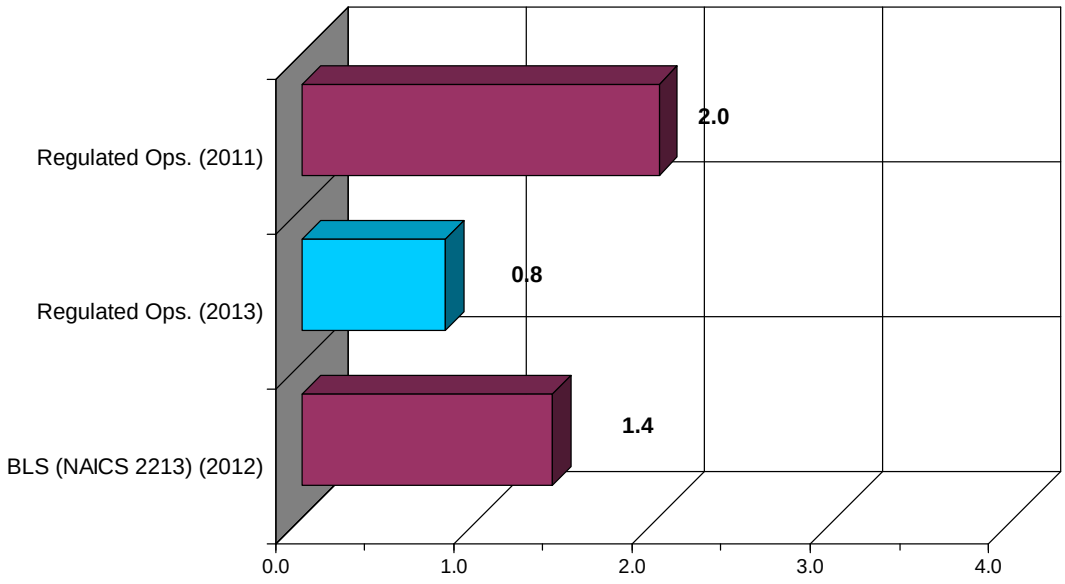
Source: NAWC 2014 Safety Benchmarking Survey

LOST TIME INCIDENCE RATES (2011 & 2013)



Source: NAWC 2014 Safety Benchmarking Survey

LOST TIME INCIDENCE RATES (2011 & 2013)



Source: NAWC 2014 Safety Benchmarking Survey

METHODOLOGY & DESCRIPTION OF STATISTICS

A survey invitation was sent to 55 NAWC member companies in August 2014. Of these members, 21 companies completed the survey, resulting in a response rate of 38.2%. This report is based on data from those 21 responding companies.

Association Research, Inc., an independent survey research organization located in Rockville, Maryland, conducted the Web-based survey, analyzed the findings, and prepared this report. In this report, the individual data from participating companies, are kept anonymous.

DESCRIPTION OF STATISTICS AND FORMATTING CONVENTIONS

Quartiles: In tables that report rates, responses are described by three quartiles: the first quartile, the median, and the third quartile. These tables show the value of the boundary at the 25th, 50th, or 75th percentiles of a frequency distribution divided into four parts, each containing a quarter of the population. For example, when all reported values are listed from highest to lowest, the third quartile identifies the point on the list that is equal to or greater than 75 percent (three quarters) of the reported values and equal to or less than 25 percent (one quarter).

Median (midpoint): The median identifies the point in the distribution of reported values that is equal to or larger than one-half of reported values and equal to or smaller than one-half—that is, the mid-point.

In general, the more values that are reported, the more accurately quartiles estimate the distribution of values among all NAWC members.

Mean (average): The sum of all values divided by the number of values.
It should be noted that if the mean exceeds the median, it is because high values will affect the calculations. It is also possible, especially with a small number of values, for the mean to exceed the third quartile.

Percentages in some tables and some graphs may not sum to exactly 100% due to rounding.

Experience Modification Rate (EMR): A computation that compares a company's annual losses in insurance claims against its policy premiums over a three year period, excluding the most current year.

Other formulas useful in understanding tabular information presented in this report are:

FORMULAS FOR RATE CALCULATIONS	
(1) DART Rate	Total Number of **CASES** with Days Away from Work, Restrictions or Transfers X 200,000 ---------- Total Hours Worked for Calendar Year
(2) Lost-Time Severity Rate	Total Number of **DAYS** Away from Work X 200,000 ---------- Total Hours Worked for Calendar Year
(3) Lost-Time Rate	Total Number of Days Away from Work **CASES** X 200,000 ---------- Total Hours Worked for Calendar Year
(4) Recordable Incidence Rate	Total Number of all OSHA Recordable **CASES** X 200,000 ---------- Total Hours Worked for Calendar Year *Note: Includes Medical Treatment, Restrictions, and Days Away from Work (Lost-Time) cases.*

APPENDIX A

2014 Safety Metrics Survey

(DATA COLLECTED FOR CY 2013)

ASSOCIATION RESEARCH, INC. (ARI), AN INDEPENDENT SURVEY RESEARCH ORGANIZATION, IS CONDUCTING THIS CONFIDENTIAL SURVEY FOR THE NAWC. ALL RESPONSES WILL BE KEPT COMPLETELY CONFIDENTIAL.

PLEASE COMPLETE YOUR QUESTIONNAIRE NO LATER THAN AUGUST 22, 2014, EITHER ONLINE OR BY FAX TO 240-268-1267. IF THERE IS A PROBLEM, PLEASE E-MAIL ASSOCIATION RESEARCH, INC., AT info@associationresearch.com

WE ENCOURAGE YOU TO COMPLETE THE SURVEY ONLINE BY GOING TO THE FOLLOWING WEB SITE: www2.ari-surveys.com/run/nawcsafety2013

NOTE: PLEASE INDICATE "NA" IF YOU CANNOT ANSWER A QUESTION.

1. **Do you track injury rates (DART, EMR, ORIR, etc.)** ❑ 1. Yes ❑ 2. No

2. **If no to Q. 1, please answer information about workplace injuries (do not double count):**

   a. Number of injuries in 2013 that caused the employee to lose time from work _____

   b. The total number of days lost (not incidents) in 2013 due to workplace injury or illness _____

   c. Number of injuries in 2013 where employee did not lose time from work, but could not perform full duties _____

   d. Number of injuries in 2013 where there was only professional medical treatment, and employee continued to work. _____

   e. Total average employees for 2013 _____

3. **If yes to Q. 1, please answer the following questions:**

   a. 2013 DART Incidence Rate [(1)] (OSHA metric – Days Away, Restricted or Transfer)
      1. All operations: _____ 2. Contract operations: _____ 3. Regulated operations: _____

   b. 2013 Lost Time Severity rate [(2)] (OSHA metric - Rate based on days away due to lost time injury of illness)
      1. All operations: _____ 2. Contract operations: _____ 3. Regulated operations: _____

   c. 2013 Lost Time Incidence Rate [(3)] (OSHA metric - Rate based on number of Lost Time injuries or illnesses)
      1. All operations: _____ 2. Contract operations: _____ 3. Regulated operations: _____

   d. 2013 Recordable Incidence Rate [(4)] (OSHA metric - recordable incident rate)
      1. All operations: _____ 2. Contract operations: _____ 3. Regulated operations: _____

   e. 2013 EMR (Experience Modification Rate) rated by the National Council on Compensation Insurance (NCCI)
      1. All operations: _____ 2. Contract operations: _____ 3. Regulated operations: _____

   f. Do you have any new acquisitions from the past calendar year that might have adversely impacted your results as reported above? ❑ 1. Yes ❑ 2. No

4. **Does your company have a specific safety policy put in place by management?** ❑ 1. Yes ❑ 2. No

5. **Does the policy clearly define employees' accountability for workplace safety at all levels of the organization?** ❑ 1. Yes ❑ 2. No

6. **Does your company have a health and safety program?** ❑ 1. Yes ❑ 2. No

7. **Is there a dedicated budget for health and safety programs?** ❑ 1. Yes ❑ 2. No

8. **Does your written health and safety program include disciplinary action for violations?** ❑ 1. Yes ❑ 2. No

9. **Do you have a health and safety audit and inspection program?** ❑ 1. Yes ❑ 2. No

10. **Does your written health and safety program include investigation of all accidents and recommend corrective actions?** ❑ 1. Yes ❑ 2. No

11. **Does your written health and safety program include proactive safety activities (e.g. near miss/safety observations programs)?** ❑ 1. Yes ❑ 2. No

    a. Do you track safety observations, near miss, or hazards? ❑ 1. Yes ❑ 2. No

    b. How many safety observations, near miss, or hazards were reported in 2013? _____

    c. Please indicate the numbers and types of safety observations, near miss, or hazards reported in 2013:
    _____
    _____

12. **Does management set goals and targets for safety performance?** ❑ 1. Yes ❑ 2. No

13. **Do you have a safety committee?** ❑ 1. Yes ❑ 2. No

14. **What is the annual average number of hours of health and safety training received by employees, excluding office/clerical?** ❑ 1. Less than 5 hours ❑ 2. 5-10 hours ❑ 3. Greater than 10 hours

15. **What is your total number of employees?**
    ❑ 1. Less than 250 ❑ 2. 250 – 1,000 ❑ 3. Greater than 1,000

16. **Do you have a contractor safety program?** ❑ 1. Yes ❑ 2. No

17. **What can NAWC do to improve this survey? Please explain:** _____
    _____
    _____

Formulas for Rate Calculations (Survey Q. 3a-d)	
(1) DART Rate	Total Number of **CASES** with Days Away from Work, Restrictions or Transfers X 200,000 ---------- Total Hours Worked for Calendar Year
(2) Lost-Time Severity Rate	Total Number of **DAYS** Away from Work X 200,000 ---------- Total Hours Worked for Calendar Year
(3) Lost-Time Rate	Total Number of Days Away from Work **CASES** X 200,000 ---------- Total Hours Worked for Calendar Year
(4) Recordable Incidence Rate	Total Number of all OSHA Recordable **CASES** X 200,000 ---------- Total Hours Worked for Calendar Year *Note: Includes; Medical Treatment, Restrictions, and Days Away from Work (Lost-Time) cases.*

THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.

IF YOU ARE NOT COMPLETING THE SURVEY ONLINE, PLEASE FAX YOUR QUESTIONNAIRE DIRECTLY TO:

FAX: 240-268-1267

ASSOCIATION RESEARCH, INC.
910 CLOPPER ROAD, SUITE 210N, GAITHERSBURG MD 20878

DEADLINE: AUGUST 22, 2014

IF YOU PREFER TO COMPLETE THE SURVEY ONLINE, PLEASE DO SO BY GOING TO THIS WEBSITE:

www2.ari-surveys.com/run/nawcsafety2013

APPENDIX B

Background

		Total	
		Count Percent	Count
All Respondents		100.0%	15
Track injury rates	Yes	80.0%	12
	No	20.0%	3
New acquisitions from past calendar year that might have adversely impacted results	No	100.0%	12
Company has specific safety policy put in place by management	Yes	100.0%	15
Policy defines employee accountability for workplace safety	Yes	100.0%	15
Company has health and safety program	Yes	93.3%	14
	No	6.7%	1
Dedicated budget for health and safety programs	Yes	73.3%	11
	No	26.7%	4
Written health & safety program includes disciplinary action for violations	Yes	73.3%	11
	No	26.7%	4
Have health & safety audit & inspection program	Yes	66.7%	10
	No	33.3%	5
Written health & safety program includes investigation & recommends corrective actions	Yes	93.3%	14
	No	6.7%	1
Written health & safety program includes proactive safety activities	Yes	73.3%	11
	No	26.7%	4
Track safety observation, near miss, or hazards	Yes	46.7%	7
	No	53.3%	8
Management sets goals & targets for safety performance	Yes	80.0%	12
	No	20.0%	3
Have a safety committee	Yes	80.0%	12
	No	20.0%	3
Annual avg. # of hours of health & safety training received by most employees	Less than 5 hours	13.3%	2
	5-10 hours	20.0%	3
	Greater than 10 hours	66.7%	10
Total number of employees	Less than 250	26.7%	4
	250-1,000	53.3%	8
	Greater than 1,000	20.0%	3
Have a contractor safety program	Yes	53.3%	8
	No	46.7%	7

Number of safety observations, near miss, or hazards reported in

		Number of safety observations, near miss, or hazards reported in 2013
		Average
All Respondents		460.7
New acquisitions from past calendar year that might have adversely impacted results	No	503.7
Company has specific safety policy put in place by management	Yes	460.7
Policy defines employee accountability for workplace safety	Yes	460.7
Company has health and safety program	Yes	460.7
Dedicated budget for health and safety programs	Yes	460.7
Written health & safety program includes disciplinary action for violations	Yes	536.7
	No	5.0
Have health & safety audit & inspection program	Yes	608.6
	No	91.0
Written health & safety program includes investigation & recommends corrective actions	Yes	460.7
Written health & safety program includes proactive safety activities	Yes	460.7
Track safety observation, near miss, or hazards	Yes	460.7
Management sets goals & targets for safety performance	Yes	460.7
Have a safety committee	Yes	460.7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	788.5
	Greater than 10 hours	329.6
Total number of employees	Less than 250	158.0
	250-1,000	449.5
	Greater than 1,000	1,111.0
Have a contractor safety program	Yes	603.4
	No	104.0

All Calculated

		Number of safety observations, near miss, or hazards reported in 2013	
		Count	Average
All Respondents		7	460.7
New acquisitions from past calendar year that might have adversely impacted results	No	6	503.7
Company has specific safety policy put in place by management	Yes	7	460.7
Policy defines employee accountability for workplace safety	Yes	7	460.7
Company has health and safety program	Yes	7	460.7
Dedicated budget for health and safety programs	Yes	7	460.7
Written health & safety program includes disciplinary action for violations	Yes	6	536.7
	No	1	5.0
Have health & safety audit & inspection program	Yes	5	608.6
	No	2	91.0
Written health & safety program includes investigation & recommends corrective actions	Yes	7	460.7
Written health & safety program includes proactive safety activities	Yes	7	460.7
Track safety observation, near miss, or hazards	Yes	7	460.7
Management sets goals & targets for safety performance	Yes	7	460.7
Have a safety committee	Yes	7	460.7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2	788.5
	Greater than 10 hours	5	329.6
Total number of employees	Less than 250	2	158.0
	250-1,000	4	449.5
	Greater than 1,000	1	1,111.0
Have a contractor safety program	Yes	5	603.4
	No	2	104.0

All Calculated

		Number of safety observations, near miss, or hazards reported in 2013	
		Median	Mean
All Respondents		203.0	460.7
New acquisitions from past calendar year that might have adversely impacted results	No	244.0	503.7
Company has specific safety policy put in place by management	Yes	203.0	460.7
Policy defines employee accountability for workplace safety	Yes	203.0	460.7
Company has health and safety program	Yes	203.0	460.7
Dedicated budget for health and safety programs	Yes	203.0	460.7
Written health & safety program includes disciplinary action for violations	Yes	257.0	536.7
	No	5.0	5.0
Have health & safety audit & inspection program	Yes	311.0	608.6
	No	91.0	91.0
Written health & safety program includes investigation & recommends corrective actions	Yes	203.0	460.7
Written health & safety program includes proactive safety activities	Yes	203.0	460.7
Track safety observation, near miss, or hazards	Yes	203.0	460.7
Management sets goals & targets for safety performance	Yes	203.0	460.7
Have a safety committee	Yes	203.0	460.7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	788.5	788.5
	Greater than 10 hours	203.0	329.6
Total number of employees	Less than 250	158.0	158.0
	250-1,000	190.0	449.5
	Greater than 1,000	1,111.0	1,111.0
Have a contractor safety program	Yes	311.0	603.4
	No	104.0	104.0

Q11B Number of safety observations, near miss, or hazards reported in 2013

		Number of safety observations, near miss, or hazards reported in 2013		
		Mean	Median	Count
All Respondents		460.7	203.0	7
New acquisitions from past calendar year that might have adversely impacted results	No	503.7	244.0	6
Company has specific safety policy put in place by management	Yes	460.7	203.0	7
Policy defines employee accountability for workplace safety	Yes	460.7	203.0	7
Company has health and safety program	Yes	460.7	203.0	7
Dedicated budget for health and safety programs	Yes	460.7	203.0	7
Written health & safety program includes disciplinary action for violations	Yes	536.7	257.0	6
	No	5.0	5.0	1
Have health & safety audit & inspection program	Yes	608.6	311.0	5
	No	91.0	91.0	2
Written health & safety program includes investigation & recommends corrective actions	Yes	460.7	203.0	7
Written health & safety program includes proactive safety activities	Yes	460.7	203.0	7
Track safety observation, near miss, or hazards	Yes	460.7	203.0	7
Management sets goals & targets for safety performance	Yes	460.7	203.0	7
Have a safety committee	Yes	460.7	203.0	7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	788.5	788.5	2
	Greater than 10 hours	329.6	203.0	5
Total number of employees	Less than 250	158.0	158.0	2
	250-1,000	449.5	190.0	4
	Greater than 1,000	1,111.0	1,111.0	1
Have a contractor safety program	Yes	603.4	311.0	5
	No	104.0	104.0	2

All Operations

		2013 DART Incidence Rate for All Operations	2013 Lost Time Severity Rate for All Operations	2013 Lost Time Incidence Rate for All Operations	2013 Recordable Incidence Rate for All Operations	2013 EMR (Experience Modification Rate) for All Operations
		Average	Average	Average	Average	Average
All Respondents		3.4	49.5	1.5	4.9	0.8
New acquisitions from past calendar year that might have adversely impacted results	No	3.4	49.5	1.5	4.9	0.8
Company has specific safety policy put in place by management	Yes	3.4	49.5	1.5	4.9	0.8
Policy defines employee accountability for workplace safety	Yes	3.4	49.5	1.5	4.9	0.8
Company has health and safety program	Yes	3.4	49.5	1.5	4.9	0.8
Dedicated budget for health and safety programs	Yes	3.3	33.4	1.3	4.7	0.8
	No	3.7	105.9	2.4	6.1	0.8
Written health & safety program includes disciplinary action for violations	Yes	3.6	55.7	1.7	4.9	0.7
	No	2.4	0.0	0.0	5.1	0.9
Have health & safety audit & inspection program	Yes	3.3	76.8	1.7	5.0	0.7
	No	3.4	15.5	1.2	4.9	0.8
Written health & safety program includes investigation & recommends corrective actions	Yes	3.4	49.5	1.5	4.9	0.8
Written health & safety program includes proactive safety activities	Yes	3.0	58.3	1.4	4.4	0.7
	No	4.7	18.9	1.9	7.3	0.8
Track safety observation, near miss, or hazards	Yes	2.8	32.8	1.1	3.1	0.7
	No	3.7	62.9	1.9	6.5	0.8
Management sets goals & targets for safety performance	Yes	2.7	35.0	1.1	3.9	0.8
	No	4.8	78.5	2.5	7.6	0.8
Have a safety committee	Yes	3.2	31.0	1.3	4.6	0.8
	No	5.0	197.8	3.6	8.1	0.7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2.7	19.0	1.1	3.8	0.7
	Greater than 10 hours	3.5	58.3	1.6	5.2	0.8
Total number of employees	Less than 250	1.3	0.0	0.8	1.9	0.9
	250-1,000	4.1	59.9	2.0	5.9	0.7
	Greater than 1,000	2.5	43.3	0.8	5.1	0.7
Have a contractor safety program	Yes	3.4	78.8	1.7	4.2	0.7
	No	3.3	13.0	1.3	5.8	0.8

Contract Operations

		2013 DART Incidence Rate for Contract Operations	2013 Lost Time Severity Rate for Contract Operations	2013 Lost Time Incidence Rate for Contract Operations	2013 Recordable Incidence Rate for Contract Operations	2013 EMR (Experience Modification Rate) for Contract Operations
		Average	Average	Average	Average	Average
All Respondents		1.6	18.3	0.4	2.4	0.9
New acquisitions from past calendar year that might have adversely impacted results	No	1.6	18.3	0.4	2.4	0.9
Company has specific safety policy put in place by management	Yes	1.6	18.3	0.4	2.4	0.9
Policy defines employee accountability for workplace safety	Yes	1.6	18.3	0.4	2.4	0.9
Company has health and safety program	Yes	1.6	18.3	0.4	2.4	0.9
Dedicated budget for health and safety programs	Yes	1.6	18.3	0.4	2.4	0.9
Written health & safety program includes disciplinary action for violations	Yes	1.8	27.4	0.6	3.0	.
	No	1.3	0.0	0.0	1.3	0.9
Have health & safety audit & inspection program	Yes	1.8	27.4	0.6	3.0	.
	No	1.3	0.0	0.0	1.3	0.9
Written health & safety program includes investigation & recommends corrective actions	Yes	1.6	18.3	0.4	2.4	0.9
Written health & safety program includes proactive safety activities	Yes	1.6	18.3	0.4	2.4	0.9
Track safety observation, near miss, or hazards	Yes	1.8	5.9	0.3	2.4	0.9
	No	1.3	42.9	0.6	2.4	.
Management sets goals & targets for safety performance	Yes	1.6	18.3	0.4	2.4	0.9
Have a safety committee	Yes	1.6	18.3	0.4	2.4	0.9
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	1.6	18.3	0.4	2.4	0.9
Total number of employees	Less than 250	1.3	0.0	0.0	1.3	0.9
	Greater than 1,000	1.8	27.4	0.6	3.0	.
Have a contractor safety program	Yes	1.8	27.4	0.6	3.0	.
	No	1.3	0.0	0.0	1.3	0.9

Regulated Operations

		2013 DART Incidence Rate for Regulated Operations	2013 Lost Time Severity Rate for Regulated Operations	2013 Lost Time Incidence Rate for Regulated Operations	2013 Recordable Incidence Rate for Regulated Operations	2013 EMR (Experience Modification Rate) for Regulated Operations
		Average	Average	Average	Average	Average
All Respondents		1.9	28.3	0.8	2.7	0.9
New acquisitions from past calendar year that might have adversely impacted results	No	1.9	28.3	0.8	2.7	0.9
Company has specific safety policy put in place by management	Yes	1.9	28.3	0.8	2.7	0.9
Policy defines employee accountability for workplace safety	Yes	1.9	28.3	0.8	2.7	0.9
Company has health and safety program	Yes	1.9	28.3	0.8	2.7	0.9
Dedicated budget for health and safety programs	Yes	1.7	33.1	0.6	2.3	0.9
	No	2.5	14.0	1.2	4.2	0.8
Written health & safety program includes disciplinary action for violations	Yes	2.1	37.7	1.0	3.0	0.8
	No	1.3	0.0	0.0	1.3	0.9
Have health & safety audit & inspection program	Yes	2.1	37.7	1.0	3.0	0.8
	No	1.3	0.0	0.0	1.3	0.9
Written health & safety program includes investigation & recommends corrective actions	Yes	1.9	28.3	0.8	2.7	0.9
Written health & safety program includes proactive safety activities	Yes	1.9	28.3	0.8	2.7	0.9
Track safety observation, near miss, or hazards	Yes	1.4	15.7	0.5	2.0	0.9
	No	2.3	41.0	1.1	3.7	0.8
Management sets goals & targets for safety performance	Yes	1.9	28.3	0.8	2.7	0.9
Have a safety committee	Yes	1.9	28.3	0.8	2.7	0.9
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2.5	14.0	1.2	3.0	0.8
	Greater than 10 hours	1.7	33.1	0.6	2.4	0.9
Total number of employees	Less than 250	1.3	0.0	0.0	1.3	0.9
	250-1,000	2.5	14.0	1.2	3.0	0.8
	Greater than 1,000	1.9	49.6	0.9	3.0	.
Have a contractor safety program	Yes	1.9	49.6	0.9	2.6	.
	No	1.9	7.0	0.6	2.7	0.9

All Operations

		2013 DART Incidence Rate for All Operations		2013 Lost Time Severity Rate for All Operations		2013 Lost Time Incidence Rate for All Operations		2013 Recordable Incidence Rate for All Operations		2013 EMR (Experience Modification Rate) for All Operations	
		Count	Average	Count	Average	Count	Average	Count	Average	Count	Average
All Respondents		10	3.4	9	49.5	10	1.5	11	4.9	9	0.8
New acquisitions from past calendar year that might have adversely impacted results	No	10	3.4	9	49.5	10	1.5	11	4.9	9	0.8
Company has specific safety policy put in place by management	Yes	10	3.4	9	49.5	10	1.5	11	4.9	9	0.8
Policy defines employee accountability for workplace safety	Yes	10	3.4	9	49.5	10	1.5	11	4.9	9	0.8
Company has health and safety program	Yes	10	3.4	9	49.5	10	1.5	11	4.9	9	0.8
Dedicated budget for health and safety programs	Yes	8	3.3	7	33.4	8	1.3	9	4.7	7	0.8
	No	2	3.7	2	105.9	2	2.4	2	6.1	2	0.8
Written health & safety program includes disciplinary action for violations	Yes	8	3.6	8	55.7	9	1.7	9	4.9	8	0.7
	No	2	2.4	1	0.0	1	0.0	2	5.1	1	0.9
Have health & safety audit & inspection program	Yes	6	3.3	5	76.8	6	1.7	7	5.0	5	0.7
	No	4	3.4	4	15.5	4	1.2	4	4.9	4	0.8
Written health & safety program includes investigation & recommends corrective actions	Yes	10	3.4	9	49.5	10	1.5	11	4.9	9	0.8
Written health & safety program includes proactive safety activities	Yes	8	3.0	7	58.3	8	1.4	9	4.4	7	0.7
	No	2	4.7	2	18.9	2	1.9	2	7.3	2	0.8
Track safety observation, near miss, or hazards	Yes	4	2.8	4	32.8	5	1.1	5	3.1	4	0.7
	No	6	3.7	5	62.9	5	1.9	6	6.5	5	0.8
Management sets goals & targets for safety performance	Yes	7	2.7	6	35.0	7	1.1	8	3.9	6	0.8
	No	3	4.8	3	78.5	3	2.5	3	7.6	3	0.8
Have a safety committee	Yes	9	3.2	8	31.0	9	1.3	10	4.6	8	0.8
	No	1	5.0	1	197.8	1	3.6	1	8.1	1	0.7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2	2.7	2	19.0	2	1.1	2	3.8	2	0.7
	Greater than 10 hours	8	3.5	7	58.3	8	1.6	9	5.2	7	0.8
Total number of employees	Less than 250	1	1.3	1	0.0	2	0.8	2	1.9	1	0.9
	250-1,000	6	4.1	6	59.9	6	2.0	6	5.9	6	0.7
	Greater than 1,000	3	2.5	2	43.3	2	0.8	3	5.1	2	0.7
Have a contractor safety program	Yes	5	3.4	5	78.8	6	1.7	6	4.2	5	0.7
	No	5	3.3	4	13.0	4	1.3	5	5.8	4	0.8

Contract Operations

		2013 DART Incidence Rate for Contract Operations		2013 Lost Time Severity Rate for Contract Operations		2013 Lost Time Incidence Rate for Contract Operations		2013 Recordable Incidence Rate for Contract Operations		2013 EMR (Experience Modification Rate) for Contract Operations	
		Count	Average	Count	Average	Count	Average	Count	Average	Count	Average
All Respondents		3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
New acquisitions from past calendar year that might have adversely impacted results	No	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Company has specific safety policy put in place by management	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Policy defines employee accountability for workplace safety	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Company has health and safety program	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Dedicated budget for health and safety programs	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Written health & safety program includes disciplinary action for violations	Yes	2	1.8	2	27.4	2	0.6	2	3.0	0	.
	No	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9
Have health & safety audit & inspection program	Yes	2	1.8	2	27.4	2	0.6	2	3.0	0	.
	No	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9
Written health & safety program includes investigation & recommends corrective actions	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Written health & safety program includes proactive safety activities	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Track safety observation, near miss, or hazards	Yes	2	1.8	2	5.9	2	0.3	2	2.4	1	0.9
	No	1	1.3	1	42.9	1	0.6	1	2.4	0	.
Management sets goals & targets for safety performance	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Have a safety committee	Yes	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	3	1.6	3	18.3	3	0.4	3	2.4	1	0.9
Total number of employees	Less than 250	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9
	Greater than 1,000	2	1.8	2	27.4	2	0.6	2	3.0	0	.
Have a contractor safety program	Yes	2	1.8	2	27.4	2	0.6	2	3.0	0	.
	No	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9

Regulated Operations

		2013 DART Incidence Rate for Regulated Operations		2013 Lost Time Severity Rate for Regulated Operations		2013 Lost Time Incidence Rate for Regulated Operations		2013 Recordable Incidence Rate for Regulated Operations		2013 EMR (Experience Modification Rate) for Regulated Operations	
		Count	Average	Count	Average	Count	Average	Count	Average	Count	Average
All Respondents		4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
New acquisitions from past calendar year that might have adversely impacted results	No	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Company has specific safety policy put in place by management	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Policy defines employee accountability for workplace safety	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Company has health and safety program	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Dedicated budget for health and safety programs	Yes	3	1.7	3	33.1	3	0.6	4	2.3	1	0.9
	No	1	2.5	1	14.0	1	1.2	1	4.2	1	0.8
Written health & safety program includes disciplinary action for violations	Yes	3	2.1	3	37.7	3	1.0	4	3.0	1	0.8
	No	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9
Have health & safety audit & inspection program	Yes	3	2.1	3	37.7	3	1.0	4	3.0	1	0.8
	No	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9
Written health & safety program includes investigation & recommends corrective actions	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Written health & safety program includes proactive safety activities	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Track safety observation, near miss, or hazards	Yes	2	1.4	2	15.7	2	0.5	3	2.0	1	0.9
	No	2	2.3	2	41.0	2	1.1	2	3.7	1	0.8
Management sets goals & targets for safety performance	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Have a safety committee	Yes	4	1.9	4	28.3	4	0.8	5	2.7	2	0.9
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	1	2.5	1	14.0	1	1.2	2	3.0	1	0.8
	Greater than 10 hours	3	1.7	3	33.1	3	0.6	3	2.4	1	0.9
Total number of employees	Less than 250	1	1.3	1	0.0	1	0.0	1	1.3	1	0.9
	250-1,000	1	2.5	1	14.0	1	1.2	2	3.0	1	0.8
	Greater than 1,000	2	1.9	2	49.6	2	0.9	2	3.0	0	.
Have a contractor safety program	Yes	2	1.9	2	49.6	2	0.9	3	2.6	0	.
	No	2	1.9	2	7.0	2	0.6	2	2.7	2	0.9

All Operations

		2013 DART Incidence Rate for All Operations		2013 Lost Time Severity Rate for All Operations		2013 Lost Time Incidence Rate for All Operations		2013 Recordable Incidence Rate for All Operations		2013 EMR (Experience Modification Rate) for All Operations	
		Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
All Respondents		3.3	3.4	21.5	49.5	1.4	1.5	4.2	4.9	0.7	0.8
New acquisitions from past calendar year that might have adversely impacted results	No	3.3	3.4	21.5	49.5	1.4	1.5	4.2	4.9	0.7	0.8
Company has specific safety policy put in place by management	Yes	3.3	3.4	21.5	49.5	1.4	1.5	4.2	4.9	0.7	0.8
Policy defines employee accountability for workplace safety	Yes	3.3	3.4	21.5	49.5	1.4	1.5	4.2	4.9	0.7	0.8
Company has health and safety program	Yes	3.3	3.4	21.5	49.5	1.4	1.5	4.2	4.9	0.7	0.8
Dedicated budget for health and safety programs	Yes	3.3	3.3	21.5	33.4	1.3	1.3	3.5	4.7	0.7	0.8
	No	3.7	3.7	105.9	105.9	2.4	2.4	6.1	6.1	0.8	0.8
Written health & safety program includes disciplinary action for violations	Yes	3.7	3.6	22.8	55.7	1.6	1.7	4.2	4.9	0.7	0.7
	No	2.4	2.4	0.0	0.0	0.0	0.0	5.1	5.1	0.9	0.9
Have health & safety audit & inspection program	Yes	3.0	3.3	65.1	76.8	1.4	1.7	4.2	5.0	0.7	0.7
	No	3.7	3.4	18.9	15.5	1.3	1.2	4.7	4.9	0.8	0.8
Written health & safety program includes investigation & recommends corrective actions	Yes	3.3	3.4	21.5	49.5	1.4	1.5	4.2	4.9	0.7	0.8
Written health & safety program includes proactive safety activities	Yes	2.7	3.0	24.0	58.3	1.1	1.4	3.5	4.4	0.7	0.7
	No	4.7	4.7	18.9	18.9	1.9	1.9	7.3	7.3	0.8	0.8
Track safety observation, near miss, or hazards	Yes	2.5	2.8	22.8	32.8	1.0	1.1	3.2	3.1	0.7	0.7
	No	3.9	3.7	19.5	62.9	1.6	1.9	7.0	6.5	0.8	0.8
Management sets goals & targets for safety performance	Yes	2.5	2.7	22.8	35.0	1.0	1.1	3.3	3.9	0.8	0.8
	No	5.0	4.8	19.5	78.5	2.3	2.5	8.1	7.6	0.7	0.8
Have a safety committee	Yes	3.0	3.2	20.5	31.0	1.2	1.3	3.8	4.6	0.8	0.8
	No	5.0	5.0	197.8	197.8	3.6	3.6	8.1	8.1	0.7	0.7
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2.7	2.7	19.0	19.0	1.1	1.1	3.8	3.8	0.7	0.7
	Greater than 10 hours	3.9	3.5	21.5	58.3	1.6	1.6	4.8	5.2	0.7	0.8
Total number of employees	Less than 250	1.3	1.3	0.0	0.0	0.8	0.8	1.9	1.9	0.9	0.9
	250-1,000	4.6	4.1	21.8	59.9	1.9	2.0	5.4	5.9	0.7	0.7
	Greater than 1,000	2.1	2.5	43.3	43.3	0.8	0.8	3.2	5.1	0.7	0.7
Have a contractor safety program	Yes	3.0	3.4	65.1	78.8	1.3	1.7	3.3	4.2	0.7	0.7
	No	3.5	3.3	16.1	13.0	1.4	1.3	6.0	5.8	0.9	0.8

Contract Operations

		2013 DART Incidence Rate for Contract Operations		2013 Lost Time Severity Rate for Contract Operations		2013 Lost Time Incidence Rate for Contract Operations		2013 Recordable Incidence Rate for Contract Operations		2013 EMR (Experience Modification Rate) for Contract Operations	
		Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
All Respondents		1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
New acquisitions from past calendar year that might have adversely impacted results	No	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Company has specific safety policy put in place by management	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Policy defines employee accountability for workplace safety	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Company has health and safety program	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Dedicated budget for health and safety programs	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Written health & safety program includes disciplinary action for violations	Yes	1.8	1.8	27.4	27.4	0.6	0.6	3.0	3.0	.	.
	No	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9
Have health & safety audit & inspection program	Yes	1.8	1.8	27.4	27.4	0.6	0.6	3.0	3.0	.	.
	No	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9
Written health & safety program includes investigation & recommends corrective actions	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Written health & safety program includes proactive safety activities	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Track safety observation, near miss, or hazards	Yes	1.8	1.8	5.9	5.9	0.3	0.3	2.4	2.4	0.9	0.9
	No	1.3	1.3	42.9	42.9	0.6	0.6	2.4	2.4	.	.
Management sets goals & targets for safety performance	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Have a safety committee	Yes	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	1.3	1.6	11.9	18.3	0.6	0.4	2.4	2.4	0.9	0.9
Total number of employees	Less than 250	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9
	Greater than 1,000	1.8	1.8	27.4	27.4	0.6	0.6	3.0	3.0	.	.
Have a contractor safety program	Yes	1.8	1.8	27.4	27.4	0.6	0.6	3.0	3.0	.	.
	No	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9

Regulated Operations

		2013 DART Incidence Rate for Regulated Operations		2013 Lost Time Severity Rate for Regulated Operations		2013 Lost Time Incidence Rate for Regulated Operations		2013 Recordable Incidence Rate for Regulated Operations		2013 EMR (Experience Modification Rate) for Regulated Operations	
		Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
All Respondents		1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
New acquisitions from past calendar year that might have adversely impacted results	No	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Company has specific safety policy put in place by management	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Policy defines employee accountability for workplace safety	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Company has health and safety program	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Dedicated budget for health and safety programs	Yes	1.5	1.7	31.3	33.1	0.9	0.6	2.3	2.3	0.9	0.9
	No	2.5	2.5	14.0	14.0	1.2	1.2	4.2	4.2	0.8	0.8
Written health & safety program includes disciplinary action for violations	Yes	2.2	2.1	31.3	37.7	1.0	1.0	3.0	3.0	0.8	0.8
	No	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9
Have health & safety audit & inspection program	Yes	2.2	2.1	31.3	37.7	1.0	1.0	3.0	3.0	0.8	0.8
	No	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9
Written health & safety program includes investigation & recommends corrective actions	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Written health & safety program includes proactive safety activities	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Track safety observation, near miss, or hazards	Yes	1.4	1.4	15.7	15.7	0.5	0.5	1.8	2.0	0.9	0.9
	No	2.3	2.3	41.0	41.0	1.1	1.1	3.7	3.7	0.8	0.8
Management sets goals & targets for safety performance	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Have a safety committee	Yes	1.9	1.9	22.7	28.3	0.9	0.8	2.8	2.7	0.9	0.9
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2.5	2.5	14.0	14.0	1.2	1.2	3.0	3.0	0.8	0.8
	Greater than 10 hours	1.5	1.7	31.3	33.1	0.9	0.6	2.8	2.4	0.9	0.9
Total number of employees	Less than 250	1.3	1.3	0.0	0.0	0.0	0.0	1.3	1.3	0.9	0.9
	250-1,000	2.5	2.5	14.0	14.0	1.2	1.2	3.0	3.0	0.8	0.8
	Greater than 1,000	1.9	1.9	49.6	49.6	0.9	0.9	3.0	3.0	.	.
Have a contractor safety program	Yes	1.9	1.9	49.6	49.6	0.9	0.9	2.8	2.6	.	.
	No	1.9	1.9	7.0	7.0	0.6	0.6	2.7	2.7	0.9	0.9

Q3a.1 2013 DART Incidence Rate - All Operations

		2013 DART Incidence Rate for All Operations		
		Mean	Median	Count
All Respondents		3.4	3.3	10
New acquisitions from past calendar year that might have adversely impacted results	No	3.4	3.3	10
Company has specific safety policy put in place by management	Yes	3.4	3.3	10
Policy defines employee accountability for workplace safety	Yes	3.4	3.3	10
Company has health and safety program	Yes	3.4	3.3	10
Dedicated budget for health and safety programs	Yes	3.3	3.3	8
	No	3.7	3.7	2
Written health & safety program includes disciplinary action for violations	Yes	3.6	3.7	8
	No	2.4	2.4	2
Have health & safety audit & inspection program	Yes	3.3	3.0	6
	No	3.4	3.7	4
Written health & safety program includes investigation & recommends corrective actions	Yes	3.4	3.3	10
Written health & safety program includes proactive safety activities	Yes	3.0	2.7	8
	No	4.7	4.7	2
Track safety observation, near miss, or hazards	Yes	2.8	2.5	4
	No	3.7	3.9	6
Management sets goals & targets for safety performance	Yes	2.7	2.5	7
	No	4.8	5.0	3
Have a safety committee	Yes	3.2	3.0	9
	No	5.0	5.0	1
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2.7	2.7	2
	Greater than 10 hours	3.5	3.9	8
Total number of employees	Less than 250	1.3	1.3	1
	250-1,000	4.1	4.6	6
	Greater than 1,000	2.5	2.1	3
Have a contractor safety program	Yes	3.4	3.0	5
	No	3.3	3.5	5

Q3b.1 2013 Lost Time Severity Rate - All Operations

		2013 Lost Time Severity Rate for All Operations		
		Mean	Median	Count
All Respondents		49.5	21.5	9
New acquisitions from past calendar year that might have adversely impacted results	No	49.5	21.5	9
Company has specific safety policy put in place by management	Yes	49.5	21.5	9
Policy defines employee accountability for workplace safety	Yes	49.5	21.5	9
Company has health and safety program	Yes	49.5	21.5	9
Dedicated budget for health and safety programs	Yes	33.4	21.5	7
	No	105.9	105.9	2
Written health & safety program includes disciplinary action for violations	Yes	55.7	22.8	8
	No	0.0	0.0	1
Have health & safety audit & inspection program	Yes	76.8	65.1	5
	No	15.5	18.9	4
Written health & safety program includes investigation & recommends corrective actions	Yes	49.5	21.5	9
Written health & safety program includes proactive safety activities	Yes	58.3	24.0	7
	No	18.9	18.9	2
Track safety observation, near miss, or hazards	Yes	32.8	22.8	4
	No	62.9	19.5	5
Management sets goals & targets for safety performance	Yes	35.0	22.8	6
	No	78.5	19.5	3
Have a safety committee	Yes	31.0	20.5	8
	No	197.8	197.8	1
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	19.0	19.0	2
	Greater than 10 hours	58.3	21.5	7
Total number of employees	Less than 250	0.0	0.0	1
	250-1,000	59.9	21.8	6
	Greater than 1,000	43.3	43.3	2
Have a contractor safety program	Yes	78.8	65.1	5
	No	13.0	16.1	4

Q3c.1 2013 Lost Time Incidence Rate - All Operations

		2013 Lost Time Incidence Rate for All Operations		
		Mean	Median	Count
All Respondents		1.5	1.4	10
New acquisitions from past calendar year that might have adversely impacted results	No	1.5	1.4	10
Company has specific safety policy put in place by management	Yes	1.5	1.4	10
Policy defines employee accountability for workplace safety	Yes	1.5	1.4	10
Company has health and safety program	Yes	1.5	1.4	10
Dedicated budget for health and safety programs	Yes	1.3	1.3	8
	No	2.4	2.4	2
Written health & safety program includes disciplinary action for violations	Yes	1.7	1.6	9
	No	0.0	0.0	1
Have health & safety audit & inspection program	Yes	1.7	1.4	6
	No	1.2	1.3	4
Written health & safety program includes investigation & recommends corrective actions	Yes	1.5	1.4	10
Written health & safety program includes proactive safety activities	Yes	1.4	1.1	8
	No	1.9	1.9	2
Track safety observation, near miss, or hazards	Yes	1.1	1.0	5
	No	1.9	1.6	5
Management sets goals & targets for safety performance	Yes	1.1	1.0	7
	No	2.5	2.3	3
Have a safety committee	Yes	1.3	1.2	9
	No	3.6	3.6	1
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	1.1	1.1	2
	Greater than 10 hours	1.6	1.6	8
Total number of employees	Less than 250	0.8	0.8	2
	250-1,000	2.0	1.9	6
	Greater than 1,000	0.8	0.8	2
Have a contractor safety program	Yes	1.7	1.3	6
	No	1.3	1.4	4

Q3d.1 2013 Recordable Incidence Rate - All Operations

		2013 Recordable Incidence Rate for All Operations		
		Mean	Median	Count
All Respondents		4.9	4.2	11
New acquisitions from past calendar year that might have adversely impacted results	No	4.9	4.2	11
Company has specific safety policy put in place by management	Yes	4.9	4.2	11
Policy defines employee accountability for workplace safety	Yes	4.9	4.2	11
Company has health and safety program	Yes	4.9	4.2	11
Dedicated budget for health and safety programs	Yes	4.7	3.5	9
	No	6.1	6.1	2
Written health & safety program includes disciplinary action for violations	Yes	4.9	4.2	9
	No	5.1	5.1	2
Have health & safety audit & inspection program	Yes	5.0	4.2	7
	No	4.9	4.7	4
Written health & safety program includes investigation & recommends corrective actions	Yes	4.9	4.2	11
Written health & safety program includes proactive safety activities	Yes	4.4	3.5	9
	No	7.3	7.3	2
Track safety observation, near miss, or hazards	Yes	3.1	3.2	5
	No	6.5	7.0	6
Management sets goals & targets for safety performance	Yes	3.9	3.3	8
	No	7.6	8.1	3
Have a safety committee	Yes	4.6	3.8	10
	No	8.1	8.1	1
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	3.8	3.8	2
	Greater than 10 hours	5.2	4.8	9
Total number of employees	Less than 250	1.9	1.9	2
	250-1,000	5.9	5.4	6
	Greater than 1,000	5.1	3.2	3
Have a contractor safety program	Yes	4.2	3.3	6
	No	5.8	6.0	5

Q3e.1 2013 EMR (Experience Modification Rate) - All Operations

		2013 EMR (Experience Modification Rate) for All Operations		
		Mean	Median	Count
All Respondents		0.8	0.7	9
New acquisitions from past calendar year that might have adversely impacted results	No	0.8	0.7	9
Company has specific safety policy put in place by management	Yes	0.8	0.7	9
Policy defines employee accountability for workplace safety	Yes	0.8	0.7	9
Company has health and safety program	Yes	0.8	0.7	9
Dedicated budget for health and safety programs	Yes	0.8	0.7	7
	No	0.8	0.8	2
Written health & safety program includes disciplinary action for violations	Yes	0.7	0.7	8
	No	0.9	0.9	1
Have health & safety audit & inspection program	Yes	0.7	0.7	5
	No	0.8	0.8	4
Written health & safety program includes investigation & recommends corrective actions	Yes	0.8	0.7	9
Written health & safety program includes proactive safety activities	Yes	0.7	0.7	7
	No	0.8	0.8	2
Track safety observation, near miss, or hazards	Yes	0.7	0.7	4
	No	0.8	0.8	5
Management sets goals & targets for safety performance	Yes	0.8	0.8	6
	No	0.8	0.7	3
Have a safety committee	Yes	0.8	0.8	8
	No	0.7	0.7	1
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	0.7	0.7	2
	Greater than 10 hours	0.8	0.7	7
Total number of employees	Less than 250	0.9	0.9	1
	250-1,000	0.7	0.7	6
	Greater than 1,000	0.7	0.7	2
Have a contractor safety program	Yes	0.7	0.7	5
	No	0.8	0.9	4

Q3a.2 2013 DART Incidence Rate - Contract Operations

		2013 DART Incidence Rate for Contract Operations		
		Mean	Median	Count
All Respondents		1.6	1.3	3
New acquisitions from past calendar year that might have adversely impacted results	No	1.6	1.3	3
Company has specific safety policy put in place by management	Yes	1.6	1.3	3
Policy defines employee accountability for workplace safety	Yes	1.6	1.3	3
Company has health and safety program	Yes	1.6	1.3	3
Dedicated budget for health and safety programs	Yes	1.6	1.3	3
Written health & safety program includes disciplinary action for violations	Yes	1.8	1.8	2
	No	1.3	1.3	1
Have health & safety audit & inspection program	Yes	1.8	1.8	2
	No	1.3	1.3	1
Written health & safety program includes investigation & recommends corrective actions	Yes	1.6	1.3	3
Written health & safety program includes proactive safety activities	Yes	1.6	1.3	3
Track safety observation, near miss, or hazards	Yes	1.8	1.8	2
	No	1.3	1.3	1
Management sets goals & targets for safety performance	Yes	1.6	1.3	3
Have a safety committee	Yes	1.6	1.3	3
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	1.6	1.3	3
Total number of employees	Less than 250	1.3	1.3	1
	Greater than 1,000	1.8	1.8	2
Have a contractor safety program	Yes	1.8	1.8	2
	No	1.3	1.3	1

Q3b.2 2013 Lost Time Severity Rate - Contract Operations

		2013 Lost Time Severity Rate for Contract Operations		
		Mean	Median	Count
All Respondents		18.3	11.9	3
New acquisitions from past calendar year that might have adversely impacted results	No	18.3	11.9	3
Company has specific safety policy put in place by management	Yes	18.3	11.9	3
Policy defines employee accountability for workplace safety	Yes	18.3	11.9	3
Company has health and safety program	Yes	18.3	11.9	3
Dedicated budget for health and safety programs	Yes	18.3	11.9	3
Written health & safety program includes disciplinary action for violations	Yes	27.4	27.4	2
	No	0.0	0.0	1
Have health & safety audit & inspection program	Yes	27.4	27.4	2
	No	0.0	0.0	1
Written health & safety program includes investigation & recommends corrective actions	Yes	18.3	11.9	3
Written health & safety program includes proactive safety activities	Yes	18.3	11.9	3
Track safety observation, near miss, or hazards	Yes	5.9	5.9	2
	No	42.9	42.9	1
Management sets goals & targets for safety performance	Yes	18.3	11.9	3
Have a safety committee	Yes	18.3	11.9	3
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	18.3	11.9	3
Total number of employees	Less than 250	0.0	0.0	1
	Greater than 1,000	27.4	27.4	2
Have a contractor safety program	Yes	27.4	27.4	2
	No	0.0	0.0	1

Q3c.2 2013 Lost Time Incidence Rate - Contract Operations

		2013 Lost Time Incidence Rate for Contract Operations		
		Mean	Median	Count
All Respondents		0.4	0.6	3
New acquisitions from past calendar year that might have adversely impacted results	No	0.4	0.6	3
Company has specific safety policy put in place by management	Yes	0.4	0.6	3
Policy defines employee accountability for workplace safety	Yes	0.4	0.6	3
Company has health and safety program	Yes	0.4	0.6	3
Dedicated budget for health and safety programs	Yes	0.4	0.6	3
Written health & safety program includes disciplinary action for violations	Yes	0.6	0.6	2
	No	0.0	0.0	1
Have health & safety audit & inspection program	Yes	0.6	0.6	2
	No	0.0	0.0	1
Written health & safety program includes investigation & recommends corrective actions	Yes	0.4	0.6	3
Written health & safety program includes proactive safety activities	Yes	0.4	0.6	3
Track safety observation, near miss, or hazards	Yes	0.3	0.3	2
	No	0.6	0.6	1
Management sets goals & targets for safety performance	Yes	0.4	0.6	3
Have a safety committee	Yes	0.4	0.6	3
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	0.4	0.6	3
Total number of employees	Less than 250	0.0	0.0	1
	Greater than 1,000	0.6	0.6	2
Have a contractor safety program	Yes	0.6	0.6	2
	No	0.0	0.0	1

Q3d.2 2013 Recordable Incidence Rate - Contract Operations

		2013 Recordable Incidence Rate for Contract Operations		
		Mean	Median	Count
All Respondents		2.4	2.4	3
New acquisitions from past calendar year that might have adversely impacted results	No	2.4	2.4	3
Company has specific safety policy put in place by management	Yes	2.4	2.4	3
Policy defines employee accountability for workplace safety	Yes	2.4	2.4	3
Company has health and safety program	Yes	2.4	2.4	3
Dedicated budget for health and safety programs	Yes	2.4	2.4	3
Written health & safety program includes disciplinary action for violations	Yes	3.0	3.0	2
	No	1.3	1.3	1
Have health & safety audit & inspection program	Yes	3.0	3.0	2
	No	1.3	1.3	1
Written health & safety program includes investigation & recommends corrective actions	Yes	2.4	2.4	3
Written health & safety program includes proactive safety activities	Yes	2.4	2.4	3
Track safety observation, near miss, or hazards	Yes	2.4	2.4	2
	No	2.4	2.4	1
Management sets goals & targets for safety performance	Yes	2.4	2.4	3
Have a safety committee	Yes	2.4	2.4	3
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	2.4	2.4	3
Total number of employees	Less than 250	1.3	1.3	1
	Greater than 1,000	3.0	3.0	2
Have a contractor safety program	Yes	3.0	3.0	2
	No	1.3	1.3	1

Q3e.2 2013 EMR (Experience Modification Rate) - Contract Operations

		2013 EMR (Experience Modification Rate) for Contract Operations		
		Mean	Median	Count
All Respondents		0.9	0.9	1
New acquisitions from past calendar year that might have adversely impacted results	No	0.9	0.9	1
Company has specific safety policy put in place by management	Yes	0.9	0.9	1
Policy defines employee accountability for workplace safety	Yes	0.9	0.9	1
Company has health and safety program	Yes	0.9	0.9	1
Dedicated budget for health and safety programs	Yes	0.9	0.9	1
Written health & safety program includes disciplinary action for violations	No	0.9	0.9	1
Have health & safety audit & inspection program	No	0.9	0.9	1
Written health & safety program includes investigation & recommends corrective actions	Yes	0.9	0.9	1
Written health & safety program includes proactive safety activities	Yes	0.9	0.9	1
Track safety observation, near miss, or hazards	Yes	0.9	0.9	1
Management sets goals & targets for safety performance	Yes	0.9	0.9	1
Have a safety committee	Yes	0.9	0.9	1
Annual avg. # of hours of health & safety training received by most employees	Greater than 10 hours	0.9	0.9	1
Total number of employees	Less than 250	0.9	0.9	1
Have a contractor safety program	No	0.9	0.9	1

Q3a.3 2013 DART Incidence Rate - Regulated Operations

		2013 DART Incidence Rate for Regulated Operations		
		Mean	Median	Count
All Respondents		1.9	1.9	4
New acquisitions from past calendar year that might have adversely impacted results	No	1.9	1.9	4
Company has specific safety policy put in place by management	Yes	1.9	1.9	4
Policy defines employee accountability for workplace safety	Yes	1.9	1.9	4
Company has health and safety program	Yes	1.9	1.9	4
Dedicated budget for health and safety programs	Yes	1.7	1.5	3
	No	2.5	2.5	1
Written health & safety program includes disciplinary action for violations	Yes	2.1	2.2	3
	No	1.3	1.3	1
Have health & safety audit & inspection program	Yes	2.1	2.2	3
	No	1.3	1.3	1
Written health & safety program includes investigation & recommends corrective actions	Yes	1.9	1.9	4
Written health & safety program includes proactive safety activities	Yes	1.9	1.9	4
Track safety observation, near miss, or hazards	Yes	1.4	1.4	2
	No	2.3	2.3	2
Management sets goals & targets for safety performance	Yes	1.9	1.9	4
Have a safety committee	Yes	1.9	1.9	4
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	2.5	2.5	1
	Greater than 10 hours	1.7	1.5	3
Total number of employees	Less than 250	1.3	1.3	1
	250-1,000	2.5	2.5	1
	Greater than 1,000	1.9	1.9	2
Have a contractor safety program	Yes	1.9	1.9	2
	No	1.9	1.9	2

Q3b.3 2013 Lost Time Severity Rate - Regulated Operations

		2013 Lost Time Severity Rate for Regulated Operations		
		Mean	Median	Count
All Respondents		28.3	22.7	4
New acquisitions from past calendar year that might have adversely impacted results	No	28.3	22.7	4
Company has specific safety policy put in place by management	Yes	28.3	22.7	4
Policy defines employee accountability for workplace safety	Yes	28.3	22.7	4
Company has health and safety program	Yes	28.3	22.7	4
Dedicated budget for health and safety programs	Yes	33.1	31.3	3
	No	14.0	14.0	1
Written health & safety program includes disciplinary action for violations	Yes	37.7	31.3	3
	No	0.0	0.0	1
Have health & safety audit & inspection program	Yes	37.7	31.3	3
	No	0.0	0.0	1
Written health & safety program includes investigation & recommends corrective actions	Yes	28.3	22.7	4
Written health & safety program includes proactive safety activities	Yes	28.3	22.7	4
Track safety observation, near miss, or hazards	Yes	15.7	15.7	2
	No	41.0	41.0	2
Management sets goals & targets for safety performance	Yes	28.3	22.7	4
Have a safety committee	Yes	28.3	22.7	4
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	14.0	14.0	1
	Greater than 10 hours	33.1	31.3	3
Total number of employees	Less than 250	0.0	0.0	1
	250-1,000	14.0	14.0	1
	Greater than 1,000	49.6	49.6	2
Have a contractor safety program	Yes	49.6	49.6	2
	No	7.0	7.0	2

Q3c.3 2013 Lost Time Incidence Rate - Regulated Operations

		2013 Lost Time Incidence Rate for Regulated Operations		
		Mean	Median	Count
All Respondents		0.8	0.9	4
New acquisitions from past calendar year that might have adversely impacted results	No	0.8	0.9	4
Company has specific safety policy put in place by management	Yes	0.8	0.9	4
Policy defines employee accountability for workplace safety	Yes	0.8	0.9	4
Company has health and safety program	Yes	0.8	0.9	4
Dedicated budget for health and safety programs	Yes	0.6	0.9	3
	No	1.2	1.2	1
Written health & safety program includes disciplinary action for violations	Yes	1.0	1.0	3
	No	0.0	0.0	1
Have health & safety audit & inspection program	Yes	1.0	1.0	3
	No	0.0	0.0	1
Written health & safety program includes investigation & recommends corrective actions	Yes	0.8	0.9	4
Written health & safety program includes proactive safety activities	Yes	0.8	0.9	4
Track safety observation, near miss, or hazards	Yes	0.5	0.5	2
	No	1.1	1.1	2
Management sets goals & targets for safety performance	Yes	0.8	0.9	4
Have a safety committee	Yes	0.8	0.9	4
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	1.2	1.2	1
	Greater than 10 hours	0.6	0.9	3
Total number of employees	Less than 250	0.0	0.0	1
	250-1,000	1.2	1.2	1
	Greater than 1,000	0.9	0.9	2
Have a contractor safety program	Yes	0.9	0.9	2
	No	0.6	0.6	2

Q3d.3 2013 Recordable Incidence Rate - Regulated Operations

		2013 Recordable Incidence Rate for Regulated Operations		
		Mean	Median	Count
All Respondents		2.7	2.8	5
New acquisitions from past calendar year that might have adversely impacted results	No	2.7	2.8	5
Company has specific safety policy put in place by management	Yes	2.7	2.8	5
Policy defines employee accountability for workplace safety	Yes	2.7	2.8	5
Company has health and safety program	Yes	2.7	2.8	5
Dedicated budget for health and safety programs	Yes	2.3	2.3	4
	No	4.2	4.2	1
Written health & safety program includes disciplinary action for violations	Yes	3.0	3.0	4
	No	1.3	1.3	1
Have health & safety audit & inspection program	Yes	3.0	3.0	4
	No	1.3	1.3	1
Written health & safety program includes investigation & recommends corrective actions	Yes	2.7	2.8	5
Written health & safety program includes proactive safety activities	Yes	2.7	2.8	5
Track safety observation, near miss, or hazards	Yes	2.0	1.8	3
	No	3.7	3.7	2
Management sets goals & targets for safety performance	Yes	2.7	2.8	5
Have a safety committee	Yes	2.7	2.8	5
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	3.0	3.0	2
	Greater than 10 hours	2.4	2.8	3
Total number of employees	Less than 250	1.3	1.3	1
	250-1,000	3.0	3.0	2
	Greater than 1,000	3.0	3.0	2
Have a contractor safety program	Yes	2.6	2.8	3
	No	2.7	2.7	2

Q3e.3 201 EMR (Experience Modification Rate) - Regulated Operations

		2013 EMR (Experience Modification Rate) for Regulated Operations		
		Mean	Median	Count
All Respondents		0.9	0.9	2
New acquisitions from past calendar year that might have adversely impacted results	No	0.9	0.9	2
Company has specific safety policy put in place by management	Yes	0.9	0.9	2
Policy defines employee accountability for workplace safety	Yes	0.9	0.9	2
Company has health and safety program	Yes	0.9	0.9	2
Dedicated budget for health and safety programs	Yes	0.9	0.9	1
	No	0.8	0.8	1
Written health & safety program includes disciplinary action for violations	Yes	0.8	0.8	1
	No	0.9	0.9	1
Have health & safety audit & inspection program	Yes	0.8	0.8	1
	No	0.9	0.9	1
Written health & safety program includes investigation & recommends corrective actions	Yes	0.9	0.9	2
Written health & safety program includes proactive safety activities	Yes	0.9	0.9	2
Track safety observation, near miss, or hazards	Yes	0.9	0.9	1
	No	0.8	0.8	1
Management sets goals & targets for safety performance	Yes	0.9	0.9	2
Have a safety committee	Yes	0.9	0.9	2
Annual avg. # of hours of health & safety training received by most employees	5-10 hours	0.8	0.8	1
	Greater than 10 hours	0.9	0.9	1
Total number of employees	Less than 250	0.9	0.9	1
	250-1,000	0.8	0.8	1
Have a contractor safety program	No	0.9	0.9	2

Lost Time Incidence Rate and Recordable Incidence Rate

		Total
All Respondents		15.00
2013 Lost Time Incidence Rate for All Operations	10th Percentile	0.08
	First Quartile 25%	0.84
	Median 50%	1.42
	Third Quartile 75%	2.12
	90th Percentile	3.47
	Number	10.00
	Mean	1.51
2013 Recordable Incidence Rate for All Operations	10th Percentile	1.55
	First Quartile 25%	3.14
	Median 50%	4.18
	Third Quartile 75%	8.10
	90th Percentile	8.86
	Number	11.00
	Mean	4.93

Lost Time Incidence Rate and Recordable Incidence Rate

		Total
All Respondents		15.00
2013 Lost Time Incidence Rate for Contract Operations	10th Percentile	0.00
	First Quartile 25%	0.00
	Median 50%	0.57
	Third Quartile 75%	.
	90th Percentile	.
	Number	3.00
	Mean	0.40
2013 Recordable Incidence Rate for Contract Operations	10th Percentile	1.31
	First Quartile 25%	1.31
	Median 50%	2.42
	Third Quartile 75%	.
	90th Percentile	.
	Number	3.00
	Mean	2.42

Lost Time Incidence Rate and Recordable Incidence Rate

		Total
All Respondents		15.00
2013 Lost Time Incidence Rate for Regulated Operations	10th Percentile	0.00
	First Quartile 25%	0.22
	Median 50%	0.92
	Third Quartile 75%	1.16
	90th Percentile	.
	Number	4.00
	Mean	0.77
2013 Recordable Incidence Rate for Regulated Operations	10th Percentile	1.31
	First Quartile 25%	1.56
	Median 50%	2.75
	Third Quartile 75%	3.71
	90th Percentile	.
	Number	5.00
	Mean	2.66

Lost Time Incidence Rate and Recordable Incidence Rate - All Operations

		Total
2013 Lost Time Incidence Rate for All Operations	First Quartile 25%	0.84
	Median 50%	1.42
	Third Quartile 75%	2.12
	Count	10
2013 Recordable Incidence Rate for All Operations	First Quartile 25%	3.14
	Median 50%	4.18
	Third Quartile 75%	8.10
	Count	11

Lost Time Incidence Rate and Recordable Incidence Rate - Contract Operations

		Total
2013 Lost Time Incidence Rate for Contract Operations	First Quartile 25%	0.00
	Median 50%	0.57
	Third Quartile 75%	.
	Count	3
2013 Recordable Incidence Rate for Contract Operations	First Quartile 25%	1.31
	Median 50%	2.42
	Third Quartile 75%	.
	Count	3

Lost Time Incidence Rate and Recordable Incidence Rate - Regulated Operations

		Total
2013 Lost Time Incidence Rate for Regulated Operations	First Quartile 25%	0.22
	Median 50%	0.92
	Third Quartile 75%	1.16
	Count	4
2013 Recordable Incidence Rate for Regulated Operations	First Quartile 25%	1.56
	Median 50%	2.75
	Third Quartile 75%	3.71
	Count	5