



Centuri Group, Inc. – Think SAFE Video Transcript

(00:01) Visual of Centuri logo

Audio: Thoughtful music

(00:02) Visual of female speaker close-up in an office setting

Text: Doreen Hartley, President, Meritus Gas Division, Centuri Group, Inc.

Audio: Think SAFE is really about no matter what level you're at, everyone is focused on safety.

(00:08) Visual of male speaker close-up in an office setting with Safety and Quality message behind him to the right

Text: Rob Lyons, Chief Operating Officer, Centuri Group, Inc.

Audio: Everybody's empowered, everybody's there to keep each other safe, to keep the public safe, to keep our stakeholders safe.

(00:10) Several clips in the background as audio is delivered featuring showcasing crews in full personal protective equipment (PPE) while working to install gas pipelines and electric services

Text: Rick Delaney, Executive VP, Operations Support

Audio: At Centuri safety is our top priority. No project or activity is more important than our employees returning home safely every day.

Audio: Think SAFE was based upon the premise of behavior based safety, which was really an idea that you get all employees from line to leader engaged in a more meaningful way and safely.

Text: Damian Braun, Superintendent, NPL Construction Co.

(00:36) Visual of male speaker in full PPE with a gas pipeline jobsite behind him. Additional visuals of same speaker actively engaged in discussion with crew members

Audio: My role as a supervisor with the Think SAFE program is to open up communication with my crews to promote safety and safety awareness on our job sites of all times.

(01:06) Visual of crew members watching jobsite activity while writing in a tablet titled 'Think SAFE'. Additional visuals of crew discussions while holding and referencing the tablet

Audio: There's two components to Think SAFE. One is a leadership component, and one is a frontline employee component. The frontline component is our employees tell us all the time that they're their brother's keeper. The difference is, there's one person on each crew accountable for that. And what's different in this scenario is that we get feedback from employees about what they're seeing and observing in the field so we can help make change to mitigate risk over time.



(01:10) Visuals of employee crew members speaking with gas and electric construction work in the background

Text: Ryan Gross, Foreman, NPL Construction Co.

Audio: We choose the lead observer on a week to week basis, so that we all have a chance to give our input so we're all part of the same team.

Audio: As the lead observer, you start out the day, and you just go through the job site and as you find any discrepancies with safety, we want to bring it to the crews attention immediately so it can be rectified at that moment.

(01:23) Visual of male in full PPE writing on the tablet and then get in his truck and transfer notes electronically to an iPad

Text: Denin Petroff, Laborer, Lead Safety Observer, NPL Canada

Audio: It's about really being able to observe everything that some people might be missing.

Text: Jody Langdon, Foreperson, NPL Canada

Audio: Everybody has different perspectives.

Text: Fred Whiteside, Senior Manager, Safety and Quality, NPL Construction Co

(01:38) Visual of a backhoe digging a ditch while showcasing the operator inside

Audio: The laborer is going to see something safety wise different than what a foreman would see it and different than what an operator would see.

Text: Mike DiMeco, Field Supervisor, Neuco

Audio: It gives us as a company experience talking to the crew so when they get to that Foreman's role they can communicate to the crew members.

Text: Kurt Frampton, Senior Vice President, Operations, Neuco

Audio: Most incidents that are happening aren't really egregious, they just need to be guided back in a better way and that's where the safety observer booklet is key to doing this.

Text: Ryan Pinto, Operator, Lead Safety Observer, NPL Construction Co.

(02:01) Visual showing close-up of hands holding a small spiral tablet and making notes in a pre-printed template with title of Think SAFE Observations at the top

Audio: Every week, I assign a person to log in the book as it goes throughout the day, they keep track of what they see, as well as what the other people in my crew see. At the end of the week,



my lead observer will bring the booklet to me and at that point in time I enter it into the Think SAFE app.

(02:09) Visual of person carrying the orange tablet to another male who then transfers the content of the page electronically to an iPad

Text: Kurt Frampton, Senior Vice President, Operations, Neuco

Audio: That orange booklet, by him having that, the crew is empowering him to go ahead and observe behavior, take that back, and then go ahead and have conversations about things that need to be tweaked.

(02:16) Visuals of a small group of three men conversing intently while looking at a tablet

Text: Ryan Gross, Foreman, NPL Construction Co.

Audio: It's been a challenge and implementing the things safe program but it's something I'm glad we did.

Text: Ryan Pinto, Operator, Lead Safety Observer, NPL Construction Co.

Audio: I basically got over the challenge by just having the conversation, you know, not being afraid to speak up.

Text: Dave Yeomans, Foreman, Lead Safety Observer, Neuco

Audio: If you see something, make sure you say something,

Text: Eric Dion, Foreman, Neuco

Audio: I think the crew needs to build a relationship around that person to make them feel comfortable.

Text: Steve Adams, President, Centuri Power Group

Audio: With this program, we're allowing everyone to say you have a voice. Use that voice for safety.

(02:45) Animated video starting with a construction worker's head with a hard hat in the center, arrows start to appear one at a time around the center with text showing: Stop, Ask, Fix, Educate

Audio: Safe stands for a stop, ask, fix, and educate. If you recognize a risk that your crew has encountered, stop, take a pause, ask them, ask your crew members, what were they thinking? Did they recognize the risk and fix it. Put something different in place to mitigate that risk. And lastly, you don't want that to happen again, so educate your crew members on what you saw, and what you can do differently next time. The thinking behind the leadership component is when we talked with employees, they gave us feedback that they wanted to see more of their

leaders in the field. They wanted their leaders to be talking more about safety than about the business.

Text” Nicole Colby, Senior manager, Safety and Quality, Neuco

(04:15) Visuals of jobsite crews actively engaged in discussions with executive leaders – executive leaders are wearing full PPE on the jobsite

Audio: When they're visited out in the field it shows that they are valued to this company and what they do is important and what they bring to the table every day and what they do in the field is appreciated by everybody from the top down.

Text: Rob Lyons, Chief Operating Officer, Centuri Group, Inc.

Audio: It truly demonstrates the visibility that we want to have from top to bottom.

Audio: It's important for leaders to interact with the crew and to perform safety visits so that we can make that connection back to the employee.

(03:43) Video clips of construction jobsite visits by leaders watching, interacting, and actively engaged in conversations with all crew members

Text: Nicole Colby, Senior manager, Safety and Quality, Neuco

Audio: They don't get to come into the office and see leadership, see vice presidents or directors or supervisors.

Audio: We want to make sure the employees feel heard and want to make sure that we're paying attention to behaviors and practices.

Text: Jesse Arsenault, General Superintendent, NPL Construction Co.

Audio: We're not there to discipline them on the stuff that we're finding in the field, to make the betterment of the company, the crew, the way they work, and just being more efficient throughout the day.

Audio: If we are afraid to report issues that we see related to safety, then we're never going to get better.

(04:21) Visual of instructor presenting the tablet in an open position to a group of men in a classroom setting. The word SAFE on the tablet and monitors at the front of the room

Audio: The non-punitive nature of the program is vital because it really opens up the communication that the crews have and a comfort with safety and as far as the company and with their superiors, that they know they can talk honestly and openly about safety and their concerns.

Text: Kevin Pigeau, Director, Field Safety and Programs, NPL Canada



Audio: At the daily crew GSAs, they're all engaging now rather than just listening to a foreman.

(04:33) Visual of an office conference room meeting. Everyone is engaged in discussion and the Think SAFE tablet is visible

Audio: The most recent one we've done with the safety roundtable has to do around with damages that we've had, where we brought in groups of field leaders in the company to discuss why are we having damages.

(04:49) Visual of male in an office setting

Audio: For me it's personal. Think SAFE from an executive stand gives me a tool to be able to communicate better to the field and be able to question leadership, if they feel their safety needs aren't being met.

Text: Rob Lyons, Chief Operating Officer, Centuri Group, Inc.

Audio: It's the next step. It's how we get to the next level, it's how we become that cut above.

Audio: It's our belief that over time, it's just going to be pretty common and comfortable for all of us.

Text: Eric Dion, Foreman, Neuco

(05:04) Visual of male with full PPE and jobsite activity behind him

Audio: At the end of the day we're all a unit we rise or sink together.

Text: Rick Delaney, Executive VP, Operations Support

Audio: Think SAFE is our way of empowering every employee to take ownership of safety. And it's working.

Audio: All companies need to create an environment where employees feel comfortable being leaders of safety.

(05:20) Visual of safety and quality triangles that resemble caution signs.

(05:24) Visual of Centuri logo