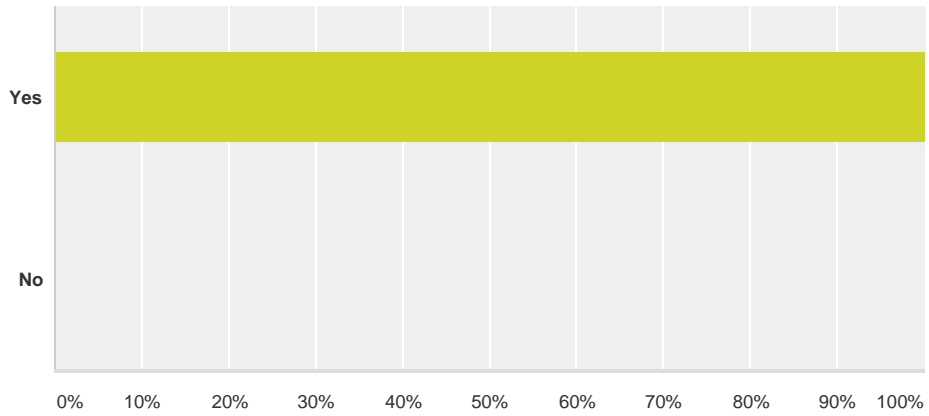


Q1 Does your company provide training in incident investigation to your employees?

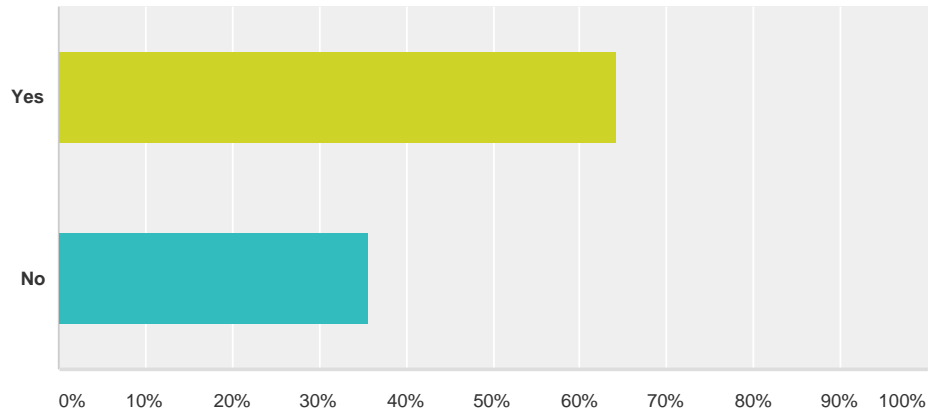
Answered: 28 Skipped: 0



Answer Choices	Responses
Yes	100.00% 28
No	0.00% 0
Total	28

**Q2 Do you have different levels of training?
For example, basic awareness, experienced investigator, expert investigator.**

Answered: 28 Skipped: 0

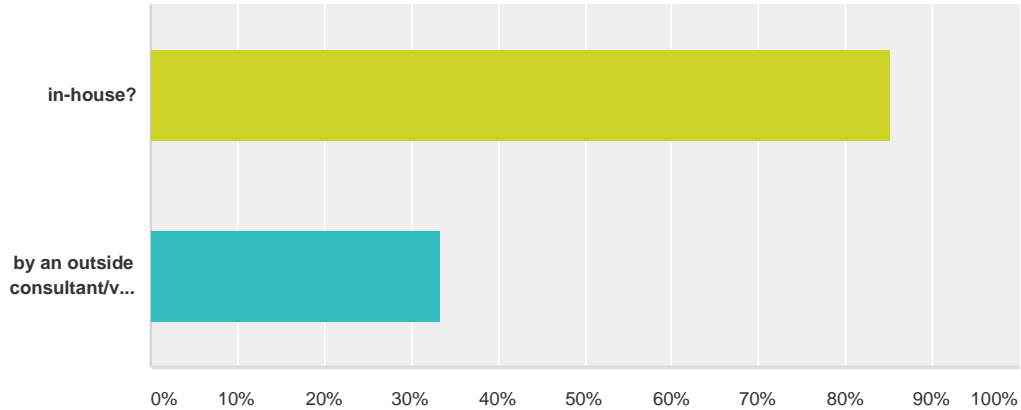


Answer Choices	Responses
Yes	64.29% 18
No	35.71% 10
Total	28

#	If yes, please explain.
1	near miss level, recordable level, potential LIFE event level
2	General awareness which is for all employees. We do this once every three years. 8 hours of training for salary and hourly employees who will lead or participate in investigations.
3	Awareness - All employees, Basic - Supervisors and Managers, Advanced - Root Cause Analysis Team
4	depends on the incident level
5	basic and advanced training
6	lead Investigator
7	Employees who will do incident analysis' get about 8 hours of training. All other mill employees get one hour of training every three years to understand the concepts.
8	Incident Investigation training based upon severity of incident and database administrators.
9	All employees get awareness training. Then we have qualified trainers at the mill level for level 3 and 4 investigations. Level 1 and 2 require a certified trainer who is trained by an outside agency.
10	Basic Awareness on what to do if an incident occurs- who to call, secure area, how an investigation will be done. Then another group (Area Leads, Lead Team, etc) are trained in investigating. If incident is severe then we have someone from Corporate assist
11	Different severity levels require different skills, and sometimes require an outside resource from another location or corporate resource
12	We train the hourly employees for two reasons 1) To understand the process 2) Worker's Compensation awareness. We also trained our Leads/Supervisors/Managers of how to properly investigate incidents and the flow of the paperwork.
13	Two levels, basic and advanced for high severity incidents

Q3 Was the training developed:

Answered: 27 Skipped: 1

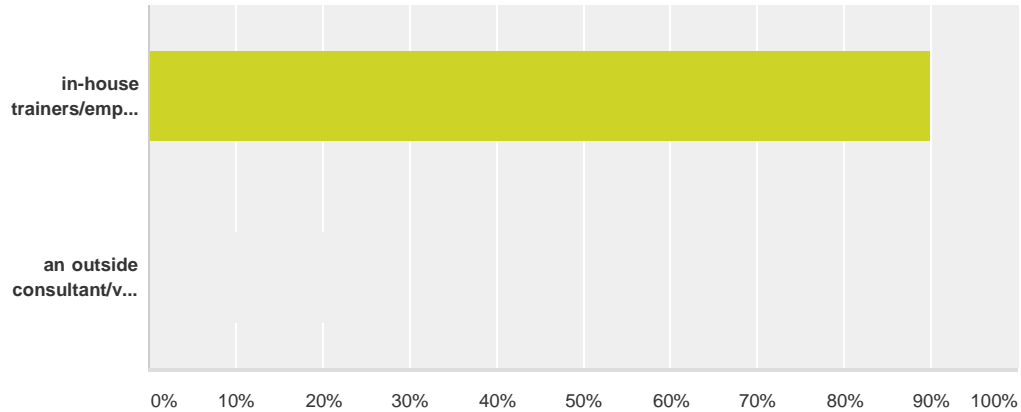


Answer Choices	Responses
in-house?	85.19% 23
by an outside consultant/vendor? If yes, can you provide their name/company?	33.33% 9
Total Respondents: 27	

#	Comments
1	used to do investigation taught by DNV, but in the midst of transitioning
2	We also used consultants initially on a company wide basis and then the owner of our process along with the safety manager developed the process and training locally.
3	national safety counsel
4	Basically hands-on participation with more experienced investigators.
5	With help from our Worker's Comp Insurance Carrier - MEMIC
6	DNV training and Share Bush associates - for advanced
7	Logic Tree (Systems of Safety)
8	We use the DNV and Tap Root as consultants.
9	Bill Koepnick
10	We follow Weyerhaeuser's investigation process but the certified training is conducted by DNV.
11	DuPont
12	We used DNV in the past, but have been developing an in-house program using HPI concepts and are working with Shane Bush of Bushco
13	The Safety Leader developed the PPT training.
14	In house but based on input from various consultants and programs i.e. DDI, Safe Start, Human Performance Improvement, etc.

Q4 Is the training put on by:

Answered: 28 Skipped: 0



Answer Choices	Responses
in-house trainers/employees?	89.29% 25
an outside consultant/vendor? If yes, can you provide their name/company?	28.57% 8
Total Respondents: 28	

#	Comments
1	would like to work toward training in-house trainers
2	The safety manager and owner of the process conduct the training. The owner of our process is actually a union member who is a pipe fitter at our mill. Lots of credibility when someone on the floor owns what could be a contentious topic like this.
3	DMV
4	DNV training - now Share Bush co
5	Same as above
6	See above in #4
7	The Safety Leader provides the training.

Q5 Additional comments

Answered: 7 Skipped: 21

#	Responses
1	We try to model after the root cause process with our quality teams to improve the team strength and comfort with the process
2	We have had some folks complete more formal training in the past and these individuals lead the investigations and pass on knowledge.
3	This is an area that we are looking at expanding in the future.
4	Additional training is being developed for investigators; however not in place yet.
5	This is still in the design and development process
6	We have a simplified process for reporting incidents and follow-up investigations. We created two folders on our Business Management System that contains two incident folders. The two incident folders have the proper incident reporting form with all supportive documentation needed to complete the process.