

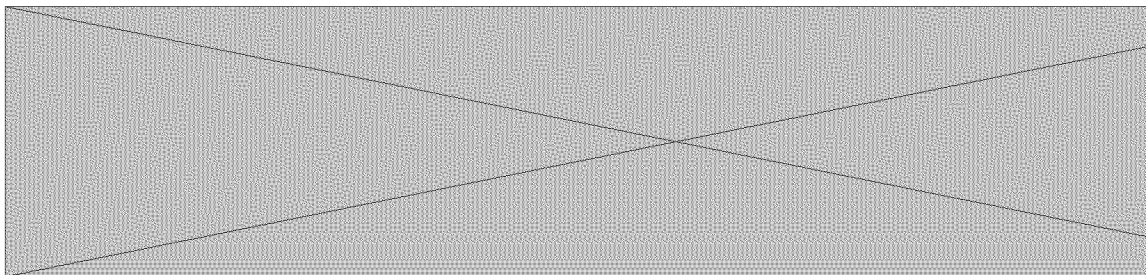
From: Cherry, Brian K  
Sent: 6/3/2014 8:53:03 AM  
To: Michel Peter Florio (MichelPeter.Florio@cpuc.ca.gov)  
Cc:  
Bcc:  
Subject: Fwd: Safety: Changes and Progress We've Made

Thought you might enjoy this.

Sent from my iPad

Begin forwarded message:

**From:** A Safety Message from Des Bell <ASafetyMessagefromDe@pge.com>  
**Date:** June 2, 2014 at 6:00:44 PM PDT  
**To:** All PG&E Mail Recipients <ALLPG&E@exchange.pge.com>, All PGE Corp Employees <AllPGE CorpEmployees@exchange.pge.com>  
**Subject: Safety: Changes and Progress We've Made**



PG&E Team:

It's an exciting time to be a part of safety at PG&E. And let's be clear, you're not just a part of safety and our journey to eliminate injuries, you are the determining factor how safely the company operates. That's why we want to keep you informed about changes and progress we've made as well as our future plans to continue to strengthen our safety culture at PG&E.

**New Safety, Health and Environment (SH&E) Organization**

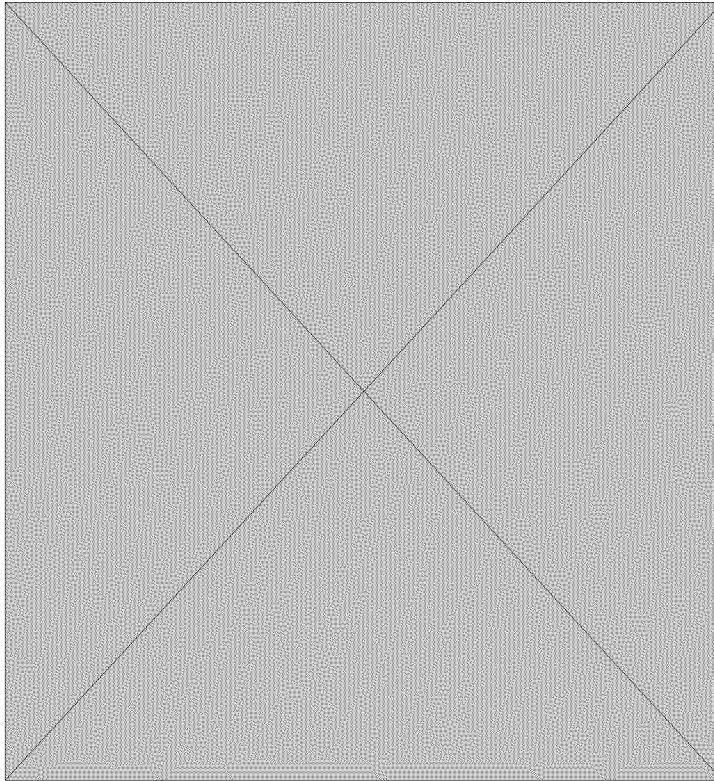
As announced in April, we consolidated the Safety and Environmental teams into Safety, Health and Environment organization under the leadership of Vice President Janet Loduca. Combining these two critical functions is a common practice and provides opportunities to leverage resources across both teams and improve our overall support to the lines of business. [Click here](#) to see the new SH&E organization.

### **New Committee Structure in Place**

One of the things we learned from our recent safety culture assessment is that we have an opportunity to create greater alignment in the way we govern our decisions and initiatives on safety.

To help facilitate this, we've created a new Chairman's Safety Council (CSC), led by Tony Earley, with Chris Johns, other members of the senior executive team and union leadership. The CSC is responsible for guiding our safety strategy. The LOB Safety Councils, comprised of management, union and grassroots team members are responsible for executing their plans to reduce exposure and eliminate incidents. Our goal is to enhance engagement and alignment among key stakeholders at all levels of the company. With this new structure, we are focused on setting clear direction, ensuring leaders are hearing from employees and improving our ability to quickly remove barriers to our progress.

### **Safety Culture Roadmap**



Over the last few years, we've a lot of actions to strengthen our safety culture and create a climate where employees feel comfortable raising safety concerns. It's critical that our team members feel encouraged to speak up and report issues in order to protect each other and the public.

While we're proud of our progress to date, we know from our recent culture assessment that we have more work to do.

In the coming months, we'll begin to provide our leaders with additional skills and training to help create a stronger safety culture. In many cases, this will include 3 degree assessments and in-the-field safety leadership coaching. We'll also be developing a process to help us better understand and control incidents that have potential to result in serious injuries or fatalities. We want to identify, analyze and mitigate or remove exposure to those incidents – before they occur.

Our journey to create and maintain a strong safety culture will never stop. Safety be an unwavering value for us all. With your help, we can make steady progress and every day. We'll continue to provide regular updates on our progress, and I encourage you to continue to share your ideas and best practices with us.

Thanks for your commitment and focus on leading safety at PG&E.

Des