E.23

Individual Performance Review

Employee Name: [redacted]
Department: Aerial Lines - Luzerne

Supervisor Name: Hoyer,Walter F
Title/Position: Foreman Aerial

Employee Number: [redacted]
Evaluation Period: 2016

The purpose of this Individual Performance Review is to provide a clear, fair, and understandable way to evaluate employee performance relative to pre-set expectations. Employees are evaluated on both results and value-based behaviors. Results are defined as performance against measurable goals, and behaviors ("how" the results are achieved) are performance against Exelon's Value-Based Behaviors. A general guideline for determining overall performance ratings will be 2/3 on results and 1/3 on behaviors. Please note that this is a guideline for consistency, not a required calculation. Each employee's individual incentive multiplier and annual merit increase are based on his/her overall rating.

At the beginning of the year, each employee and supervisor sets goals with measures and discusses how the employee can "live" the Exelon Value-Based Behaviors. At mid-year and end-of-year, the employee's performance is evaluated against the expectations established at the beginning of the year. Following the completion of the annual performance cycle, each employee will receive a final overall rating of A, B+, B, B- or C.

Performance on Goals (Results)

Goals	Mid -Year Performance:	Year-End Performance:
Weighting: Medium **Goal Description:** ORGANIZATIONAL EFFECTIVENESS **Target/Measurement:** 0-OSHAs/LWDCs, 0-RVAs, 0-HP events # SAFETY AUDITS/MONTH # DRIVER AUDITS/MONTH LIST SAFETY TEAM/INITIATIVE PARTICIPATION SPECIAL SAFETY ACCOMPLISHMENTS **Planned Completion Deadline:** 12-31-16 **Actual Completion Date:** 6/30/16	**On-Track** **Progress - Self:** NO OSHA NO RVA'S ON TARGET **Progress - Manager:** 0 osha's and rva's	**B Meets Expectations** **Results - Self:** MY CREWS WERE ABLE TO ACOMPLISH 0-RVA'S,LWDC,OR HP EVENTS **Results - Manager:** [redacted] crews have had 0 incidents while under his leadership
Weighting: Medium **Goal Description:** CUSTOMER AND KEY STAKEHOLDER SATISFACTION **Target/Measurement:** ACHIEVE NEW BUSINESS SATISFACTION OF 96.5	**On-Track** **Progress - Self:** NO CUST/PRESIDENTIAL COMPLAINTS GOOD PARTICIPATION ON INITIATIVES **Progress - Manager:** o puc and pres. complaints	**B Meets Expectations** **Results - Self:** THERE WERE NO PRESIDENTIAL OR PUC COMPLAINTS ABOUT MY CREWS FOR THE YEAR **Results - Manager:** [redacted] crews have had 0 Puc or Presidential complaints while

[redacted]

Individual Performance Review

Employee Name: [redacted]

0-PUC COMPLAINTS, 0-PRESIDENTIAL COMPLAINTS
SUPPORT UNITED WAY CAMPAIGN
PARTICIPATION ON INITIATIVES

under his leadership

Planned Completion Deadline:
12-31-16

Actual Completion Date:
6/30/16

Weighting:
Medium

On-Track

B Meets Expectations

Goal Description:
FINANCIAL DISCIPLINE

Progress - Self:
MANAGE OT AND INITIATE MR'S FOR TAX REPAIRS

Results - Self:
MY CREWS WERE ABLS TO BE SUPPORTIVE IN ACHIEVING THESE GOALS

Target/Measurement:
ACHIEVE UG/AERIAL DEFECT CPUs
REDUCE OT SPENDING
SUPPORT PRODUCTIVITY INITIATIVES
ADHERE TO TAX REPAIRS POLICY

Progress - Manager:
does not abuse OT and makes MR's for all jobs, focused on accounting

Results - Manager:
[redacted] completes his work with minimal overtime used. [redacted] has done very well in learning how to charge appropriate accounting and also creating material requests.

Planned Completion Deadline:
12-31-16

Actual Completion Date:
6/30/16

Weighting:
Medium

On-Track

B Meets Expectations

Goal Description:
OPERATIONAL EXCELLENCE

Progress - Self:
MET GOALS

Results - Self:
OUR CREWS HAVE DONE A GOOD JOB OF FINDING THE MOST EFFICIENT WAY TO COMPLETE JOBS EITHER ON TIME OR EARLY

Target/Measurement:
ACHIEVE CAIDI/SAIFI TARGETS
LEVERAGE TELOGIS TO DRIVE BUSINESS PERFORMANCE
COMPLETE ALL ACE/RCI INVESTIGATIONS PER PROCEDURE
SUMMER/WINTER READINESS COMPLETED ON TIME

Progress - Manager:
[redacted] is usually on the scheduled work crew that work the critical infrastructure projects and does a good job managing that work and completing on target

Results - Manager:
[redacted] crew is on scheduled work on critical infrastructure projects and does a good job managing that work and completing on target. They have consistently challenged designers design and eliminated portions that were not required, saving time and money

[redacted]

Individual Performance Review

Employee Name: [redacted]

Planned Completion Deadline:
12-31-16

Actual Completion Date:
6/30/16

Weighting:
Medium

Goal Description:
Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise.
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead by exhibiting behaviors that support the company's values and competencies.
- Lead efforts to promote an inclusive and engaged environment focused on Diversity and Inclusiveness, Employee Development, Leadership Presence and effective two-way and open Communication.

Coaching
- Coach individuals and teams to develop their skills and support the organization's goals, and values.
- Support the development of direct and indirect reports, teams, and peers by providing resources and establishing development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Manage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment.
- Address areas for improvement with effective strategies which lead to improved engagement.

On-Track

Progress - Self:
ON TARGET

B Meets Expectations

Results - Self:
GOAL HAS BEEN MET BUT I WILL CONTINUE TO WORK TO STRENGTHEN AND FOSTER RESPECT TRUST AND TEAMWORK

[redacted]

Individual Performance Review

Employee Name: [redacted]

Target/Measurement:
Engagement action plans to address key improvement opportunities are developed and actively worked:

Metrics:
- EEI Goal = (Insert improvement target based on 2015 survey results)
- Ensure high quality goals and performance reviews for employees are established and approved by the due dates. Complete Mid-Year and End of the Year Reviews by their due dates
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
6/30/16

Progress - Manager:
[redacted] is very respectful of others and inclusive when it comes down to decisions on the job. He does an excellent job getting his crew to understand the goal and drive for great performance

Results - Manager:
[redacted] is a great asset to the team. He brings skills and knowledge that he passes along to his crews. He is open and honest with his crews and has their respect and appreciation.

Weighting:
Medium

Goal Description:
LEAD/COACH/MANAGE

Target/Measurement:
*LEAD
LEAD BY EXAMPLE AND ACT AS A ROLE MODEL FOR YOUR TEAM, ACROSS THE BROADER COMPANY AND THE ENTERPRISE
*CREATE AN EVIRONMENT OF PRIDE, LOYALTY, AND COMMITMENT WITHIN YOUR TEAM
*FOSTER ENGAGEMENT OF EMPLOYEES BY BUILDING TRUST, PROMOTING A SENSE OF TEAM, IMPROVING TWO-WAY COMMUNICATION, AND ENCOURAGING A

On-Track

Progress - Self:
GOOD COMMUNICATION W/CREW
CONTINUED PARTICIPATION ON DIVERSITY DIALOGUE TEAM

Progress - Manager:
very engaged with employees and management through diversity council meetings

B Meets Expectations

Results - Self:
OUR CREW HAS DEVELOPED A GOOD WORKING RELATIONSHIP WITH AN EMPHASIS ON GOOD COMMUNICATION

Results - Manager:
He regularly attends executive diversity and inclusion meetings. His crew remains constant with the makeup. Everyone works well together and they know each others limitations and strengths which provides for better working relationships and employee engagement

[redacted]

Individual Performance Review

Employee Name: [redacted]

SHARED OWNERSHIP OF THE TEAMS BUSINESS RESULTS
*LEAD BY EXHIBITING BEHAVIORS THAT SUPPORT THE COMPANY'S VALUES AND COMPETENCIES
*LEAD EFFORT TO PROMOTE AND IMPROVE DRIVERS OF ENGAGEMENT, INCLUDING: INTENT TO TURNOVER, DIVERSITY AND INCLUSION; EMPLOYEE DEVELOPMENT;LEADERSHIP; AND COMMUNICATION
*COACHING
COACH INDIVIDUALS AND TEAMS TO DEVELOP THEIR SKILLS AND SUPPORT THE ORGANIZATIONS GOALS AND VALUES
*SUPPORT THE DEVELOPMENT OF DIRECT AND INDIRECT REPORTS, TEAMS, AND PEERS BY PROVIDING RESOURCES AND ESTABLISHING DEVELOPMENT AS A PRIORITY
*PROVIDE RECOGNITION AND FEEDBACK TO PROMOTE APPRECIATION, DEVELOPMENT, AND COMMUNICATION
*MANAGE
*WORK TO IMPROVE THE WORKPLACE AND RESPOND TO THE NEEDS OF THE EMPLOYEES IN OPRDER TO CREATE AN ENGAGED WORKFORCE AND ENVIRONMENT
*ADDRESS AREAS FOR IMPROVEMENT WITH EFFECTIVE STRATAGIES WHICH LEAD TO IMPROVED ENGAGEMENT.

Planned Completion Deadline:
12-31-15

Actual Completion Date:
6/30/16

[redacted]

Individual Performance Review

Employee Name: [redacted]

Core Competency Assessment

Competency:	Mid -Year Performance:	Year-End Performance:
Leads with Courage	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Inspires Trust	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Engages Others	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Encourages Open Dialogue	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target

[redacted]

Individual Performance Review

Employee Name: [redacted]

Organizational Agility	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Drives Execution and Sustainable Results	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Adaptability	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Fosters Innovation	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** ON TRACK **Comments - Manager:** on target
Focus on the Customer	**Rating - Self:** 3	**Rating - Self:** 3

[redacted]

Individual Performance Review

Employee Name: [redacted]

Rating - Manager:
3

Comments - Self:
ON TRACK

Comments - Manager:
on target

Rating - Manager:
3

Comments - Self:
ON TRACK

Comments - Manager:
on target

Overall Performance Rating

Self Overall Mid-Year Progress:
CONTINUE TO PROMOTE A SAFE WORK TEAM WHILE ALWAYS LOOKING TO IMPROVE OVERALL SAFETY PERFORMANCE. REMAIN ALERT IN DIFFICULT DRIVING CONDITIONS

Mid-Year Performance Rating:
On-Track

Overall Mid-Year Progress:

Manager Mid-Year Overall Goals Comments
[redacted] has accomplished much in his short duration with us. He is basically self managed and requires little input from supervision on the day to day activities

Manager Mid-Year Overall Behaviors Comments
[redacted] has taken the initiative to learn more aspects of his job and asks regularly for information as such not to need the direction of supervision. He is very eager to do the right thing and has a questioning attitude. He is on track with his developement as a foreman based on his amount of time

Self Mid-Year Sign Off Comments:

Self Overall Year-End Comments:

Summary of Results Rating:
B Meets Expectations

Summary of Results Comment:
great performer and leader. always gets done what needs to be and safely

Summary of Behaviors Rating:
B Meets Expectations

Summary of Behaviors Comment:
He has learned a lot in his short period with our team. He is eager to learn more and asks questions.

Year-End Performance Rating:
B Meets Expectations

Overall Year-End Comments:
Has done a great job and has progressed nicely in learning his responsibilities. He has contributed enormously in our teams success.

Self Year-End Sign Off Comments:

[redacted]

Individual Performance Review

Employee Name: [redacted]
Department: DC Phoenixville Aerial

Supervisor Name: Moore,Marie K
Title/Position: Foreman Aerial

Employee Number: [redacted]
Evaluation Period: 2015

The purpose of this Individual Performance Review is to provide a clear, fair, and understandable way to evaluate employee performance relative to pre-set expectations. Employees are evaluated on both results and value-based behaviors. Results are defined as performance against measurable goals, and behaviors ("how" the results are achieved) are performance against Exelon's Value-Based Behaviors. A general guideline for determining overall performance ratings will be 2/3 on results and 1/3 on behaviors. Please note that this is a guideline for consistency, not a required calculation. Each employee's individual incentive multiplier and annual merit increase are based on his/her overall rating.

At the beginning of the year, each employee and supervisor sets goals with measures and discusses how the employee can "live" the Exelon Value-Based Behaviors. At mid-year and end-of-year, the employee's performance is evaluated against the expectations established at the beginning of the year. Following the completion of the annual performance cycle, each employee will receive a final overall rating of A, B+, B, B- or C.

Performance on Goals (Results)

Goals	Mid -Year Performance:	Year-End Performance:
Weighting: Medium	**On-Track**	**B Meets Expectations**
Goal Description: Lead/Coach/Manage	**Progress - Self:** on target	**Results - Self:** meets target

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise.
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead by exhibiting behaviors that support the company's values and competencies.
- Lead effort to promote and improve drivers of engagement, including: Intent to Turnover; Diversity and Inclusion; Employee Development; Leadership; and Communication.

Coaching
- Coach individuals and teams to develop their skills and support the organization's goals, and values.
- Support the development of direct and indirect reports,

[redacted]

Individual Performance Review

Employee Name: [redacted]

teams, and peers by providing resources and establishing development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Manage
- Work to improve the workplace and respond to the needs of employees in order to create and engaged workforce and environment.
- Address areas for improvement with effective strategies which lead to improved engagement.

Target/Measurement:
Engagement action plans to address key improvement opportunities are developed and actively worked:

Core Metric
- Employee Survey Results show high and/or trending up engagement scores for targeted engagement area(s)

Secondary Metrics (select 2-3)
- EEI Goal = (Insert improvement target based on 2015 survey results)
- Ensure high quality goals and performance reviews for employees are established and approved in ETalent by the due dates (ETalent Report)
- Complete Mid-Year and End of the Year Reviews by their due dates
- Hold Regular 1/1 meetings with employees
- Hold Monthly MRM with teams
- Complete Business Talent Review, Rating Reliability meetings by their due dates
- Assist teams to develop IDP's for all employees and support through ongoing coaching
- Ensure high quality Performance Improvement Plans (PIPs), when applicable, are established and monthly meetings are held with employees to discuss progress (PIP document / HR Feedback / Manager and employee feedback)

Progress - Manager:
* Safety remains the top priority.
* Great job organizing upcoming work
* Gives valued feedback to the backoffice support personnel

Results - Manager:
* Good focus on safety
* Has been handling the weekly schedule review calls
* Audit performance has improved
* Good schedule adherence and flexibility
* As a foreman with a good amount of years, I am looking for [redacted] to mentor & support the new Phoenixville foreman as a peer.
* Great job on major work projects (Birchrun)
* Deals well with customers

[redacted]

Individual Performance Review

Employee Name: [redacted]

Planned Completion Deadline:
12/31/2015

Actual Completion Date:
12/11/15

[redacted]

Individual Performance Review

Employee Name: [redacted]

Core Competency Assessment

Competency:	Mid -Year Performance:	Year-End Performance:
Leads with Courage	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Attracts, Selects, Develops and Retains Talent	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Inspires Trust	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Engages Others	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:**	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:**

[redacted]

Individual Performance Review

Employee Name: [redacted]

	Good performance. Encourages and listens to input from the crews.	Good performance. Encourages and listens to input from the crews.
Encourages Open Dialogue	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Organizational Agility	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Drives Execution and Sustainable Results	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Adaptability	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance

[redacted]

Individual Performance Review

Employee Name: [redacted]

Fosters Innovation

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
Meets requirements

Comments - Manager:
Good performance

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
Meets requirements

Comments - Manager:
Good performance

Focus on the Customer

Rating - Self:
3

Rating - Manager:
4

Comments - Self:
Meets requirements

Comments - Manager:
Good performance.
Assisted worker at Freedom Foundation to troubleshoot issue with fountain.

Rating - Self:
3

Rating - Manager:
4

Comments - Self:
Meets requirements

Comments - Manager:
Good performance.
Assisted worker at Freedom Foundation to troubleshoot issue with fountain.

Overall Performance Rating

Self Overall Mid-Year Progress:
on target

Mid-Year Performance Rating:
On-Track

Overall Mid-Year Progress:

Manager Mid-Year Overall Goals Comments
On track to meet all goals

Manager Mid-Year Overall Behaviors Comments
Is a pleasure to work with. Good attention to safety.

Self Mid-Year Sign Off Comments:

Self Overall Year-End Comments:
meets target

Summary of Results Rating:
B Meets Expectations

Summary of Results Comment:
[redacted]gets the jobs finished safely.

Summary of Behaviors Rating:
B Meets Expectations

Summary of Behaviors Comment:
Good focus on safety.

Year-End Performance Rating:
B Meets Expectations

Overall Year-End Comments:
[redacted]is a key player in the success of the Phoenixville Service Building.

[redacted]

Individual Performance Review

Employee Name: [redacted]

Self Year-End Sign Off Comments:

[redacted]

Individual Performance Review

Employee Name: [redacted]
Department: DC Phoenixville Aerial

Supervisor Name: Moore,Marie K
Title/Position: Foreman Aerial

Employee Number: [redacted]
Evaluation Period: 2015

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[redacted]

Individual Performance Review

Employee Name: [redacted]

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- Assist teams to develop IDP's for all employees and support through ongoing coaching
- Ensure high quality Performance Improvement Plans (PIPs), when applicable, are established and monthly meetings are held with employees to discuss progress (PIP document / HR Feedback / Manager and employee feedback)

Progress - Manager:
* Safety remains the top priority.
* Great job organizing upcoming work
* Gives valued feedback to the backoffice support personnel

Results - Manager:
* Good focus on safety
* Has been handling the weekly schedule review calls
* Audit performance has improved
* Good schedule adherence and flexibility
* As a foreman with a good amount of years, I am looking for [redacted] to mentor & support the new Phoenixville foreman as a peer.
* Great job on major work projects (Birchrun)
* Deals well with customers

[redacted]

Individual Performance Review

Employee Name: [redacted]

Planned Completion Deadline:
12/31/2015

Actual Completion Date:
12/11/15

[redacted]

Individual Performance Review

Employee Name: [redacted]

Core Competency Assessment

Competency:	Mid -Year Performance:	Year-End Performance:
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Inspires Trust	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Engages Others	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:**	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:**

[redacted]

Individual Performance Review

Employee Name: [redacted]

	Good performance. Encourages and listens to input from the crews.	Good performance. Encourages and listens to input from the crews.
Encourages Open Dialogue	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Organizational Agility	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Drives Execution and Sustainable Results	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance
Adaptability	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** Meets requirements **Comments - Manager:** Good performance

[redacted]

Individual Performance Review

Employee Name: [redacted]

Fosters Innovation

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
Meets requirements

Comments - Manager:
Good performance

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
Meets requirements

Comments - Manager:
Good performance

Focus on the Customer

Rating - Self:
3

Rating - Manager:
4

Comments - Self:
Meets requirements

Comments - Manager:
Good performance.
Assisted worker at Freedom Foundation to troubleshoot issue with fountain.

Rating - Self:
3

Rating - Manager:
4

Comments - Self:
Meets requirements

Comments - Manager:
Good performance.
Assisted worker at Freedom Foundation to troubleshoot issue with fountain.

Overall Performance Rating

Self Overall Mid-Year Progress:
on target

Mid-Year Performance Rating:
On-Track

Overall Mid-Year Progress:

Manager Mid-Year Overall Goals Comments
On track to meet all goals

Manager Mid-Year Overall Behaviors Comments
Is a pleasure to work with. Good attention to safety.

Self Mid-Year Sign Off Comments:

Self Overall Year-End Comments:
meets target

Summary of Results Rating:
B Meets Expectations

Summary of Results Comment:
[redacted]gets the jobs finished safely.

Summary of Behaviors Rating:
B Meets Expectations

Summary of Behaviors Comment:
Good focus on safety.

Year-End Performance Rating:
B Meets Expectations

Overall Year-End Comments:
[redacted]is a key player in the success of the Phoenixville Service Building.

[redacted]

Individual Performance Review

Employee Name: [redacted]

Self Year-End Sign Off Comments:

[redacted]

Individual Performance Review

Employee Name: [redacted]
Department: Aerial Lines - Luzerne

Supervisor Name: Hoyer,Walter F
Title/Position: Foreman Aerial

Employee Number: [redacted]
Evaluation Period: 2015

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Performance on Goals (Results)

Goals	Mid -Year Performance:	Year-End Performance:
Weighting: Medium **Goal Description:** I will work to familiarize myself with new roles that maybe asked of me in the near future **Target/Measurement:** I will know if I am achieving my goals through communication with my supervisor and peers that have been in these roles for some time. **Planned Completion Deadline:** 12/31/15 **Actual Completion Date:** 12/31/15	**On-Track** **Progress - Self:** Have accomplished upgrading tasks proficiently **Progress - Manager:** [redacted] continues to excel in this area. He is always concsious of proper charging and working priorites	**B+ Exceeds Expectations** **Results - Self:** Continue to make task 2 and 3's for trouble jobs **Results - Manager:** [redacted] is still focused on the proper charging and continues to monitor it.
Weighting: Medium **Goal Description:** I will work to familiarize myself with new roles that maybe asked of me in the near future. **Target/Measurement:** I will know if I am achieving my goals through communication with my supervisor and peers that have been in these roles for some time.	**On-Track** **Progress - Self:** On track **Progress - Manager:** .	**B Meets Expectations** **Results - Self:** on track **Results - Manager:** on track

[redacted]

Individual Performance Review

Employee Name: [redacted]

Planned Completion Deadline:
12-31-15

Actual Completion Date:
7/9/15

Weighting:
Medium

Goal Description:
2. Employee Survey Goal (Supervisors Only)

Target/Measurement:
a. Carry over goal from 2014

Planned Completion Deadline:
12/31/15

Actual Completion Date:
12/31/15

On-Track

Progress - Self:
On track with 14 goals

Progress - Manager:
.

B Meets Expectations

Results - Self:
On track

Results - Manager:
on track-supv only

Weighting:
Medium

Goal Description:
5. Financial Discipline

Target/Measurement:
a. Achieve UG/Aerial Defect CPUs
b. Reduce OT Spend
c. Support Productivity Initiatives
d. Adhere to Tax Repairs policy

Planned Completion Deadline:
12/31/15

Actual Completion Date:
12/31/15

On-Track

Progress - Self:
Have continued to successfully enter material requests

Progress - Manager:
Very good at proper accounting and works to minimize excessive overtime

B Meets Expectations

Results - Self:
Have continued to make additional material requests when job's require.

Results - Manager:
[redacted] is on top of the charging and accounting, he minimizes overtime and uses his resources wisely when staffing jobs to increase productivity

---

Weighting:
Medium

Goal Description:
4. Customer and Key Stakeholder Satisfaction

On-Track

Progress - Self:
Rally the troops to contribute to united way campaign

B Meets Expectations

Results - Self:
Continue to coach employees to give to others less fortunate "united Way"

[redacted]

Individual Performance Review

Employee Name: [redacted]

Target/Measurement:
a. Achieve New Business Satisfaction of 96.5
b. 0 PUC Complaints, 0 Presidential Complaints
c. Support United Way Campaign
d. Participation on Initiatives

Planned Completion Deadline:
12/31/15

Actual Completion Date:
12/31/15

Progress - Manager:
no complaints and participates in UW and other volunteer opportunities

Results - Manager:
No PUC or preseidential complaints, supports united way

Weighting:
Medium

Goal Description:
1. Organizational Effectiveness

Target/Measurement:
a. 0 OSHAs/LWDCs, 0 RVAs, 0 HP events
b. # Safety Audits/month
c. # Driver Audits/month
d. List Safety Team/Initiative participation
e. Special Safety Accomplishments

Planned Completion Deadline:
12/31/15

Actual Completion Date:
7/9/15

On-Track

Progress - Self:
My safety and drivers audits are enterred monthly a minimum of six total

Progress - Manager:
Always enters audits

B Meets Expectations

Results - Self:
Audits are submitted to meet teams goals

Results - Manager:
1 rva in a crew he was running, good at getting safety audits done, 0 osha injuries by him or crews

---

Weighting:
Medium

Goal Description:
3. Operational Excellence

Target/Measurement:
a. Achieve CAIDI/SAIFI Targets
b. Leverage Telogis to drive business performance
c. Complete all ACE/RCI investigations per procedure
d. Summer/Winter Readiness completed on time

On-Track

Progress - Self:
My telogis results are steadily in the green

Progress - Manager:
.

B Meets Expectations

Results - Self:
Lead Phila Div with higher telogis grades most weeks

Results - Manager:
All work completed on time

[redacted]

Individual Performance Review

Employee Name: [redacted]

Planned Completion Deadline:
12/31/15

Actual Completion Date:
12/31/15

Weighting:
Medium

Goal Description:
Lead/Coach/Manage

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise.
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead by exhibiting behaviors that support the company's values and competencies.
- Lead effort to promote and improve drivers of engagement, including: Intent to Turnover; Diversity and Inclusion; Employee Development; Leadership; and Communication.

Coaching
- Coach individuals and teams to develop their skills and support the organization's goals, and values.
- Support the development of direct and indirect reports, teams, and peers by providing resources and establishing development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Manage
- Work to improve the workplace and respond to the needs of employees in order to create and engaged workforce and environment.

On-Track

Progress - Self:
On track with goals

B Meets Expectations

Results - Self:
On-Track

[redacted]

Individual Performance Review

Employee Name: [redacted]

- Address areas for improvement with effective strategies which lead to improved engagement.

Target/Measurement:
Engagement action plans to address key improvement opportunities are developed and actively worked:

Core Metric
- Employee Survey Results show high and/or trending up engagement scores for targeted engagement area(s)

Secondary Metrics (select 2-3)
- EEI Goal = (Insert improvement target based on 2015 survey results)
- Ensure high quality goals and performance reviews for employees are established and approved in ETalent by the due dates (ETalent Report)
- Complete Mid-Year and End of the Year Reviews by their due dates
- Hold Regular 1/1 meetings with employees
- Hold Monthly MRM with teams
- Complete Business Talent Review, Rating Reliability meetings by their due dates
- Assist teams to develop IDP's for all employees and support through ongoing coaching
- Ensure high quality Performance Improvement Plans (PIPs), when applicable, are established and monthly meetings are held with employees to discuss progress (PIP document / HR Feedback / Manager and employee feedback)

Planned Completion Deadline:
12/31/2015

Actual Completion Date:
12/31/15

Progress - Manager:
Engages the crews and fosters a harmonious culture within the group

Results - Manager:
On Track

[redacted]

Individual Performance Review

Employee Name: [redacted]

Core Competency Assessment

Competency:	Mid -Year Performance:	Year-End Performance:
Leads with Courage	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I will inform employees on safer methods of performing tasks **Comments - Manager:** on track	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I will inform employees on safer methods of performing tasks **Comments - Manager:** on track
Inspires Trust	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I constantly stay focused in a fair manner when dealing with all employees **Comments - Manager:** on track	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I constantly stay focused in a fair manner when dealing with all employees **Comments - Manager:** on track
Engages Others	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Will share with my crews the successes as well as the results which may need improvement **Comments - Manager:** on track	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Will share with my crews the successes as well as the results which may need improvement **Comments - Manager:** on track
Encourages Open Dialogue	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:**	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:**

[redacted]

Individual Performance Review

Employee Name: [redacted]

	I always allow the crew to suggest various ways of completing tasks and will agree as long as it is safe and does not effect customers. **Comments - Manager:** on track	I always allow the crew to suggest various ways of completing tasks and will agree as long as it is safe and does not effect customers. **Comments - Manager:** on track
Organizational Agility	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Work to set crews with equal talents to create a safe and proficient crew structure **Comments - Manager:** on track	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Work to set crews with equal talents to create a safe and proficient crew structure **Comments - Manager:** on track
Drives Execution and Sustainable Results	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I work to safely complete work in a manner which is most effective **Comments - Manager:** on track	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I work to safely complete work in a manner which is most effective **Comments - Manager:** on track
Adaptability	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Work with different teams as a substitute with shift changes **Comments - Manager:** on track	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** Work with different teams as a substitute with shift changes **Comments - Manager:** on track
Fosters Innovation	**Rating - Self:** N/A **Rating - Manager:**	**Rating - Self:** 3 **Rating - Manager:**

[redacted]

Individual Performance Review

Employee Name: [redacted]

	N/A	3
	Comments - Self: N/A	**Comments - Self:** on track
	Comments - Manager: N/A	**Comments - Manager:** on track
Focus on the Customer	**Rating - Self:** N/A	**Rating - Self:** 3
	Rating - Manager: N/A	**Rating - Manager:** 3
	Comments - Self: N/A	**Comments - Self:** on track
	Comments - Manager: N/A	**Comments - Manager:** on track

Overall Performance Rating

Self Overall Mid-Year Progress:
I will continue to strive to reach my goals.

Mid-Year Performance Rating:
On-Track

Overall Mid-Year Progress:

Manager Mid-Year Overall Goals Comments
[redacted] is doing an awesome job contributing to the team

Manager Mid-Year Overall Behaviors Comments
[redacted] is becoming more involved in the back office portion and getting more involved with administrative tasks

Self Mid-Year Sign Off Comments:

Self Overall Year-End Comments:
Will stay focused and on track.

Summary of Results Rating:
B Meets Expectations

Summary of Results Comment:
[redacted] is always asking to learn new stuff. Wants more responsibility

Summary of Behaviors Rating:
B Meets Expectations

Summary of Behaviors Comment:
Strong leader and financially disciplined

Year-End Performance Rating:
B Meets Expectations

Overall Year-End Comments:
[redacted] is a great asset to the team. It is noticed if he is not here. He helps out in so many ways. He is also very good at showing others how to do stuff correctly, computer. He has learned a lot this year and is willing to take on more.

Self Year-End Sign Off Comments:

[redacted]

PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: _____ JOB TITLE: _____

EMPLOYEE #: _____ WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: REVIEW PERIOD: _____

GOALS

GOALS	STATUS	MEASURE	COMMENT ON PROGRESS
Callout Response	Mid-Year ☐ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
R.V.A.'S	Mid-Year ☐ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
	Mid-Year ☐ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
	Mid-Year ☐ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
	Mid-Year ☐ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	

Signatures:

Employee _____ / **Date** _____ **Supervisor/Foreman** _____ / **Date**

PECO
An Exelon Company

Memorandum

Date: April 13, 2018

To: Timothy Nolan

From: Ron Della Penna

cc: Joe Docimo

Subject: Level 2: Written Reprimand.
Violated Exelon code of Business Conduct
EU Driver and Vehicle Safety program or PECO Safety rules

The purpose of this Written Reprimand is to document management expectations regarding your behaviors in the workplace.

On January 19th, 2018 you were working event down a one lane private access drive past the residence of 1246 Bryn Tyddyn Drive. You were the Foreman on the job at this location when two employees walked onto a PECO customers property and handled personal property of a customer located outside the PECO work site. You failed to take steps to stop this behavior. These actions are harmful to the reputation of the company and its employees.

You were also on the job site when an employee was riding in bed of pickup truck unsecured and took no actions to stop the behavior creating a safety hazard.

This behavior is unacceptable. Failure to correct this behavior could lead to further discipline up to and including termination of employment.

Sincerely,

Ron Della Penna
Delchester C&M Supervisor

I HAVE READ AND UNDERSTAND THE DISCIPLINE ISSUED

Timothy Nolan

Timothy Nolan

4/13/2018

Date

E-27

PECO
An Exelon Company

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Delchester C&M Supervisor

I HAVE READ AND UNDERSTAND THE DISCIPLINE ISSUED

Timothy Nolan

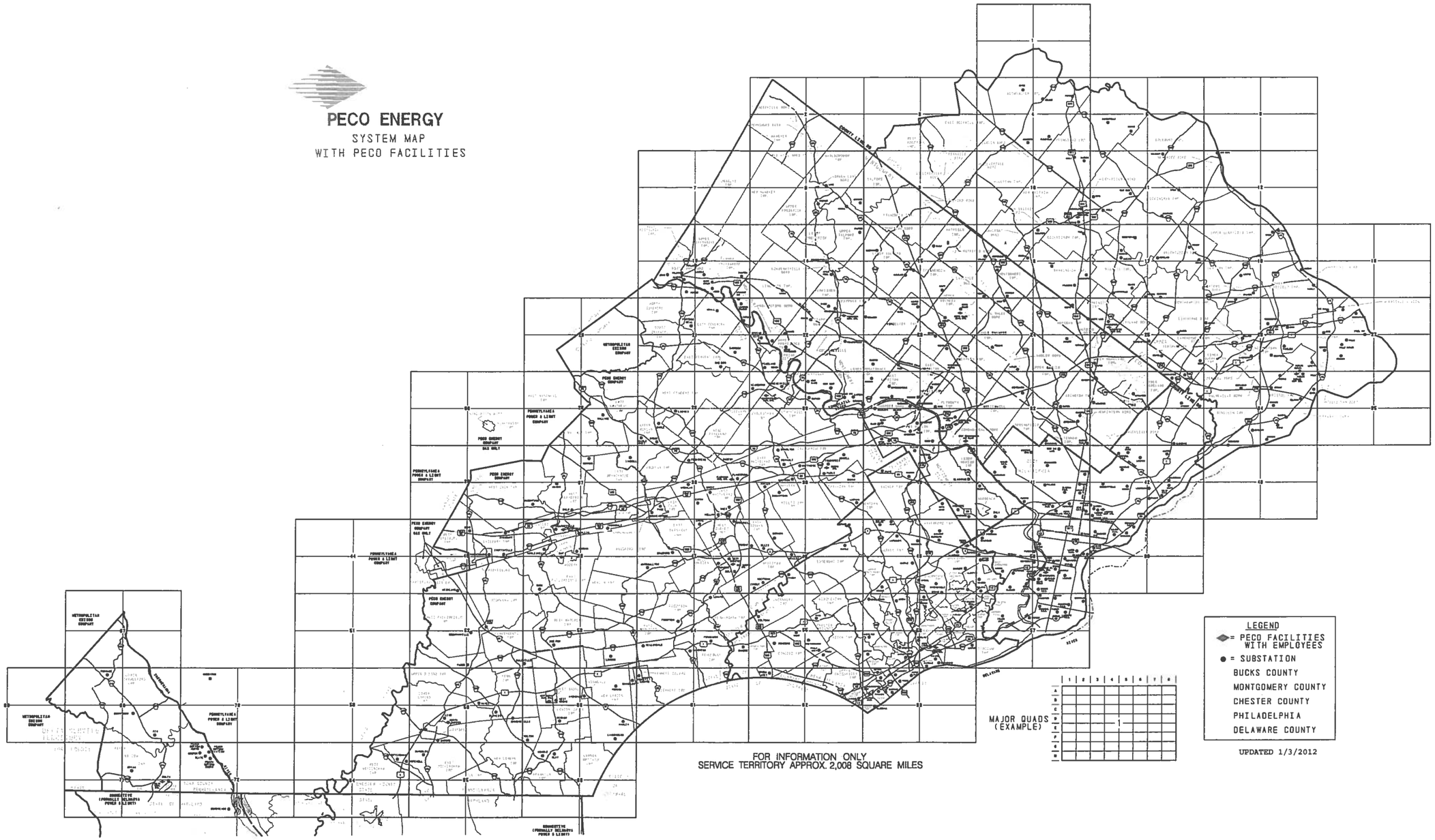
Timothy Nolan

Date 4/13/2018

E-27.

PECO ENERGY

SYSTEM MAP
WITH PECO FACILITIES



ER-28

Doherty, John C:(PECO)

From: Doherty, John C:(PECO)
Sent: Thursday, July 26, 2018 4:24 PM
To: Doherty, John C:(PECO)
Subject: Fwd: WW1830 TSSC SCADA Schedule
Attachments: T-0 Schedule.pdf; WW1830 TSSC SCADA Schedule.xlsx

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From: Doherty, John C:(PECO)
Sent: Friday, July 20, 2018 11:01:23 AM
To: Barlow, Joshua:(PECO); Carafa, Anthony:(PECO); Dave Stapelford; Degnan, Sean P:(PECO); Dipippa, Tristan D:(PECO); Doherty, John C:(PECO); Donnelly, Michael T:(PECO); Ewing, Michael P:(PECO); Harrell, Ryan S:(PECO); Hyatt, Jason A:(PECO); Lafferty, Patrick:(PECO); Lenahan Jr, Patrick D:(PECO); Mcdonnell, Joseph C:(PECO); Mchugh, Gerald A:(PECO); Miller, Wayne T:(PECO); Mills, Jason T:(PECO); Moehrle, John:(PECO); Spor Jr, Christian W:(PECO); Spross, William J:(PECO); Stewart, Jackie D:(PECO); Szurkowski, Kevin J:(PECO); Parnell, Timothy:(Contractor - ComEd); Zacney, Leon E:(PECO)
Subject: WW1830 TSSC SCADA Schedule

Monday 7/23/18 700 Safety meeting and rain gear sizing.

Thank you.

ER-24

WW1830

07/23/18 Monday	Tech	Task Description	WO #	Reporting Location	Notes	Work to Be Scheduled
	Hyatt	Fin		Report to Scheduled Location		BALA - SI CONTROLLER CODE UPDATE 1503881101
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Vacation		Report to Scheduled Location		(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI 1475775804
	Lenahan	Fin		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T 1429098809
	Lafferty	(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI	1475775804	Report to Scheduled Location		
	Harrell	(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI	1475775804	Report to Scheduled Location		HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL 1490633501
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL 1491962922
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	Vacation		Report to Scheduled Location		(TSSC) NORTH-PHILA RTU REPLACEMENT BY COC - SCAD 1486876901
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location		
07/24/18 Tuesday	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Advanced Print Reading		Report to Scheduled Location		(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV 1477006304
	Hyatt	Richmond GE L90		Report to Scheduled Location		
	Ewing	Berwyn				
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Berwyn				
	Doherty	Oregon		Report to Scheduled Location		(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI 1477006305
	Lenahan	FIN		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		(TSSC) POST- 2 & 3 TRANS HYDRANS- PI HISTORIAN DATA 1446355902
	Lafferty	HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL	1490633501	Report to Scheduled Location		
	Harrell	HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL	1490633501	Report to Scheduled Location		RICHMOND SI CONTROLER REPLACEMENT 0797783801
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		(TSSC) TREDYFFRIN 220-34 RTU REPLACE PNT-TO-PNT TO OSI 1482125505
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	MOB		Report to Scheduled Location		TSSC: TUNNEL RTU INVESTIGATE READINGS GOIN 0789617001
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location		
07/25/18 Wed.	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Advanced Print Reading		Report to Scheduled Location		WHITPAIN NERC CIP CVA RTU - SUBSTATION 1462428501
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Oregon		Report to Scheduled Location		WHITPAIN NERC CIP CVA DS - SUBSTATION 1462428401
	Lenahan	FIN		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		
	Lafferty	UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL	1491962922	Report to Scheduled Location		
	Harrell	UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL	1491962922	Report to Scheduled Location		
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	MOB		Report to Scheduled Location		
	Stapleford	AET Training Day		Report to Scheduled Location		
07/26/18 Thursday	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Advanced Print Reading		Report to Scheduled Location		
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Oregon		Report to Scheduled Location		
	Lenahan	FIN		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location		
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI	1477006305			
	Harrell	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location		
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	MOB		Report to Scheduled Location		
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location		
07/27/18 Friday	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Fin		Report to Scheduled Location		
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Oregon		Report to Scheduled Location		
	Lenahan	Fin		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		

29

Lafferty	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location
Harrell	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location
McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location
Miller	Oregon P2P		Report to Scheduled Location
Dipippa	MOB		Report to Scheduled Location
Donnelly	MOB		Report to Scheduled Location
Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location

Doherty, John C:(PECO)

From:	Doherty, John C:(PECO)
Sent:	Thursday, July 26, 2018 4:24 PM
To:	Doherty, John C:(PECO)
Subject:	Fwd: WW1830 TSSC SCADA Schedule
Attachments:	T-0 Schedule.pdf; WW1830 TSSC SCADA Schedule.xlsx

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From: Doherty, John C:(PECO)
Sent: Friday, July 20, 2018 11:01:23 AM
To: Barlow, Joshua:(PECO); Carafa, Anthony:(PECO); Dave Stapelford; Degnan, Sean P:(PECO); Dipippa, Tristan D:(PECO); Doherty, John C:(PECO); Donnelly, Michael T:(PECO); Ewing, Michael P:(PECO); Harrell, Ryan S:(PECO); Hyatt, Jason A:(PECO); Lafferty, Patrick:(PECO); Lenahan Jr, Patrick D:(PECO); Mcdonnell, Joseph C:(PECO); Mchugh, Gerald A:(PECO); Miller, Wayne T:(PECO); Mills, Jason T:(PECO); Moehrle, John:(PECO); Spor Jr, Christian W:(PECO); Spross, William J:(PECO); Stewart, Jackie D:(PECO); Szurkowski, Kevin J:(PECO); Parnell, Timothy:(Contractor - ComEd); Zacney, Leon E:(PECO)
Subject: WW1830 TSSC SCADA Schedule

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Thank you.

FEN-29

WW1830

07/23/18 Monday	Tech	Task Description	WO #	Reporting Location	Notes	Work to Be Scheduled
	Hyatt	Fin		Report to Scheduled Location		BALA - SI CONTROLLER CODE UPDATE 1503881101
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Vacation		Report to Scheduled Location		(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI 1475775804
	Lenahan	Fin		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T 1429098809
	Lafferty	(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI	1475775804	Report to Scheduled Location		
	Harrell	(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI	1475775804	Report to Scheduled Location		HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL 1490633501
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL 1491962922
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	Vacation		Report to Scheduled Location		(TSSC) NORTH-PHILA RTU REPLACEMENT BY COC - SCAD 1486876901
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location		
07/24/18 Tuesday	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Advanced Print Reading		Report to Scheduled Location		(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV 1477006304
	Hyatt	Richmond GE L90		Report to Scheduled Location		
	Ewing	Berwyn				
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Berwyn				
	Doherty	Oregon		Report to Scheduled Location		(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI 1477006305
	Lenahan	FIN		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		(TSSC) POST- 2 & 3 TRANS HYDRANS- PI HISTORIAN DATA 1446355902
	Lafferty	HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL	1490633501	Report to Scheduled Location		
	Harrell	HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL	1490633501	Report to Scheduled Location		RICHMOND SI CONTROLER REPLACEMENT 0797783801
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		(TSSC) TREDYFFRIN 220-34 RTU REPLACE PNT-TO-PNT TO OSI 1482125505
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	MOB		Report to Scheduled Location		TSSC: TUNNEL RTU INVESTIGATE READINGS GOIN 0789617001
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location		
07/25/18 Wed.	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Advanced Print Reading		Report to Scheduled Location		WHITPAIN NERC CIP CVA RTU - SUBSTATION 1462428501
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Oregon		Report to Scheduled Location		WHITPAIN NERC CIP CVA DS - SUBSTATION 1462428401
	Lenahan	FIN		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		
	Lafferty	UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL	1491962922	Report to Scheduled Location		
	Harrell	UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL	1491962922	Report to Scheduled Location		
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	MOB		Report to Scheduled Location		
	Stapleford	AET Training Day		Report to Scheduled Location		
07/26/18 Thursday	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Advanced Print Reading		Report to Scheduled Location		
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Oregon		Report to Scheduled Location		
	Lenahan	FIN		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location		
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI	1477006305			
	Harrell	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location		
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location		
	Miller	Oregon P2P		Report to Scheduled Location		
	Dipippa	MOB		Report to Scheduled Location		
	Donnelly	MOB		Report to Scheduled Location		
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location		
07/27/18 Friday	**Tech**	**Task Description**	**WO #**	**Reporting Location**		
	Hyatt	Fin		Report to Scheduled Location		
	Ewing	MOB		Report to Scheduled Location		
	Doherty	Oregon		Report to Scheduled Location		
	Lenahan	Fin		Report to Scheduled Location		
	Degnan	Vacation		Report to Scheduled Location		

Lafferty	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location
Harrell	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location
McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location
Miller	Oregon P2P		Report to Scheduled Location
Dipippa	MOB		Report to Scheduled Location
Donnelly	MOB		Report to Scheduled Location
Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location

WW1830					
07/23/18	Tech	Task Description	WO #	Reporting Location	Notes
Monday	[redacted]				
	Hyatt	Fin		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Vacation		Report to Scheduled Location	
	Lenahan	Fin		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI	1475775804	Report to Scheduled Location	
	Harrell	Off	1475775804	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	Vacation		Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	
07/24/18	Tech	Task Description	WO #	Reporting Location	
Tuesday	Hyatt	Advanced Print Reading		Report to Scheduled Location	
	Hyatt	Richmond GE L90		Report to Scheduled Location	
	Ewing	Berwyn			
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Berwyn			
	Doherty	Oregon		Report to Scheduled Location	
	Lenahan	FIN		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL	1490633501	Report to Scheduled Location	
	Harrell	Off	1490633501	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	MOB		Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	
07/25/18	Tech	Task Description	WO #	Reporting Location	
Wed.	Hyatt	Advanced Print Reading		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Oregon		Report to Scheduled Location	
	Lenahan	FIN		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL	1491962922	Report to Scheduled Location	
	Harrell	Off	1491962922	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	MOB		Report to Scheduled Location	
	Stapleford	AET Training Day		Report to Scheduled Location	
07/26/18	Tech	Task Description	WO #	Reporting Location	
Thursday	Hyatt	Advanced Print Reading		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Meeting		Report to Scheduled Location	
	Lenahan	FIN		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location	
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI	1477006305		
	Harrell	Off	1477006304	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	
07/27/18	Tech	Task Description	WO #	Reporting Location	
Friday	Hyatt	Fin		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Oregon		Report to Scheduled Location	
	Lenahan	Fin		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location	
	Harrell	Off	1429098809	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	

FER-30

Work to Be Scheduled

BALA - SI CONTROLLER CODE UPDATE
1503881101
(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI
1475775804
(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T
1429098809
HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL
1490633501
UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL
1491962922
(TSSC) NORTH-PHILA RTU REPLACEMENT BY COC - SCAD
1486876901

(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV
1477006304

(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI
1477006305
(TSSC) POST- 2 & 3 TRANS HYDRANS- PI HISTORIAN DATA
1446355902
RICHMOND SI CONTROLER REPLACEMENT
0797783801
(TSSC) TREDYFFRIN 220-34 RTU REPLACE PNT-TO-PNT TO OSI
1482125505
TSSC: TUNNEL RTU INVESTIGATE READINGS GOIN
0789617001

WHITPAIN NERC CIP CVA RTU - SUBSTATION
1462428501
WHITPAIN NERC CIP CVA DS - SUBSTATION
1462428401

WW1830					
07/23/18	Tech	Task Description	WO #	Reporting Location	Notes
Monday					
	Hyatt	Fin		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Vacation		Report to Scheduled Location	
	Lenahan	Fin		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI	1475775804	Report to Scheduled Location	
	Harrell	Off	1475775804	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	Vacation		Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	
07/24/18	Tech	Task Description	WO #	Reporting Location	
Tuesday	Hyatt	Advanced Print Reading		Report to Scheduled Location	
	Hyatt	Richmond GE L90		Report to Scheduled Location	
	Ewing	Berwyn			
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Berwyn			
	Doherty	Oregon		Report to Scheduled Location	
	Lenahan	FIN		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	HEATON RTDME-HEATON ANNUAL INSPECTION/IDM HEAL	1490633501	Report to Scheduled Location	
	Harrell	Off	1490633501	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	MOB		Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	
07/25/18	Tech	Task Description	WO #	Reporting Location	
Wed.	Hyatt	Advanced Print Reading		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Oregon		Report to Scheduled Location	
	Lenahan	FIN		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL	1491962922	Report to Scheduled Location	
	Harrell	Off	1491962922	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	MOB		Report to Scheduled Location	
	Stapleford	AET Training Day		Report to Scheduled Location	
07/26/18	Tech	Task Description	WO #	Reporting Location	
Thursday	Hyatt	Advanced Print Reading		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Meeting		Report to Scheduled Location	
	Lenahan	FIN		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location	
	Lafferty	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI	1477006305		
	Harrell	Off	1477006304	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV	1477006304	Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	
07/27/18	Tech	Task Description	WO #	Reporting Location	
Friday	Hyatt	Fin		Report to Scheduled Location	
	Ewing	MOB		Report to Scheduled Location	
	Doherty	Oregon		Report to Scheduled Location	
	Lenahan	Fin		Report to Scheduled Location	
	Degnan	Vacation		Report to Scheduled Location	
	Lafferty	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location	
	Harrell	Off	1429098809	Report to Scheduled Location	
	McDonnell	SI Controller Replacement Richmond		Report to Scheduled Location	
	Miller	Oregon P2P		Report to Scheduled Location	
	Dipippa	MOB		Report to Scheduled Location	
	Donnelly	(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T	1429098809	Report to Scheduled Location	
	Stapleford	SI Controller Replacement Richmond		Report to Scheduled Location	

ER 3E

Work to Be Scheduled

BALA - SI CONTROLLER CODE UPDATE
1503881101
(TSSC) BLUEGRASS RTU ADD 2ND PORT POINT-TO-POINT TO OSI
1475775804
(TSSC) FEP - BUCKINGHAM SUB FIRE SYS ALARM - POINT T
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UPDATE FRONT PANEL DISPLAY SETTINGS MAPLE HIL
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(TSSC) NORTH-PHILA RTU REPLACEMENT BY COC - SCAD
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(TSSC) PLY-MTG 13KV RTU REPLACEMENT - FINAL CUTOV
1477006304

(TSSC) PLY-MTG 13KV RTU REPLACEMENT - PNT-TO-PNT To OSI
1477006305
(TSSC) POST- 2 & 3 TRANS HYDRANS- PI HISTORIAN DATA
1446355902
RICHMOND SI CONTROLER REPLACEMENT
0797783801
(TSSC) TREDYFFRIN 220-34 RTU REPLACE PNT-TO-PNT TO OSI
1482125505
TSSC: TUNNEL RTU INVESTIGATE READINGS GOIN
0789617001

WHITPAIN NERC CIP CVA RTU - SUBSTATION
1462428501
WHITPAIN NERC CIP CVA DS - SUBSTATION
1462428401

Doherty, John C:(PECO)

From: Degnan, Sean P:(PECO)
Sent: Wednesday, July 18, 2018 11:54 AM
To: Ewing, Michael P:(PECO)
Cc: Doherty, John C:(PECO)
Subject: Rain gear fittings

Guys,
I am away on vacation next week when they are doing our new rain gear fittings. Do either of you have the schedule of where they will be taking place this week? I would like to schedule an appointment to go either tomorrow or Friday morning if that is okay. I am at Plymouth both days.
Thanks,
Sean

FER-31

Doherty, John C:(PECO)

From: Degnan, Sean P:(PECO)
Sent: Wednesday, July 18, 2018 11:54 AM
To: Ewing, Michael P:(PECO)
Cc: Doherty, John C:(PECO)
Subject: Rain gear fittings

Guys,
I am away on vacation next week when they are doing our new rain gear fittings. Do either of you have the schedule of where they will be taking place this week? I would like to schedule an appointment to go either tomorrow or Friday morning if that is okay. I am at Plymouth both days.
Thanks,
Sean

ER-31

Monthly Observation Verbatims

AUOB 01228065 06/01/18 Schmitt, David *Safety Audit/Observation - 01228065*

APPROVED DSO T-MEN PECO DSO PECO

T-men restored an underground section that was out of configuration, we, used all the right tools MH guard 4-gas meter for air quality and all PPE., T-men did a great job R+ took them for breakfast

AUOB 01229882 06/03/18 Schmitt, David *Safety Audit/Observation - 01229882*

APPROVED DSO T-MEN PECO DSO PECO

Worked with t-man during storm to restore load to customers off do to wind, damage, the job was rear property with wire down which needed tree crew,, put blocking in place for tree crew and hung CO tags

AUOB 01229897 06/03/18 Schmitt, David *Safety Audit/Observation - 01229897*

APPROVED DSO T-MEN PECO DSO PECO

Worked with t-man on an outage after walking down job site and checking, for ticks, cut trees installed fault indicators and re-fused the line to, restore load. T-man did everything right.

AUOB 01229003 06/04/18 Schmitt, David *Safety Audit/Observation - 01229003*

APPROVED DSO T-MEN PECO DSO PECO

Worked at the line school with DSO AND CM linemen we all worked well, together and even the new candidates used 3-part for the tasks they were, doing. This shows how three part is easy to use and catches on fast., Everyone went home from the day safe and the way they came into work.

AUOB 01231068 06/08/18 Schmitt, David *Safety Audit/Observation - 01231068*

APPROVED DSO T-MEN PECO DSO PECO

Did a truck check on a fault locate crew and everything looked good all, sticks and testers were good on dates. 43-545

AUOB 01231072 06/08/18 Schmitt, David *Safety Audit/Observation - 01231072*

APPROVED DSO T-MEN PECO DSO PECO

Stopped by fault locate and checked in with one of my old crews went over, the truck and checked house keeping and sticks and testers all looked, good, told the crew to stay safe and drive safe.

AUOB 01231140 06/08/18 Schmitt, David *Safety Audit/Observation - 01231140*

APPROVED DSO T-MEN PECO DSO PECO

Received a phone call from the dispatch office with a question attitude on, the procedure for entering a manhole which contained low oxygen levels and, high LEL levels that t-men encountered doing underground switching. The, DOC informed me the crew could not do the switching because 4-gas meter, didn't allow entry and they would need to ventilate before entering. I, called the crew and thanked them for doing a good job brief and walk down, before entering the manhole. The crew explained to me the manhole was a, solid concrete lid and when they did their first test the meter went off,, once the meter stopped going off they removed the lid and continued to, monitor the manhole, the meter started going off again, they left the lid, off but the meter kept going off. They swapped out this manhole lid with, one near by, a vented one and left the site to get an ventilator and, generator. When they arrived back at the manhole they vented the manhole, and took readings once the manhole was safe to enter they completed their, task safely. Told the crew to keep up the good work and to always have a, questioning attitude.

AUOB 01231129 06/08/18 Schmitt, David *Safety Audit/Observation - 01231129*

APPROVED DSO T-MEN PECO DSO PECO

Did a radio audit on one of the t-men in my area on 3-part communication, between him and the DOC. The job was a part out calls near the head of a, 4kv circuit the DOC said over the radio we are getting some calls on the, "B" phase he repeated back to the DOC with the location of the job and, circuit and also said "B" phase. Here at PECO we are always to use, "phonetic alphabet " this would BRAVO phase. I called the T-man and told, him next time to correct the DOC and use the phonetic word instead of the, letter, he told me he was just repeating what the DOC said. The t-man when, to the event and made repairs to a bad tap with a second man, and restored, load on the Bravo phase. By using the radio this enabled a second man to, hear about the event and partner up as a second man right away. Good job, by both t-men

AUOB 01231125 06/09/18 Schmitt, David *Safety Audit/Observation - 01231125*

APPROVED DSO T-MEN PECO DSO PECO

Checked in with a t-man from Mont Co at the beginning of his shift, went, over truck and watched him check dates on gloves and sticks, all checked, good gloves will need to be changed in July, we spoke about safety and, taking time to set up a good work area and to always do a job brief and a, good job walk down. We also spoke about how important it is to make it, home at the end of the day to our love ones. 47-213

E-32

Monthly Observation Verbatims

AUOB **01231797** **06/11/18** **Schmitt, David** ***Safety Audit/Observation - 01231797***

APPROVED DSO T-MEN PECO DSO PECO

Got together with a south t-man and did a safety check, all was good and, t-man was in a good state of mine. We talked about safety and his job, he, is happy and enjoys working at PECO we talked about safety and taking our, time and doing good job walk downs before starting work. I asked him about, job briefs and he said he does the paper job briefs I suggested that he, does the computer ones and he told me he would think about it.

AUOB **01235566** **06/19/18** **Schmitt, David** ***Safety Audit/Observation - 01235566***

APPROVED DSO T-MEN PECO DSO PECO

Worked with 2 t-men to completed underground switching on busy roadway and, needed to close a lane to set up. We used all of our safety tool to make, the job site as safe as possible before starting work, when doing work we, took breaks between steps to cool off and hydrate. T-men missed employee, celebration to complete the switching so when we were completed we had, lunch and I told the t-men thanks R+

AUOB **01236496** **06/25/18** **Schmitt, David** ***Safety Audit/Observation - 01236496***

APPROVED DSO T-MEN PECO DSO PECO

Worked with t-man to put blocking in place for a tree crew, t-man did job, brief and walked down area. He opened cut out and hung workers tags then, made a pot check. Tree crew cleared limbs then we restored to normal by, closing the cut out to restore power. Nice job by t-man

AUOB **01238334** **06/28/18** **Schmitt, David** ***Safety Audit/Observation - 01238334***

APPROVED DSO T-MEN PECO DSO PECO

Worked with t-man on load off job from the night before, tried fuse back, and it blew, turned job over to a C and M crew. T-man wore all his PPE and, used an insulated stick to stay out of the line of fire. Told t-man to, keep up the good work

Bancroft, Anne Ciesla:(BSC)

From: Schmitt, David J:(PECO)
Sent: Friday, July 13, 2018 2:14 PM
To: Ballard, Terri L:(PECO); Della Penna, Ronald F:(PECO); Moore, Marie K:(PECO); Rothwell Jr, Theodore N:(PECO); Town, Frederick H:(PECO)
Cc: Dixon, Thomas A:(PECO); Coleman, Wardell:(PECO)
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Joey Massucci and Bill Brown will switch this out on BS Wednesday 7-18

From: Ballard, Terri L:(PECO)
Sent: Friday, July 13, 2018 10:38 AM
To: Schmitt, David J:(PECO) <Dave.Schmitt@exeloncorp.com>; Della Penna, Ronald F:(PECO) <ronald.dellapenna@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Rothwell Jr, Theodore N:(PECO) <Ted.Rothwell@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>
Cc: Dixon, Thomas A:(PECO) <thomas.dixon@peco-energy.com>; Coleman, Wardell:(PECO) <Wardell.Coleman@exeloncorp.com>
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Thanks Dave, let me know if you have names ☺

Terri L. Ballard
DSO Work Week Manager
DelChester Region
610-941-1633
Terri.Ballard@exeloncorp.com

From: Schmitt, David J:(PECO)
Sent: Friday, July 13, 2018 10:21 AM
To: Ballard, Terri L:(PECO) <Terri.Ballard@exeloncorp.com>; Della Penna, Ronald F:(PECO) <ronald.dellapenna@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Rothwell Jr, Theodore N:(PECO) <Ted.Rothwell@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Terri, I'm sure we can get this done on the BS after the safety meeting

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From: Ballard, Terri L:(PECO)
Sent: Friday, July 13, 2018 9:48 AM
To: Della Penna, Ronald F:(PECO) <ronald.dellapenna@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Rothwell Jr, Theodore N:(PECO) <Ted.Rothwell@exeloncorp.com>; Schmitt, David J:(PECO) <Dave.Schmitt@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>
Subject: FW: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Good Morning!

Please see below... is it possible we could support this on backshift? CO243480...They're looking to pick up 7/19 and need switched out 7/18.

Terri

From: Dixon, Thomas A:(PECO)
Sent: Thursday, July 12, 2018 2:58 PM
To: Coleman, Wardell:(PECO) <Wardell.Coleman@exeloncorp.com>; Wilczynski Jr, Joseph F:(PECO) <Joseph.Wilczynski@exeloncorp.com>
Cc: McManus Jr, Ernest:(PECO) <ernest.mcmanus@peco-energy.com>; Ballard, Terri L:(PECO) <Terri.Ballard@exeloncorp.com>
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Wardell – I'm not the resource coordinator. Work Mgt. is – I know from our countdown meeting today that Tmen have a safety meeting on Wednesday so they won't be available to switch this out on dayshift. Terri can check with the Supervisor about if they can/will do anything about sending guys down there on backshift.

From: Coleman, Wardell:(PECO)
Sent: Thursday, July 12, 2018 2:21 PM
To: Dixon, Thomas A:(PECO) <thomas.dixon@peco-energy.com>; Wilczynski Jr, Joseph F:(PECO) <Joseph.Wilczynski@exeloncorp.com>
Cc: McManus Jr, Ernest:(PECO) <ernest.mcmanus@peco-energy.com>; Ballard, Terri L:(PECO) <Terri.Ballard@exeloncorp.com>
Subject: FW: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Tom,
Peach Bottom folks and our COC, Miller Bros. are looking to try to do this Slate-00 4kV work next Thurs, 7/19 and I'm want to find out if this can be a go for that date hopefully with T-Man switching on the day prior for the CO# 243480. Contact me with any questions.

Thanks,
Wardell

From: Carroll, Robert L:(PECO)
Sent: Wednesday, June 20, 2018 5:02 AM
To: Dan ODonnell <dodonnell@millerbros.us>; Scott Dutton <sdutton@millerbros.us>; Coleman, Wardell:(PECO) <Wardell.Coleman@exeloncorp.com>
Cc: Thomas Stewart <tstewart@millerbros.us>; Capuano, Francis J:(PECO) <Francis.Capuano@exeloncorp.com>; Maurer Jr, Frank M:(PECO) <frankm.maurer@peco-energy.com>
Subject: Re: WO# 14456621-02 Peach Bottom (DC) - Conversion Plan / Foreman Assist Both CO's

Our foreman was called in last night. We won't be able to do the early start. We'll have to see if we are able to support this at all when we get in this morning.

Get Outlook for Android

From: Coleman, Wardell:(PECO)
Sent: Tuesday, June 19, 2018 4:53:23 PM
To: Dan ODonnell; Scott Dutton
Cc: Thomas Stewart; Capuano, Francis J:(PECO); Maurer Jr, Frank M:(PECO); Carroll, Robert L:(PECO)
Subject: RE: WO# 14456621-02 Peach Bottom (DC) - Conversion Plan / Foreman Assist Both CO's

Today's temperature of 90* has the region in code red which means the CO# 243480 did not get switched out today by T-Man but will now be have an early morning start by PECO Foreman to assist in steps of the Hang list with COC crew. DOC has been notified of the change to Hang portion of CO 243480 with the Lift portion remaining unchanged. Contact me with any questions.

Thanks,

PECO ENERGY

Wardell Coleman
Senior Designer

610-869-4573 office
610-869-3208 fax

Bancroft, Anne Ciesla:(BSC)

From: Schmitt, David J:(PECO)
Sent: Friday, July 27, 2018 9:45 AM
To: OCC East Shift Managers
Cc: Della Penna, Ronald F:(PECO); Moore, Marie K:(PECO); Rothwell Jr, Theodore N:(PECO); Wilson, Wendell M:(PECO)
Subject: Chester County Mid-night Saturday for Sunday

Wendell Wilson, will be the second midnight in Chester County Sunday

Bancroft, Anne Ciesla:(BSC)

From: Schmitt, David J:(PECO)
Sent: Friday, July 13, 2018 2:14 PM
To: Ballard, Terri L:(PECO); Della Penna, Ronald F:(PECO); Moore, Marie K:(PECO); Rothwell Jr, Theodore N:(PECO); Town, Frederick H:(PECO)
Cc: Dixon, Thomas A:(PECO); Coleman, Wardell:(PECO)
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Joey Massucci and Bill Brown will switch this out on BS Wednesday 7-18

From: Ballard, Terri L:(PECO)
Sent: Friday, July 13, 2018 10:38 AM
To: Schmitt, David J:(PECO) <Dave.Schmitt@exeloncorp.com>; Della Penna, Ronald F:(PECO) <ronald.dellapenna@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Rothwell Jr, Theodore N:(PECO) <Ted.Rothwell@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>
Cc: Dixon, Thomas A:(PECO) <thomas.dixon@peco-energy.com>; Coleman, Wardell:(PECO) <Wardell.Coleman@exeloncorp.com>
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Thanks Dave, let me know if you have names ☺

Terri L. Ballard
DSO Work Week Manager
DelChester Region
610-941-1633
Terri.Ballard@exeloncorp.com

From: Schmitt, David J:(PECO)
Sent: Friday, July 13, 2018 10:21 AM
To: Ballard, Terri L:(PECO) <Terri.Ballard@exeloncorp.com>; Della Penna, Ronald F:(PECO) <ronald.dellapenna@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Rothwell Jr, Theodore N:(PECO) <Ted.Rothwell@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Terri, I'm sure we can get this done on the BS after the safety meeting

---

From: Ballard, Terri L:(PECO)
Sent: Friday, July 13, 2018 9:48 AM
To: Della Penna, Ronald F:(PECO) <ronald.dellapenna@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Rothwell Jr, Theodore N:(PECO) <Ted.Rothwell@exeloncorp.com>; Schmitt, David J:(PECO) <Dave.Schmitt@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>
Subject: FW: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Good Morning!

Please see below... is it possible we could support this on backshift? CO243480...They're looking to pick up 7/19 and need switched out 7/18.

Terri

From: Dixon, Thomas A:(PECO)
Sent: Thursday, July 12, 2018 2:58 PM
To: Coleman, Wardell:(PECO) <Wardell.Coleman@exeloncorp.com>; Wilczynski Jr, Joseph F:(PECO) <Joseph.Wilczynski@exeloncorp.com>
Cc: McManus Jr, Ernest:(PECO) <ernest.mcmanus@peco-energy.com>; Ballard, Terri L:(PECO) <Terri.Ballard@exeloncorp.com>
Subject: RE: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Wardell – I'm not the resource coordinator. Work Mgt. is – I know from our countdown meeting today that Tmen have a safety meeting on Wednesday so they won't be available to switch this out on dayshift. Terri can check with the Supervisor about if they can/will do anything about sending guys down there on backshift.

From: Coleman, Wardell:(PECO)
Sent: Thursday, July 12, 2018 2:21 PM
To: Dixon, Thomas A:(PECO) <thomas.dixon@peco-energy.com>; Wilczynski Jr, Joseph F:(PECO) <Joseph.Wilczynski@exeloncorp.com>
Cc: McManus Jr, Ernest:(PECO) <ernest.mcmanus@peco-energy.com>; Ballard, Terri L:(PECO) <Terri.Ballard@exeloncorp.com>
Subject: FW: WO# 14456621-02 Peach Bottom (DC) Slate-00 4kV - Conversion Plan / Foreman Assist Both CO's

Tom,
Peach Bottom folks and our COC, Miller Bros. are looking to try to do this Slate-00 4kV work next Thurs, 7/19 and I'm want to find out if this can be a go for that date hopefully with T-Man switching on the day prior for the CO# 243480. Contact me with any questions.

Thanks,
Wardell

From: Carroll, Robert L:(PECO)
Sent: Wednesday, June 20, 2018 5:02 AM
To: Dan ODonnell <dodonnell@millerbros.us>; Scott Dutton <sdutton@millerbros.us>; Coleman, Wardell:(PECO) <Wardell.Coleman@exeloncorp.com>
Cc: Thomas Stewart <tstewart@millerbros.us>; Capuano, Francis J:(PECO) <Francis.Capuano@exeloncorp.com>; Maurer Jr, Frank M:(PECO) <frankm.maurer@peco-energy.com>
Subject: Re: WO# 14456621-02 Peach Bottom (DC) - Conversion Plan / Foreman Assist Both CO's

Our foreman was called in last night. We won't be able to do the early start. We'll have to see if we are able to support this at all when we get in this morning.

Get Outlook for Android

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Sent: Tuesday, June 19, 2018 4:53:23 PM
To: Dan ODonnell; Scott Dutton
Cc: Thomas Stewart; Capuano, Francis J:(PECO); Maurer Jr, Frank M:(PECO); Carroll, Robert L:(PECO)
Subject: RE: WO# 14456621-02 Peach Bottom (DC) - Conversion Plan / Foreman Assist Both CO's

Today's temperature of 90* has the region in code red which means the CO# 243480 did not get switched out today by T-Man but will now be have an early morning start by PECO Foreman to assist in steps of the Hang list with COC crew. DOC has been notified of the change to Hang portion of CO 243480 with the Lift portion remaining unchanged. Contact me with any questions.

Thanks,

PECO ENERGY

Wardell Coleman
Senior Designer

610-869-4573 office
610-869-3208 fax

Bancroft, Anne Ciesla:(BSC)

From: Schmitt, David J:(PECO)
Sent: Thursday, July 19, 2018 9:03 PM
To: Bradley, James J:(PECO); Needles, Erik P:(PECO)
Cc: Moore, Marie K:(PECO); Della Penna, Ronald F:(PECO)
Subject: fault locate Sunday

We will be starting on Sunday, Eric call me on Saturday to find out where our digger is so you can pick up so were good to go Sunday I have the test set and already marked one it works well
1st one is at 268 Colwyn Ter. In West Whiteland Twp. Chester Co 148-00 line sheet #1 38h6d1d WO 15091343
Fault is between el #15 and el #16
2nd one is at #8 Berkshire Ter. In Tredyffrin Twp. Chester Co Upper Merion 141 40a1e3d WO 15087437 Fault is between Elbow #15 and Elbow #1
3Rd in Chester then next two in Delaware Jim
Call me if questions Talk to you "Eric on Saturday"

PECO WEEKLY TIMESHEET

WEEK ENDING: 7/29/18

PECO

NAME: Fred Baumeister 106612

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	7/23/18	XA	XA						8.00	8.00							16.00	36.00		
T	7/24/18	XB	XB										9.00	8.00			17.00	36.00		
W	7/25/18	1500	2300	8UN													8.00			
T	7/26/18	1500	2300			8.00											8.00			
F	7/27/18	1500	2300			8.00											8.00			
S	7/28/18	1500	2300			8.00				8.00							16.00	24.00		
S	7/29/18	1500	2300					8.00				9.00					17.00	24.00		

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
						8.0		8.0		8.0	8.0	8.0	9.0	ECMOUTEXY	W/O# 06691041.01	Outage Investigation	32.0	17.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
				8.0											UNION		8.0	
															WO# 07260586.01	Vehicle down time, charge number		
														Task# 01,03,07,09	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO# 15056247.01	STORM - Must enter Task #	0.0	0.0
	16.0		17.0											Task#	WO#	STORM - Must enter Task #	0.0	33.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
														TOTAL ←		→ TOTAL	40.0	50.0

PREPARED BY:	PREPARED DATE:	APPROVED BY: DS	APPROVED DATE:	DEPARTMENT ID# 20224
				BUSINESS UNIT ID# 10200

E36

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

DATE: March 20th – March 26th
WC 20224 – DELCHESTER ALM
Marie Moore SUPERVISOR

PAYROLL #	NAME	RECV'D	COMPLETED
106612	BAUMEISTER, FREDERICK F.	✓	✓
101318	BROWN JR., WILLIAM	✓	✓
108088	GONSORICK, JOHN	✓	✓
110253	GUILIANO, JOSEPH	✓	✓
102137	KELLY, PAUL	✓	✓
110332	LYONS, PATRICK	✓	✓
108587	MASSUCCI, JOSEPH	✓	✓
103328	NEEDLES, ERIK P.	✓	✓
104017	SCHICKLING, DAVID	✓	✓
108078	**SCHMITT, DAVID**	✓	✓
105802	TOWN JR., FREDERICK	✓	✓
101943	WALSH, MARK R.	✓	✓

E-37.

CATHY DITES
COMPTR
MAR 27 2017

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/17

PECO

NAME: Fred Baumeister 106612

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	0700	1500		8.00				8.00								6.00	23.00		
T	3/21/17	0700	1500		8.00				1.00								9.00			
W	3/22/17	0700	1500		8.00				2.00								10.00	11.50		
T	3/23/17	0700	1500		8.00				2.00								10.00	11.50		
F	3/24/17	0700	1500		8.00				3.00								11.00	11.50		
S	3/25/17	XA	XA																	
S	3/26/17	XB	XB																	

MO		TU		WE		TH		FR		SA		SU		ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
7.0	8.0			8.0	2.0	8.0	2.0	8.0	3.0					ECMOUTEXY	W/O# 06691041.01	Outage Investigation	31.0	15.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
															WO# 07260586.01	Vehicle down time, charge number		
														Task# 01,03,07,09	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
1.0															WO# 14435938.01	Damage Case - Must enter WO#	1.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
		8.0	1.0											CCATRAINY	OSHA TRAINING	Training	8.0	1.0
														TOTAL		TOTAL	40.0	16.0

CATHY LITES
COMPLETE
MAR 27 2017

PREPARED BY:	PREPARED DATE:	APPROVED BY: DS	APPROVED DATE: 3/27/2017	DEPARTMENT ID# 20224
				BUSINESS UNIT ID# 10200

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 26-Mar

PECO

NAME: BILL BROWN | 101318

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	07:00	15:00		8.00					8.00							16.00	23.00		
T	3/21/17	07:00	15:00		8.00					8.00							16.00	23.00		
W	3/22/17	07:00	15:00		8.00					8.00							16.00	23.00		
T	3/23/17	07:00	15:00		8.00												8.00			
F	3/24/17	07:00	15:00		8.00												8.00			
S	3/25/17			XA													0.00			
S	3/26/17			XB													0.00			

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
7.0	8.0	8.0	8.0	8.0	8.0	6.5		8.0						ECMOUTEXY		Outage Investigation	37.5	24.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
														ECMSWBLKY	W/O# 07830352.01	DSO Support of T&S Switching for CM	0.0	0.0
														ECMDSOWRY		DSO Weather Related Holdover	0.0	0.0
																Guarantee Switching & Blocking	0.0	0.0
																Guarantee Switching & Blocking	0.0	0.0
																Plan/Regional Switch. & Blocking	0.0	0.0
															W/O# 98600941.01	Non Guarantee Switching & Blocking	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														Task#		STORM - Must enter Task #	0.0	0.0
														Task#		STORM - Must enter Task #	0.0	0.0
														Task#		STORM - Must enter Task #	0.0	0.0
														Task#		STORM - Must enter Task #	0.0	0.0
															W/O# 07518249.01	Computer Breakdown Issues	0.0	0.0
1.0															DAMAGE CASE# 14435938	1425 CHATHAM RD. P# 52574 STRUCK	1.0	0.0
						1.5									DAMAGE CASE# 14440532	2059 GARDEN STATION RD. DIG UP	1.5	0.0
																Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
															W/O# 07260586.01	Truck Breakdown Issues	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0	8.0	0.0	0.0	0.0	0.0	0.0	TOTAL		TOTAL	40.0	24.0

CATHY LYNES COMPLETE MAR 2017

PREPARED BY: BILL BROWN | PREPARED DATE: 26-Mar | APPROVED BY: DS | APPROVED DATE: 3/27/2017 | DEPARTMENT ID# 20224

BUSINESS UNIT ID# 10200

REMARKS:

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
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07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/17

PECO

NAME: John M Gonsorick 108088

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	0700	1500		8.00				1.00								9.00			
T	3/21/17	0700	1500		8.00					8.00							16.00	23.00		
W	3/22/17	0700	1500		8.00					8.00							16.00	23.00		
T	3/23/17	0700	1500		8.00												8.00			
F	3/24/17	0700	1500		8.00												8.00			
S	3/25/17	xa															0.00			
S	3/26/17	xb															0.00			

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
			8.0	8.0	8.0	8.0		8.0						ECMOUTEXY	W/O# 06691041.01	Outage Investigation	24.0	16.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
														98600941.01	WO#	NON Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO# 07673145.01	Plan/Regional Switch. & Blocking	0.0	0.0
															WO# 07830352.01	T&S Switching & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														ECMDSOWRY		DSO Weather Related Holdover		
															WO# 07260586	Vehicle down time		
															WO# 07518249	Computer Down time		
														Task# 01,03,07,09	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
8.0	1.0	8.0												CCATRAINY		Training	16.0	1.0
														TOTAL		TOTAL	0.0	0.0

CATHY VITES COPY FILE MAR 27 2017

PREPARED BY:	PREPARED DATE:	APPROVED BY: DS	APPROVED DATE: 3/27/2017	DEPARTMENT ID# 20224
				BUSINESS UNIT ID# 10200

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/2017

PECO

NAME: Joseph Guiliano | 110253

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	2300	0700			8.00				8.00							16.00	23.00		
T	3/21/17	2300	0700			8.00				8.00							16.00	23.00		
W	3/22/17	2300	0700			8.00				8.00							16.00	23.00		
T	3/23/17	2300	0700			8.00				3.00							11.00	11.50		
F	3/24/17	2300	0700	fh													0.00			
S	3/25/17	xa															0.00			
S	3/26/17	xb															0.00			

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
8.0	8.0	8.0	8.0	8.0	8.0	8.0								ECMOUTEXY		Outage Investigation	32.0	24.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
							3.0								W/O# 7260586.01	Truck Breakdown		
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
								8.0						PEDPTO200		Absent Time (S, V,HF HOL,etc.)	8.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
8.0	8.0	8.0	8.0	8.0	8.0	8.0	3.0	8.0	0.0	0.0	0.0	0.0	0.0	TOTAL ←		→ TOTAL	40.0	27.0

CATHY LYTES COMPLETE MAR 27 2017

PREPARED BY:	Joseph Guiliano	PREPARED DATE:	3/26/2017	APPROVED BY:	DS	APPROVED DATE:	3/27/2017	DEPARTMENT ID#	20224
								BUSINESS UNIT ID#	10200

REMARKS:

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/12/2017

PECO

NAME: PAUL KELLY | 102137

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/6/17	0700	1500	8STD													8.00			
T	3/7/17	0700	1500	8STD													8.00			
W	3/8/17	0700	1500	8STD													8.00			
T	3/9/17	0700	1500	8STD													8.00			
F	3/10/17	0700	1500	8STD													8.00			
S	3/11/17	xa																		
S	3/12/17	xb																		

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
										xa		xb		ECMOUTEXY	W/O# 06691041.01	4	0.0	0.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking		
															WO#13937544	Guarantee Switching & Blocking	0.0	0.0
															WO#08065306.44	Plan/Regional Switch. & Blocking	0.0	0.0
															WO# 07830352-01	T & S Guarantee Switching & Blocking	0.0	0.0
															WO# 07673145.01	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														ECMDSOWRY		DSO weather related holdover	0.0	0.0
															W/O#	sw & blocking regional		
														Task# 1,2,3,4,5,6,7		STORM - Must enter Task #		
														Task#1,2,3,4,5,67,8		STORM - Must enter Task #		
														Task#	WO#	STORM - Must enter Task #	0.0	
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#13965561	Damage Case - Must enter WO#	0.0	0.0
															WO#13802441	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
8.0		8.0		8.0		8.0		8.0		8.0				PEDPTO200	STD	Absent Time (S, V,HF HOL,etc.)		0.0
														WCDMN0000		Administrative Time		0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	
8.0	0.0	8.0	0.0	8.0	2.0	8.0	0.0	8.0	0.0	0.0	0.0			TOTAL		TOTAL	40.0	

CATHY LITES COMPLETE MAR 9, 2017

PREPARED BY: schmitt | PREPARED DATE: 3/13/2017 | APPROVED BY: DS | APPROVED DATE: 13-Mar | DEPARTMENT ID# 20224

BUSINESS UNIT ID# 10200

REMARKS OFF ON STD

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/17

PECO.

NAME: Pat Lyons | 110332

DAY	DATE	Bid Schedule		DAYS OFF	BBQ	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	xa	xa																	
T	3/21/17	xb	xb																	
W	3/22/17	1500	2300			8.00											8.00			
T	3/23/17	"	"			8.00											8.00			
F	3/24/17	"	"			8.00				8.00							16.00	23.00		
S	3/25/17	"	"			8.00				8.00							16.00	23.00		
S	3/26/17	"	"					8.00									8.00			

MO	IN	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	Activity Code	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
				8.0		8.0		8.0	8.0	8.0	8.0	8.0		ECMOUTEXY	W/O# 06691041.01	Outage Investigation	40.0	16.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
															WO# 07260586.01	[illegible]		
														Task# 01,03,07,09		STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
														TOTAL		TOTAL	0.0	0.0

CATHY LUTES COMPLETE MAR 27 2017

PREPARED BY:	PREPARED DATE:	APPROVED BY: DS	APPROVED DATE: 3/27/2017	DEPARTMENT 20224
				BUSINESS UNIT ID# 10200

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/17

PECO

NAME: J.MASSUCCI | Emp# 108587

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	1500	2300							8.00						8.00	16.00	23.50		70
T	3/21/17	1500	2300							8.00						8.00	16.00	23.50		60
W	3/22/17	1500	2300							8.00						4.00	12.00	11.50		
T	3/23/17	1500	2300							8.00						7.00	15.00	23.50		60
F	3/24/17	1500	2300			8.00											8.00			
S	3/25/17	XA	XA																	
S	3/26/17	XB	XB																	

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
	8.0	8.0		8.0		8.0	1.0	8.0						ECMOUTEXY		Outage Investigation	32.0	9.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers	0.0	0.0
														ECMDSOWRY		DSO Weather Related Holdover		
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
																Guarantee Switching & Blocking	0.0	0.0
															14321724	Guarantee Switching & Blocking	0.0	0.0
															14321724	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
															W/O# 07830352-01	T&S Overtime Dedicated Switching		
															WO# 07260586.01	Vehicle down time, charge number		
															W/O# 07518249.01	COMPUTER DOWN TIME	0.0	0.0
														Task# 01,03,07,09	14375299	STORM - Must enter Task #	0.0	0.0
														Task#	14343650	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
																Damage Case - Must enter WO#	0.0	0.0
																Damage Case - Must enter WO#	0.0	0.0
																Damage Case - Must enter WO#	0.0	0.0
2.0			8.0		4.0									INNOVATE1			2.0	12.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
6.0							6.0							WCTGS0000		Meetings	6.0	6.0
														CCATRAINY		Training	0.0	0.0
8.0	8.0	8.0	8.0	8.0	4.0	8.0	7.0	8.0	0.0	0.0	0.0	0.0	0.0	TOTAL		TOTAL	40.0	27.0

CATHY LITEC COMPLETE MAR 27 2017

PREPARED BY: | PREPARED DATE: | APPROVED BY: DS | APPROVED DATE: 3/27/2017 | DEPARTMENT ID# 20220

BUSINESS UNIT ID# 10200

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/17

PECO

NAME: Erik Needles | 103328

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	0700	1500	8VAC													#VALUE!			
T	3/21/17	0700	1500	8VAC													#VALUE!			
W	3/22/17	0700	1500	8VAC													#VALUE!			
T	3/23/17	XA															0.00			
F	3/24/17	XB															0.00			
S	3/25/17	2300	0700	8vac													#VALUE!	~~23.00~~		
S	3/26/17	2300	0700					8.00				8.00					16.00	23.00		

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
												8.0	8.0	ECMOUTEXY	W/O# 06691041.01	Outage Investigation	8.0	8.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO# 07709098.01	T&S Switching & Blocking	0.0	0.0
															WO# 07673145.01	Plan/Regional Switch. & Blocking	0.0	0.0
															WO# 07830352.01	T&S Switching & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
															WO# 07260586	Vacation/Holiday		
															WO# 07518249	Computer Down time		
														Task# 01,03,07,09	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
8vac		8vac		8vac		XA		XB		8vac				PEDPTO200		Absent Time (S, V,HF HOL,etc.)	######	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
														TOTAL		TOTAL	0.0	0.0

CATHY LITES
COMPLETE
MAR 27 2017

PREPARED BY:	PREPARED DATE:	APPROVED BY: DS	APPROVED DATE: 3/27/2017	DEPARTMENT ID# 20224
				BUSINESS UNIT ID# 10200

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/2017

PECO.

NAME: Dave Schickling | 104017

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	1500	2300							10.00						8BS	18.00	23.00		
T	3/21/17			XA													0.00			
W	3/22/17			XB													0.00			
T	3/23/17	0700	1500		8.00												8.00			
F	3/24/17	0700	1500		8.00												8.00			
S	3/25/17	0700	1500		8.00					2.00							10.00	11.50		
S	3/26/17	0700	1500				8.00					9.00					17.00	23.00		

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
8.0	10.0					8.0		8.0		8.0	2.0	8.0	9.0	ECMOUTEXY		Outage Investigation	40.0	21.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
8.0	10.0	0.0	0.0	0.0	0.0	8.0	0.0	8.0	0.0	8.0	2.0	8.0	9.0	TOTAL		TOTAL	40.0	21.0

CATHY LITES
COMPLETE
MAR 27 2017

PREPARED BY: | PREPARED DATE: | APPROVED BY: ds | APPROVED DATE: 3/27/2017 | DEPARTMENT ID# 20224

BUSINESS UNIT ID# 10200

REMARKS:

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/2017

PECO

NAME: DAVE SCHMITT | 108078

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	0700	1500		8.00				2.00								10.00	12.00		
T	3/21/17	0700	1500		8.00				2.00								10.00	12.00		
W	3/22/17	0700	1500		8.00				3.00								11.00	12.00		
T	3/23/17	0700	1500	8V													8.00			
F	3/24/17	0700	1500		8.00				2.00								10.00	12.00		
S	3/25/17	xa																		
S	3/26/17	xb																		

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
										xa		xb		ECMOUTEXY	W/O# 06691041.01	4	0.0	0.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
8.0	2.0	8.0	2.0	8.0	3.0			8.0	2.0					ECMSWBLKY		Emergent Switching & Blocking		
															WO#13937544	Guarantee Switching & Blocking	0.0	0.0
															WO#08065306.44	Plan/Regional Switch. & Blocking	0.0	0.0
															WO# 07830352-01	T & S Guarantee Switching & Blocking	0.0	0.0
															WO# 07673145.01	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														ECMDSOWRY		DSO weather related holdover	0.0	0.0
															W/O#	sw & blocking regional		
														Task# 1,2,3,4,5,6,7		STORM - Must enter Task #		
														Task#1,2,3,4,5,67,8		STORM - Must enter Task #		
														Task#	WO# 14413935.12	STORM - Must enter Task #	0.0	
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
						8V								PEDPTO200	VAC	Absent Time (S, V,HF HOL,etc.)		0.0
														WCDMN0000		Administrative Time		0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	
8.0	2.0	8.0	2.0	8.0		0.0	0.0	8.0	2.0	0.0	0.0			TOTAL		TOTAL	40.0	9.0

CATHY VIVES COMPLETE MAR 27 2017

PREPARED BY:	schmitt	PREPARED DATE:	3/26/2017	APPROVED BY:	MM	APPROVED DATE:	27-Mar	DEPARTMENT ID#	20224
								BUSINESS UNIT ID#	10200

REMARKS

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/17

PECO

NAME: Town 105802

DAY	DATE	REG SCHED		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL. EXP	MILE
M	3/20/17	0700	1500		8.00	ug											8.00			
T	3/21/17	0700	1500		8.00	ug			1.00	ug							9.00			
W	3/22/17	0700	1500		8.00	ug			1.00	ug							9.00			
T	3/23/17	0700	1500		8.00	ug			1.00	ug							9.00			
F	3/24/17	0700	1500		8.00	ug											8.00			
S	3/25/17	X	A																	
S	3/26/17	X	B																	

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (if Applicable)	DESCRIPTION / COMMENTS	REG	OT
8.0		8.0	1.0	8.0	1.0	8.0	1.0	8.0						ECMOUTEXY	W/O# 06691041.01	Outage Investigation	40.0	3.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Guarantee Switching & Blocking	0.0	0.0
															WO#	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
															WO# 07260586.01	Verifies 66kV line, charge to meter		
														Task# 01,03,07,09		STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#	Damage Case Must enter WO	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
														PEDPTO200	Holiday	Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
														CCATRAINY		Training	0.0	0.0
														TOTAL		TOTAL	0.0	0.0

CATHY LEES COMPLETED MAY 2017

PREPARED BY:	F.H.T.	PREPARED DATE:	3/26/2017	APPROVED BY:	DS	APPROVED DATE:	3/27/2017	DEPARTMEN	20224
								BUSINESS UNIT ID#	10200

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

PECO WEEKLY TIMESHEET

WEEK ENDING: 3/26/2017

PECO

NAME: Mark Walsh | 101943

DAY	DATE	REG SCHEDULE		DAYS OFF	REG	BS	1 1/4	BS 1 1/4	1 1/2	BS 1 1/2	1 7/8	BS 1 7/8	D	BS D	REST	WORK REST	TOTAL	MEAL	EMPL EXP	MILE
M	3/20/17	0700	1500		8.00				2.00								10.00	11.50		
T	3/21/17	0700	1500		8.00				2.00								10.00	11.50		
W	3/22/17			xa													xa			
T	3/23/17			xb													xb			
F	3/24/17	1500	2300			8.00				8.00							16.00	23.00		
S	3/25/17	1500	2300			8.00											8.00			
S	3/26/17	1500	2300	8vac													8vac			

MO	OT	TU	OT	WE	OT	TH	OT	FR	OT	SA	OT	SU	OT	ACTIVITY CODE	Location, WO #, Task or Comments (If Applicable)	DESCRIPTION / COMMENTS	REG	OT
				xa		xb		8.0	8.0	8.0				ECMOUTEXY	W/O# 06691041.01	4	16.0	8.0
														ECMOUTCPY		Outage Replacement (wire, LA's, cutouts, reclosers,	0.0	0.0
														ECMSWBLKY		Emergent Switching & Blocking	0.0	0.0
															WO#14198198	Guarantee Switching & Blocking	0.0	0.0
															WO#08065306.44	Plan/Regional Switch. & Blocking	0.0	0.0
															WO# 07830352-01	T & S Guarantee Switching & Blocking	0.0	0.0
															WO# 07673145.01	Plan/Regional Switch. & Blocking	0.0	0.0
														ECMRPASWY		Restore Overhead Service	0.0	0.0
														ECMCCTPTY		Repair Circuit Patrol	0.0	0.0
														ECMTHERMY		Repair Thermography	0.0	0.0
														ECPURDTFY		Inspect URD Transformers	0.0	0.0
														ECMDSOWRY		DSO weather related holdover	0.0	0.0
														1	W/O# 14392446	sw & blocking regional	0.0	0.0
														1	W/O#14001815	sw & blocking regional	0.0	0.0
														Task# 1,2,3,4,5,6,7	WO# 14413935	STORM - Must enter Task #	0.0	0.0
														Task#1,2,3,4,5,67,8	WO# 14343620	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
														Task#	WO#	STORM - Must enter Task #	0.0	0.0
															WO#14349397	Damage Case - Must enter WO#	0.0	0.0
															WO#14138846	Damage Case - Must enter WO#	0.0	0.0
															WO#	Damage Case - Must enter WO#	0.0	0.0
														CSSONPSRG		Bad Debt Terminations/Restorations	0.0	0.0
												8vac		PEDPTO200		Absent Time (S, V,HF HOL,etc.)	8.0	0.0
														PEDPTO200		Absent Time (S, V,HF HOL,etc.)	0.0	0.0
														WCDMN0000		Administrative Time	0.0	0.0
														WCTGS0000		Meetings	0.0	0.0
8.0	2.0	8.0	2.0											CCATRAINY		Training	16.0	4.0
8.0	2.0	8.0	2.0	0.0	8.0	0.0	0.0	8.0	8.0	0.0	0.0	0.0	0.0	TOTAL		TOTAL	40.0	12.0

CATHY LITES
COMPLETE
MAR 27 2017

PREPARED BY: | PREPARED DATE: | APPROVED BY: DS | APPROVED DATE: 3/27/2017

DEPARTMENT ID# 20224

BUSINESS UNIT ID# 10200

REMARKS:

STORM Work Order Tasks:

01 Replace Fuse
02 Repl CO, LA, recloser or switch
03 Repair wire, cable or serv (<2 ft)
06 Tie up pole, guy, repair later.
07 Switching/Blocking/ Re-configure circuit
09 Veg Mgt (rem, trim, or clear tree)
10 Not PECO Fac - Phone or Cable
11 General Admin/ Backoffice support

Bancroft, Anne Ciesla:(BSC)

From: Pietrafitta, Michael S:(PECO)
Sent: Monday, February 19, 2018 7:26 PM
To: Sciorillo, Donald A:(PECO); Sidebottom, Craig S:(PECO); OCC East Shift Managers
Cc: Ritter, Michele E:(PECO); Atkinson, Barbara A:(PECO); Della Penna, Ronald P:(PECO); Neumann, Scott A:(PECO); Schmitt, David J:(PECO); Moore, Marie K:(PECO); Town, Frederick H:(PECO); Nendza, William J:(PECO); Dixon, Thomas A:(PECO); Jesse Jr, Leroy L:(PECO); Thomas, Robert W:(PECO); Henry, William E:(PECO); Hanna, Jennifer:(PECO); Baldwin, Alan W:(PECO)
Subject: Re: Page 000 Extended Outage 1925 hrs update

Thanks everyone.

Get Outlook for iOS

From: Sciorillo, Donald A:(PECO)
Sent: Monday, February 19, 2018 7:25:10 PM
To: Sidebottom, Craig S:(PECO); OCC East Shift Managers
Cc: Pietrafitta, Michael S:(PECO); Ritter, Michele E:(PECO); Atkinson, Barbara A:(PECO); Della Penna, Ronald P:(PECO); Neumann, Scott A:(PECO); Schmitt, David J:(PECO); Moore, Marie K:(PECO); Town, Frederick H:(PECO); Nendza, William J:(PECO); Dixon, Thomas A:(PECO); Jesse Jr, Leroy L:(PECO); Thomas, Robert W:(PECO); Henry, William E:(PECO); Hanna, Jennifer:(PECO); Baldwin, Alan W:(PECO)
Subject: RE: Page 000 Extended Outage 1925 hrs update
All load has been restored via temps at 1905 hrs.

From: Sidebottom, Craig S:(PECO)
Sent: Monday, February 19, 2018 11:16 AM
To: OCC East Shift Managers
Cc: Pietrafitta, Michael S:(PECO) ; Ritter, Michele E:(PECO) ; Atkinson, Barbara A:(PECO) ; Della Penna, Ronald P:(PECO) ; Neumann, Scott A:(PECO) ; Schmitt, David J:(PECO) ; Moore, Marie K:(PECO) ; Town, Frederick H:(PECO) ; Nendza, William J:(PECO) ; Dixon, Thomas A:(PECO) ; Jesse Jr, Leroy L:(PECO) ; Thomas, Robert W:(PECO) ; Henry, William E:(PECO) ; Hanna, Jennifer:(PECO) ; Baldwin, Alan W:(PECO)
Subject: Page 000 Extended Outage 11:15 update
SPOC Dave Schmitt reports there is not any good cable on A1, B1, C1, B2 and A3. At his time C+M and FL team will be running 5 separate temporaries to restore the 115 customers. The existing ZOP will stay in place to execute the temporaries. IF any of the temporary installations falter, generation will be the remaining option.

From: Sidebottom, Craig S:(PECO)
Sent: Monday, February 19, 2018 9:09 AM
To: OCC East Shift Managers <OCCEast@exeloncorp.com>
Cc: Pietrafitta, Michael S:(PECO) <michael.pietrafitta@exeloncorp.com>; Ritter, Michele E:(PECO) <Michele.Ritter@peco-energy.com>; Atkinson, Barbara A:(PECO) <Barbara.Sappington@exeloncorp.com>; Della Penna, Ronald P:(PECO) <Ronald.Dellapenna2@exeloncorp.com>; Neumann, Scott A:(PECO) <scott.neumann@peco-energy.com>; Schmitt, David J:(PECO) <Dave.Schmitt@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>; Nendza, William J:(PECO) <william.nendza@peco-energy.com>; Dixon, Thomas A:(PECO) <thomas.dixon@peco-energy.com>; Jesse Jr, Leroy L:(PECO) <Leroy.JesseJr@exeloncorp.com>; Thomas, Robert W:(PECO) <Robert.Thomas2@exeloncorp.com>; Henry, William E:(PECO) <william.henry@peco-energy.com>; Hanna, Jennifer:(PECO) <jennifer.hanna@exeloncorp.com>
Subject: Page 000 Extended Outage 09:00 update

Dave Schmitt reports a 4 way and several elbows have been replaced. The current restoration strategy is to making another dig to find good cable load side of the failed A1, B1, C1 cables and run a temp from good cable to good cable. If this does not work, numerous other temporaries will have to be installed.

From: Sidebottom, Craig S:(PECO)
Sent: Monday, February 19, 2018 5:38 AM
To: OCC East Shift Managers <OCCEast@exeloncorp.com>
Cc: Pietrafitta, Michael S:(PECO) <michael.pietrafitta@exeloncorp.com>; Ritter, Michele E:(PECO) <Michele.Ritter@peco-energy.com>; Atkinson, Barbara A:(PECO) <Barbara.Sappington@exeloncorp.com>; Della Penna, Ronald P:(PECO) <Ronald.Dellapenna2@exeloncorp.com>; Neumann, Scott A:(PECO) <scott.neumann@peco-energy.com>; Schmitt, David J:(PECO) <Dave.Schmitt@exeloncorp.com>; Moore, Marie K:(PECO) <marie.moore@exeloncorp.com>; Town, Frederick H:(PECO) <Fred.Town@exeloncorp.com>; Nendza, William J:(PECO) <william.nendza@peco-energy.com>; Dixon, Thomas A:(PECO) <thomas.dixon@peco-energy.com>; Jesse Jr, Leroy L:(PECO) <Leroy.JesseJr@exeloncorp.com>; Thomas, Robert W:(PECO) <Robert.Thomas2@exeloncorp.com>; Henry, William E:(PECO) <william.henry@peco-energy.com>; Hanna, Jennifer:(PECO) <jennifer.hanna@exeloncorp.com>
Subject: Page 000 Extended Outage 05:30 update
Greg Smith crew is coming in to replace failed transformers. FL Leroy Jesse reports A1, B1, C1 faulted with 6 ft ditch open and hi-pots bad toward transformers indicating additional cable fault. Fault Locate team hand off is being established to continue damage assessment.
DSO Forman Dave Schmitt will be the incoming SPOC and assess restoration options. 117 customers remain off at this time.

From: Brandt, Allan R:(PECO)
Sent: Monday, February 19, 2018 3:24 AM
To: Davis, Drew Thomas T:(PECO) <Drew.Davis@exeloncorp.com>; Moffa, Frank J:(PECO) <Frank.Moffa@exeloncorp.com>
Cc: Sidebottom, Craig S:(PECO) <craig.sidebottom@peco-energy.com>; Brandt, Allan R:(PECO) <allan.brandt@peco-energy.com>
Subject: RE: Page 000 Extended Outage
During blocking of the elbows on 2 transformers, the probe remained in the port when the elbow was pulled. We have notified the on call, Barb, that we want an additional 4 man crew and a foreman immediately called in to assist with this event.

From: Brandt, Allan R:(PECO)
Sent: Monday, February 19, 2018 2:16 AM
To: Davis, Drew Thomas T:(PECO) <Drew.Davis@exeloncorp.com>; Moffa, Frank J:(PECO) <Frank.Moffa@exeloncorp.com>
Cc: Sidebottom, Craig S:(PECO) <craig.sidebottom@peco-energy.com>; Brandt, Allan R:(PECO) <allan.brandt@peco-energy.com>
Subject: FW: Page 000 Extended Outage
Additional staffing is on site. There is a 3 phase terminal pole feeding 3 4-way switch modules. From the switch modules, 9 cables go in a common trench, and then branch off to 9 different 167KVA padmount transformers. It appears at least one or two primary cables failed, damaging the other cables in the common trench. The faulted area has been identified, but the extent of damage has not been identified as yet. The current plan is to dig down and repair 3 cables, energize them, and possibly run short primary temps to nearby transformers and restore power to 6 of the 9 transformers. Then repairs will have to be made to feed the remaining 3 transformers. We are hoping damage is minimal, no cables have been parted, and either short piece outs or just splices will be needed. The cable is #2 concentric al direct buried cable. If more damage has occurred than expected, and cable is missing, phases will have to be sent from each transformer which will delay restoration.
Generation would require running at least 3-4 generators and running temp cables to the remaining transformers. The surrounding area is 34KV, and the complex is 4KV so running temps from an outside source isn't an option. Leroy Jesse is the SPOC for this event and has given a rough ERT of sometime late tomorrow morning if everything goes as planned. There has been no customer issues as of this report.

From: Brandt, Allan R:(PECO)
Sent: Sunday, February 18, 2018 10:23 PM
To: After Hour Notifications from the OCC East Shift Managers <OCCEastShiftManagersAfterHourNotifications@exeloncorp.com>
Subject: Page 000 Extended Outage

On the Page 000 circuit, 117 customers have been interrupted since 1400 hrs due to multiple primary cable faults feeding an apartment complex at Plaza Drive in Downingtown. There are 9 primary cables, apparently in the same trench feeding 9 transformers. Currently 2 transformers are working. There no breakdowns in this development. T-men and a fault locate crew have been on site trouble shooting for first time locate and repair. Additional staffing has been called in to assist with the restoration efforts. We are also exploring the possibility of running temp cables to restore load. There is no good ERT at this time.

Bancroft, Anne Ciesla:(BSC)

From: Sidebottom, Craig S:(PECO)
Sent: Tuesday, February 20, 2018 5:50 AM
To: Schmitt, David J:(PECO)
Cc: Moore, Marie K:(PECO); Hanna, Jennifer:(PECO); Moffa, Frank J:(PECO); Davis, Drew Thomas T:(PECO)
Subject: Page Outage

Thanks for taking the SPOC lead on a very difficult outage on Page Unit. The extensive damage, inaccurate configuration, and multiple obstacles were successfully overcome. Coordinating DSO, Fault Locate and C+M to engage the multiple repairs went methodically because of your guidance.

Thanks for the very long day !

E-29

FACT FINDING NOTES FOR ELI BURGOS – POTENTIAL WORKPLACE INJURY THAT OCCURRED ON 4/19/17 AND WAS NOT REPORTED TO TRAINING OR MANAGEMENT.

DATE OF FACT FINDING: 5/12/17

This is a fact-finding regarding a possible violation of the Employee Standards of Conduct rules 18 *(Violation of Company Safety Rules).* It is expected that the information you provide will be truthful. Providing false information during a Company investigation or fact-finding is a violation of our Employee Standards of Conduct. Employee Standards of Conduct, Rule 34 states: Dishonesty or falsification of information related to an authorized investigation or investigative interview conducted by the Company, including Company security personnel or other Company authorized investigative agents is a violation that will result in discharge unless unusual and compelling mitigating factors are considered applicable.

Violations of the Standards of Conduct rule are extremely serious and could lead to disciplinary action up to and including discharge for the first offence.

Keaveney/Houlihan: Do you understand the information I just read?

Burgos: Yes

Keaveney/Houlihan: Have you received a copy the Employee Standards of Conduct ("ESOC") booklet?

Burgos: Yes

Keaveney/Houlihan: It was identified that you had several burn marks on your forearms. Did this injury occur at work?

Burgos: Yes

Keaveney/Houlihan: How did you burn your forearm?

Burgos: It occurred while I was wiping multiple lead splices.

Keaveney/Houlihan: When did the injury occur?

Burgos: Three weeks ago while practicing lead splicing.

Keaveney/Houlihan: Did you report the injury to anyone?

Burgos: No

E-40

Keaveney/Houlihan: Why didn't you report the injury?

Burgos: **I wanted to focus on my task at hand.**

Keaveney/Houlihan: Are you aware that company policy states that you are to report all injuries immediately?

Burgos: Yes

Keaveney/Houlihan: Are your arms in pain?

Burgos: No

Keaveney/Houlihan: Did you see your personal physician?

Burgos: No, I treated my forearms with a cream.

Keaveney/Houlihan: Is there anything additional you would like to add for the record?

Burgos: No

FACT FINDING NOTES FOR ELI BURGOS – POTENTIAL WORKPLACE INJURY THAT OCCURRED ON 4/19/17 AND WAS NOT REPORTED TO TRAINING OR MANAGEMENT.

DATE OF FACT FINDING: 5/12/17

This is a fact-finding regarding a possible violation of the Employee Standards of Conduct rules 18 *(Violation of Company Safety Rules).* It is expected that the information you provide will be truthful. Providing false information during a Company investigation or fact-finding is a violation of our Employee Standards of Conduct. Employee Standards of Conduct, Rule 34 states: Dishonesty or falsification of information related to an authorized investigation or investigative interview conducted by the Company, including Company security personnel or other Company authorized investigative agents is a violation that will result in discharge unless unusual and compelling mitigating factors are considered applicable.

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EHD

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Keaveney/Houlihan: Did you see your personal physician?

Burgos: No, I treated my forearms with a cream.

Keaveney/Houlihan: Is there anything additional you would like to add for the record?

Burgos: No

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Mike Greco JOB TITLE: 1st Class Splicer

EMPLOYEE #:103855 WORK GROUP: Baldwin UG DEPT. #:20405

SUPERVISOR & FOREMAN: Keaveney/Dalton/Houlihan REVIEW PERIOD: 8/1/17-12/31/17

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☐ End of Year ☒	Above Expectations Meets Expectations Below Expectations	☐ ☐ ☐	☐ 50% ☐ 35% x <35%	3% Mike works OT to finish jobs. Mike works callouts when available.
Achieve RVA goal based on target set for VP area	Mid-Year ☐ End of Year ☒	Meets Expectations Below Expectations	☐ ☐	x 0 ☐ 1	On track
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☐ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☐ ☐	☐ Customer Recognition x 0 ☐ 1	On track
Achieve zero OSHA Recordables	Mid-Year ☐ End of Year ☒	Meets Expectations Below Expectations	☐ ☐	x ☐	On track
Achieve zero HP Events	Mid-Year ☐ End of Year ☒	Meets Expectations Below Expectations	☐ ☐	x ☐	On track

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	**Above Expectations** **Meets Expectations** **Below Expectations**	☐ ☐ ☐	☐ x ☐	Mike wears all required PPE. Mike makes safety his number 1 priority and as a team leader addressed situations before they have turned into issues.
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	**Above Expectations** **Meets Expectations** **Below Expectations**	☐ ☐ ☐	☐ x ☐	Mike performs quality work and always can be counted on to work in crucial situations.
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	**Above Expectations** **Meets Expectations** **Below Expectations**	☐ ☐ ☐	☐ x ☐	On track.
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	**Above Expectations** **Meets Expectations** **Below Expectations**	☐ ☐ ☐	☐ x ☐	Mike is a team player. I can always count on him to upgrade or complete the difficult task.
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	**Above Expectations** **Meets Expectations** **Below Expectations**	☐ ☐ ☐	☐ X ☐	Mike is always willing to complete the difficult task.
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	**Above Expectations** **Meets Expectations** **Below Expectations**	☐ ☐ ☐	☐ x ☐	Mike volunteered this past year to be a cadre at Underground School. Mike showed excellent leadership during the school and continues to be a valuable resource to myself and the apprentices on our team.

Signatures: _____ 1-16-18 _____ / MF YE Rating
Employee / Date Supervisor/Foreman / Date

Individual Performance Review

Employee Name:	Smith,Terrence P	**Supervisor Name:**	Kratzinger,Neil E	**Employee Number:**	106545
Department:	T&S Maint Baldwin	**Title/Position:**	Foreman T&S	**Evaluation Period:**	2016

The purpose of this Individual Performance Review is to provide a clear, fair, and understandable way to evaluate employee performance relative to pre-set expectations. Employees are evaluated on both results and value-based behaviors. Results are defined as performance against measurable goals, and behaviors ("how" the results are achieved) are performance against Exelon's Value-Based Behaviors. A general guideline for determining overall performance ratings will be 2/3 on results and 1/3 on behaviors. Please note that this is a guideline for consistency, not a required calculation. Each employee's individual incentive multiplier and annual merit increase are based on his/her overall rating.

At the beginning of the year, each employee and supervisor sets goals with measures and discusses how the employee can "live" the Exelon Value-Based Behaviors. At mid-year and end-of-year, the employee's performance is evaluated against the expectations established at the beginning of the year. Following the completion of the annual performance cycle, each employee will receive a final overall rating of A, B+, B, B- or C.

Performance on Goals (Results)

Goals	Mid -Year Performance:	Year-End Performance:
Weighting: Medium	**On-Track**	**B+ Exceeds Expectations**
Goal Description: Lead - Lead by example and act as a role model for your team, across the broader company and the enterprise. - Create an environment of pride, loyalty, and commitment within your team. - Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Lead by exhibiting behaviors that support the company's values and competencies. - Lead efforts to promote an inclusive and engaged environment focused on Diversity and Inclusiveness, Employee Development, Leadership Presence and effective two-way and open Communication. Coaching - Coach individuals and teams to develop their skills and support the organization's goals, and values. - Support the development of direct and indirect reports, teams, and peers by providing resources and establishing development as a priority.	**Progress - Self:** on track	**Results - Self:** I believe I have met expectations.

E-f2

Individual Performance Review

Employee Name: Smith,Terrence P

- Provide recognition and feedback to promote appreciation, development, and communication.

Manage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment.
- Address areas for improvement with effective strategies which lead to improved engagement.

Target/Measurement:
Engagement action plans to address key improvement opportunities are developed and actively worked:

Metrics:
- EEI Goal = (Insert improvement target based on 2015 survey results)
- Ensure high quality goals and performance reviews for employees are established and approved by the due dates. Complete Mid-Year and End of the Year Reviews by their due dates
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Progress - Manager:
Terry leads by example and provides coaching when necessary. He has developed mechanical skills in junior technicians

Results - Manager:
Terry executes the work he is assigned in a safe and efficient manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans. Terry was lead foreman with the Peach Bottom 225 BKR, no issue with replacement.

Weighting:
High

On-Track

B Meets Expectations

Goal Description:
Operational Execution HIGH

Progress - Self:
on track

Results - Self:
I have most of my expectations. I need to improve on driver audits

Target/Measurement:
1. Achieve ZERO OSHA recordables, conduct 1 safety

Progress - Manager:
Terry expects high safe performance from each crew

Results - Manager:
1.Achieved ZERO OSHA recordable, 13 years since last OSHA

Individual Performance Review

Employee Name: Smith,Terrence P

audit and document 1 precursor per month
2. ACHIEVE 1 OR FEWER RVAs, conduct 3 driving audits per month
3. Complete all safety and regulatory training
4. Achieve 1 or fewer HP events
5. Achieve 1 or fewer bus outages and bus interruptions
6. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines
7. Achieve a work order closeout rate of 90% for scheduled work
8. Complete all Nuclear PM/CM outage work

NERC and PUC compliance HIGH
1. Support all PUC PM and NERC requirements including 112 battery inspections
2. Achieve 0 NERC self-reportable violations
3. Execute all Summer Readiness items by 5/27/2016
4. Execute all 2016 Winter Readiness items by 11/11/2016

Planned Completion Deadline:
12/31/16

Actual Completion Date:
12/30/16

member. Still needs to provide supervision with a monthly safety. Terry routinely provides vehicle audits to supervision.

recordable
2.Achieved ZERO RVAs, conduct 3 driving audits per month
3.All safety and regulatory training completed
4.Achieved ZERO HP events
5.All work order closeout rate of 90% for scheduled work
6.Completed all Nuclear PM/CM outage work, replaced 225 BKR and replaced under hung one bus South tower

Terry is a strong safety performer. Terry adapted to the Asset Suite system for closing out scheduled work. Terry provided the driver audits, but needs to be more consistent. All compliance training was completed as scheduled.

Weighting:
High

Goal Description:
Workforce Effectiveness

Target/Measurement:
1. Complete PMOD goal of ...
a. DC = 105
2. Complete CMOD goal of ...
a. DC = 199
3. Complete Unit DT goal of ...
a. DC = 35
4. Complete cage switch goal of ...
a. DC = 6
5. Complete bus hardening task goal of ...

On-Track

Progress - Self:
on track

Progress - Manager:
Terry executes the work he is assigned in a safe and efficent manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans.

B+ Exceeds Expectations

Results - Self:
I believe I have met expectations

Results - Manager:

PMODs	105	170
PMs	581	630
CMs	581	638
Pre 2015 CM backlog	199	93
Unit Transformer DTs	35	32
Cage Switches	6	8
Bus Hardening tasks	12	15
Transf Surge Arrestor Replacements	8	5

Terry executes the work he is assigned in a safe and efficient

Individual Performance Review

Employee Name: Smith,Terrence P

a. DC = 12
6. Complete PM goal of ...
a. DC = 581
7. Complete CM goal of ...
a. DC = 581
8. Complete xx Transformer Surge Arrestor replacements
a. DC = 8
9. Assist with development and implementation of a training plan for all of T&S (Oregon Shop)
10. Assist with developing a training site for outdoor equipment at Plymouth substation
11. Support scheduled training classes/events
12. Achieve a 80% employee survey participation rate

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans. Terry was lead foreman with the Peach Bottom 225 BKR, no issue with replacement.

Weighting:
High

On-Track

Goal Description:
Operational Execution

Target/Measurement:
1. Achieve ZERO OSHA recordables, conduct 1 safety audit and document 1 precursor per month
2. ACHIEVE 1 OR FEWER RVAs, conduct 3 driving audits per month
3. Complete all safety and regulatory training
4. Achieve 1 or fewer HP events
5. Achieve 1 or fewer bus outages and bus interruptions
6. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines
7. Achieve a work order closeout rate of 90% for scheduled work
8. Complete all Nuclear PM/CM outage work

Planned Completion Deadline:
12/31/2016

Progress - Self:
on track

Progress - Manager:
Duplicate goal

Results - Self:
I believe I have met expectations.

Results - Manager:
Duplicate entry

Individual Performance Review

Employee Name: Smith,Terrence P

Actual Completion Date:
12/30/16

Weighting:
High

Goal Description:
NERC and PUC compliance

Target/Measurement:
1. Support all PUC PM and NERC requirements including 112 battery inspections
2. Achieve 0 NERC self-reportable violations
3. Execute all Summer Readiness items by 5/27/2016
4. Execute all 2016 Winter Readiness items by 11/11/2016

On-Track

Progress - Self:
on track

Progress - Manager:
Terry supports battery work asrequired. He executed assigned summer readiness items.

B+ Exceeds Expectations

Results - Self:
I believe I have met expectations.

Results - Manager:
1.Supported all PUC PM and NERC requirements including 112 battery inspections; completed 94 inspections
2.Achieved 0 NERC self-reportable violations
3.Executed all Summer Readiness items by 5/27/2016
4.Executed all 2016 Winter Readiness items by 11/11/2016
Terry supported battery work as required. He executed assigned summer and winter readiness items. Terry participated in the mobile transformer exercise and serviced as quality control. Voice of reason when the team was approaching out of process or scope OOPS!

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Weighting:
Medium

Goal Description:
Environmental Strategy and Goals

Target/Measurement:
1. Complete 31 oil leak repairs
2. Complete 1 PCB retro fill
3. Complete 2 PCB unknown equipment samples
4. Achieve zero preventable oil spills

On-Track

Progress - Self:
on track

Progress - Manager:
Terry supports the environmental goals and completes environmental scheduled work. Terry retro filled Delta 2 trans, known PCB retro fill.

B+ Exceeds Expectations

Results - Self:
I believe I have met expectations.

Results - Manager:
1.Completed 37 oil leak repairs
2.Completed 2PCB retro fill
3.Completed 4 PCB unknown equipment samples
4.Achieved zero preventable oil spills

Terry supported the environmental goals and completed environmental scheduled work. Terry retro filled Delta 2 trans, known PCB retro fill under an opportunity with SCADA work.

Individual Performance Review

Employee Name: Smith,Terrence P

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Weighting:
Medium

On-Track

B Meets Expectations

Goal Description:
Diversity

Target/Measurement:
1. Participate in one T&S diversity event
2. Support a culture of inclusion, where no one feels left out

Progress - Self:
delivered diversity message.

Progress - Manager:
Terry is open to new ideas and supports the skill develop of junior mechanics. Terry needs to share is working knowledge and foster sharing between senior and junior/apprentice mechanics.

Results - Self:
I believe I have met expectations.

Results - Manager:
Terry participated in one T&S diversity event Honor Flight and school presentations, new hire process.
And supported a culture of inclusion, where no one feels left out. Continued to operate an open and inclusion environmental.

Terry needs to foster the sharing of knowledge between mechanics.

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Weighting:
Medium

On-Track

B+ Exceeds Expectations

Goal Description:
Financial

Target/Measurement:
1. Achieve annual OM and Capital expenditures to approved goals
2. Meet annual OT dollars as a % of regular time goal of 15.4%

Progress - Self:
on track

Progress - Manager:
Terry is mindful of expenditures when executing the work schedule. Terry needs to return material to stores in a timely manner, when under his control.

Results - Self:
I believe I have met expectations.

Results - Manager:
1.Achieved annual OM and Capital expenditures to approved goals
2. Achieved annual OT dollars as a % of regular time goal of 15.4%

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Individual Performance Review

Employee Name: Smith,Terrence P

Core Competency Assessment

Competency:	Mid -Year Performance:	Year-End Performance:
Leads with Courage	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations. **Comments - Manager:** Terry leads with courage and holds his crew accountable for their actions.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations. **Comments - Manager:** Terry leads with courage and holds his crew accountable for their actions.
Inspires Trust	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry maintains a high degress of integrity. He treats everyone fairly and consistently.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry maintains a high degress of integrity. He treats everyone fairly and consistently.
Engages Others	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very considerate of our customers and the decisions that affect them, specifically the Peach Bottom Mgt. Team. He engages others and promotes an environment that supports teamwork and productivity.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very considerate of our customers and the decisions that affect them, specifically the Peach Bottom Mgt. Team. He engages others and promotes an environment that supports teamwork and productivity.
Encourages Open Dialogue	**Rating - Self:** 3 **Rating - Manager:**	**Rating - Self:** 3 **Rating - Manager:**

Individual Performance Review

Employee Name: Smith,Terrence P

	3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry does not back away from the tough discussions. He accepts other points of view and supports open dialogue.	3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry does not back away from the tough discussions. He accepts other points of view and supports open dialogue.
Organizational Agility	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry relates well to others, his peers, mgt and line crews. He knows the business and uses his experience to make decisions that balance customer impact with T&S needs.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry relates well to others, his peers, mgt and line crews. He knows the business and uses his experience to make decisions that balance customer impact with T&S needs.
Drives Execution and Sustainable Results	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very safety focused and drives accountability. He tackles problems head-on and keeps his supervisor informed.	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very safety focused and drives accountability. He tackles problems head-on and keeps his supervisor informed.
Adaptability	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry responds well to new challlenges. He remains calm under stress. He keeps his crew informed and engaged.	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry responds well to new challlenges. He remains calm under stress. He keeps his crew informed and engaged.

Individual Performance Review

Employee Name: Smith,Terrence P

Fosters Innovation

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry is receptive to new ideas. He takes smart risks and is not afraid of doing things differently to meet an objective.

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry is receptive to new ideas. He takes smart risks and is not afraid of doing things differently to meet an objective.

Focus on the Customer

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry focuses on providing the highest quality service to our internal and external customers.

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry focuses on providing the highest quality service to our internal and external customers.

Overall Performance Rating

Self Overall Mid-Year Progress:

Mid-Year Performance Rating:
On-Track

Overall Mid-Year Progress:

Manager Mid-Year Overall Goals Comments
Terry continues to safely and efficiently execute assigned work. He identifies quality precursors to supervision. Terry holds his technicians accountable for the work tasks assigned. He ensures safe work practices are being followed by assigned crews.

Manager Mid-Year Overall Behaviors Comments

Self Overall Year-End Comments:

Summary of Results Rating:
B+ Exceeds Expectations

Summary of Results Comment:
Terry executes the work he is assigned in a safe and efficient manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans. Terry was lead foreman with the Peach Bottom 225 BKR, no issue with replacement.

Summary of Behaviors Rating:
B+ Exceeds Expectations

Summary of Behaviors Comment:

Individual Performance Review

Employee Name: Smith,Terrence P

Terry demonstrated the proper behaviors with regards to being a field foreman. He holds his work team accountable for work quality and timely completion. He has a wiliness to learn new aspects of T&S work. He responds to call outs and works scheduled OT

Self Mid-Year Sign Off Comments:
I am satisfied with my managers review.

Terry is a strong safety performer. Terry adapted to the Asset Suite system for closing out scheduled work. Terry provided the driver audits, but needs to be more consistent.

Year-End Performance Rating:
B+ Exceeds Expectations

Overall Year-End Comments:
Terry is a strong safety performer.Terry participated in the mobile transformer exercise and serviced as quality control. Voice of reason when the team was approaching out of process or scope OOPS!

Self Year-End Sign Off Comments:

Individual Performance Review

Employee Name:	Smith,Terrence P	**Supervisor Name:**	Kratzinger,Neil E	**Employee Number:**	106545
Department:	T&S Maint Baldwin	**Title/Position:**	Foreman T&S	**Evaluation Period:**	2016

The purpose of this Individual Performance Review is to provide a clear, fair, and understandable way to evaluate employee performance relative to pre-set expectations. Employees are evaluated on both results and value-based behaviors. Results are defined as performance against measurable goals, and behaviors ("how" the results are achieved) are performance against Exelon's Value-Based Behaviors. A general guideline for determining overall performance ratings will be 2/3 on results and 1/3 on behaviors. Please note that this is a guideline for consistency, not a required calculation. Each employee's individual incentive multiplier and annual merit increase are based on his/her overall rating.

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Performance on Goals (Results)

Goals	Mid -Year Performance:	Year-End Performance:
Weighting: Medium	**On-Track**	**B+ Exceeds Expectations**
Goal Description: Lead - Lead by example and act as a role model for your team, across the broader company and the enterprise. - Create an environment of pride, loyalty, and commitment within your team. - Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Lead by exhibiting behaviors that support the company's values and competencies. - Lead efforts to promote an inclusive and engaged environment focused on Diversity and Inclusiveness, Employee Development, Leadership Presence and effective two-way and open Communication. Coaching - Coach individuals and teams to develop their skills and support the organization's goals, and values. - Support the development of direct and indirect reports, teams, and peers by providing resources and establishing development as a priority.	**Progress - Self:** on track	**Results - Self:** I believe I have met expectations.

E-f2

Individual Performance Review

Employee Name: Smith,Terrence P

- Provide recognition and feedback to promote appreciation, development, and communication.

Manage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment.
- Address areas for improvement with effective strategies which lead to improved engagement.

Target/Measurement:
Engagement action plans to address key improvement opportunities are developed and actively worked:

Metrics:
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- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Progress - Manager:
Terry leads by example and provides coaching when necessary. He has developed mechanical skills in junior technicians

Results - Manager:
Terry executes the work he is assigned in a safe and efficient manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans. Terry was lead foreman with the Peach Bottom 225 BKR, no issue with replacement.

Weighting:
High

On-Track

B Meets Expectations

Goal Description:
Operational Execution HIGH

Progress - Self:
on track

Results - Self:
I have most of my expectations. I need to improve on driver audits

Target/Measurement:
1. Achieve ZERO OSHA recordables, conduct 1 safety

Progress - Manager:
Terry expects high safe performance from each crew

Results - Manager:
1.Achieved ZERO OSHA recordable, 13 years since last OSHA

Individual Performance Review

Employee Name: Smith,Terrence P

audit and document 1 precursor per month
2. ACHIEVE 1 OR FEWER RVAs, conduct 3 driving audits per month
3. Complete all safety and regulatory training
4. Achieve 1 or fewer HP events
5. Achieve 1 or fewer bus outages and bus interruptions
6. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines
7. Achieve a work order closeout rate of 90% for scheduled work
8. Complete all Nuclear PM/CM outage work

NERC and PUC compliance HIGH
1. Support all PUC PM and NERC requirements including 112 battery inspections
2. Achieve 0 NERC self-reportable violations
3. Execute all Summer Readiness items by 5/27/2016
4. Execute all 2016 Winter Readiness items by 11/11/2016

Planned Completion Deadline:
12/31/16

Actual Completion Date:
12/30/16

member. Still needs to provide supervision with a monthly safety. Terry routinely provides vehicle audits to supervision.

recordable
2.Achieved ZERO RVAs, conduct 3 driving audits per month
3.All safety and regulatory training completed
4.Achieved ZERO HP events
5.All work order closeout rate of 90% for scheduled work
6.Completed all Nuclear PM/CM outage work, replaced 225 BKR and replaced under hung one bus South tower

Terry is a strong safety performer. Terry adapted to the Asset Suite system for closing out scheduled work. Terry provided the driver audits, but needs to be more consistent. All compliance training was completed as scheduled.

Weighting:
High

Goal Description:
Workforce Effectiveness

Target/Measurement:
1. Complete PMOD goal of ...
a. DC = 105
2. Complete CMOD goal of ...
a. DC = 199
3. Complete Unit DT goal of ...
a. DC = 35
4. Complete cage switch goal of ...
a. DC = 6
5. Complete bus hardening task goal of ...

On-Track

Progress - Self:
on track

Progress - Manager:
Terry executes the work he is assigned in a safe and efficent manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans.

B+ Exceeds Expectations

Results - Self:
I believe I have met expectations

Results - Manager:

PMODs	105	170
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CMs	581	638
Pre 2015 CM backlog	199	93
Unit Transformer DTs	35	32
Cage Switches	6	8
Bus Hardening tasks	12	15
Transf Surge Arrestor Replacements	8	5

Terry executes the work he is assigned in a safe and efficient

Individual Performance Review

Employee Name: Smith,Terrence P

a. DC = 12
6. Complete PM goal of ...
a. DC = 581
7. Complete CM goal of ...
a. DC = 581
8. Complete xx Transformer Surge Arrestor replacements
a. DC = 8
9. Assist with development and implementation of a training plan for all of T&S (Oregon Shop)
10. Assist with developing a training site for outdoor equipment at Plymouth substation
11. Support scheduled training classes/events
12. Achieve a 80% employee survey participation rate

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans. Terry was lead foreman with the Peach Bottom 225 BKR, no issue with replacement.

Weighting:
High

On-Track

Goal Description:
Operational Execution

Target/Measurement:
1. Achieve ZERO OSHA recordables, conduct 1 safety audit and document 1 precursor per month
2. ACHIEVE 1 OR FEWER RVAs, conduct 3 driving audits per month
3. Complete all safety and regulatory training
4. Achieve 1 or fewer HP events
5. Achieve 1 or fewer bus outages and bus interruptions
6. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines
7. Achieve a work order closeout rate of 90% for scheduled work
8. Complete all Nuclear PM/CM outage work

Planned Completion Deadline:
12/31/2016

Progress - Self:
on track

Progress - Manager:
Duplicate goal

Results - Self:
I believe I have met expectations.

Results - Manager:
Duplicate entry

Individual Performance Review

Employee Name: Smith,Terrence P

Actual Completion Date:
12/30/16

Weighting:
High

Goal Description:
NERC and PUC compliance

Target/Measurement:
1. Support all PUC PM and NERC requirements including 112 battery inspections
2. Achieve 0 NERC self-reportable violations
3. Execute all Summer Readiness items by 5/27/2016
4. Execute all 2016 Winter Readiness items by 11/11/2016

On-Track

Progress - Self:
on track

Progress - Manager:
Terry supports battery work asrequired. He executed assigned summer readiness items.

B+ Exceeds Expectations

Results - Self:
I believe I have met expectations.

Results - Manager:
1.Supported all PUC PM and NERC requirements including 112 battery inspections; completed 94 inspections
2.Achieved 0 NERC self-reportable violations
3.Executed all Summer Readiness items by 5/27/2016
4.Executed all 2016 Winter Readiness items by 11/11/2016
Terry supported battery work as required. He executed assigned summer and winter readiness items. Terry participated in the mobile transformer exercise and serviced as quality control. Voice of reason when the team was approaching out of process or scope OOPS!

Planned Completion Deadline:
12/31/2016

Actual Completion Date:
12/30/16

Weighting:
Medium

Goal Description:
Environmental Strategy and Goals

Target/Measurement:
1. Complete 31 oil leak repairs
2. Complete 1 PCB retro fill
3. Complete 2 PCB unknown equipment samples
4. Achieve zero preventable oil spills

On-Track

Progress - Self:
on track

Progress - Manager:
Terry supports the environmental goals and completes environmental scheduled work. Terry retro filled Delta 2 trans, known PCB retro fill.

B+ Exceeds Expectations

Results - Self:
I believe I have met expectations.

Results - Manager:
1.Completed 37 oil leak repairs
2.Completed 2PCB retro fill
3.Completed 4 PCB unknown equipment samples
4.Achieved zero preventable oil spills

Terry supported the environmental goals and completed environmental scheduled work. Terry retro filled Delta 2 trans, known PCB retro fill under an opportunity with SCADA work.

Individual Performance Review

Employee Name: Smith,Terrence P

Planned Completion Deadline:
12/31/2016
Actual Completion Date:
12/30/16

Weighting:
Medium

On-Track

B Meets Expectations

Goal Description:
Diversity
Target/Measurement:
1. Participate in one T&S diversity event
2. Support a culture of inclusion, where no one feels left out

Progress - Self:
delivered diversity message.
Progress - Manager:
Terry is open to new ideas and supports the skill develop of junior mechanics. Terry needs to share is working knowledge and foster sharing between senior and junior/apprentice mechanics.

Results - Self:
I believe I have met expectations.
Results - Manager:
Terry participated in one T&S diversity event Honor Flight and school presentations, new hire process.
And supported a culture of inclusion, where no one feels left out. Continued to operate an open and inclusion environmental.

Terry needs to foster the sharing of knowledge between mechanics.

Planned Completion Deadline:
12/31/2016
Actual Completion Date:
12/30/16

Weighting:
Medium

On-Track

B+ Exceeds Expectations

Goal Description:
Financial
Target/Measurement;
1. Achieve annual OM and Capital expenditures to approved goals
2. Meet annual OT dollars as a % of regular time goal of 15.4%

Progress - Self:
on track
Progress - Manager:
Terry is mindful of expenditures when executing the work schedule. Terry needs to return material to stores in a timely manner, when under his control.

Results - Self:
I believe I have met expectations.
Results - Manager:
1.Achieved annual OM and Capital expenditures to approved goals
2. Achieved annual OT dollars as a % of regular time goal of 15.4%

Planned Completion Deadline:
12/31/2016
Actual Completion Date:
12/30/16

Individual Performance Review

Employee Name: Smith,Terrence P

Core Competency Assessment

Competency:	Mid -Year Performance:	Year-End Performance:
Leads with Courage	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations. **Comments - Manager:** Terry leads with courage and holds his crew accountable for their actions.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations. **Comments - Manager:** Terry leads with courage and holds his crew accountable for their actions.
Inspires Trust	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry maintains a high degress of integrity. He treats everyone fairly and consistently.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry maintains a high degress of integrity. He treats everyone fairly and consistently.
Engages Others	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very considerate of our customers and the decisions that affect them, specifically the Peach Bottom Mgt. Team. He engages others and promotes an environment that supports teamwork and productivity.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very considerate of our customers and the decisions that affect them, specifically the Peach Bottom Mgt. Team. He engages others and promotes an environment that supports teamwork and productivity.
Encourages Open Dialogue	**Rating - Self:** 3 **Rating - Manager:**	**Rating - Self:** 3 **Rating - Manager:**

Individual Performance Review

Employee Name: Smith,Terrence P

	3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry does not back away from the tough discussions. He accepts other points of view and supports open dialogue.	3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry does not back away from the tough discussions. He accepts other points of view and supports open dialogue.
Organizational Agility	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry relates well to others, his peers, mgt and line crews. He knows the business and uses his experience to make decisions that balance customer impact with T&S needs.	**Rating - Self:** 3 **Rating - Manager:** 4 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry relates well to others, his peers, mgt and line crews. He knows the business and uses his experience to make decisions that balance customer impact with T&S needs.
Drives Execution and Sustainable Results	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very safety focused and drives accountability. He tackles problems head-on and keeps his supervisor informed.	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry is very safety focused and drives accountability. He tackles problems head-on and keeps his supervisor informed.
Adaptability	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry responds well to new challlenges. He remains calm under stress. He keeps his crew informed and engaged.	**Rating - Self:** 3 **Rating - Manager:** 3 **Comments - Self:** I believe I have met expectations **Comments - Manager:** Terry responds well to new challlenges. He remains calm under stress. He keeps his crew informed and engaged.

Individual Performance Review

Employee Name: Smith,Terrence P

Fosters Innovation

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry is receptive to new ideas. He takes smart risks and is not afraid of doing things differently to meet an objective.

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry is receptive to new ideas. He takes smart risks and is not afraid of doing things differently to meet an objective.

Focus on the Customer

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry focuses on providing the highest quality service to our internal and external customers.

Rating - Self:
3

Rating - Manager:
3

Comments - Self:
I believe I have met expectations

Comments - Manager:
Terry focuses on providing the highest quality service to our internal and external customers.

Overall Performance Rating

Self Overall Mid-Year Progress:

Mid-Year Performance Rating:
On-Track

Overall Mid-Year Progress:

Manager Mid-Year Overall Goals Comments
Terry continues to safely and efficiently execute assigned work. He identifies quality precursors to supervision. Terry holds his technicians accountable for the work tasks assigned. He ensures safe work practices are being followed by assigned crews.

Manager Mid-Year Overall Behaviors Comments

Self Overall Year-End Comments:

Summary of Results Rating:
B+ Exceeds Expectations

Summary of Results Comment:
Terry executes the work he is assigned in a safe and efficient manner. Terry led the Newlinville 4B separation project without incident which required the removal and scrapping of 4B trans, wiring separation between 4A and 4B and painting 4A trans. Terry was lead foreman with the Peach Bottom 225 BKR, no issue with replacement.

Summary of Behaviors Rating:
B+ Exceeds Expectations

Summary of Behaviors Comment:

Individual Performance Review

Employee Name: Smith,Terrence P

Terry demonstrated the proper behaviors with regards to being a field foreman. He holds his work team accountable for work quality and timely completion. He has a wiliness to learn new aspects of T&S work. He responds to call outs and works scheduled OT

Self Mid-Year Sign Off Comments:
I am satisfied with my managers review.

Terry is a strong safety performer. Terry adapted to the Asset Suite system for closing out scheduled work. Terry provided the driver audits, but needs to be more consistent.

Year-End Performance Rating:
B+ Exceeds Expectations

Overall Year-End Comments:
Terry is a strong safety performer.Terry participated in the mobile transformer exercise and serviced as quality control. Voice of reason when the team was approaching out of process or scope OOPS!

Self Year-End Sign Off Comments:

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
FOURTH REGION

EXELON GENERATION COMPANY, LLC[1] Employer and	Case 4–RC–20940
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, ON BEHALF OF IBEW LOCAL UNION 614[2] Petitioner	

REGIONAL DIRECTOR'S DECISION AND DIRECTION OF ELECTION

The Employer, Exelon Generation Company, is engaged in generating electricity at various power plants throughout the United States, including nuclear power plants at Peach Bottom Atomic Power Station in Delta, Pennsylvania (herein Peach Bottom) and Limerick Generating Station in Pottstown, Pennsylvania (herein Limerick). The Petitioner, IBEW on behalf of its Local 614, filed a petition with the National Labor Relations Board under Section 9(c) of the National Labor Relations Act seeking to represent a unit of the Employer's production and maintenance employees at the Peach Bottom and Limerick plants as well as at its Outage Services Group in Kennett Square, Pennsylvania. The parties agree as to the scope and composition of the unit, with the exception of two classifications: the Lead Technicians in the Maintenance Department and the Reactor Operators in the Operations Department.[3] Contrary to

[1] The Employer's name appears as amended at the hearing.
[2] The Petitioner's name appears as amended at the hearing.
[3] The parties stipulated to include all full-time Designers, HP Technicians, Instrument & Control (I&C) Technicians, Chemistry Technicians, Equipment Operators, Maintenance Technicians, Utility Technicians, Material Coordinators, Quality Verification Technicians, NDE Technicians and plant clericals at Limerick and at Peach Bottom. The stipulated plant clericals included in the unit who are employed at Limerick are: Chemistry: Administrative Clerk; Operations: Administrative Clerks; Radiation Protection: Administrative Clerk; Maintenance: Technical Clerk, Administrative Coordinator; Maintenance Planning: Administrative Coordinator; I&C: Administrative Coordinator; and Business Operations: Administrative Clerks. The stipulated plant clericals included in the unit who are employed at Peach Bottom are: Chemistry: Administrative Coordinator; Operations: Technical Clerk, Administrative Coordinator; Radiation Protection: Technical Clerk; Maintenance: Administrative Coordinator; Maintenance Planning: Administrative Coordinator; I&C: Administrative Coordinator; Business Operations: Technical Clerks.

the Petitioner, the Employer contends that the Lead Technicians and Reactor Operators are supervisors within the meaning of the Act because they have the authority to assign and responsibly direct employees using independent judgment. The Petitioner's proposed unit would consist of about 600 employees, while the Employer's proposed unit would exclude about 70 to 80 Lead Technicians and about 40 to 55 Reactor Operators.

A hearing officer of the Board held a hearing, and the parties filed briefs with me. I have considered the evidence and the arguments presented by the parties concerning the Employer's contention that the petitioned-for Lead Technicians and Reactor Operators are supervisors. As discussed below, I have concluded that the Lead Technicians assign and responsibly direct Technicians on their teams using independent judgment and therefore are supervisors within the meaning of the Act. However, I have concluded that the Petitioner has not established that the Employer's Reactor Operators assign and/or responsibly direct Equipment Operators or any other employees using independent judgment sufficient to make them supervisors within the meaning of the Act. Accordingly, I have included them in the unit.

To provide a context for my discussion, I will first present an overview of the Employer's operations. Then, I will review the factors that must be evaluated in determining whether the Lead Technicians and Reactor Operators are supervisors within the meaning of Section 2(11) of the Act. Finally, I will present the relevant facts and analysis as to each contested job classification.

I. OVERVIEW OF OPERATIONS

The Employer's Peach Bottom and Limerick power plants are similarly structured, and each contains a Maintenance Department and an Operations Department. The Lead Technicians work in the Maintenance Department at each plant and at Outage Services, while the Reactor Operators work in the Operations Department.

The parties stipulated to exclude all other Administrative Clerks, Administrative Coordinators, Senior Administrative Coordinators and Executive Coordinators as confidential and/or office clerical employees. They also agreed to exclude all employees in exempt pay classifications and all employees in the Security, Training, Regulatory Assurance, Nuclear Oversight, and Human Resources Departments.

The parties further stipulated with respect to employees regularly classified as Quality Verification Technicians who are working in Nuclear Oversight on a rotational basis and employees regularly classified as Maintenance Technicians, I&C Technicians, HP Technicians, Quality Verification Technicians and Designers who are assigned to a Planning position on a rotational basis, that their eligibility shall be based on their regular job classification at the time of the designated payroll period of eligibility and the date of the election.

The Petitioner indicated that it did not wish to proceed to an election if all Lead Technicians and Reactor Operators were found to be supervisors within the meaning of the Act. However, if one group is found to be supervisory and the other not, the Petitioner would reserve the right to proceed to an election in the unit found appropriate by the Regional Director.

Maintenance Department and Outage Services Group

The Maintenance Department is responsible for all corrective and preventative maintenance at both Peach Bottom and Limerick, and the Outage Services group provides maintenance services during refueling outages at Peach Bottom, Limerick, and the Employer's Three Mile Island (TMI) and Oyster Creek nuclear power plants. Every spring, there is an outage at Limerick at either Reactor 1 or Reactor 2, and every fall there is an outage at Peach Bottom at Unit 2 or Unit 3. Also each fall, there is an outage at TMI or Oyster Creek.

The Maintenance Department is divided into four areas at each plant: Mechanical/Electrical, Instrumentation and Control (I&C), Planning, and Maintenance Support. Mechanical/Electrical and I&C are the largest work groups. Each Maintenance team at Peach Bottom, Limerick, and Outage Services consists of one Supervisor, one to three Lead Maintenance Technicians (LMTs) or Lead I&C Technicians, and 10 to 15 Maintenance Technicians or Utility Technicians. LMTs and Lead I&C Technicians[4] comprise the disputed classification of Lead Technicians.

Mechanical/Electrical has seven teams at each plant organized according to their technical expertise or job skills. These teams perform day-shift work for eight hours per shift except during outages, when they work for 10 to 12 hours. There is also a "Fix it Now" (FIN) team at each plant comprised of Maintenance Technicians and LMTs which handles emergent work.

The I&C group at each plant has five teams, with each team responsible for work on different types of instrumentation. Utility Technicians have less training than Maintenance Technicians and generally perform a more limited scope of work and more testing. They have specialized knowledge of analog and digital electronics.

In Outage Services, Maintenance employees work in Reactor Services and Turbine Services. Reactor Services employees remove spent fuel from nuclear reactor vessels, send it to a containment area, and replace it with new fuel. Turbine Services employees perform maintenance on main reactor turbines, turbine generators, and auxiliary support systems, as well as reactor feed water and cooling pumps. In Outage Services, approximately three LMTs, eight Maintenance Technicians, and a Planner are primarily assigned to Limerick, and about two LMTs, six Maintenance Technicians, and one Planner are primarily assigned to Peach Bottom. Three LMTs, 21 Maintenance Technicians, and two Planners are primarily assigned to the Oyster Creek and TMI plants. When there is no work at their primary locations, these employees are all assigned elsewhere.

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[4] Lead I&C Technicians are at times called Lead Instrumentation Technicians.

Operations Department

Operations activities are associated with the safe monitoring and operation of the nuclear reactors and related support systems. The Operations Department consists of subgroups covering Shift Operations, Operations Support/Services, and Reactor Engineering.[5]

In Shift Operations, Reactor Operators at each plant work on one of five shift teams. The shift team work consists of monitoring and manipulating equipment, responding to emergencies, and performing various tests. Each shift team is composed of a Shift Manager, two to five Shift Supervisors, four to five Reactor Operators, and nine to eleven Equipment Operators. Each team works a rotating schedule to assure 24-hour a day, 7-day-a-week coverage and follows a five-week rotation cycle with the fifth week spent in training.

In Operations Support/Services there are Work Control Supervisors,[6] Clearance Writers, and Planners. The Clearance Writers are Reactor Operators who usually volunteer to work in this position and are specifically trained to do this work.

The Reactor Operators work in the Control Room, which is divided into two sections, one for each reactor unit (Unit 1 and Unit 2). Two Reactor Operators, called Unit Reactor Operators (UROs), are assigned to each unit. A third Reactor Operator, the Plant Reactor Operator (PRO), is responsible for the reactors' common systems and is involved in completing the "people paper" by which employees receive their daily assignments. The Fourth Reactor Operator often backs up the other Reactor Operators, is available as a resource, and fills in where needed. The Reactor Operators on each team rotate through these four positions.

The Shift Manager and Shift Supervisors are all required to be licensed Senior Reactor Operators and are "exempt" employees who are paid pursuant to the Employer's Professional Salaried or Managerial Pay Plan (PSM scale), while the Reactor Operators and Equipment Operators are non-exempt and paid on a different hourly pay scale. Reactor Operators and Equipment Operators receive 15 minutes of overtime pay when they turn over their shifts to employees on the next shift.

Reactor Operators are not required to have more than a high school degree, but they are highly trained and skilled employees. Unlike Equipment Operators, Reactor Operators are licensed by the Nuclear Regulatory Commission. Many employees have progressed from Equipment Operator to Reactor Operator to Senior Reactor Operator over time and with additional training.

The Shift Manager on each team, who is located in an office adjacent to the Control Room, is responsible for the performance of his team and the safe operation of the plant during his shift. He must remain within a 10-minute walk of the Control Room at all times.[7]

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[5] In Reactor Engineering, there are engineers who provide technical oversight to Reactor Operators. The record does not indicate that there are any Reactor Operators in Reactor Engineering.

[6] The Work Control Supervisors are Senior Reactor Operators. The parties agree that they are supervisors within the meaning of the Act.

The Shift Supervisors rotate through the jobs of Control Room Supervisor, Work Control Supervisor, and Field Supervisor. The Control Room Supervisor, who sits in the center of the Control Room, supervises the Reactor Operators on the shift and is responsible for authorizing all testing, including surveillance testing and maintenance work on equipment affecting plant safety. When abnormal or unsafe conditions occur, the Control Room Supervisor is required to become involved to resolve the situation. The Reactor Operators debrief at the end of their shift with the Control Room Supervisor.

The Work Control Supervisor is responsible for implementing the daily work schedule, which includes the performance of pre-job briefings, assigning work, the coordination of clearances, and manpower and post-job critiques. He is expected to be aware of all surveillance and routine testing performed by the Equipment Operators. He works in an office within the Control Room complex but not on the main Control Room floor.

The Field Supervisor supervises all Reactor Operator and Equipment Operator activities in the plant. He reviews rounds sheets which document equipment readings taken by the Equipment Operators during their rounds. The Field Supervisor is responsible for the training, rewarding, and discipline of the Equipment Operators on the shift team and must monitor their radiation exposure. The Equipment Operators normally debrief with the Field Supervisor and brief the next shift of Equipment Operators.

II. FACTORS RELEVANT TO DETERMINING THE SUPERVISORY STATUS OF LEAD TECHNICIANS AND REACTOR OPERATORS

The burden of establishing supervisory status is on the party asserting that such status exists. *NLRB v. Kentucky River Community Care, Inc.,* 532 U.S. 706, 711 (2001). Section 2(11) of the Act sets forth a three-part test for determining whether an individual is a supervisor. Pursuant to this test, employees are statutory supervisors if: (1) they hold the authority to engage in any one of the 12 supervisory functions listed in Section 2(11); (2) their exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment; and (3) their authority is held in the interest of the employer. See *NLRB v. Kentucky River Community Care, Inc.,* supra, 532 U.S. at 712-713; *NLRB v. Health Care & Retirement Corp. of America,* 511 U.S. 571, 573-574 (1994).

The statutory criteria for supervisory status set forth in Section 2(11) are read in the disjunctive, and possession of any one of the indicia listed is sufficient to make an individual a supervisor. See *Juniper Industries, Inc.*, 311 NLRB 109, 110 (1993). The Board analyzes each case in order to differentiate between the exercise of independent judgment and the giving of routine instructions, between effective recommendation and forceful suggestions, and between the appearance of supervision and supervision in fact. The exercise of some supervisory authority in a merely routine, clerical, or perfunctory manner does not confer supervisory status

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[7] Although there are male and female employees in the disputed classifications and other relevant classifications, this Decision will use the masculine form for convenience.

on an employee. See *Juniper Industries*, supra at 110. The authority effectively to recommend an action means that the recommended action is taken without independent investigation by superiors, not simply that the recommendation ultimately is followed. See *Children's Farm Home,* 324 NLRB 61 (1997); *Hawaiian Telephone Co.,* 186 NLRB 1 (1970). The Board has an obligation not to construe the statutory language too broadly because the individual found to be a supervisor is denied the protection of the Act. *Azusa Ranch Market*, 321 NLRB 811, 812 (1996). Where the evidence is in conflict or otherwise inconclusive on particular indicia of supervisory authority, the Board will find that supervisory status has not been established, at least on the basis of those indicia. *Phelps Community Medical Center,* 295 NLRB 486, 490 (1989). The sporadic exercise of supervisory authority is not sufficient to transform an employee into a supervisor. See *Gaines Electric,* 309 NLRB 1077, 1078 (1992); *Ohio River Co.,* 303 NLRB 696, 714 (1991), enfd. 961 F.2d 1578 (6th Cir. 1992).

In *Kentucky River,* the Court decided, contrary to the Board, that RNs at a residential nursing care facility were supervisors within the meaning of the Act. In determining that the nurses were not supervisors, the Board had emphasized, inter alia, that while they directed the work of nurses' aides, this direction did not involve independent judgment because it was by virtue of the nurses' training and experience, not because of their connection with management. The Court acknowledged that the term "independent judgment" is ambiguous with respect to the *degree* of discretion required for supervisory status and recognized that it was "within the Board's discretion to determine, within reason, what scope of discretion qualifies." 532 U.S. at 713. The Court rejected the Board's analysis, however, because the Board erroneously excluded from the statutory definition of independent judgment, "ordinary professional or technical judgment in directing less-skilled employees to deliver services in accordance with employer-specified standards," even where the employees exercised a sufficient degree of discretion to otherwise warrant a supervisory finding. Id. In all other respects, the Court left intact the Board's traditional role in drawing the line between the performance of functions which are clerical and routine and assignment and direction that involve a sufficient element of discretion to confer supervisory status.[8] The Court did not hold that every exercise of professional or technical judgment in directing other employees is necessarily an exercise of independent judgment, but recognized that the Board could determine the degree of independent judgment necessary to meet the statutory threshold for supervisory status. Id. at 714. The Court also indicated that, "the degree of judgment that might ordinarily be required to conduct a particular task may be reduced below the statutory threshold by detailed orders and regulations issued by the employer. Id. at 713-714.

The Employer's Contentions

The Employer contends that its Lead Technicians and Reactor Operators are supervisors based on their asserted authority to assign and responsibly direct employees. The Employer does not contend, and there is no evidence, that Lead Technicians or Reactor Operators hire, fire, discipline, lay off, recall, or promote employees, effectively recommend such actions, or adjust grievances.

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[8] The Court further suggested that the Board might, "offer a limiting interpretation of the supervisory function of responsible direction by distinguishing employees who direct the manner of others' performance of discrete tasks from employees who direct other employees." Id. at 720.

III. LEAD TECHNICIANS

A. Facts

Lead Technicians are responsible for leading teams of Maintenance Technicians in completing assigned tasks safely and within scheduled time limits, while adhering to work order requirements and procedures. Many Lead Technicians have risen from the ranks of Maintenance Technicians, and they typically earn about $3 or 10 percent more per hour than Maintenance Technicians, although they are on the same non-PSM (professional salaried or managerial) pay scale as the Technicians.

Planning and assigning work

Lead Technicians are involved in the advance planning of Technicians' work. Work management/planning teams create schedules for jobs 12 weeks before they are to be performed, and Lead Technicians attend meetings at various times during these 12 weeks. Some attend meetings on the twelfth week, fifth week, and third week before work is to be performed, along with Supervisors, the Work Week Manager, and in some cases the Maintenance Mechanical/Electrical Manager. Others attend on different weeks. I&C Lead Technicians testified that they attended meetings at Weeks 5 and 3 at Limerick and Weeks 5, 3, 2 and sometimes Week 1 at Peach Bottom.

The participants at the meetings review the schedules to determine whether the work can be performed as listed. Lead Technicians are consulted as to whether their teams have enough qualified employees to perform the work, whether there are enough hours scheduled for the work, and whether there are any scheduling conflicts with their teams. If there are problems with the scheduled work, the Lead Technicians coordinate with the Work Week Manager and other supervisors to resolve the problems so that the work can be performed most efficiently. Lead Technicians make sure that necessary parts have been ordered, proper clearances have been requested, and that any coordination needed with other groups has taken place. In addition to these duties, Lead Technicians who are involved in planning for outages go into the plants, ensure that routes are clear for large equipment and components to be moved during outages, and coordinate with work groups impacted by these movements. Their planning involves a consideration of the available resources, the order of the work, how long it will take, impact on other groups, and safety concerns. According to an I&C Supervisor at Peach Bottom, during outages Lead Technicians lay out the entire outage schedule for the team.

At some point in this planning process, Lead Technicians assign individual members of their teams to specific jobs based on their skills and qualifications and on-the-job training opportunities.[9] Lead Technicians take into account whether employees are designated as qualified to perform certain jobs, whether they are good workers, how well they work with other

[9] While a Limerick I&C Manager testified that Lead Technicians assign employees to specific jobs beginning five weeks before jobs are to be performed, a Peach Bottom LMT testified that he did not do so at the Week 5 and Week 3 work management meetings.

specific individuals, how experienced they are in performing particular jobs, and how efficient they are likely to be in performing certain jobs. They also take into account staffing issues, such as whether employees are leaving early that day, and in certain cases, the radiation exposure the employees are expected to receive from the job in relation to how much radiation exposure they had already received that week. The Lead Technicians finalize work assignments on a daily basis, taking into account all of the above factors, as well as any changes in assignments based on staffing changes such as call-outs and emergent work.

Unlike the other teams where there is long-term planning of work, the Fix it Now (FIN) team handles emergent work on a daily basis. The FIN team Lead Technician assigns members of his team to different tasks based on the employees' skills and availability and the priority of work assignments.

Various members of the I&C teams are subject matter experts in different areas with specific qualifications, and the Lead I&C Technicians are often guided by team members' expertise in making assignments.

Daily Activities

Lead Technicians often come to work about a half hour before their team reports to make sure the work is ready. When some Lead Technicians come into work early, they also leave early and only work an eight-hour shift. Most of the Lead Technicians have a telephone, computer, and cubicle or office near their respective Supervisors, where they perform their administrative duties.

Lead Technicians typically work on day shift for eight hours, but there are times when they rotate to 12-hour shifts to assure 24-hour coverage. During outages or shift work, when they arrive Lead Technicians speak with their counterparts coming off shift. They then discuss with Supervisors any plant changes, call-outs, safety issues, or other matters that might affect the planned work. The Lead Technicians make sure that the needed clearances have been requested, print out the "activities in progress" status sheets, put them in the "work packages" with the copies of the clearances, and finalize the work sheets. They make sure that the work packages contain the right paperwork, including any permits needed for confined spaces and fire protection impairments. They additionally ensure that any special tools or other needed resources to perform the work are present for their team members so that they may begin their work on time. While the Supervisor typically reviews work sheets prepared by the Lead Technicians and can make certain changes, most of the time the assignments made by the Lead Technicians are not changed.

Once the Technicians arrive, there is a meeting for all the teams' members, and then the Lead Technicians meet with each of the Technicians on their teams, tell them specifically what they will be doing that day, and give them their work packages.

Field Work

Lead Technicians spend varying amounts of time in the field performing work themselves as well as overseeing the work of their team members. The amount of time spent in each of these pursuits depends on the nature of the work, manpower availability, and whether or not the team is working during an outage.

According to the Director of Outage Services, the Lead Technicians in that group spend less than 10 percent of their time doing hands-on work, and according to the Manager of Turbine Services, Lead Technicians spend less than five percent of their time doing physical work during outages. At other times, they spend 40 percent of their time overseeing the work of the Technicians and 60 percent of their time in the office doing paperwork, such as checking the accuracy of work packages and making sure they are closed out correctly. Lead I&C Technicians may perform hands-on work along with I&C Technicians 25 to 30 percent of the time.

According to the Maintenance Support Manager at Peach Bottom, an LMT spends less than 50 to 60 percent of his time working with his hands depending on whether he has a full complement of employees, but the Lead Technician on the FIN team at Peach Bottom spends 90 percent of his time in the field personally working on equipment. A Lead I&C Technician and an LMT at Limerick both estimated that they spend about 50 percent of their time in the field performing the hands-on work of Technicians. An LMT at Peach Bottom testified, however, that for about half of his time spent working in the field, he is checking the work of his team, troubleshooting jobs, and directing different courses of action for his team members.[10]

Lead Technicians spend a varied number of hours per day in the field observing and coaching the members of their teams. According to a Lead I&C Technician at Limerick, his Supervisor relies on him to make judgments during the day regarding which Technician is most suited to perform a particular job. The Lead Technician also is responsible for making sure the Technicians' paperwork is complete. Before signing off on a surveillance test, the Lead Technician makes sure that the Technician signed off in a satisfactory manner, that the data has been entered into the table, and that the data is correct within the specific criteria.[11]

If the Lead Technician finds something askew on the surveillance test, it is his responsibility is to make sure the test is done correctly. Lead Technicians offer guidance on which routes to take regarding various jobs, and if a Technician has a question, he can contact his Lead Technician or the Supervisor of the team. If an I&C Technician team is having difficulty in the field and is delayed for 10 minutes, he must contact the Lead I&C Technician. If

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[10] When Lead Technicians perform Technicians' work, according to the same LMT at Peach Bottom, if there are two Lead Technicians, one has his hours entered into the computer as administrative hours, while the other's hours are counted as "man hours," along with those of the Technicians on the team. According to an I&C Manager at Limerick, however, Lead I&C Technicians at Limerick, unlike the Technicians on their teams, are not entered into the computer and counted for manpower purposes in the work management process.

[11] According to the I&C Supervisor at Peach Bottom, Lead I&C Technicians do not sign off on surveillance tests.

the Lead I&C Technician cannot resolve the problem in 30 minutes, he calls the Supervisor for assistance, and in the absence of the Supervisor, he contacts the Work Week Manager directly. According to the I&C Manager at Limerick, 90 percent of I&C Technician work is performed in accordance with step-by-step procedures, but there are situations when a Technician confronts a situation not spelled out in the procedures. These situations occur during surveillance tests about three to four times per week and in the work order process about four times per week.

According to the Manager of Turbine Services, during outages a Lead Technician may run five to six small teams at any one time, and it is up to him to determine how many employees to assign to a particular job. For example, if he has five employees and only needs four on a job, he can assign the fifth employee to a different job. Also, if a team encounters an unexpected problem, the Lead Technician has discretion as to how to use his team to resolve it. For example, if a bolt is stuck on a turbine that the team is disassembling, the Lead Technician could send a Technician to get a welding outfit to heat the bolt, or could send another Technician for a bolt cutter and a third Technician to a store room for a new bolt. Technicians are often upgraded to serve as Lead Technicians during outages.

During a refueling outage, a Lead Technician will be aware of the skills and experience of employees who have been on his team and will assign them accordingly, but he may also have contract employees on his team with whom he is not familiar. The Lead Technician determines where to place those contract employees based on his observations of their performance.

Other Responsibilities

Some Lead Technicians are responsible for more than one team. They may reassign a Technician from one team to another to complete a task or may request additional help as needed from Supervisors. If the Supervisor is absent, they can obtain the help and notify the Supervisor later. According to the I&C Manager at Limerick, Lead Technicians can shift Technicians from one job to another such as when a Lead Technician pulled Technicians off a diesel outage to assist in handling an emergent toxic gas issue.[12] According to certain Lead Technicians, however, they are generally not allowed simply to stop a job and reassign team members without involvement of their Supervisors and/or the Work Week Manager, because these changes can slow down the work and jeopardize accomplishment of the Employer's goal of completing 93 percent of the scheduled work each week. According to a Peach Bottom LMT, when another team needs help, that team's Supervisor will generally consult with the LMT's Supervisor, and then the LMT and his Supervisor will confer and determine whether they can spare team members. However, there are occasions when the LMT is asked by another team directly for employee assistance when his Supervisor is not present, and he has the authority to accommodate the request and notify his Supervisor later.[13]

When jobs are completed, Lead Technicians examine the work packages submitted by the Technicians to validate that all the sections of the work order or procedure have been

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[12] The record does not reflect whether such changes are implemented with or without a Supervisor's input or approval.

[13] The record does not reflect whether such request for assistance come from Supervisors or other Lead Technicians.

completed and signed off before signing them themselves. According to the I&C Manager at Limerick, in reviewing the work packages the Lead I&C Technician looks at the problem description and how the Technician repaired the problem, fills in appropriate codes if they have not already been filled in by the Technician, and instructs the Technician to document the work as needed. He may also tell the Technician to perform necessary work to complete the work package. In Outage Services, some Lead Technicians may personally inspect the work before signing off. After signing off on the work, the Lead Technician will enter "completion remarks" in the computer or check to see that the Technician has done so to enable the removal of clearances. A work order may be closed out or updated as to its current status. At the end of the shift, the Lead Technician issues an end-of-shift status report to the Supervisors, the Project Manager, and the Director by voice mail.

Several Lead Technicians testified that they have never been told that they are supervisors, and one testified that he had been told a few years earlier that he was not a supervisor. However, Lead Technicians have signed timesheets for Technicians in the block noted "Supervisor approval." They have signed the timesheets either on their own or on behalf of their Supervisors as their designees. When Lead I&C Technicians are assigned to an outage, they collect receipts for expenses from the Technicians and fax them to the relevant administrative assistants. They also act as liaisons for hotel reservations for the Technicians.

On evenings and weekends when they do not normally work and no Supervisor is available, Lead Technicians run the crews. This can occur about three times per month depending on the team. It appears, however, that a Supervisor is always on call, known as Emergency Response Duty, should the Lead Technician need to consult him on a problem or to obtain additional staff. The Lead Technicians do not contact the on-call Supervisors very frequently in these situations.

Employee Evaluations

According to an April 2004 job posting in Outage Services, the "Lead Maintenance Technician is responsible for providing input to the Maintenance Technicians' performance evaluations on a regular basis." The Employer has an appraisal program known as Fundamentals Management System (FMS) in which, according to Employer witnesses, Lead Technicians are supposed to enter observations about Technicians that can be used for evaluation and bonus purposes. Employees may be rated on 21 fundamental behavioral and performance standards. No bonuses have been given out thus far under FMS, however. While several Lead Technicians testified that they had never heard of this system, a Technician testified that he had entered data into it a few weeks before the hearing. Prior to FMS, the Employer had another evaluation system known as Performance/Behavior Observation, which some Lead Technicians had used in the past to record data about Technicians on their teams.

Additionally, certain Lead Technicians have been asked by their Supervisors to rate the Technicians on their teams and have participated in group rating sessions. According to Employer witnesses, the Lead Technicians' comments and/or ratings are considered by Supervisors when they are evaluating the employees.

Training

Lead Technicians participate in a two-week classroom training program, which is part of a broader training program completed by the Employer's Supervisors and Managers and contains modules on supervisory and leadership type skills. The Lead Technicians are then supposed to learn various subjects needed for their departments, as well as other areas such as Engineering, Radiological Protection, and Regulatory Assistance. They learn the material on the job and through in-plant meetings with other employees. Supervisors and Managers who meet with the Lead Technicians are required to sign off on areas mastered by the Lead Technicians in their Qualification Books. While this training is supposed to occur shortly after an employee becomes a Lead Technician, some of them were not given the training until several years after they were hired. A Lead Technician does not have to requalify each year on any specialties to remain a Lead Technician, but in order to remain qualified in those specialties, a Lead Technician must undergo the particular requalification process associated with that specialty.

Rewards

While witnesses presented by the Employer testified that Lead Technicians had authority to reward team members by letting them go home early and buying them pizza lunches, Lead Technician witnesses called by the Petitioner denied having such authority. Similarly, while certain witnesses testified that Lead Technicians had authority to spend the Employer's money beyond ordering materials through the PIMS computer work ordering system,[14] and to use company credit cards, other witnesses testified that they had no company credit cards and could not spend the Employer's money beyond PIMS.

B. <u>Analysis</u>

I find that the Employer has established that Lead Technicians are supervisors within the meaning of the Act because they assign work to members of their teams and responsibly direct them using independent judgment. Thus, I conclude that they should be excluded from the unit.

Assignment

Lead Technicians are heavily involved in the long-term planning of work along with the Work Week Manager and Supervisors, to ensure that work packages can be performed efficiently by their teams. In this process, Lead Technicians decide which members of their teams will perform specific functions by considering the skills and qualifications of their team members, their availability, the priority of work assignments, and available training opportunities. They take into account whether team members are good workers, how well they work with other specific individuals, how experienced they are on particular jobs, and how efficient they are in performing certain jobs. With only one Supervisor per team and 10 to 15 Technicians performing various tasks, the Lead Technicians are given primary responsibility for assigning the work to the team members. On a daily basis, they usually arrive before their team

[14] While not specifically defined on the record, the PIMS system appears to be an internal computerized work order system by which employees are able to order supplies. An employee can attach requests for parts to specific work orders or use a general purpose work order for large orders.

members and adjust their work assignments based on call-outs and emergent work, and while their Supervisors may change any assignment, the record reflects that they do not usually do so. Significantly, Lead Technicians may move Technicians between assignments as circumstances require, such as the need to deal with a toxic gas problem. At times, Lead Technicians are in charge of contract employees and must judge their ability based on observations of their performance.

The Board has held that to the extent that assignments are based on assessments of the employees' relative skills, such assignments require independent judgment and therefore are supervisory. *Franklin Hospital Medical Center,* 337 NLRB 826, 830 (2002). Assigning work to employees based on such criteria as employee skill, personality, experience level, and training opportunities evidences the type of independent judgment required by the Board to establish supervisory assignment authority. See *Mays Electric Co., Inc.*, 343 NLRB No. 20, slip op. at 6-8 (2004); *Juniper Industries*, supra, 311 NLRB at 111 (1993). Moreover, the highly skilled nature of much of the maintenance work performed by the Technicians in these nuclear power plants supports the conclusion that the Lead Technicians' assignments of work to the Technicians are more than routine in nature. I therefore find that the Lead Technicians have the authority to assign work within the meaning of Section 2(11) of the Act.

Responsible Direction

The record also reflects that the Lead Technicians direct the work of their team members by serving as a primary resource for them, observing their work, offering them guidance and coaching, and responding to their questions. There are often several ways to perform jobs, and Lead Technicians oversee the work and instruct team members on the best way to do it. They also may reassign team members to other teams as needed. When a work package is completed by a team member, the Lead Technician is required to make sure that the work has been properly completed, sign off on it, and ensure that completion remarks have been correctly entered into the computer and clearances removed. If the work package or surveillance test is not adequately documented by the Technician, the Lead Technician can tell him to correct the paperwork or perform whatever other function is required to close out the work properly. Thereafter, the Lead Technician enters this information into the computer or assures that the Technician has done so. Finally, at the end of the day, the Lead Technician reports on the status of work and the shift to upper management. Thus, Lead Technicians are responsible for ensuring that the work of Technicians has been properly completed and documented. Based on this authority and these responsibilities, I find that the Lead Technicians' direction of the Technicians is more than clerical or ministerial in nature and constitutes the type of responsible direction required by the Board to establish supervisory status. In this connection, it bears emphasis that nuclear power plants are uniquely hazardous, and serious consequences may attach to incorrect decisions by Lead Technicians. See *American Commercial Barge Line, Inc.*, 337 NLRB 1070 (2002); *McClatchy Newspapers, Inc.*, 307 NLRB 773, 779 (1992); *Maine Yankee Atomic Power Co. v. NLRB*, 624 F.2d 347 (1st Cir. 1980). In these circumstances, the Lead Technicians have significant authority over their team members' work and they meet the test for responsible direction under Section 2(11) of the Act.

Evaluations, Rewards, and Secondary Indicia

Lead Technicians are expected to provide ratings and comments for the Technicians on their teams, which the Employer may use in evaluating Technicians. However, the record does not establish that these ratings result in rewards for employees or otherwise affect their employment status. Moreover, some Lead Technicians are unaware of the FMS system, and data can be inputted by non-supervisory Technicians. Thus, such conduct cannot be relied upon to establish supervisory status. *Williamette Industries, Inc.*, 336 NLRB 743-744 (2001); *Bakersfield Californian*, 316 NLRB 1211, 1219 (1995).

Similarly, while the Employer contends that Lead Technicians have the authority to spend money beyond the PIMS system, reward employees by letting them go home early, and give them pizza lunches, the record evidence was in conflict on these matters. Where the evidence is in conflict on particular indicia of supervisory authority, the Board will not find that supervisory status has been established on the basis of these indicia. *Phelps Community Medical Center,* supra, 295 NLRB at 490.

Some secondary factors do support a finding of supervisory status, however. Thus, the ratio of supervisors to employees is one Supervisor to one to three Lead Technicians and 10 to 15 Technicians, and if the Lead Technicians were not found to be supervisors, the ratio of supervisors to non-supervisors on the teams might be too low for such a complex and dangerous type of work. Additionally, the Lead Technicians share a great deal of training with supervisors and regularly attend management meetings to plan work. On the other hand, Lead Technicians are paid on the same non-PSM pay scale as the Technicians.

Conclusion

I find that the Employer has satisfied its burden of proving that Lead Technicians employed by the Employer are supervisors within the meaning of Section 2(11) of the Act because they assign work to their team members and responsibly direct them using independent judgment. Thus, I conclude that they should be excluded from the unit. See e.g. *Mays Electric*, supra; *Arlington Masonry Supply, Inc.* 339 NLRB 817 (2003); *American Commercial Barge Line Company*, supra.[15]

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[15] In *PECO Energy Company* 322 NLRB 1074, 1082-1083 (1997), the Board found that Lead Technicians were not supervisors within the meaning of the Act. These employees worked for the Employer's predecessor in operating the Limerick and Peach Bottom plants. Unlike in this case, however, in *PECO*, there was no indication that the Lead Technicians had the authority to assign work based on their assessment of the skills and experience of the Technicians. The hearing in *PECO* was held in 1995, and duties and responsibilities appear to have changed since then, as they now have greater authority to assign work. Additionally, in PECO the Board relied in part on the fact that the Lead Technicians' direction of employee work was a product of their greater skill and experience, but in *Kentucky River,* the Court expressly rejected this reasoning.

IV. REACTOR OPERATORS

A. Facts

Most of the Reactor Operators at the Peach Bottom and Limerick plants work in Shift Operations in the Control Rooms. In each Control Room are controls and indicators for all key reactor parameters. The Reactor Operators monitor operations, manipulate the equipment from the Control Room, and respond to numerous types of alarms for equipment problems and malfunctions. They are charged with operating the plant in accordance with approved procedures to ensure that the reactors are operated in a safe, conservative, and efficient manner at all times. Reactor Operators have the authority to shut down a reactor when they determine that its safety is in jeopardy or when operating parameters exceed reactor protection circuit set points and automatic shutdown does not occur.

Unit Reactor Operators

The two Unit Reactor Operators (UROs) at both plants each have their own sets of panels at primary consoles. Each URO is at the controls for that particular reactor and must monitor the reactor and ensure that reactor operation remains within established bands. They also must also monitor all assigned Control Room panels and notify the Control Room Supervisor regarding unusual or unexpected conditions.

The URO must be cognizant of the activities impacting the reactor, including all routine tests on equipment and surveillance tests. Alarms are associated with the performance of various tests, and the URO must be aware of them and have the tests performed when they will not interfere with other operations or the performance of the unit. The UROs may discuss with Equipment Operators the timing of any tests which may impact on their units and may reschedule them to more convenient times. While the URO can reroute the performance of tests, in doing so he must consult with higher management because the Employer's entire work process and scheduling is affected by these actions.

When tests are performed, UROs communicate with Equipment Operators regarding the various steps being taken. With respect to certain activities such as maintaining correct pressure levels in the unit, the URO may communicate with the Equipment Operator several times per day asking him to perform certain actions or manipulations needed to assure safe operation of the reactor.

The UROs respond to many types of alarms consistent with written Alarm Response Card (ARC) procedures, but there are occasions when the procedures do not cover all contingencies, and the URO uses his judgment and training to remedy the problems.[16] When the procedures cover the problem, the URO may dispatch the assigned Equipment Operator to

[16] ARC procedures are written procedures that are required to be used whenever alarms go off in the control room or elsewhere in the facilities.

examine a condition or system in the field or tell him to take a certain action to remedy the problem consistent with the specific ARC procedures. When ARC procedures do not identify what action the URO should take, he usually seeks input from his Supervisor.

Plant Reactor Operators

The Plant Reactor Operator (PRO) is the Reactor Operator responsible for the common systems within the Control Room, such as electrical boards and emergency services. He sits in the center of the Control Room with access to common equipment for both units and monitors slightly fewer systems than the UROs. The Control Room Supervisor is also seated in this area. The PRO acts as an interface for all scheduled work, allowing the UROs to focus on panel monitoring.

When the PRO arrives at work, he relieves his counterpart from the previous shift, reviews the common equipment deficiency list and the log from the previous shift, and performs a Control Room "walk down." He then locates on his computer the "people paper," which is prepared by the Work Control Supervisor and lists all of the scheduled work tasks and available employees, including the shift's Reactor Operators and Equipment Operators. At this point, Equipment Operators have already been assigned to their respective rotational positions. These positions include Rad (Radiation) Waste Operator Inside, Rad Waste Operator Outside, Unit 1 Reactor, Unit 1 Turbine, Unit 2 Reactor, and Unit 2 Turbine. Several extra Equipment Operators serve as Floaters and may be assigned by the PRO where needed. Additionally, specific employees have been assigned to perform the safe shutdown procedure for each of the units, as well as to serve on, and be the leader of, the fire brigade. Certain assignment restrictions are listed at the bottom of the people paper.[17] In addition to jobs performed by the Equipment Operators, the document also sets forth certain jobs customarily performed by the PRO and the UROs.

Within these parameters and restrictions, the PRO assigns Equipment Operators to specific tasks that best fit their rotational assignments and location. For example, when the PRO sees the people paper, the Work Control Supervisor has already assigned an Equipment Operator to the job of Safe Shutdown 2. The PRO then will assign the Reactor Operators and Equipment Operators to tasks such as Unit 1 "Jet Pump Operability Verification." If independent verification of a test is required, he will assign more than one employee. Even though every Equipment Operator is qualified to perform all work on the shift, the PRO may assign a less experienced employee to work with another employee as a learning experience if he has an extra person available. Additionally, a PRO may assign a Floater experienced in a certain area to assist a fellow Equipment Operator having a problem with equipment in that area.

One Reactor Operator testified, however, that she does not always assign Equipment Operators to jobs by name. Rather, at times she simply writes "EO" on the form next to certain tasks and leaves it up to the Field Supervisor to determine which Equipment Operator should perform them. The record does not indicate how many other Reactor Operators, if any, assign Equipment Operators in this manner.

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[17] For example, a Fire Brigade employee may not be a Safe Shutdown employee, and a Shift Technical Advisor cannot be a Fire Brigade Leader or a Safe Shutdown employee.

The daily shift meeting is run by the Shift Supervisors and the Work Control Supervisor. The Work Control Supervisor announces the assignments at the start of the meeting, and the Field Supervisor announces which jobs he will be supervising directly in the field that day. The completed people paper is distributed to all team members, but it may be changed by the Field Supervisor if he has additional tasks he needs performed, or by the Work Control Supervisor if there is needed emergency work.

The Work Control Supervisor reviews the work packages, verifies that they are on the schedule, and certifies that plant conditions are acceptable for performing the tasks before turning them over to the PRO. The PRO, the Fourth Reactor Operator, or the Field Supervisor can distribute work packages to Equipment Operators immediately after the shift meeting, but certain clearances may be picked up later in the shift. Before the work is to be performed, there is a briefing where the employees review the work to be done. Either the PRO or an Equipment Operator may present the briefing.

If an Equipment Operator encounters a problem on the floor, he can go to another Equipment Operator or call the Control Room and contact the PRO for assistance. The PRO is not allowed to leave the Control Room, and he would likely consult the Field Supervisor in situations which could not be easily resolved by telephone.

When an Equipment Operator completes a surveillance test or a routine test, the PRO reviews the documents to make sure the test was completed and everything was logged properly. He then signs a document acknowledging that the testing process is complete. The PRO does not personally go into the field to check that a test has been done.

The Fourth Reactor Operator fills in as needed among the rotating URO and PRO positions.

Clearance Writers

Reactor Operators rotate into positions as Clearance Writers for two years and then return to the Control Room. Clearance Writer assignments are voluntary, and some Reactor Operators have never held this position. The Clearance Writers work with the Work Week Manager and Maintenance Supervisors by designing and preparing specific clearances required to put the equipment in a non-operating safe condition so that planned work can be performed. This full-time assignment requires the Clearance Writers to prepare detailed written instructions on how to de-energize equipment. A clearance writing manual provides guidance for the Clearance Writers. Clearances may take less than a day or more than a week to write and include recommendations on the manpower needed to perform them. A Supervisor must review and authorize clearances to ensure compliance with technical specifications. Once written and authorized, clearances are put into the work packages given to Equipment Operators, but if the Equipment Operator observes a problem with the clearance, it may be sent back and amended.

Training and bonuses

Many Reactor Operators formerly served as Equipment Operators. To become licensed Reactor Operators, they receive 12 to 18 months of additional technical training. Once a shift team is established with Senior Reactor Operators, Reactor Operators, and Equipment Operators, these employees train together every fifth week on a simulator. The Equipment Operators on the team attend their own training sessions at the same time every fifth week.

As non-PSM employees, Reactor Operators and Equipment Operators are eligible for the same annual bonuses based on plant and company performance. If an employee does not maintain a certain level of proficiency, however, he does not receive the bonus. While Reactor Operators and Senior Reactor Operators receive yearly licensing bonuses when they pass their requalification tests, Equipment Operators also receive a bonus if they score 90 percent or better on an annual test.

B. <u>Analysis</u>

I find that the Employer has failed to establish that its Reactor Operators are supervisors within the meaning of Section 2(11) of the Act. In summary, while Reactor Operators play a role in assigning daily tasks to Equipment Operators on their shift teams during the 25 percent of the time when they rotate into the PRO position, these task assignments do not generally require independent judgment. Similarly, while I find that the Reactor Operators interact with Equipment Operators at various times during their shift, their direction of employees is severely circumscribed by written procedures and shift supervision and thus does not constitute responsible direction.

Assignment of Work

Reactor Operators work on shift teams composed of a Shift Manager, three to four Shift Supervisors, four Reactor Operators, and about ten Equipment Operators. The Work Week Manager is responsible for planning what work to perform and which staff members will perform the work each day consistent with specific rotational assignments. When the PRO on the shift sees the people paper each morning, it already contains the rotational assignments of all Reactor Operators and Equipment Operators on the shift, including which Equipment Operators are assigned to act as Floaters. Prior to the start-of-shift meeting, the PRO simply matches the named employees on the sheet to various tasks consistent with their rotational assignments and other restrictions set forth in the document. The PRO regularly works on a shift with relatively few Equipment Operators, and he is able to make assignments based on his familiarity with the known skills and experience levels of the Equipment Operators on the team. Moreover, his assignments are subject to change by both the Work Control Supervisor and the Field Supervisor. At least one Reactor Operator does not even indicate which Equipment Operator will perform which task but simply writes "EO" on the form. While all Equipment Operators are qualified to perform all of the listed jobs, the PRO may assign a Floater to work with an assigned Equipment Operator as a learning opportunity if he has enough staff available to do so. This minimal use of discretion does not rise to the level of "independent judgment."

Assigning tasks based on well known differing abilities among employees does not make an employee a supervisor. *Hausner Hard-Chrome of KY, Inc.* 326 NLRB 426, 427 n. 7 (1998). This is particularly so in this case, where the work to be performed has already been decided by the Work Week Manager, the PRO is limited by additional restrictions, and supervisors can and do make changes to those assignments. See *Arizona Public Service Company*, 310 NLRB 477, 480 (1993).

Responsible Direction

While a Reactor Operator may direct an Equipment Operator to assist another Equipment Operator or check or make adjustments to equipment during normal operations or a startup, these actions are taken in the context of the Employer's detailed written instructions, the Reactor Operator's duty to keep the Shift Supervisors continuously informed of plant conditions, and the locations of the Equipment Operators. Further, the Reactor Operator is limited regarding the prioritization and execution of work because any changes to the schedule can affect the Employer's overall work completion goals. Such limited discretion does not amount to direction exercised with independent judgment. *Volair Contractors, Inc.*, 341 NLRB No. 98, slip op. at 3 (2004); *Ferguson Electric Co.,* 335 NLRB 142, 147 (2001); *Arizona Public Service Company*, supra at 481. Rather, in comparison to the discretion exercised by Lead Technicians, the Reactor Operators' instructions to other employees are more circumscribed by written procedures and by supervisory oversight.

Clearance Writing

I also find that the rotation of Reactor Operators into the position of Clearance Writer does not make them supervisors within the meaning of the Act because the record does not establish that they assign work to specific employees or responsibly direct them when they create clearances. Rather, they simply write the specific steps needed to de-energize equipment so that other work can be performed. The fact that they include manpower estimates for the various steps of the clearance does not establish that they are involved in assigning or directing any particular employee. Further, the fact that they may be engaged in complex and/or skilled work like the Reactor Operators in the Control Room does not in and of itself make them supervisors of employees when they do not possess any Section 2(11) indicia of supervisory status. See *Unit Rig & Equipment Co.*, 251 NLRB 359, 361 (1980), enfd. 114 LRRM 2880 (10th Cir. 1982) (dispatchers important in overall scheme of complex manufacturing setting but not supervisors since no 2(11) indicia).

Secondary Indicia

While secondary indicia of supervisory authority may lend support to a conclusion regarding supervisory status, they do not themselves establish supervisory status. *McClatchy Newspapers*, 307 NLRB 773 (1992). In this case, moreover, the secondary indicium of a disproportionately high ratio of supervisors to employees supports the conclusion that the Reactor Operators are not supervisors. Id. There are four admitted supervisors, and one of them, the Field Supervisor, works out in the field directly supervising the work of the 10 or so Equipment Operators, while the Reactor Operators generally do not leave the Control Room.

See *Arizona Public Service Co.*, supra at 481 (the fact that four purported supervisors in the control room, including reactor operators, supervised six operator employees, supported conclusion that reactor operators were not supervisors). Additionally, the Reactor Operators are subject to the same non-PSM pay scale as the Employer's non-supervisory employees.

Unlike the Equipment Operators, the Reactor Operators are licensed by the Nuclear Regulatory Commission, and the Reactor Operators regularly participate with Senior Reactor Operators in some common training. These secondary factors would tend to support a supervisory finding, but they do not establish the supervisory status of Reactor Operators where the Employer has failed to establish the existence of any primary statutory indicia of supervisory status. *Ken-Crest Services*, 335 NLRB 777, 779 (2001); *Juniper Industries, Inc.*, supra at 110 (1993).

Conclusion

Based on the foregoing, I find that the Employer has not satisfied its burden of proving that the petitioned-for Reactor Operators possess any indicia of supervisory authority set forth in Section 2(11) of the Act.

V. CONCLUSIONS AND FINDINGS

Based upon the entire record in this matter and for the reasons set forth above, I conclude and find as follows:

1. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

2. The Employer is engaged in commerce within the meaning of the Act, and it will effectuate the purposes of the Act to assert jurisdiction in this case.

3. The Petitioner claims to represent certain employees of the Employer.

4. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Section 2(6) and (7) of the Act.

5. The following employees of the Employer constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

> All full-time Designers, HP Technicians, I&C Technicians, Chemistry Technicians, Equipment Operators, Reactor Operators, Maintenance Technicians, Utility Technicians, Material Coordinators, Quality Verification Technicians, NDE Technicians, plant clericals at Limerick Nuclear Generating Station (Chemistry: Administrative Clerk; Operations: Administrative Clerks; Radiation Protection: Administrative Clerk; Maintenance: Technical Clerk, Administrative Coordinator; Maintenance

Planning: Administrative Coordinator; I&C: Administrative Coordinator; Business Operations: Administrative Clerks), and plant clericals at Peach Bottom Atomic Generating Station (Chemistry: Administrative Coordinator; Operations: Technical Clerk, Administrative Coordinator; Radiation Protection: Technical Clerk; Maintenance: Administrative Coordinator; Maintenance Planning: Administrative Coordinator; I&C: Administrative Coordinator; Business Operations: Technical Clerks), employed by the Employer at Peach Bottom Atomic Generating Station, Limerick Nuclear Generating Station and Outage Services (East), **excluding** all other employees, Lead Technicians, all other Administrative Clerks, Administrative Coordinators, Senior Administrative Coordinators and Executive Coordinators, Planners, all employees in exempt pay classifications, and all employees in the Security, Training, Regulatory Assurance, Nuclear Oversight and Human Resources Departments, office clerical employees, guards and supervisors as defined by the Act.

VI. DIRECTION OF ELECTION

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. The employees will vote whether or not they wish to be represented for the purposes of collective bargaining by the **International Brotherhood of Electrical Workers, AFL-CIO, on behalf of IBEW Local Union 614.** The date, time, and place of the election will be specified in the Notice of Election that the Board's Regional Office will issue subsequent to this Decision.

A. Eligible Voters

The eligible voters shall be unit employees employed during the designated payroll period for eligibility, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off. Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike, which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls. Ineligible to vote are: 1) employees who have quit or been discharged for cause after the designated payroll period for eligibility; 2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date; and 3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

B. Employer to Submit List of Eligible Voters

To ensure that all eligible voters may have the opportunity to be informed of the issues in the exercise of their statutory right to vote, all parties to the election should have access to a list of voters and their addresses, which may be used to communicate with them. *Excelsior Underwear, Inc.*, 156 NLRB 1236 (1966); *NLRB v. Wyman–Gordon Company*, 394 U.S. 759 (1969).

Accordingly, it is hereby directed that within seven (7) days of the date of this Decision, the Employer must submit to the Regional Office an election eligibility list, containing the ***full*** names and addresses of all the eligible voters. *North Macon Health Care Facility*, 315 NLRB 359, 361 (1994). The list must be of sufficiently large type to be clearly legible. To speed both preliminary checking and the voting process, the names on the list should be alphabetized (overall or by department, etc.). Upon receipt of the list, I will make it available to all parties to the election.

To be timely filed, the list must be received in the Regional Office, One Independence Mall, 615 Chestnut Street, Seventh Floor, Philadelphia, Pennsylvania 19106 on or before **April 7, 2005**. No extension of time to file this list shall be granted except in extraordinary circumstances, nor will the filing of a request for review affect the requirement to file this list. Failure to comply with this requirement will be grounds for setting aside the election whenever proper objections are filed. The list may be submitted by facsimile transmission at (215) 597–7658, or by e-mail to Region4@NLRB.gov.[18] Since the list will be made available to all parties to the election, please furnish a total of two (2) copies, unless the list is submitted by facsimile or e-mail, in which case no copies need be submitted. If you have any questions, please contact the Regional Office.

C. Notice of Posting Obligations

According to Section 103.20 of the Board's Rules and Regulations, the Employer must post the Notices to Election provided by the Board in areas conspicuous to potential voters for a minimum of three (3) working days prior to the date of the election. Failure to follow the posting requirement may result in additional litigation if proper objections to the election are filed. Section 103.20(c) requires an employer to notify the Board at least five (5) working days prior to 12:01 a.m. of the day of the election if it has not received copies of the election notice. *Club Demonstration Services*, 317 NLRB 349 (1995). Failure to do so estops employers from filing objections based on non-posting of the election notice.

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[18] See OM 05-30, dated January 12, 2005, for a detailed explanation of requirements which must be met when electronically submitting representation case documents to the Board, or to a Region's electronic mailbox. OM 05-30 is available on the Agency's website at www.nlrb.gov.

VII. RIGHT TO REQUEST REVIEW

Under the provisions of Section 102.67 of the Board's Rules and Regulations, a request for review of this Decision may be filed with the National Labor Relations Board, addressed to the Executive Secretary, 1099 14th Street, NW, Washington, D.C. 20570-0001. A request for review may also be submitted by e-mail. For details on how to file a request for review by e-mail, see http://gpea.NLRB.gov/. This request must be received by the Board in Washington by 5:00 p.m., EDT on **April 14, 2005**.

Signed: March 31, 2005

at Philadelphia, Pennsylvania

/s/ [Dorothy L. Moore-Duncan]
DOROTHY L. MOORE-DUNCAN
Regional Director, Region Four