

SAN DIEGO GAS & ELECTRIC COMPANY

Risk Assessment and Mitigation Phase

2025 Report

Chapter: SDG&E-Risk-6

Number: SDG&E-R06-WP

Employee Safety O&M Workpapers

SAN DIEGO GAS & ELECTRIC COMPANY

May 15, 2025



2025 Risk Assessment & Mitigation Phase

INDEX OF RISK CHAPTER

Risk Chapter 1OR06: SDG&E-RISK-6 EMPLOYEE SAFETY

DOCUMENT	PAGE
Summary of Risk Chapter	1
Mitigations: Incurred Costs & Units	2
Supplemental Workpaper	3
<i>Appendix A: Forecast Methodology</i>	10
<i>Appendix B: Unit Measure</i>	11

Summary of Risk Chapter: 1OR06 - SDG&E-Risk-6 Employee Safety

In 2024 \$ (000s) Incurred Costs												
	Adjusted Recorded					Adjusted Forecast						
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
Control/Mitigation	4,026	3,776	3,007	3,666	3,515	4,663	4,527	4,581	4,581	4,581	4,581	4,581
Alternative Mitigation	0	0	0	0	0	1,363	1,331	1,351	1,331	1,351	1,331	1,351
Units	See detailed pages for Units as the unit measure can vary for each mitigation.											

Note: Totals may include rounding differences.

Risk Chapter: **SDG&E-Risk-6 Employee Safety**
Risk ID: **1OR06**

In 2024 \$ (000s) Incurred Costs

Mitigation		Unit Measure	Adjusted Recorded					Adjusted Forecast						
ID	Name		2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
A391	Incident Investigation & Event Analysis	FTEs	0	0	0	0	0	836	804	824	804	824	804	824
A392	Enhanced Safety Validation	FTEs	0	0	0	0	0	527	527	527	527	527	527	527
C317	Employee Safety Training & Awareness	FTEs	1,153	1,145	1,018	1,265	1,108	1,138	1,138	1,138	1,138	1,138	1,138	1,138
C319	Safety Management System	FTEs	1,148	891	372	491	605	605	605	605	605	605	605	605
C323	Safety Culture Survey Recovery	FTEs	757	923	696	921	841	819	819	819	819	819	819	819
C328	Safety Compliance & Industrial Hygiene	FTEs	968	817	921	989	940	1,230	1,230	1,230	1,230	1,230	1,230	1,230
M303	Enhanced Risk Informed Emergency Response	FTEs	0	0	0	0	0	226	366	420	420	420	420	420
M305	Safety Mgmt System Maturity	FTEs	0	0	0	0	0	624	348	348	348	348	348	348
M311	Establish Incident Investigation Process	Employees	0	0	0	0	21	21	21	21	21	21	21	21

Units

Mitigation		Unit Measure	Adjusted Recorded					Adjusted Forecast						
ID	Name		2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
A391	Incident Investigation & Event Analysis	FTEs	0	0	0	0	0	6	6	6	6	6	6	6
A392	Enhanced Safety Validation	FTEs	0	0	0	0	0	4	4	4	4	4	4	4
C317	Employee Safety Training & Awareness	FTEs	7	7	6	8	7	7	7	7	7	7	7	7
C319	Safety Management System	FTEs	1	2	2	3	3	3	3	3	3	3	3	3
C323	Safety Culture Survey Recovery	FTEs	3	4	2	2	2	2	2	2	2	2	2	2
C328	Safety Compliance & Industrial Hygiene	FTEs	4	3	3	4	4	3	3	3	3	3	3	3
M303	Enhanced Risk Informed Emergency Response	FTEs	0	0	0	0	0	1	2	3	3	3	3	3
M305	Safety Mgmt System Maturity	FTEs	0	0	0	0	0	1	2	2	2	2	2	2
M311	Establish Incident Investigation Process	Employees	0	0	0	0	15	15	15	15	15	15	15	15

Note: Totals may include rounding differences.

Supplemental Workpapers

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2025 RAMP

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Risk Chapter SDG&E-Risk-6-Employee Safety

Risk ID: 1OR06A391: Alternative - Incident Investigation & Event Learning Dedicated Support Team

Year	Forecast Description	(000s)			# FTEs
		Labor	Non-Labor	TOTAL	
2025	Implementation of new training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement	-	32	32	-
2025	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2025	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2025	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2026	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2026	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2026	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2027	Bi-Annual Refresher training to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement	-	20	20	-
2027	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2027	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2027	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2028	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2028	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2028	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2029	Bi-Annual Refresher training to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement	-	20	20	-

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2029	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2029	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2029	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2030	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2030	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2030	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2031	Bi-Annual Refresher training to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement	-	20	20	-
2031	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual license fees 8 licenses*\$1,600/license=\$12,800	-	13	13	-
2031	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$120,750=\$362,250 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
2031	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0

Risk Chapter	SDG&E-Risk-6-Employee Safety
Risk ID:	10R06A392: Alternative - Employee Safety Enhanced Safety Validation Program

SDG&E-1OR06-WP
Page 6 of 11

San Diego Gas & Electric Company
2025 RAMP
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Risk Chapter SDG&E-Risk-6-Employee Safety
Risk ID: 1OR06M303: Mitigation - Enh Risk Informed Emp Safety Training & Field Safety Oversight Pgms

Year	Forecast Description	(000s)			# FTEs
		Labor	Non-Labor	TOTAL	
2025	1 Incremental AD3 FTE to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 1 FTE = \$136,900 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	137	3	140	1.0
2025	Training for Union field employees 1,439 Union employees*\$50/training/employee = \$71,650	-	72	72	-
2025	Energy Wheel Materials for Union field employees 1,439 union employees*\$10/material/employee=\$14,330	-	14	14	-
2026	2 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 2 FTEs*\$136,900=\$273,800 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses)	274	6	280	2.0
2026	Training for Union field employees 1,439 Union employees*\$50/training/employee = \$71,650	-	72	72	-
2026	Energy Wheel Materials for Union field employees 1,439 union employees*\$10/material/employee=\$14,330	-	14	14	-
2027	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2028	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2029	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2030	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2031	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control Assessments (HECA) and High Energy hazard awareness across the organization Labor: 3 FTEs*\$136,900=\$410,700 Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0

San Diego Gas & Electric Company

2025 RAMP

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Risk Chapter SDG&E-Risk-6-Employee Safety
Risk ID: 10R06M305: Mitigation - Safety Mgmt Sys Maturity & Impr: Enh Safety Comm & Safety Data Analy

Year	Forecast Description	(000s)			# FTEs
		Labor	Non-Labor	TOTAL	
2025	To automate and consolidate MOC (Management of Change) into an electronic platform to provide consistency and rigor for managing changes throughout the Company to reduce the possibility of introducing additional risk, or inadvertently increasing the risk, to public or employee health and safety, the environment, or the community as the result of a change. Non-Labor technology development: 4,200 employees*\$71.43=\$300,006	-	300	300	-
2025	New Risk Software (50% split for Contactor Safety / 50% Employee Safety): \$400K*50% = \$200K	-	200	200	-
2026	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	-	100	100	-
2025	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2026	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2026	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2027	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	-	100	100	-
2027	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2027	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2028	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	-	100	100	-
2028	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2028	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2029	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	-	100	100	-
2029	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2029	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2030	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	-	100	100	-

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2025 RAMP
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2030	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2030	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2031	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	-	100	100	-
2031	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2031	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0

Appendix A: Forecast Methodology

Mitigation ID	Mitigation Name	Labor	Non-Labor	NSE	Units
A391	Incident Investigation & Event Learning Dedicated Support Team	Zero-Based	Zero-Based	Zero-Based	Zero-Based
A392	Enhanced Safety Validation Program	Zero-Based	Zero-Based	Zero-Based	Zero-Based
C317	Employee Safety Training & Field Safety Oversight Programs	5-YR Average	5-YR Average	5-YR Average	5-YR Average
C319	Safety Management System (SMS) Implementation & Management	Base YR Rec	Base YR Rec	Base YR Rec	Base YR Rec
C323	Safety Culture Survey Recognition & Awards	3-YR Average	3-YR Average	3-YR Average	3-YR Average
C328	Safety Compliance & Industrial Hygiene Program	3-YR Average	3-YR Average	3-YR Average	3-YR Average
M303	Enhanced Risk Informed Employee Safety Training & Field Safety Overs	Zero-Based	Zero-Based	Zero-Based	Zero-Based
M305	Safety Mgmt System Maturity & Improvement: Enhanced Safety Commu	Zero-Based	Zero-Based	Zero-Based	Zero-Based
M311	Establish Incident Investigation & Cross-functional Event Learning Team	Base YR Rec	Base YR Rec	Base YR Rec	Base YR Rec

Risk Chapter: **SDG&E-Risk-6 Employee Safety**
Risk ID: **1OR06**

Appendix B: Unit Measure

Mitigation ID	Mitigation Name	Unit Measure
A391	Incident Investigation & Event Learning Dedicated Support Team	FTEs
A392	Enhanced Safety Validation Program	FTEs
C317	Employee Safety Training & Field Safety Oversight Programs	FTEs
C319	Safety Management System (SMS) Implementation & Management	FTEs
C323	Safety Culture Survey Recognition & Awards	FTEs
C328	Safety Compliance & Industrial Hygiene Program	FTEs
M303	Enhanced Risk Informed Employee Safety Training & Field Safety Oversight Programs	FTEs
M305	Safety Mgmt System Maturity & Improvement: Enhanced Safety Communication & Safety Data Analytics	FTEs
M311	Establish Incident Investigation & Cross-functional Event Learning Teams	Employees trained