



## 2025 SGA Awards Finalists: Safety & Health

### Entry: Safety University

Your Company: Baltimore, Gas, and Electric

*Linking people, ideas and information:*

Every session in the series is an interactive and educational experience. Sessions are held each quarter for invited leaders, and each of the four sessions has a different focus. The sessions build on each other with the goal of growing and expanding knowledge with each session. After each session, there is an assignment or goal before the next session. Participants belong to the same small group throughout the sessions so that they can reflect together and discuss thoughts and progress between sessions. The goal of the program is deep learning and understanding, and the structure is here to support that.

*Name of Your Project / Initiative*

BGE Safety University

*The Solution*

In the last few years, a series of impactful organizational shifts have occurred within the areas of safety and human performance. For example, the introduction of Energy-Based Safety, the shift in our focus to prioritize serious injury and fatality (SIF) prevention, and redefining the terms 'safety' and 'human performance', have been significant changes in a relatively short time. Safety University will provide you with the best knowledge aligned with those shifts to improve safety outcomes and organizational safety culture through your leadership. As a leader, you influence and represent our safety culture within your organization. It's important that we are aligned in our safety education efforts and management approach, and that alignment starts with knowledge.

Safety University is designed to be an evolutionary learning experience that focuses on leading-edge safety and human performance topics, and the latest proven safety management and safety leadership best practices. The material for this course is drawn not only from BGE and Exelon experience, but also from utility and construction-sector wide knowledge and experience as well as tested, reviewed, and published scientific research. This experience will provide you with a foundation and support structure for the required shift in how we define, talk about, respond to, and lead safety and human performance at BGE.

The purpose of this program is to:

- Deepen your understanding of current and best-in-class safety management and safety leadership practices.
- Provide a foundational knowledge to enhance your ability to support current and future safety and human performance programs within Exelon and BGE.
- Continue to develop BGE leaders into the best educated and practiced safety leaders in the utility industry.
- Clarify leadership's role in improving operational safety through inclusive engagement, proactive process improvement, and effective control of high-energy hazards.

*Results of Your Project / Initiative.*

BGE was able to have directors and senior managers go through Safety University in 2024 and plan to expand to our next level of leadership. Module 1 is for participants to build on the knowledge they already have about the Energy-Based Safety strategy. They are able to learn more in depth about the tools and resources that exist. The sessions concludes around how they have better sense of the specific part that they play as a leader as a part of Energy-Based Safety. Module 2 is completely focused on Energy based Observations; what they are, how to do them, and what does good look like. Module 3 has a tight focus on Operational Learning and its value in optimizing operational safety and performance. Participants recognize different aspects that reflect the reality of work and identify the different methods available for true Operational Learning to be able to embrace as a leader. The team also works through how to communicate effectively with teams when it comes to operational learning.

# Entry: Coastal GasLink - An Extraordinary Legacy

Your Company: TC Energy

## *Linking people, ideas and information:*

The Coastal GasLink (CGL) project, a 670-kilometer natural gas pipeline through northern British Columbia, showcased exemplary safety and collaboration in unrivaled conditions. A testament to human potential, traversing through two mountain ranges and over 800 water crossings, this endeavor became an unparalleled platform for connecting workers and ideas to one of the most challenging infrastructure projects in recent Canadian history.

To unite our diverse group of stakeholders—owners, eight prime contractors, and workers—CGL developed the Extraordinary Legacy Initiative (ELI), a comprehensive cultural program. Exceeding traditional management frameworks, ELI established shared values prioritizing safety, respect for the environment, community collaboration and workers well-being. ELI was pivotal in aligning efforts throughout a workforce of thousands, fostering a collective sense of accountability and problem-solving in challenging environments. ELI altered CGLs safety performance from being a passive requirement to an active responsibility, ensuring consistent focus on the human and environmental impact of every action.

CGL created a culture of safety ownership across all levels of the project. Workers embraced a philosophy where each action rippled with consequence—not just for themselves, but for communities and ecosystems. Their collective mindset became an impenetrable shield, navigating severe weather, complex and treacherous terrain, external opposition, and a global pandemic with extraordinary perseverance. The result was an inspiring testament to what humans can achieve when united by purpose and mutual respect.

The CGL Project revealed a profound truth: bridging ideas, perspectives and intentions in the most challenging landscapes with a relentless focus on keeping each other safe - human connection—is the most powerful infrastructure of all.

## *Name of Your Project / Initiative*

Legacy of Excellence: The Extraordinary Coastal GasLink approach

## *The Solution*

CGL faced safety challenges on an unimaginable scale, blending extreme topography with complicated logistics. To mitigate risks, a layered safety framework was implemented, encompassing expert interventions, real-time communication and cutting-edge technology. CGL deployed specialized safety subject matter experts. Adopting a "Navy SEAL" methodology, these teams included: avalanche forecasters, operator competency specialists, steep slope

experts and a senior incident investigator, moving around the construction footprint supporting site specific activities. Their insights guided high-risk operations and the creation of solutions like color-coded slope grading systems and advanced PPE requirements like cut-proof gloves, elevating safety practices to above industry leading levels. This approach facilitated the sharing of expertise, custom safety management solutions and changes to industry practices.

Safety communications reinforced safety awareness and embraced the Human and Organizational Principles (HOP) as a transformative lens for understanding human behavior and systemic interaction. CGL developed an innovative STCKY (stuff that can kill you) campaign, underlining a robust communication strategy that reinforced safety messaging across platforms. From pre-shift meetings to site-level safety committees and an interactive digital hub where contractors could download, videos, posters, and toolbox tips for multiple safety concerns. Team members were equipped with tools and information necessary to execute tasks safely and empowered to speak up when something was unsafe.

Integrating cutting-edge technology also played a vital role. Heavy equipment fitted with cameras and radar to reduce blind spots, advanced forecasting tools proactively manage weather hazards such as floods, wildfires, and heat domes. In vehicle monitoring systems shared data that reduced vehicle incidents and supported safe driving practices. In the final construction phase, artificial intelligence was introduced in welding shacks to improve worker protection.

Through innovative ideas, collaboration, and proactive risk management, CGL exceeded safety expectations, setting new benchmarks for future large-scale infrastructure projects.

### *Results of Your Project / Initiative.*

During the project's rigorous six-year construction schedule, more than 57 million hours of work unfolded without a major safety incident. Over 218 million kilometers—equivalent to circumnavigating the earth's equator 5,438 times were driven. A staggering 2,352 focused safety inspections were conducted. Over 800 intricate water crossings were navigated with surgical precision, 55,000 welds of 48-inch diameter pipe connected the entire 670-kilometre pipeline from compressor station to meter station. During the global pandemic, to ensure community and worker safety, the project administered 58,923 rapid antigen tests and provided 3,697 vaccinations. Cumulatively this resulted in 19 consecutive months of unwavering safety performance with zero high potential safety incidents.

In the language of accomplishment, perhaps the most profound statement is not a statement at all, but a number: Zero. This zero represents more than an absence—it is a testament to unprecedented diligence – zero fatalities. Zero is not only the safety statistic we are most proud of, but concrete proof of CGL's collective commitment to working safely in the face of multiple obstacles: severe weather, treacherous terrain, external opposition, and a global pandemic with remarkable resilience.

If ELI was the foundation for everything CGL built, the safety culture of the project would be the reinforcing steel: the critical, interwoven structure that provided strength, resilience, and integrity to every aspect of the construction, preventing potential fractures and ensuring the entire project's durability. Building a strong safety culture within a workforce of over 7000 individuals was an enormous task and demanded a multipronged approach.

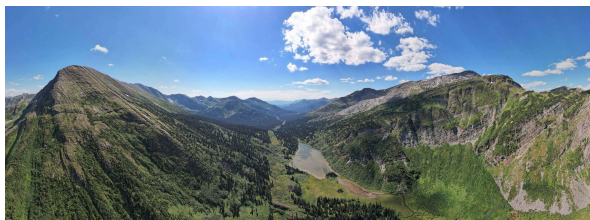
Communication and collaboration were at the heart of safety culture on the project, starting at the top. Executive project leadership met regularly with executive prime contractor leadership, holding quarterly XLT meetings at various points across the project, the meetings offered opportunities to tackle key safety considerations and operational updates at the executive leadership level.

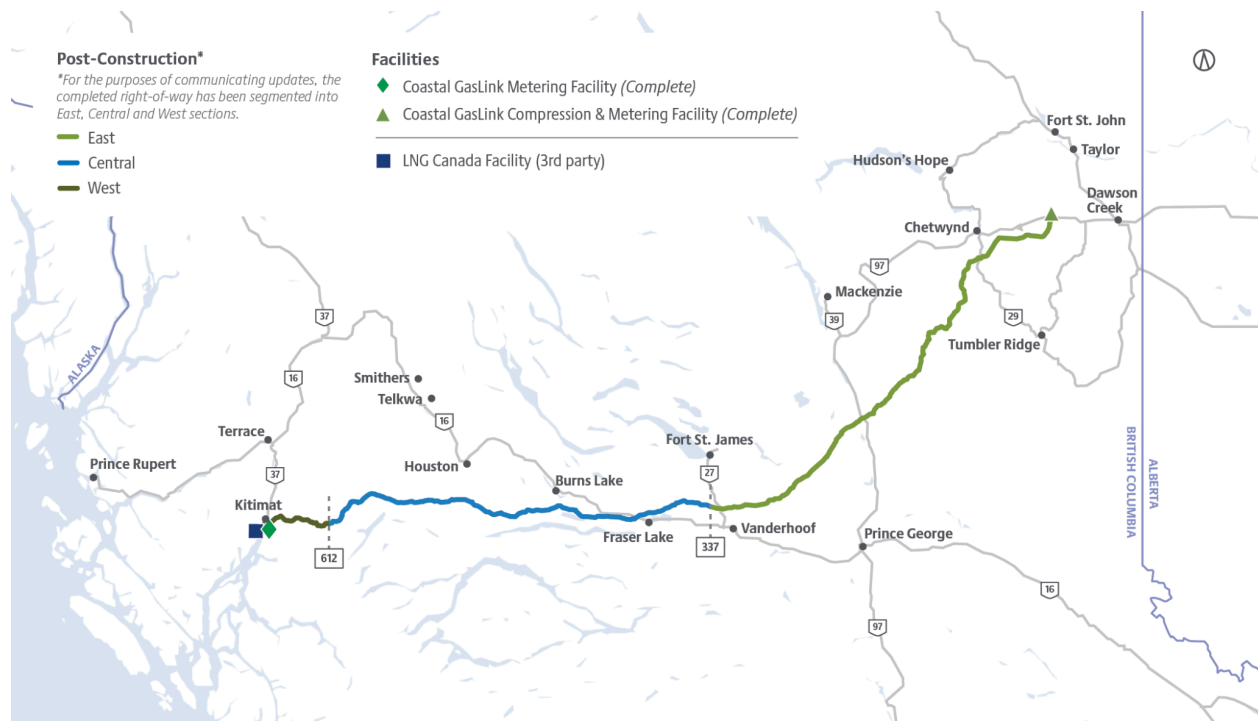
Senior safety leadership from CGL were consistently in the field, maintaining a hands-on approach. Scheduling a meeting that required all five CGL safety managers to be in the same room, was more precisely choreographed than a synchronized swimming team performing brain surgery while riding unicycles. The team scheduled quarterly prime contractor meetings with safety leadership from all eight prime contractors and safety regulators. These interactions provided both formal and informal platforms for building relationships, developing trust, sharing critical learnings and addressing safety challenges proactively.

Safety culture was further reinforced with broad-level communication strategies with networks disseminated information quickly via alerts, bulletins, posters, and engagement sessions. These efforts enabled consistent dialogue between project leadership, safety teams, and frontline workers, ensuring a synchronized approach to safety management.

In the end, CGL's unwavering commitment to our extraordinary legacy and to safety transformed a complex infrastructure project from a mere construction endeavor into a testament of human potential, where zero incidents spoke volumes louder than any words ever could.

[Watch the video.](#) | [Visit the website.](#)





# Entry: More Than a Summit: Stories that Strengthen Safety

Your Company: Summit Utilities, Inc.

## *Linking people, ideas and information:*

The 2024 Safety Summit and Why I Work Safe (WIWS) campaign at Summit Utilities, Inc. (Summit) created a powerful platform for connection across departments, locations, and roles. With over 180 employees in attendance, the event was designed to break down silos, encourage open dialogue, and elevate safety as a shared, human-centered value.

By inviting team members from across the company to gather in one space, the Summit encouraged real-time idea exchange between field technicians, office-based employees, safety leaders, and executives. Breakout sessions and roundtable discussions enabled teams to learn directly from one another's experiences—fostering peer-to-peer knowledge sharing that transcended job functions and state lines.

The launch of the Why I Work Safe initiative served as a unifying message throughout the event, allowing employees to connect not just through procedures, but through personal stories. As participants shared their individual motivations for staying safe—family, pets, hobbies, health—these reflections created emotional resonance and strengthened empathy across the organization.

Attendees left the Summit not only more informed, but more connected to one another and to Summit's culture. Team members continued the conversation by integrating WIWS into daily huddles, safety briefings, and peer recognition. The program bridged knowledge with meaning, reinforcing that the most effective safety culture is one rooted in understanding, trust, and shared purpose.

This initiative turned compliance-driven conversations into personal, meaningful connections—fueling continuous learning, mutual accountability, and a stronger, more cohesive Summit safety community.

## *Name of Your Project / Initiative*

More Than a Summit: Stories that Strengthen Safety

## *The Solution*

Summit held its annual Safety Summit on July 24–25, 2024, at the Maumelle Training Center, bringing together more than 180 employees from across states and business units. This two-day event was carefully designed to strengthen our safety culture, promote hands-on learning, and launch a new, emotionally resonant initiative: Why I Work Safe (WIWS).

WIWS was introduced as a cornerstone of the Safety Summit. The campaign centers on one key idea—safety is personal. Team members were encouraged to reflect on and share their personal reasons for staying safe, whether it's returning home to family, enjoying a favorite hobby, or supporting their teammates. These stories helped shift the conversation around safety from a set of rules to a shared value with emotional impact.

The event combined practical training with reflective discussion. Breakout sessions and hands-on demonstrations focused on field safety, risk prevention, and continuous improvement. Roundtable discussions gave employees space to share feedback and propose solutions to real challenges. Leaders from all levels of the organization participated, emphasizing that safety leadership is everyone's responsibility.

The program was designed to spark not only engagement—but change. By pairing structured learning with personal storytelling, the Safety Summit successfully reinforced Summit's commitment to safety as a lived value, one that belongs to everyone—from the field to the office, and from the leadership team to every team member.

#### *Results of Your Project / Initiative.*

The 2024 Safety Summit and Why I Work Safe (WIWS) campaign created measurable and cultural momentum in strengthening Summit's safety culture—elevating personal accountability, cross-team connection, and shared purpose.

One of the most meaningful results was the emotional resonance and visibility of personal safety stories shared during the Summit. Employees across different levels and locations offered reflections on why safety matters to them—families, children, pets, health, and community—demonstrating that safety is not just operational, but deeply human. These stories have since been shared across the company, inspiring others to reflect on their own “why,” and organically growing the WIWS movement beyond the Safety Summit itself.

Attendees left the event with a stronger sense of ownership and renewed energy around safety. Post-event feedback highlighted that team members felt heard, valued, and inspired to re-engage with safety in more intentional ways. Employees specifically cited the storytelling elements and roundtable discussions as some of the most impactful components of the event.

Following the Summit, teams began incorporating WIWS reflections into daily huddles and safety briefings, helping to ground routine practices in personal meaning. Leaders also began using WIWS language in their communications and team meetings, further embedding the initiative into our safety culture.

Looking ahead, the Safety Summit and WIWS campaign are not one-time efforts. They are now embedded into our safety communication strategy, with new videos, story features, and employee spotlights planned for continued momentum. The impact of this program lies not just



in policies improved—but in hearts and minds changed. It reminded us all that safety is personal, safety is shared, and safety is how we care for one another.

[Watch the video](#)



# Entry: The Good Catch Program

Your Company: Atmos Energy

## *Linking people, ideas and information:*

Atmos Energy's primary concern is to keep our natural gas system, employees, and communities safe. While assisting another company a few years ago, Manager of Safety Noel Spicuzza experienced a good catch during a paint mishap, saving that company from losing millions of dollars. Shortly after, in March 2023, we began filtering the Good Catch program into our La. division at monthly safety meetings. In March 2024, our La. division officially implemented the program into our safety messaging.

At Atmos Energy, it's very important to report any incident or behavior we believe could have resulted in more serious consequences so proper actions can be implemented to prevent future injuries or property damage. Our employees are truly the key to keeping others safe by reporting a good catch!

The Good Catch program is designed to encourage employee reporting, continue to enhance our culture of safety, and provide the enterprise with the opportunity to proactively identify and implement risk reduction strategies in areas that could cause harm to employees, the public, or our natural gas system. The ultimate goal of our Good Catch program is to build an environment that fosters safety reporting with the intent to prevent system breakdowns before they occur, ultimately reducing the overall number of incidents and adverse events.

Our leadership plays a critical part of the program, encouraging our employees to express, free of consequence, any experience catching observations, activities, or actions that resulted in a safer work environment. Due to the program's positive overtones, our employees feel safer and more at ease in good catches, and communication of lessons learned happens more frequently. Because our safety managers lay out Atmos Energy's vision for safety in their division, and make sure to celebrate each success, their teams can easily develop the proper mentoring and decision-making skills.

## *Name of Your Project / Initiative*

The Good Catch Program

## *The Solution*

A good catch is recognition of an event or circumstance that had the potential to cause property damage, an injury, or an illness but did not occur thanks to a corrective action or timely intervention following the reporting. Basically, our employees "catch" observations, activities, and actions that result in a safer work environment. A good catch is a proactive approach to

safety, reminding our employees to be on the lookout for a potentially dangerous situation that might place our employees or communities at risk and address the issue before it becomes a problem.

Every Good Catch is analyzed at the local and regional levels to try to determine what happened and why, and what potential processes might be implemented to prevent an actual incident. Learnings from the analysis are presented to La. division leadership for enterprise-wide dissemination. The Good Catch program itself must be easy to understand, well communicated throughout the organization, and further action must take place with the information provided.

Similar to how our employees log damage prevention stops, safety specialists in our La. division have a template in the iAuditor app, where if an employee is out in field, they can enter a good catch moment with the date. We share our good catches in our monthly safety meetings, then pose it to the whole division through our safety meeting material.

#### *Results of Your Project / Initiative.*

Leadership explains that much of our La. division's success stems from employees highlighting their own occurrences in a safe space. Before the Good Catch program, our employees might not have easily expressed an experience, but now, they feel more comfortable discussing even the tiniest of good catches. When employees see that leadership truly cares about their overall safety, allowing discussions of good catches to freely occur, trust within the team is developed.

Good catch examples that may be reported include chemical or tripping hazards, items falling from above, unsafely operating machinery, identifying a potential abnormal operating condition, or stopping a damage to our natural gas system. One example involves an employee identifying improvements to general maintenance practices for heavy-duty trailers, so our course of correction was to review and improve annual mechanical inspection practices. Another example occurred when an employee saw excavation activity happening near a 6" high pressure main and noticed that there were no signs and locate had been performed. The employee was able to stop the excavation nearly inches from a damage occurring. Employees regularly share within their work groups and in monthly safety meetings Good Catches both from work and home with the purpose being to educate others on potential hazards.

Since March 2023, our La. division has celebrated five individual months of both zero recorded injuries and zero recorded motor vehicle accidents. In addition, the division has had nine separate months when either zero injuries or zero motor vehicle accidents were recorded. Thanks to the Good Catch program, we have seen an increase in Risk Assessments and Risk Management reviews, consistent improvement, and overall, a drastic reduction in accidents and injuries.

Because Atmos Energy's vision is to be the safest provider of natural gas services, our next step involves seeking the best way to capture and track data from the program so we can expand the good catch notion enterprise wide. One of the best ways we can promote safety is

to encourage open dialogue among our employees regarding their own experiences. With the Good Catch program, our teams can openly warn one another of a potential problem, helping prevent fellow employees from entering a risky or dangerous type of situation. As employee James Burrell says, “The program is contagious, and its success makes other employees want to be proactive as well.”

