

Boilermakers Southeast Tripartite

Southern Company Performance Update

Sandestin, FL
Hilton Sandestin
Beach Resort Hotel

March 31, 2015

GENERATION

Final

Topics

- Southern Company's 2014 Performance
- More Focus on Safety
- Labor Forecast

IPLA Sites: 6

PHMA Sites: 15

Merit Sites: 13

MW: 4,066

MW: 24,760

MW: 10,219



IPLA Plants

IPLA MW: 4,066 Sites: 6



	APCo	GPCo	MPCo	GULF	NUCLEAR	SPC CC's(2)
PHMA	X	X			X	
IPLA			X			
MERIT		X	X	X		X

Note:

(1) Gulf Power has the right to conduct work under the IPLA

(2) Plants McDonough and Barry CC are PHMA Facilities

-No Labor Agreements for Hydro Facilities

Overview of 2014 Work

Vogtle 3&4

Spend: \$780 mm
Craft Labor Hours: 5.5 mm
% Union: 99%

Kemper

Spend: \$893 mm
Craft Labor Hours: 9.6 mm
% Union: 16%

Environmental

Spend: \$973 mm
Craft Labor Hours: 6.1 mm
% Union: 82%

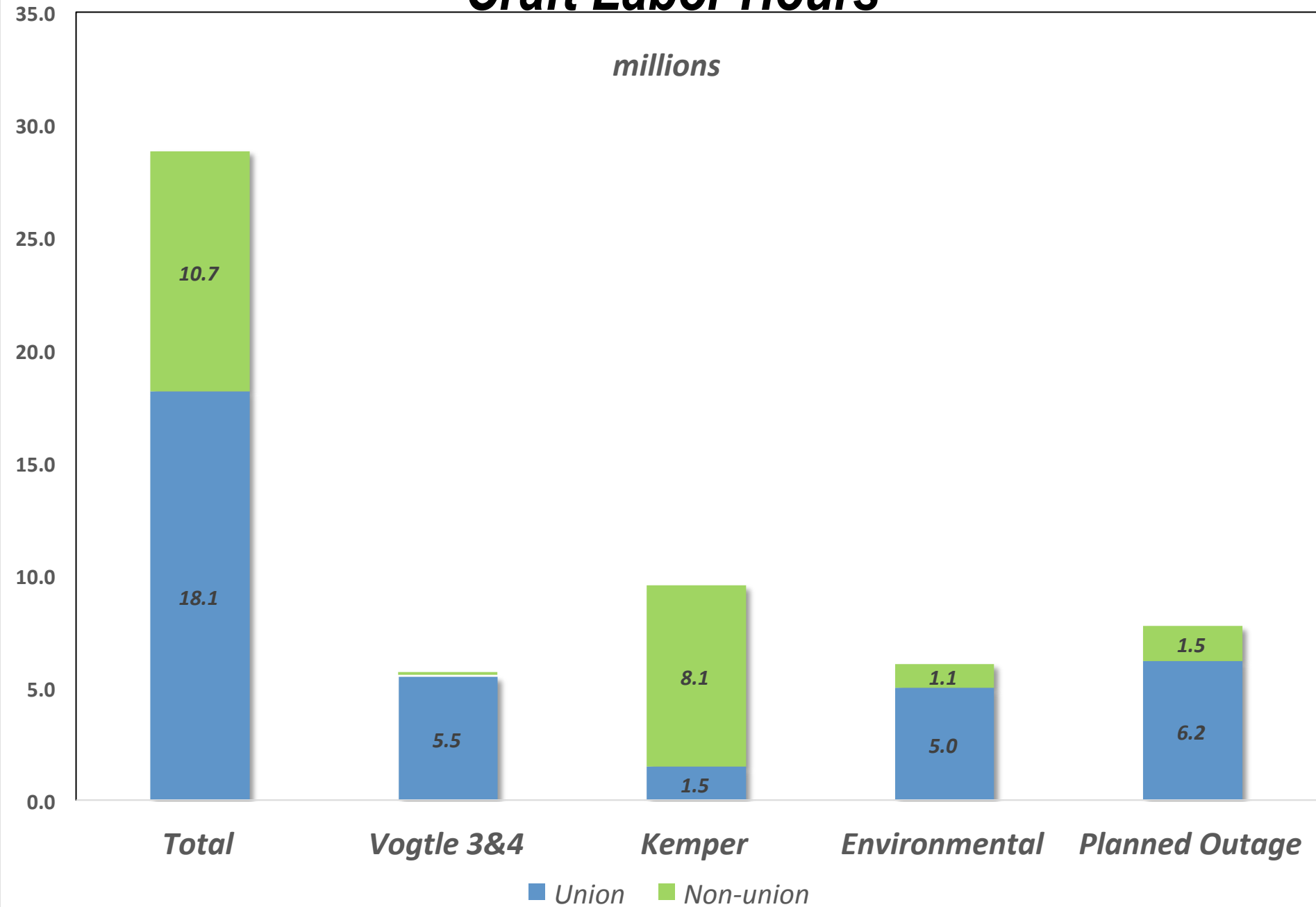
Outage O&M/Retrofit Capital

Spend: \$444 mm
Craft Labor Hours: 7.7 mm
% Union: 80%

Total Spend - \$3.1billion
Total Craft Labor Hours - 28.8 million
% Union – 63% (up from 27 % in 2013)

Craft Labor Hours

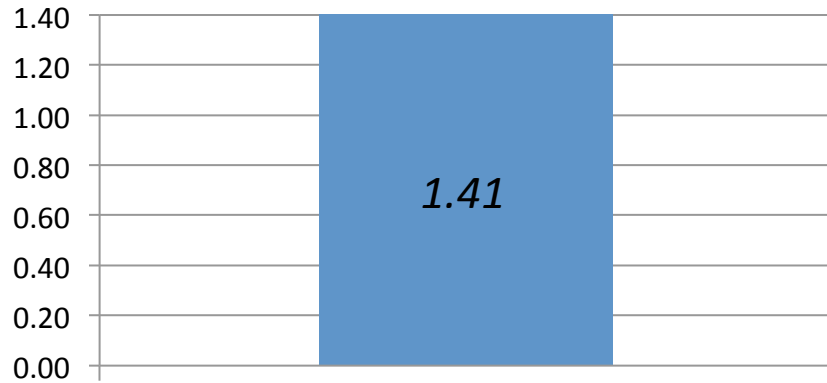
millions



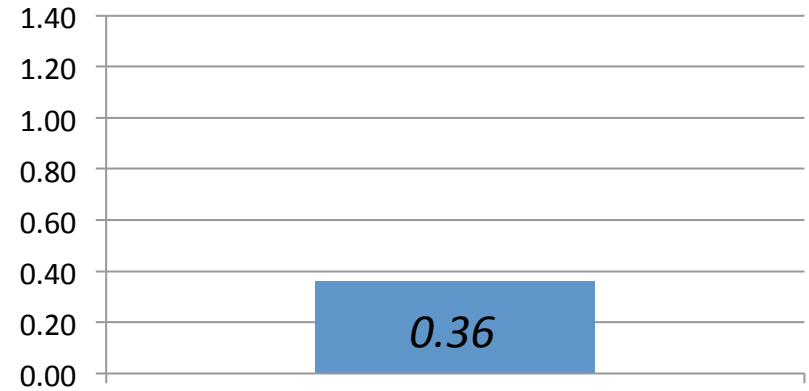
Safety

Recordable Incident Rate

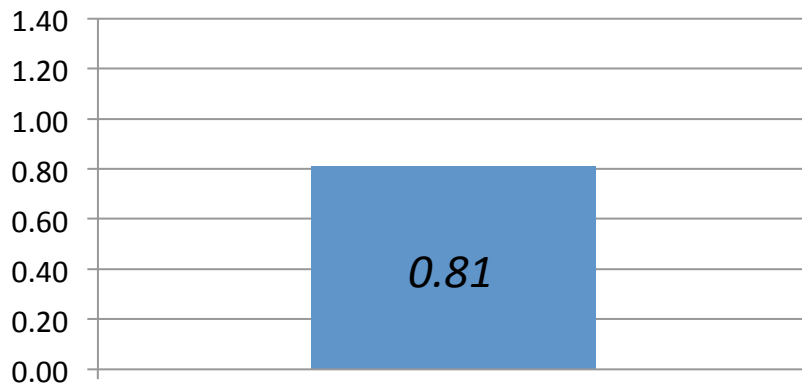
Vogle 3 & 4



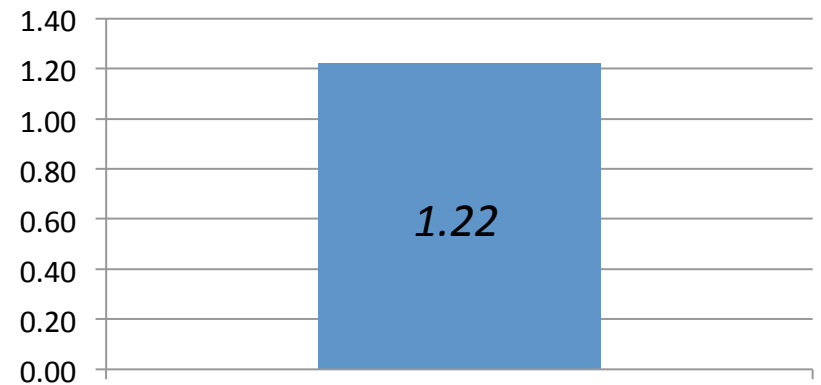
Kemper



Environmental

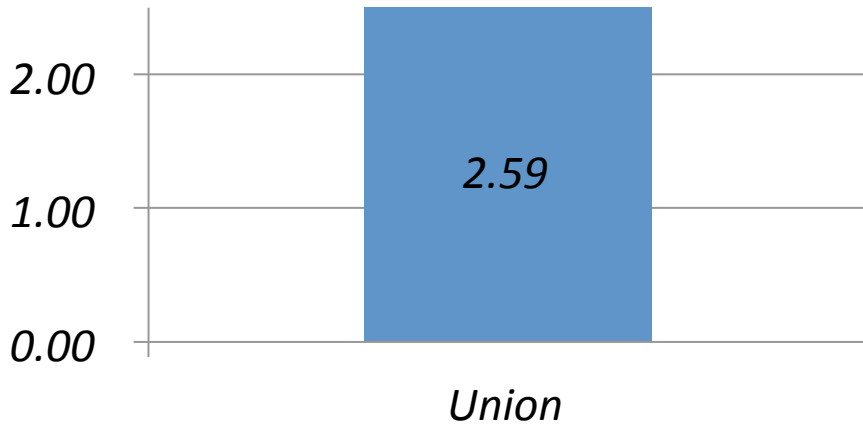


O&M/Retrofit

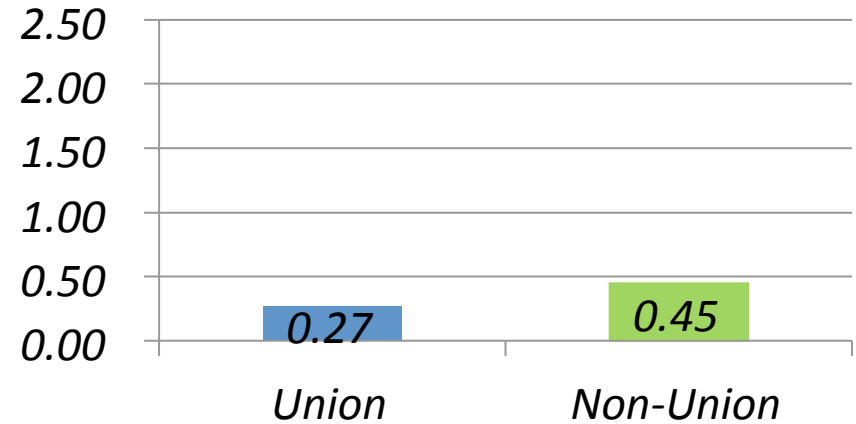


Craft Labor Hours Only Recordable Incident Rate

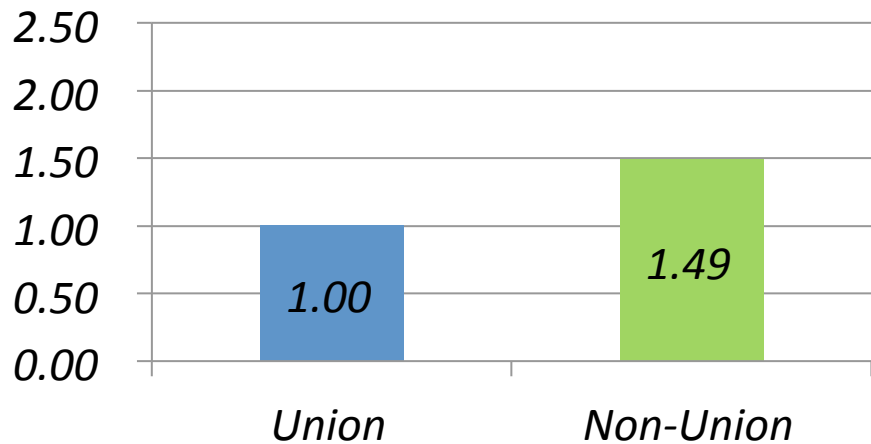
Vogle 3 & 4



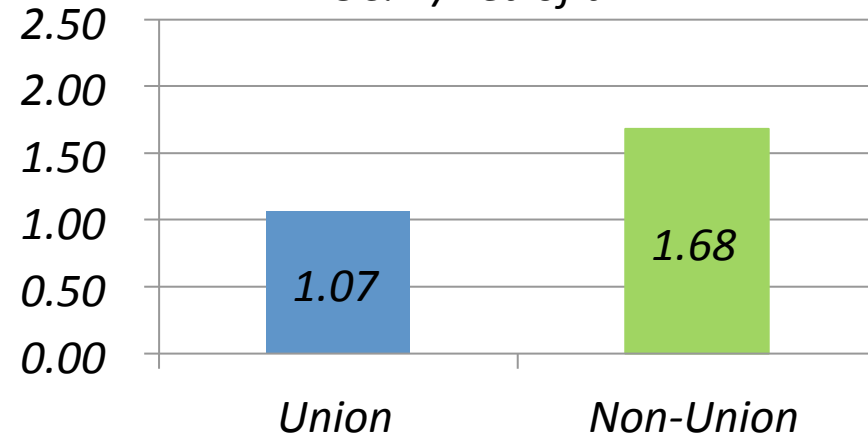
Kemper



Environmental

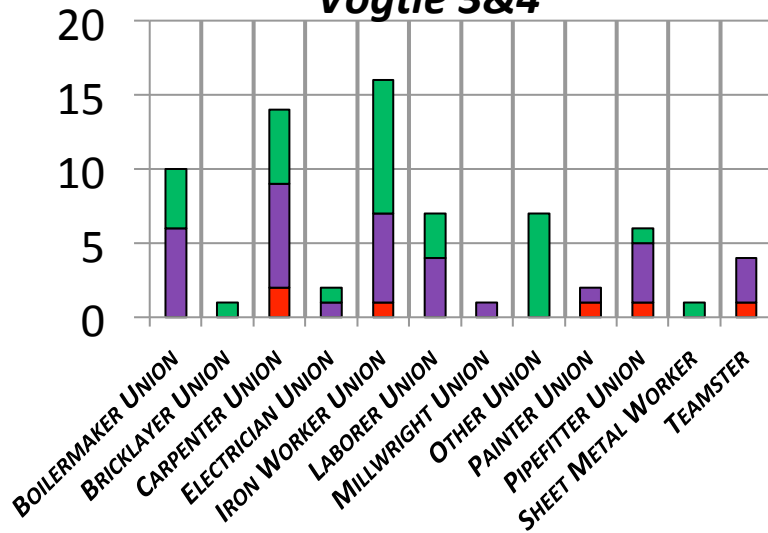


O&M/Retrofit

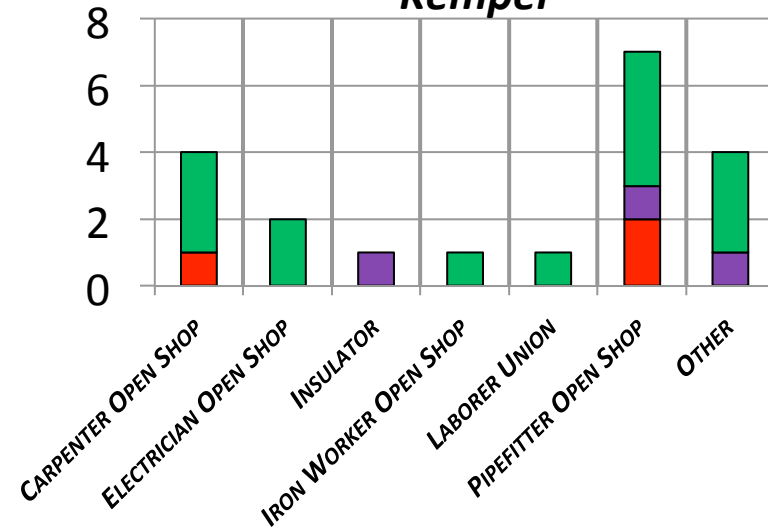


2014 OSHA Recordable Cases by Project by Craft

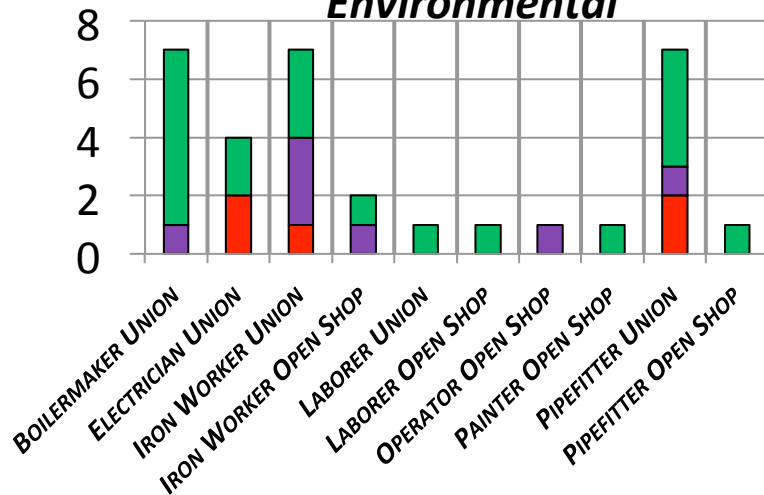
Vogtle 3&4



Kemper

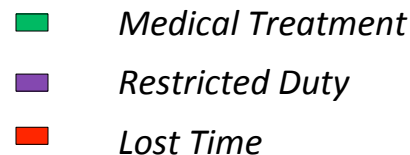


Environmental



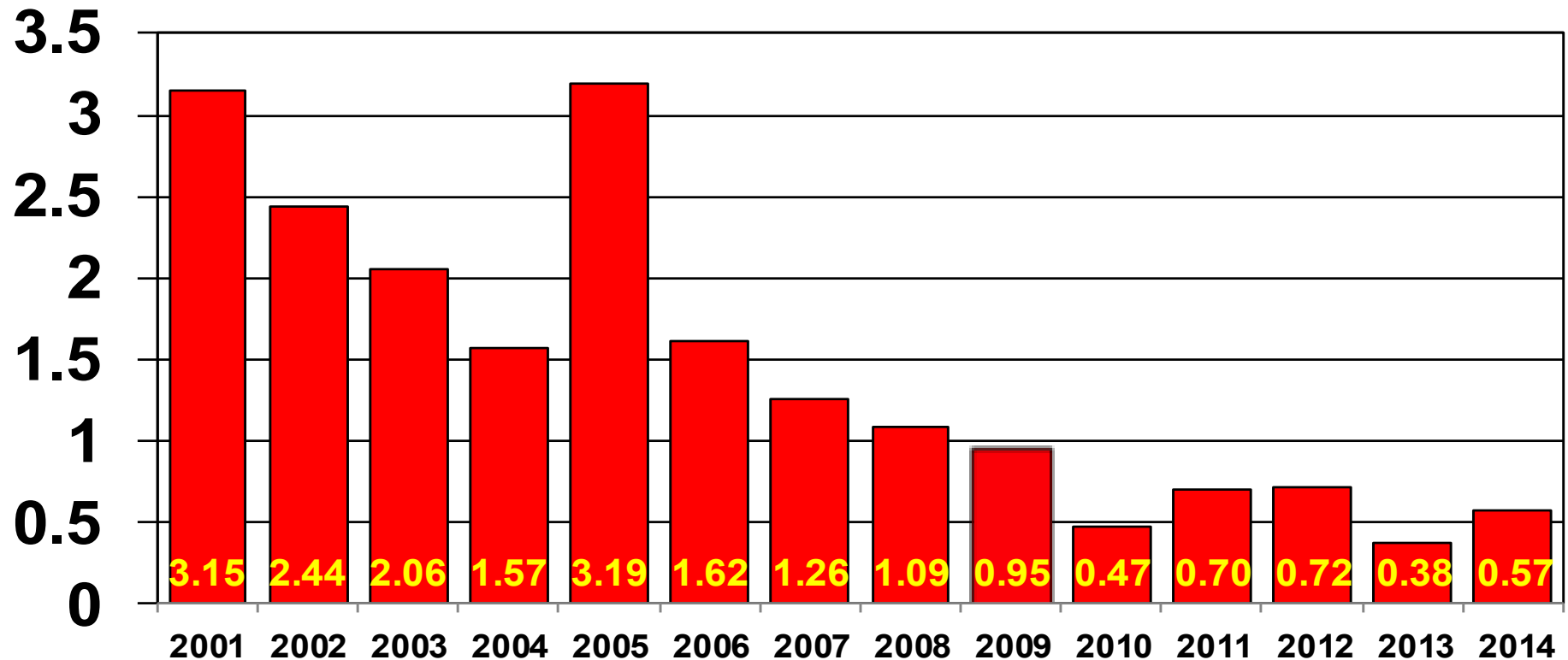
O&M/Retrofit

Information not available by craft

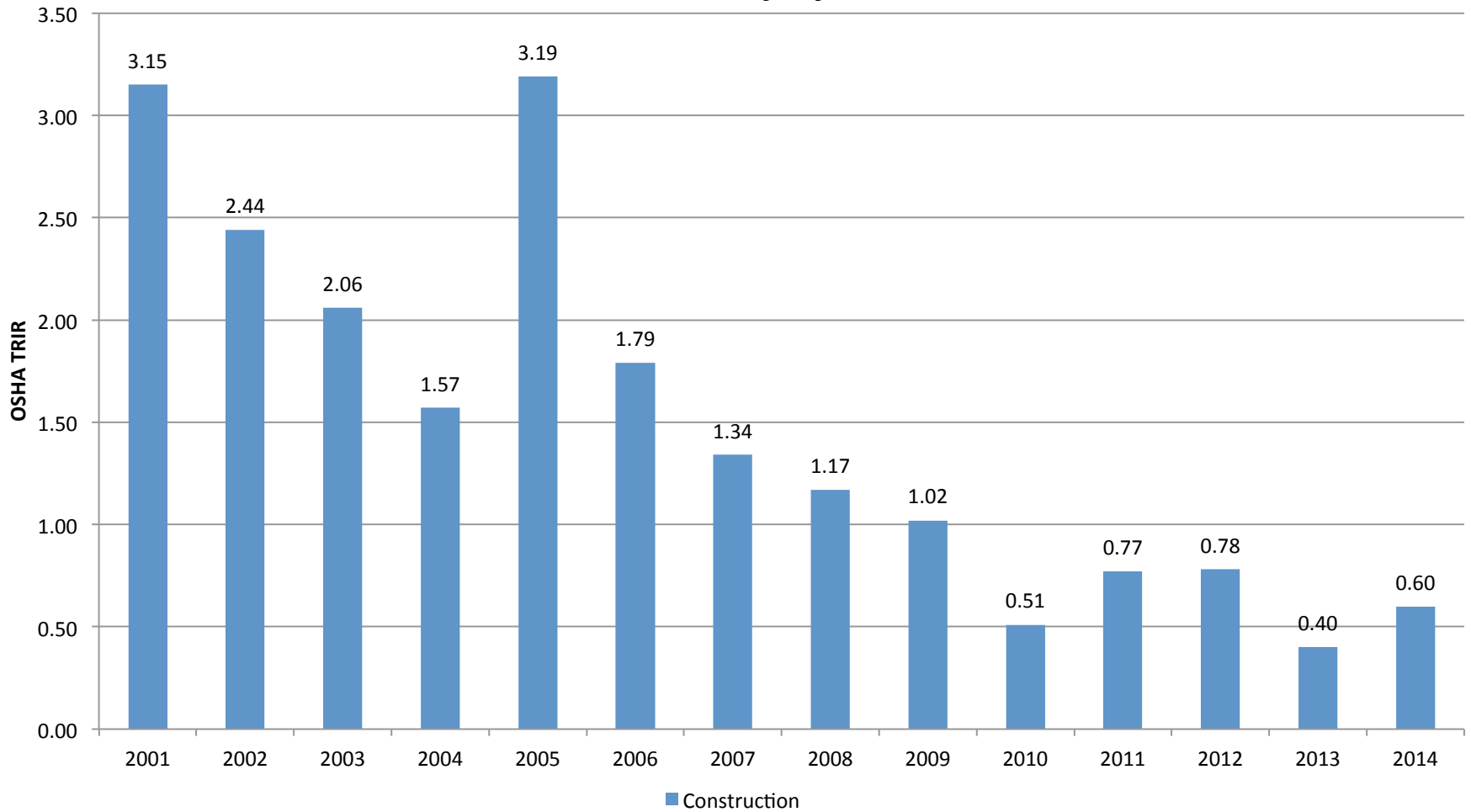


Safety Enhancements

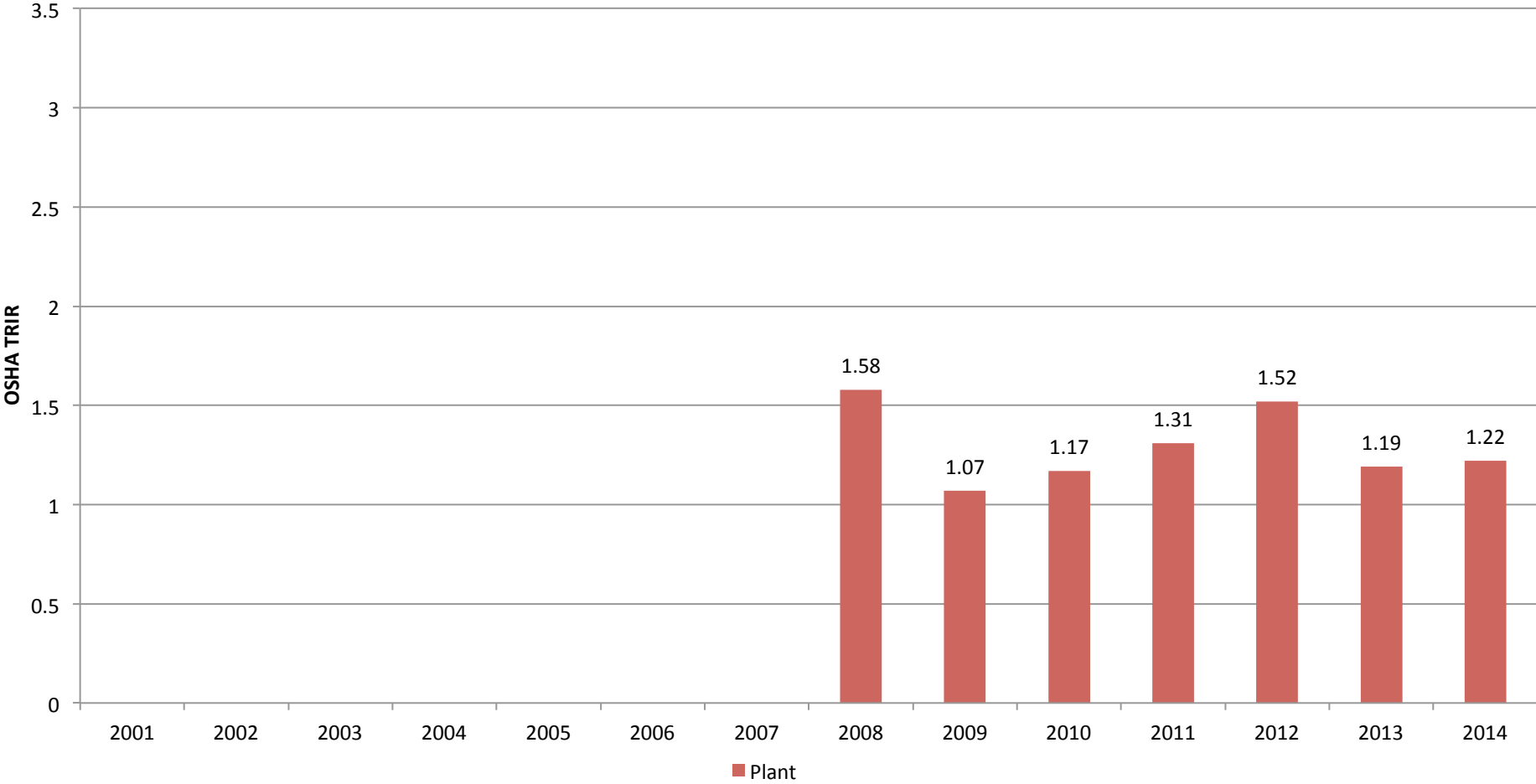
Southern Company Projects RIR History



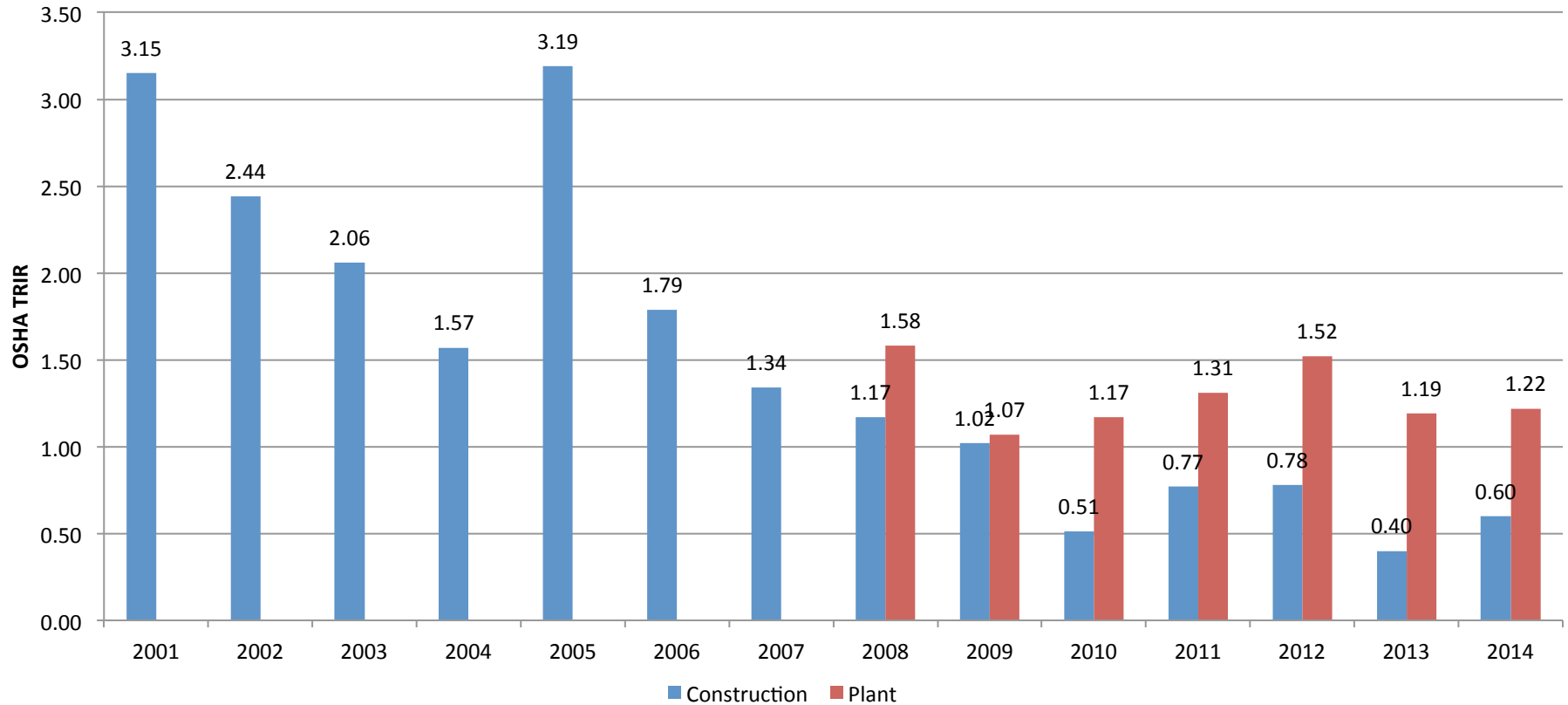
Southern Company Contractor Injury Rate



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Southern Company Contractor Injury Rate



Safety Trilateral Alliance

- Primary objective is to improve safety performance through speaking with “one voice on safety”
- Establish Safety partnership focused on:
 - Owner, contractor and Labor engagement
 - Consistency in site rules and programs
 - Enhanced coordination and collaboration

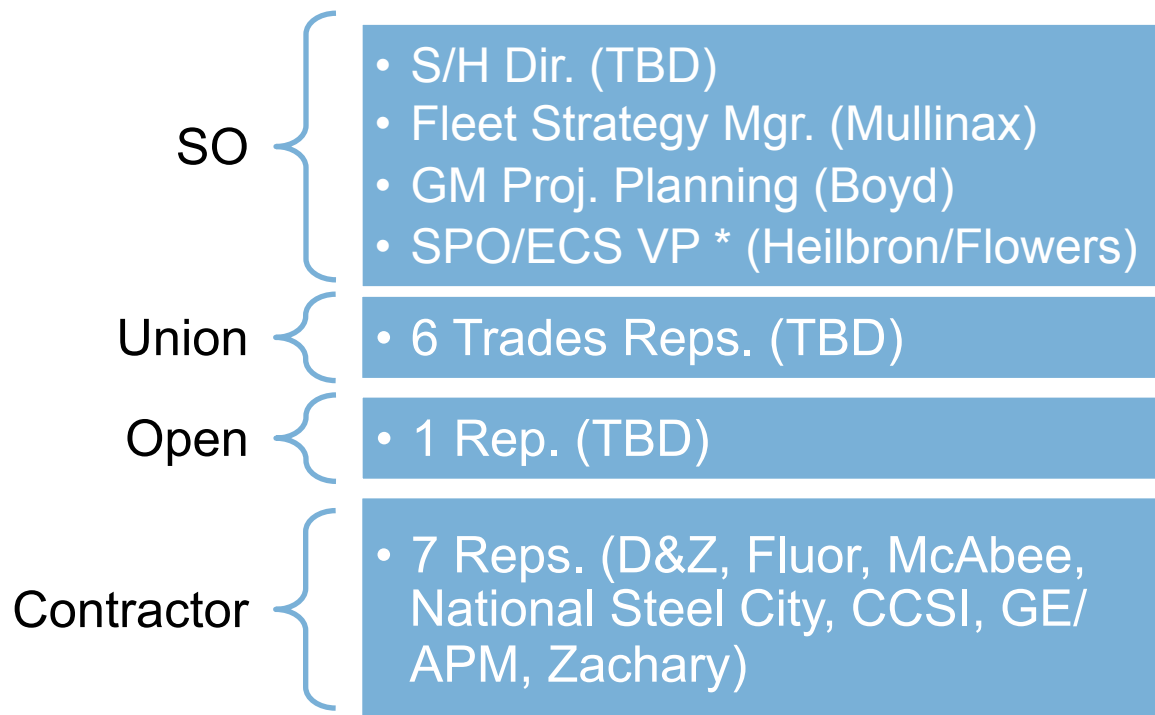
Trilateral Safety Alliance

Key Areas of Focus:

- Deploy a consistent/unified message
- Engage employees, ie, hazard recognition, accident prevention
- Resolve unsafe conditions
- Undertake special initiatives to improve safety performance
- Proactively work with site management to improve programs, procedures

Proposed Structure of SO Safety Alliance Committee

- Safety alliance for all labor



**Executive Sponsors*

Proposed Timeline and Key Activities

- 1st QTR 2015
 - Identify specific safety areas of focus, ie, slips, trips and falls
 - Draft initial charter, bylaws and focus areas
 - Attend TVA Alliance meeting March 9, 2015
- 2nd QTR
 - Conduct first meeting of full committee in May
 - Approve bylaws
 - Establish working teams
 - Determine goals, deliverables and schedule

Safety – Improvement Strategy

REENERGIZE TARGET ZERO

Communication –
heads up and
near miss

*Leadership
Engagement*

Labor and
Contractors

Become a Learning
Organization



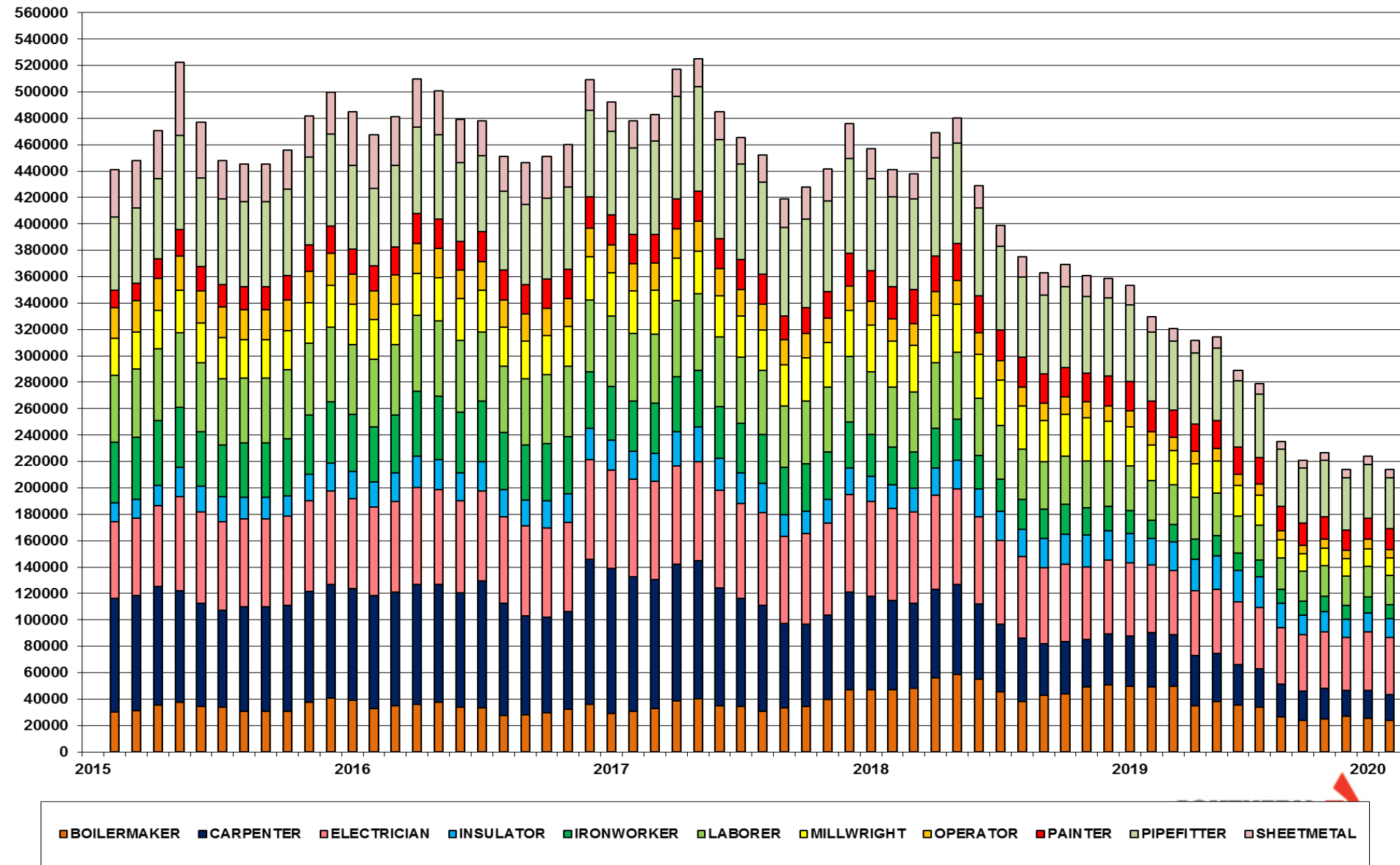
Playbook 2.0

Formal Safety
Training

Culture Assessments –
internal and 3rd party

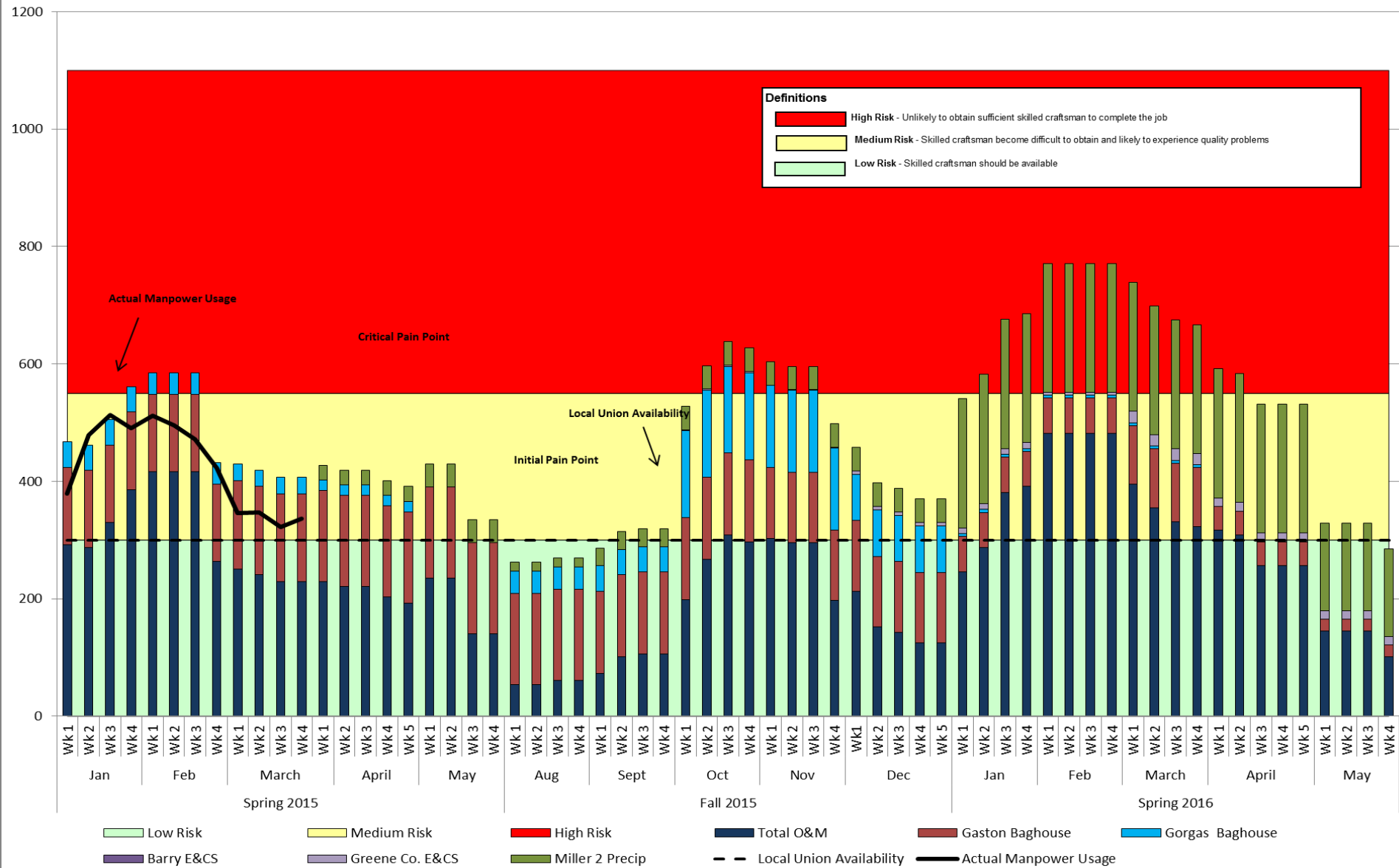
Developing Leading
Indicators

Southeast Man Power by Trade by Month



Alabama Boilermaker Supply and Demand Outlook

Local 108: Barry, Farley, Gadsden, Gaston, Gorgas, Greene Co., Miller



Questions