State of California – A Natural Resources Agency
Gavin Newsom, Governor

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March 2, 2026

Subject: Supporting Documentation for 2024 Safety Culture Assessment for Trans Bay Cable, LLC

Enclosed is the Supporting Documentation submitted by Trans Bay Cable, LLC (TBC) for the 2024 Safety Culture Assessment (SCA) conducted by the Office of Energy Infrastructure Safety (Energy Safety) pursuant to Public Utilities Code section 8386.2(b).

Energy Safety's resulting 2024 SCA Report for TBC, published on December 19th, 2025,[1] may be accessed in the 2024 Safety Culture Assessments docket (Docket #2024-SCAs).[2]

[1] 2024 SCA Report for TBC: (https://efiling.energysafety.ca.gov/eFiling/Getfile.aspx?fileid=59949&shareable=true, accessed January 12, 2026).
[2] 2024 Safety Culture Assessments (SCAs) docket: (https://efiling.energysafety.ca.gov/EFiling/DocketInformation.aspx?docketnumber=2024-SCAs, accessed December 15, 2025).

APPENDIX B: Supporting Documentation

OFFICE OF ENERGY INFRASTRUCTURE SAFETY

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Supporting Documentation

January 2025

Trans Bay Cable

Section 2. Supporting Documentation

The electrical corporation submitted supporting documentation for the safety culture objectives and lessons learned (SCOLL). An index organized by the SCOLL section and the documentation follow.

Reference SCOLL Section 1.1

1. Objective 6 – 2024 Safety Coin Front
2. Objective 6 – 2024 Safety Coin Back
3. Objective 6 – TBC Safety Tailboard Form
4. Objective 7 – Lead Page and Agenda from TBC Hosted Safety Meeting for Transmission Affiliates

Reference SCOLL Section 1.3

1. Lessons Learned 1 – Corporate Guiding Principles Graphic
2. Lessons Learned 1 – Top 10 Off Normal Situations Job Aid
3. Lessons Learned 2 – Examples of Site Improvements

Reference SCOLL Section 1.4

1. Recommendations – All Injuries Are Preventable Poster
2. Recommendations – Corporate Safety Kickoff Message

Recommendations – Corporate Safety Page Safety Expectations

Section 1.1 – Objective 6 – 2024 Safety Coin Front

Section 1.1 – Objective 6 – 2024 Safety Coin Front

Section 1.1 – Objective 6 – TBC Safety Tailboard Form

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TBC
Trans Bay Cable

TBC-HS-500
Tailboard / Safety Meeting Record

Purpose: Document Hazard Analysis of Work on site to promote safe and effective work communication

Section 1 – General Information	
Date/Time:	Conducted by:
Work Site:	Job Description:
Areas to be Accessed: ☐ Aux 1/2 ☐ C&P ☐ MP Bldg ☐ Control Room ☐ Warehouse ☐ Potrero Admin Bldg ☐ Spare Parts Room ☐ Cooling Room ☐ SP Bldg ☐ Converter Hall ☐ AC Yard ☐ AC Reactor Yard ☐ DC Yard	
Section 2 – Emergency Response	
Are employees working on a task out of sight of each other? If So, what communication method is to be used? ☐ Cell phone ☐ 2-Way Radio ☐ Other: _____	
Emergency Response Plan: ☐ Local plan reviewed ☐ CPR Qualified ☐ Emergency Equipment Available ☐ Fire Prevention ☐ Medical Emergency	
Section 3 – Hazard Identification & Control	
Type of Work: ☐ Hot Work ☐ LOTO/IPC _____ ☐ Excavation ☐ Confined Space ☐ Electrical ☐ Rigging/Lift	
Proper documentation prior to starting Job? - Permits, procedures, drawings, clearances pre-lift discussion, equipment inspected ☐	

Job Task Breakdown	Hazards	Action or Mitigation

Section 4 – Personal Protective Equipment			
Mark an X next to Required PPE: Hard hat, glasses and hard toe boots always required			
General PPE	**Gloves**	**Fall Arrest**	**Monitoring**
☐ Face shield	☐ General Purpose	☐ Harness	☐ Gas Monitoring
☐ FR Clothing	☐ Chemical Resistant	☐ Lanyard	☐ O2
☐ Hearing Protection	☐ Rubber	☐ Retrieval Line	☐ LEL
☐ Fall Protection	☐ Electrical	☐ Other	☐ Other
☐ Chemical coveralls	☐ Leather		
☐ Dust Mask	☐ Gauntlets		

Section 5 – Energy Source Control		
Protection boundaries for exposed, energized HV apparatus – CAT 2 Protection required		
HV Protection Boundary	☐ 230kVAC (18' 2") ☐ 180.5kVAC (13') ☐ 115kVAC (12') ☐ 21kVAC (6') ☐ 12.7kVAC (5') ☐ +/- 200kVDC (11' 8")	
Nominal Voltage of Equipment:		Maximum Switching transient Voltages:
Presence of Hazardous Induced Voltages: ☐ YES ☐ NO ☐ N/A		
Presence of protective grounds and equipment grounding conductors: ☐ YES ☐ NO ☐ N/A		

Section 6 – Human Performance
☐ Lessons learned from past events that apply to this job?
☐ Error precursors that could influence the job? (Time pressure, Distractions, fatigue, incomplete communication)

Section 7 – Tailboard Safety Assessment Completion	
TSM Leader (Print)	Signature
Date Tailboard Conducted:	
I have reviewed and understand and will comply with the contents of this specific Tailboard Hazard Assessment	

Name	Company	Signature

Comments:

Instructional guidelines for Hazard Assessment

Section 1 – General Information

This is information of who is conducting the analysis and what job task is being analyzed. Annotate where the contractors will have access on site.

Section 2 – Emergency Information

List the type of communication device and any equipment. Ensure that all have proper training on emergency response.

Section 3 – Hazard Identification & Control

Clearly identify the tasks that will be performed. Be as detailed as possible so that you can properly perform a job safety analysis or risk assessment. You cannot identify hazards until we know what we are doing and the associated tools have been identified.

Once you understand the task(s) to be performed you can:

- Mark the type of work that will be occurring such as Hot work, confined space etc.
- List the applicable hazards – analyze the potential impact, and then ensure proper controls have been put in place.

IDENTIFY	
❑ Hazards ❑ Voltage levels involved ❑ Skills required – (evidence of this) ❑ Any "foreign" (secondary source) voltage source ❑ Any unusual work conditions ❑ Number of people needed to do the job	❑ Shock protection & Arc flash boundaries ❑ Available incident energy ❑ Potential for arc flash (Conduct an arc flash risk assessment.) ❑ Heavy loads – overhead work ❑ Adjacent Operations
ASK	
❑ Can the equipment be de-energized? ❑ Are backfeeds of the circuits to be worked on possible? ❑ Is a standby person required? ❑ are all equipment in good working order?	❑ Are chemicals going to be used? What are they? ❑ Will they generate waste and if so disposal? ❑ Will they need special permits ❑ If working outside – do they have protection from elements?
CHECK	
❑ Job plans ❑ Single-line diagrams and vendor prints ❑ Status board (CHECK WITH OPERATOR DESK) ❑ Equipment inspections performed ❑ Ladder safety: non-conductive ❑ Rigging & Hoisting equipment	❑ Safety procedures ❑ Contractor orientation – is it current? ❑ Individuals are familiar with the facility ❑ Certificates for operating Industrial Equip ❑ Is Fire Safety equipment being disabled ❑ Risk of spillage associated with work
KNOW	
❑ What the job is ❑ Who else needs to know — Communicate!	❑ Who is in charge
PREPARE FOR EMERGENCY	
❑ Is the standby person CPR/AED trained? ❑ Is the required emergency equipment available? Where is it? ❑ Where is the nearest telephone? ❑ Where is the fire alarm? ❑ Is confined space rescue available if CFS being performed? ❑ Fall Protection rescue plan & Personnel	❑ What is the exact work location? ❑ How is the equipment shut off in an emergency? ❑ Are the emergency telephone numbers known? ❑ Where is the fire extinguisher? ❑ Are radio communications available? ❑ Is an AED available?
THINK	

❑ About the unexpected event . . . What if? ❑ Lock — Tag — Test — Try ❑ Test for voltage — FIRST ❑ Use the right tools and equipment, including PPE	❑ Install and remove temporary protective grounding equipment ❑ Install barriers and barricades ❑ Overhead obstructions marked

If electrical work is being done – make sure to indicate the hazardous energy that is in the area and controls that are going to be used. This includes confirming contractor aware of approach boundaries.

Section 4 – Personal Protective Equipment

Based on the work being done – and the area in which the work is being done may require special PPE. Make sure the contractor is aware that they must provide their own equipment – but ensure that they are aware of what PPE should be used.

Section 7 – Tailboard completion

The TBC employee conducting the meeting should print and sign. Then obtain names and signature of all workers attending the meeting. Attach any work plan – diagrams etc. that were discussed in the meeting.

As the last check, ensure that communication is performed for all personnel that may be affected by the task at hand. Are there other contractors working in the area – or will their work effect TBC employees by shutting off safety equipment or power to certain buildings. Make sure this is communicated.

Section 1.1 – Objective 7 – Lead Page and Agenda from TBC Hosted Safety Meeting for Transmission Affiliates

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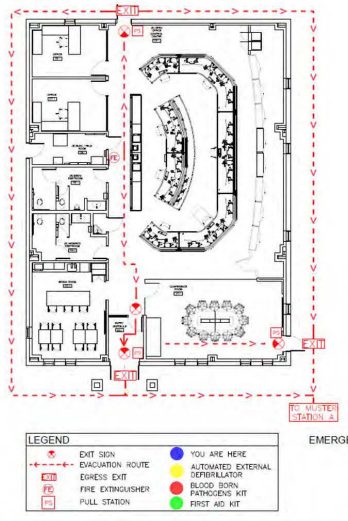
Emergency Exit

- Take a moment to identify your location specific evacuation route and muster location



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Agenda

- Engagement Updates
- Health and Wellness Importance of Sleep presented by Guest Speaker Devon Hayes
- Situational Awareness Travel and Active Recovery
- Brushfire / Wildfire Awareness
- Hurricane Preparedness
- Safety and Stress
- September is Suicide Awareness Month
- Roundtable


POWER DELIVERY
GUIDING PRINCIPLES
1
All injuries are preventable
2
Every day safety is
MY responsibility
3
Leadership is accountable
for preventing injuries
4
See something, Say
something, Do something
5
Live the 7 Saves
ZERO TODAY!
AT WORK. AT HOME. AT PLAY.
FPL

Section 1.3 – Lesson Learned 1 – Top 10 Off Normal Situations Job Aid

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Top 10 Off-Normal Situations

No.	Off-Normal Situation	Example	Action
1	**Working in restoration mode**	Time pressure with customers out of power	Do not rush Focus on one task at a time
		Customer interrupts repair to check on status of job	After a distraction, back up and refocus.
2	**Working/driving in adverse weather**	Driving in rain	Slow down, leave more space between vehicles, use headlights and wipers, apply Rain-X
		Working in heat	Hydrate and stretch
3	**Working with something new (crew member, apprentice, equipment, tool)**	Working with apprentice or someone new to your crew	Discuss previous experience/qualifications; Ask them for input in pre- and post-job briefing
		Working with new tool or piece of equipment	Read operating manual; do a two-minute review on how to properly use item; check for previous events associated with tool/equipment
4	**Outside event distractions (birthday, weekend, coming back to work, etc.)**	It's your/close family member's birthday	Choose to focus on work at work and birthday when you leave; communicate with crew members about potential distractions so we can all look out for one another
		You are returning from vacation	Do a two-minute review on returning to work
5	**Change in work plan or required clearance boundaries**	You are in the middle of a job and are reassigned to a different job	Clean up and secure your current work location; avoid self-imposed time pressure; do new tailboard on new job
		You are in the middle of a job and something did not go as planned	Re-tailboard with entire crew, discuss what happened
6	**Unexpected conditions in your environment (hole, slippery walkway, fence, dog, customer)**	Slippery walk surface	Identify in HAF, tape it off, set cones out
		Hole in walk path	Identify safest walk path in HAF, mark it by placing a cone
		Dog on property	Ask customer to secure it before going onto property
7	**Poor housekeeping**	Office desk is covered in papers and books, disorganized	Spend five minutes cleaning up before starting your next work task
		Truck is full of spare items and belly is not clear	Spend five minutes cleaning up before leaving yard; load vehicle in order of planned jobs to ensure material is easily accessible when needed
8	**Delays**	Time pressure from a delay in job	Do not rush Do a two-minute review prior to restarting job
9	**Improper PPE or material (or improperly used)**	You do not have right material to complete job	Stop and ask PL for correct material
		You see someone wearing regular sunglasses while working	Stop what they are doing and ask them to put on their safety glasses
10	**Insufficient MOT**	You are not able to park out of harm's way	Use safety cones and other vehicles as barriers; If you do not have enough, request MOT

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Section 1.3 – Lesson Learned 2 – Examples of Site Improvements

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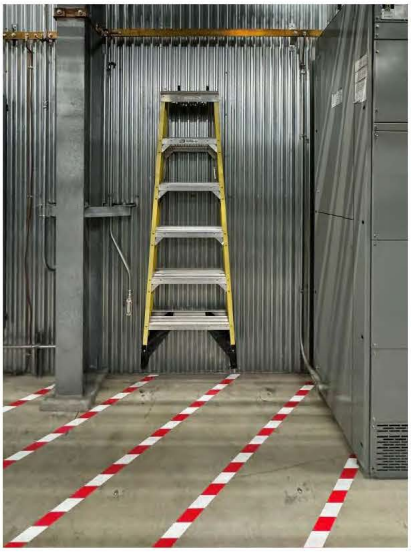
Site Improvement Photos

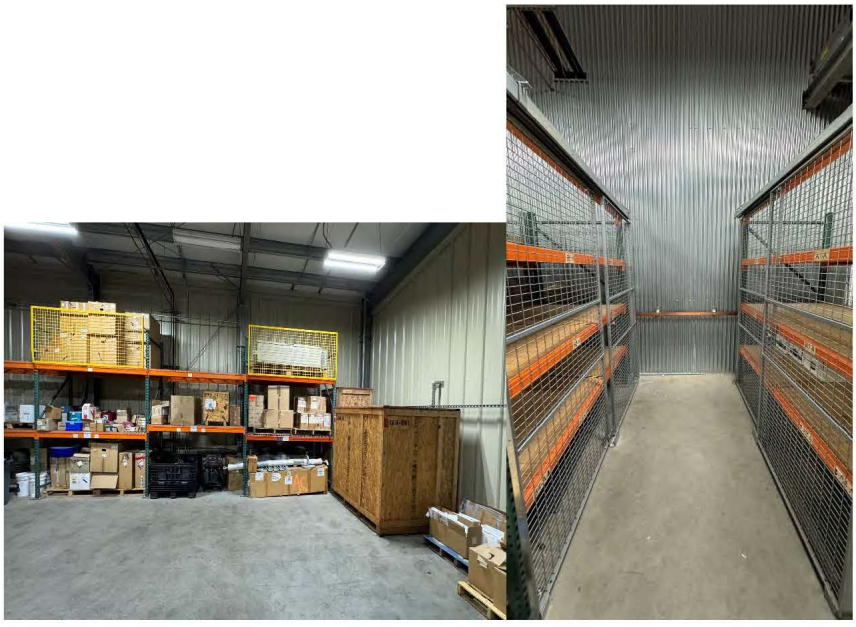
Stationed AED, LifeVac, and No storage area markings

Ladder Hangers and No storage area markings



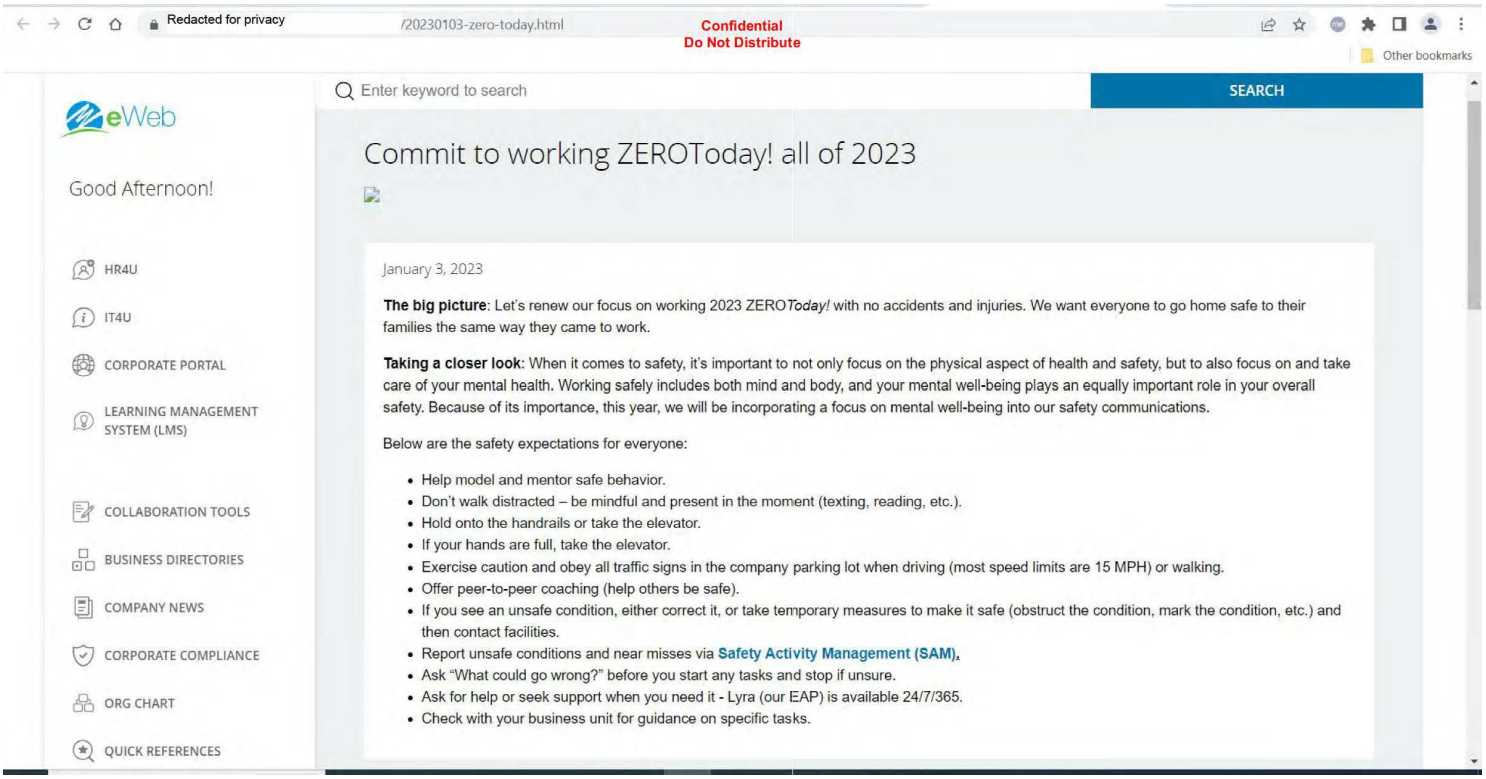
Fire Cabinet

Clear Pathways and Site Clean Up



Section 1.4 – Recommendations – All Injuries Are Preventable Poster

Section 1.4 – Recommendations – Corporate Safety Kickoff Message



Section 1.4 – Recommendations – Corporate Safety Page Safety Expectations