

State of Wyoming
**Workplace Safety &
Occupational Injury and Illness**
**Annual Impact
Report**



**Department of Workforce Services
State Fiscal Year 2017**

From the Director



It is my pleasure to present the first annual Workplace Safety and Occupational Injury and Illness Annual Impact Report. This report illustrates the collective effort of the workplace safety and occupational injury and illness resources administered by the Department of Workforce Services. The Department is proud to serve Wyoming businesses and workers with programs which are dedicated to workplace safety. This report highlights our stewardship of these resources.

The agency houses both the consultative and compliance divisions of the Wyoming Occupational Safety and Health Administration (OSHA), the newly formed Workers' Compensation Safety & Risk (WCSR) division, and the State Occupational Epidemiologist who is dedicated to the study of occupational injury and illness trends in Wyoming. Significant realignment has taken place over recent years within these areas to leverage safety resources and best utilize the significant expertise found in these various units.

The data and information collected and presented here illustrate the department's intentional focus to move the needle on workplace safety in Wyoming. These efforts and their outputs are the culmination of the hard work and dedication of Wyoming safety professionals. These professionals are committed to doing all they can so that Wyoming workers return to their families after the day's work is completed.

A handwritten signature in blue ink, appearing to read "John Cox". The signature is fluid and cursive, with a large initial "J" and "C".

John Cox
Director,
Wyoming Department of
Workforce Services

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Executive Summary

The Department of Workforce Services is the state agency which houses several divisions focused on workplace safety. The Wyoming Occupational Safety and Health Administration (OSHA), Workers' Compensation Safety and Risk (WCSR) Unit, Workers' Compensation Risk Management, and the State Occupational Epidemiologist all share a mission to promote health and safety in the workplace. The purpose of this annual report is to summarize the activities and impact of each program, show goal collaboration, and to describe future trends which may benefit Wyoming employers and employees.

Wyoming OSHA

Wyoming OSHA's overall mission is to reduce occupational injuries and illnesses in the workforce thereby creating a safer working environment for Wyoming workers. Wyoming OSHA is known as a state plan. This means we follow federal OSHA statutes, rules and regulations and we also have the authority to enact additional worksite protections for employers and workers in Wyoming. Wyoming OSHA reports to a Commission who provide oversight on rule making and final orders concerning employer violations. During state fiscal year (SFY) 2017, the Commission adopted 3 sets of rules and approved 23 final orders on violations.

WY OSHA is comprised of two main sections: Compliance and Consultation. Compliance is the enforcement section of OSHA. They are responsible for the investigation of occupational fatalities, safety and health complaints, safety and health employment discrimination, documenting workplace hazards and violations, and enforcing penalties. Compliance conducts inspections with public and private sector employers. However, fines are not given to public sector employers.

In SFY 2017, Compliance completed:

- 306 total inspections:
 - 228 OSHA Compliance drive-by and/or based on targeted workers' compensation data
 - 52 inspections - complaints received
 - 9 inspections - fatalities reported
 - 17 inspections - received by either: Compliance Safety and

Health officer safety/health agency; discrimination complaint; other government agency; media report and/or employer(s) or employer representative(s)

- 9 investigations for jurisdictional workplace fatalities and fatalities reported
- 706 documented rule violations (imminent danger, serious, willful, repeated and other)
- \$1,495,263 issued in initial penalties
- \$409,717 fines collected

Consultation is the other main section within OSHA. Their primary goal is to provide safety and health training and technical assistance to Wyoming employers. Consultation provides services to private sector employers. Consultation focuses their efforts in six areas:

1. Training/technical assistance - Over 1,000 formal/informal trainings covering 7 different safety topics were conducted in SFY 2017.
2. Employer Visits and Hazards - Consultation conducted 220 visits which resulted in 719 abated hazards for SFY 2017. Abatement means action by an employer to comply with a cited standard or regulation or to eliminate a recognized hazard identified by OSHA during an inspection.
3. Recognition programs - OSHA's voluntary recognition programs create a formal relationship between the Consultation program and participating employers to establish health and safety programs and reduce workplace injury and illness. There are two cooperative recognition programs through Consultation: Employer Voluntary Technical Assistance Program (EVTAP) and the Safety and Health Achievement Recognition Program (SHARP). The Compliance Assistance program administers the Voluntary Protection Program (VPP). Employers must apply for entrance into the programs and agree to correct any serious hazards found during the on-site survey. Participation increased 35% for the SHARP program and increased 33% for the EVTAP program in SFY 2017. The participation for VPP remained the same as SFY 2016.
4. Alliances/Coalitions - Consultation is active with 5 established alliances/coalitions in oil & gas, construction, refinery safety, transportation and roofing industries. Combined membership for the alliances/coalitions is 1200+.

5. Premium discount program - In 2013, the Wyoming legislature passed a new statute allowing employers to receive a workers' compensation premium discount for working with Consultation. Workers' Compensation Safety & Risk and OSHA collaboratively work together in pointing out the benefits of this discount program to employers. This encourages Wyoming employers to request safety and health technical assistance while receiving a financial incentive to participate. The premium discount program has four tiers and discount levels - 3%, 5%, 7% or 10% depending on the level of health and safety programming and the employer's experience modification rating (EMR). Employer participation has more than doubled from SFY 2016 to SFY 2017.
6. Annual DWS Safety and Workforce Summit - WY OSHA, WCSR and Workforce Services worked collaboratively in planning, implementing and co-sponsoring this annual conference. This year 348 participants attended the 1 ½ day event which included 31 training sessions, an awards luncheon with Governor Matthew Mead and 28 vendors.

Workers' Compensation Safety & Risk (WCSR) Unit

The inception of the Workers' Compensation Safety and Risk Unit began in April 2016. Nine staff positions from OSHA Consultation were moved to form this new Safety Unit. The rationale for this reorganization was to overcome inefficiencies and cumbersome federal mandates imposed by federal OSHA. The WCSR Program's mission is to partner and collaborate with Wyoming employers to conduct free, confidential, on-site health and safety inspections at the employers' request.

WCSR's Safety Specialists provide health and safety consultation, hazard identification, and hazard reduction plans to all employers in Wyoming. WCSR develops open communication and positive relationships with employers by providing both online and classroom training; however, employers benefit the most by allowing Safety Specialists to complete on-site inspections. WCSR and OSHA Consultation focus on workplace risks and hazards, not necessarily rule violations, which OSHA Compliance focuses on.

WCSR has conducted 1,128 on-site visits during state fiscal year

(SFY) 2017 and has abated 4,800 hazards during this time. State fiscal year 2017 was the first full year this program has been in operation to provide added value and services for employers covered by Wyoming Workers' Compensation.

Workers' Compensation Risk Management Program

The WC Risk Management Program's mission is to promote and support a safety culture with all employers registered with workers' compensation. This team works closely with employers to maintain an open line of communication regarding workers' compensation questions. Risk Management provides information, assessment, analysis and detailed presentations for individual employers. They illustrate the employer's injury trends, outline their workers' compensation premiums (including EMR) and calculations, explain how to apply for discounts, help develop return-to-work strategies and provide advice on how to reduce premiums. The Risk Management Unit is comprised of three professional staff that work out of the Cheyenne office and provide statewide coverage. This Unit's purpose has been realigned to function in coordination with the WCSR Safety Unit. Over the last fiscal year, Risk Management has met with 111 employers, both in person and via video chat; a new method of employer outreach. During SFY 2017, Risk Management enrolled 591 employers into the safety and drug-free workplace discount programs.

Workplace Safety Contract/Safety Improvement Fund

In 2012, the Wyoming legislature passed Wyoming Statute 9-2-2608(c), which allows the Department of Workforce Services to administer the Workplace Safety Contract program, also known as the Safety Improvement Fund. The purpose of this program is to assist Wyoming employers to enhance or implement new safety training, or purchase safety equipment. This program receives \$500,000 per biennium and is funded through the Industrial Accident Fund. During SFY 2017, 100 employers applied for the Workplace Safety Contracts while 55 employers received grants totaling \$228,090.85.

For a full report of the impact of the Safety Improvement Fund, please refer to the annual report available from the Risk Management unit.

State Occupational Epidemiologist

The State Occupational Epidemiologist holds the primary responsibility of researching and reporting all fatal work-related injuries in Wyoming. This includes fatalities that may not be under OSHA's jurisdiction, such as workers killed in roadway motor vehicle crashes or while working on small-scale farms and ranches. This effort produces detailed information on the causes, distribution and burden of workplace fatalities that is not available from any other state or national source. As Wyoming consistently holds the highest or second highest occupational fatality rate in the country, this information is critical to unveiling and understanding prevention opportunities and priorities.

This office also works to develop and expand surveillance and research of non-fatal occupational injuries and illnesses in Wyoming, and to partner with industry, public health and others to foster solutions for injury prevention and health promotion for the workforce. All reports of this office are available online at <http://wyomingworkforce.org/data/epidemiology>.

Major accomplishments in SFY 2017 include:

- Published the first report of its kind covering multiple years of detailed workplace fatality data in Wyoming. The report provided analysis over calendar years 2012-2015 and revealed the most complete data available of recent fatality patterns in the state by industry, demographic, and cause. See full report for additional information.
- Collaborative project with the Wyoming Department of Health to enumerate and describe the occupational and community risk of carbon monoxide poisoning in Wyoming. A report was published describing injury burden, recent fatalities cases, and strategies for exposure prevention.
- By competitive application, this office was selected as a host-site for the national Occupational Health Internship Program. Two college-level interns were stationed in Cheyenne during June-Aug 2017 to conduct a survey study of truck drivers entering Wyoming. The information collected sheds new light on the safety knowledge and experience of truckers traveling in Wyoming, as well as insights into how to improve the level of safety. The Wyoming Trucking Association, the Wyoming Highway Patrol, and the Transportation Safety Coalition are active partners in this project. Final report is pending as of this publication.

The State Occupational Epidemiologist is an active member of the various industry safety alliances described in the OSHA Consultation section. This office currently holds positions on advisory boards for the Western Region Center for Total Worker Health, the NIOSH NORA Oil and Gas Extraction Sector Council and the Council of State and Territorial Epidemiologists Occupational Health Leadership Committee. Active participation in these and other regional and national committees help to bring out-of-state resources into Wyoming's prevention efforts. A recent example is a partnership with Colorado State University and National Jewish Health to host their OSHA-approved training on silica hazard awareness and exposure prevention in Cheyenne and Casper.

Data and Analysis

Currently, there are 25,474 employers in the state and 19,185 or approximately 75% of those employers are registered with Workers' Compensation as policy holders. Of the 19,185 employers who are registered, 13,333 or 69.5% have required coverage and 5,852 or 30.5% have optional coverage. Out of the 19,185 employers registered with Workers' Compensation, 6,523 or 34% are out-of-state or non-resident employers and 3,018 or 15.7% employers reported zero employees. *See Graph 1.*

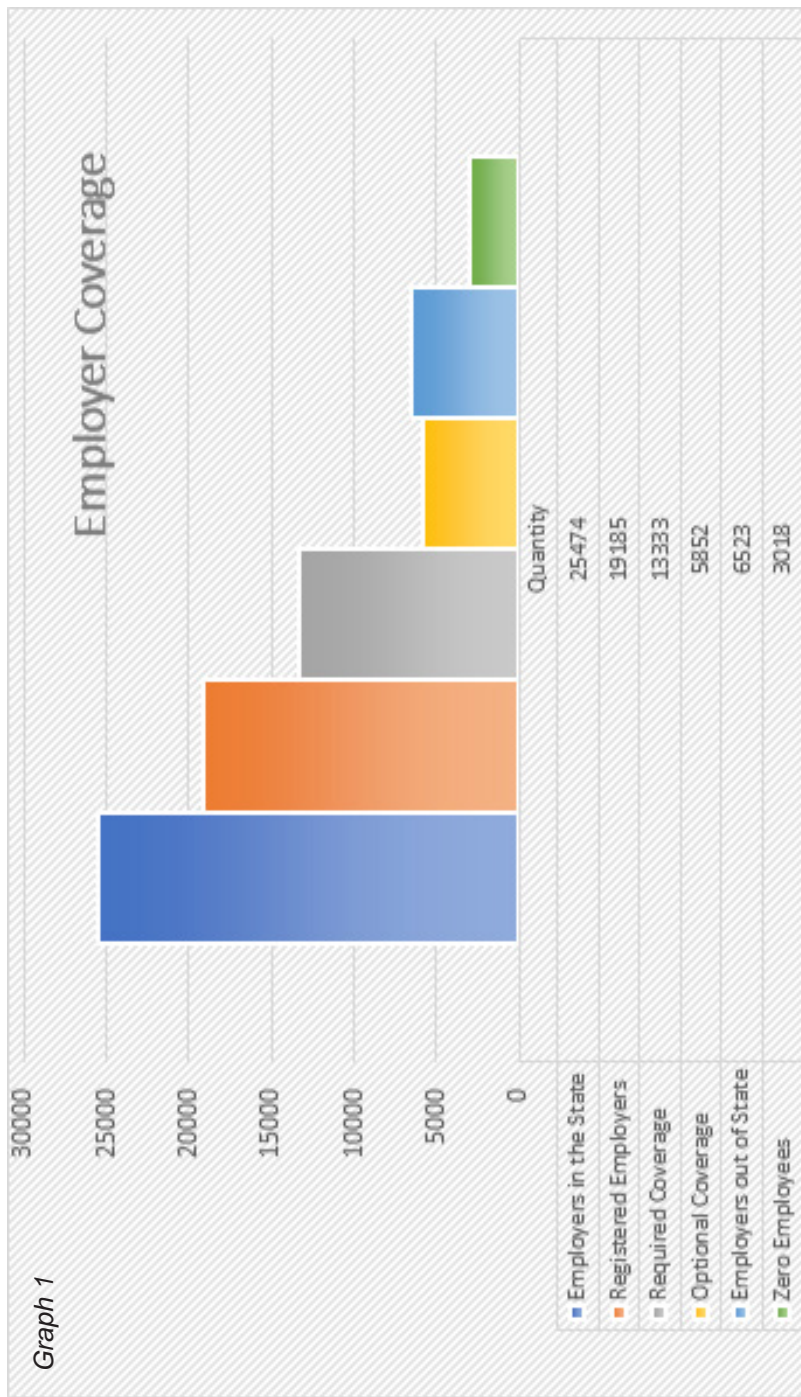
As of the writing of this report, the total labor force in Wyoming was approximately 303,420 (Bureau of Labor Statistics, Q3 2017). About 228,746 or 75% are covered by workers' compensation. 158,669 employees are working in extra-hazardous occupations with 69,631 employees working in optional coverage positions. In contrast, 11,302 injuries were reported to workers' compensation with 10,720 cases accepted and opened in SFY 2017. This is slightly over 4.5% of covered employees. *See Graph 2.*

Injury Reports received in Wyoming have decreased by 11.5% between 2013 and 2017. Workers' Compensation - Claims had 12,369 open/active claims for SFY 2017.

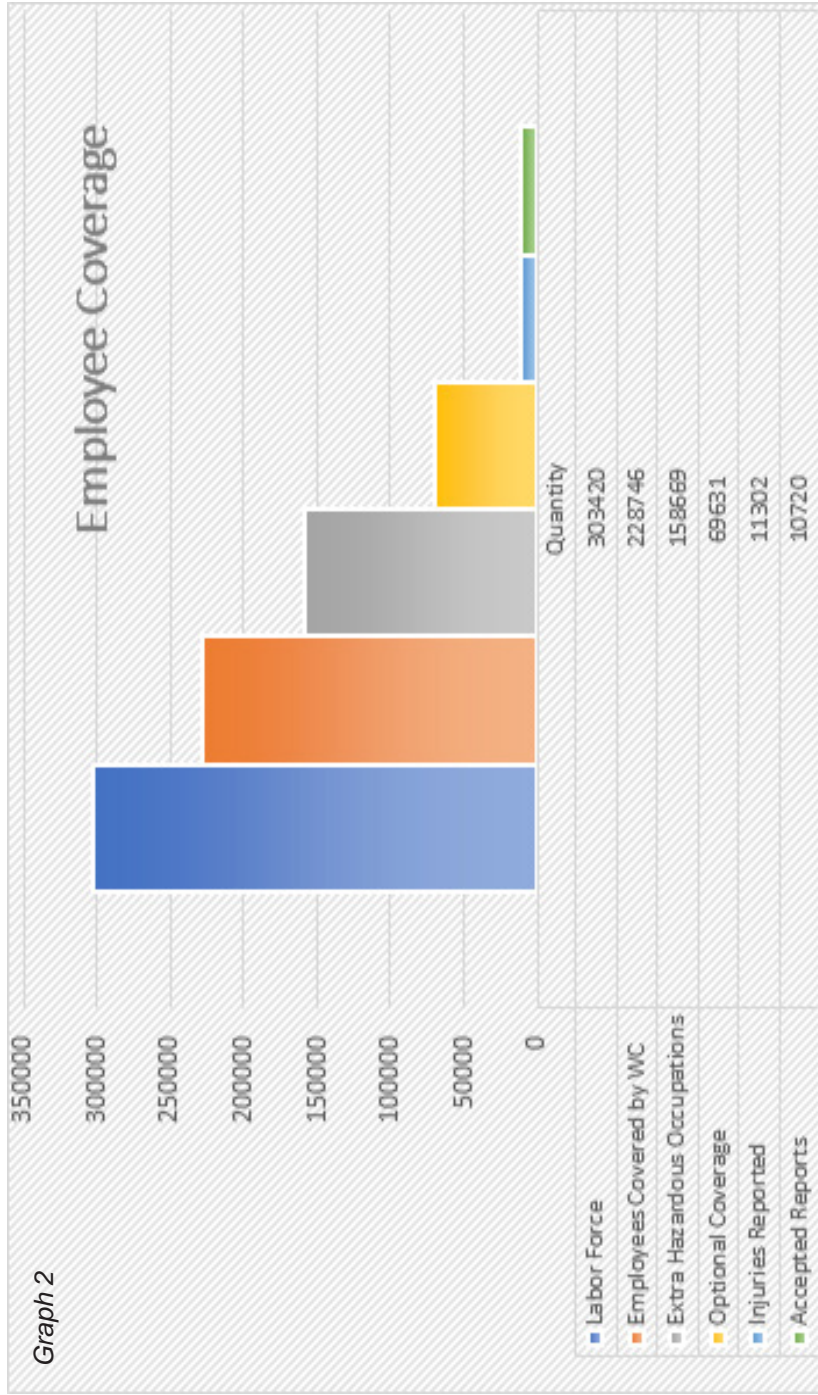
The number of lost time days is a national benchmark used in the workers' compensation industry. This is usually defined as time off of work while recovering from a work injury or illness and receiving either temporary total disability (TTD) or temporary partial disability (TPD) benefits. TPD benefits are used when an injured worker can be

Graph 1

Employer Coverage



Graph 2



successfully returned to work in a modified or light duty work capacity. Please refer to the table below for a 5 year overview of TTD and TPD lost time days. See *Graph 3*.

State Fiscal Years	TTD - average lost time days	TPD - average lost time days
SFY 2017	58 (1480 claims)	19 (190 claims)
SFY 2016	59 (1452 claims)	37 (97 claims)
SFY 2015	125 (3567 claims)	54 (293 claims)
SFY 2014	117 (3862 claims)	57 (336 claims)
SFY 2013	102 (3880 claims)	67 (273 claims)

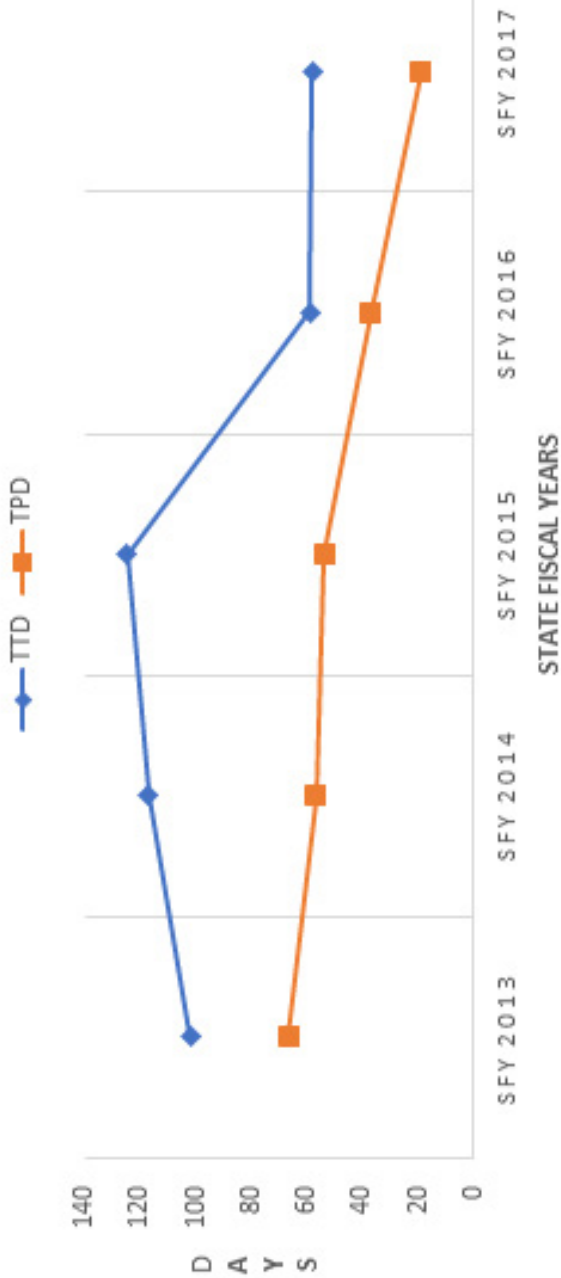
The cost of Wyoming claims increased slightly for a variety of reasons to include the increased cost and use of narcotic painkillers and the cost of medical inflation.

OSHA and WCSR will continue building on common goals by co-sponsoring and participating in an annual Safety and Workforce Summit, sharing information with each other concerning safety and health planning with employers, and assistance with premium discounts.

(Please refer to Appendix A for a list of staff, services and office locations; and to Appendix B for a map of all safety locations in the state.)

Graph 3

LOST TIME DAYS



Full Report

Wyoming OSHA Commission

The Wyoming OSHA Commission is appointed by the Governor with the advice and consent of the senate, without regard to political affiliation. A chairman is chosen annually.

Members of the OSHA Commission are appointed to six (6) year terms. The WY OSHA Commission is comprised of seven (7) members:

- Four (4) from the public at large
- One (1) from the general field of employees or employee organizations
- One (1) from the general field of business or industry; and,
- One (1) medical doctor



Dennis Shepard, *Chairman; Public at Large*

Wyoming OSHA Commission Chairman, Dennis W. Shepard's, safety career began in 1971 as the first non-supervisor employee hired for the newly formed Wyoming OSHA Department. Chairman Shepard is a well-known safety professional in both the oil industry and in the construction industry, highlighted by his

18+ year career as the Safety Administrator for Saudi Aramco's Project Management Department in Saudi Arabia, before retiring from that position in 2009. Chairman Shepard has been on the Wyoming OSHA Commission since 2010, and was voted to the position of Chairman in 2016.

Chairman Shepard has an Education degree and an Industrial Engineering Safety degree from the University of Wyoming. Other professional accomplishments include: Certified Safety Specialist (CSP), recipient of the Wyoming Safety Professional of the Year award and has been awarded the Saudi Aramco Employee of the Year for Project Management four (4) times.

In addition, in 1998 Chairman Shepard with his wife, Judy, co-founded the Matthew Shepard Foundation. He now serves as Board Member Emeritus on the board of directors. He and his wife continue traveling both domestically and internationally. Within the United States, they speak primarily to victims' advocacy organizations and law enforcement audiences. Internationally, they have represented the U.S. State

Department in twenty-five (25) countries while meeting and speaking with foreign government officials, NGOs, schools, and corporations.



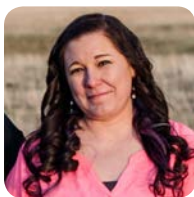
Maj. Gen. C. Donald Alston, *USAF (Ret). Vice-Chairman; Public at Large*

C. Donald Alston, Major General, USAF (ret.) was originally appointed by Governor Matthew H. Mead to serve on the Wyoming Occupational Health and Safety Commission (OSHA) in February, 2013 and reappointed in March, 2016. He was elected to serve as Vice-Chair in June, 2016. He is the owner and President of Alston Strategic Consulting, LLC, a Cheyenne, WY-based company that specializes in consulting on issues related to high-consequence strategic planning, safety-intensive operations, such as nuclear weapons operations, maintenance and security.

General Alston retired from active duty in September 2012 after 34 years of service. His final active duty position was Commander, 20th Air Force where he was responsible for 9,600 personnel, three operational bases and 450 deployed ICBMs, as the Commander of Task Force 214, he was responsible for providing the ICBM Alert Force to the Combatant Commander/U.S. Strategic Command.

He is a life member of the Air Force Association and a member of the USAF Academy Association of Graduates. General Alston earned his Bachelor of Science degree from the United States Air Force Academy and a Master's in Business Administration from Golden Gate University. He is a graduate of numerous leadership and management courses, including Harvard University.

General Alston is a Senior Fellow at The Potomac Foundation, Vienna, VA. He serves as Executive Director of the Strategic Deterrent Coalition Board of Regents. He also serves on a number of Commissions and Boards, including the Board of Directors for the Association of Air Force Missileers.



Mandi Safford, *Public at Large*

Mandi Safford was appointed to the Wyoming OSHA Commission by Governor Matthew H. Mead in March, 2016. She is the Safety Manager at the Sinclair Wyoming Refining Company located in Sinclair, WY and is an active Wyoming OSHA Commissioner. She has been at the Sinclair Refinery for 10 years

and has helped implement many programs to help improve the quality of safety for workers. She graduated from Columbia Southern University with a Master's degree in Occupational Safety and Health and has achieved the Certified Safety Professional designation from the Board of Certified Safety Professionals.

When she isn't working she spends time on the beautiful lakes of Wyoming catching fish with her husband and four children, volunteering her time at her favorite local ministry Sinclair Baptist Church and camping whenever she can fit it in.



Monte Paddleford, *Public at Large*

Monte Paddleford was appointed as a member of the Wyoming OSHA Commission in March, 2013, by Governor Matthew H. Mead. He graduated from the University of Wyoming with a mechanical engineering degree. Throughout his life, Monte has been involved with ranching, engineering and as a minister. He and

his wife, Beverly have four daughters. They own and operate Eagle Bronze in Lander, Wyoming, the largest producer of monuments in the world.



Doug Thomas, *General Field of Employees*

Douglas Craig Thomas started his career in 1973 with the ironworkers union, where he served a three year apprenticeship. He worked various jobs and various locations throughout the country. In 1993, Doug was elected as the Business Agent of the Ironworkers Local Union in Wyoming. Through-

out Doug's life, safety has been promoted in his career especially in the ironworker industry. In the mid 1990's, Doug became an OSHA Instructor. Then, in 2009, Doug was appointed as a Wyoming OSHA Commissioner. Doug states, "Safety and Training is our middle name."



Chuck Dobkins, *General Field of Business or Industry*

Chuck Dobkins, a native Wyomingite, currently resides in Pinedale. He graduated from Hanna-Elk Mountain High School in 1983. He continued his education through Central Wyoming College and Arizona State University. Mr. Dobkins' work experience includes 30+ years working in the Oil & Gas

industry. He is currently employed as a Safety Manager for Ultra Petroleum Company in Pinedale. Mr. Dobkins is active on a number of community service boards which includes, the WY OSHA Commis-

sion and Petroleum Association of WY. Mr. Dobkins embraces being a family man with a wonderful wife, kids and grandkids. Being a Wyomingite he enjoys fishing, hunting and woodworking.



Dr. Peter Perakos, *Medical Doctor*

Peter G. Perakos, M.D., has been an appointed member to the Wyoming OSHA Commission for over 20 years. He has served as the medical member and has also served as Chairman. In his medical practice, he is a gastroenterologist who specializes in the diagnosis and treatment of illness and diseases of the stomach, liver, pancreas and intestines. As a gastroenterologist, Dr. Perakos commonly treats patients for: Chronic indigestion, Gastroesophageal reflux disease, Colitis/pancreatitis, Liver disorders, and Colon cancer screening.

Dr. Perakos received his medical degree from Georgetown University, Washington, D.C., in 1977. He then moved to the University of Connecticut, where he completed his internship in medicine in 1978 and his internal medicine residency in 1980. Dr. Perakos attended State University of New York at Buffalo to complete his gastroenterology fellowship in 1983.

Wyoming OSHA Commission Overview

The Commission is required to hold at least four (4) regular meetings per year. The chair may call special meetings as needed. By majority vote and with the entire Commission present, rules, regulations and variances will be devised, formulated, adopted, amended or repealed.

The Commission contracts with an independent hearing officer to hear all contested cases regarding notice of violation, proposed penalties, and/or abatement periods for violations. This is provided through Wyoming's Office of Administrative Hearings.

Employers have the right to contest alleged violations, abatement periods, and proposed penalties. The employer or the employer representative have the right to contest the abatement period as stated in the notice of violation and to participate in any hearings concerning such abatement period. Hearings are conducted pursuant to the Wyoming Administrative Procedure Act.

The hearing officer recommends a decision to the commission. The decision of the commission is the final administrative decision. A party adversely affected by a decision of the commission may appeal to the district court in the county where the violation allegedly occurred.

During SFY 2017, the Commission issued:

# Final Orders for Violations	49
# Rules Adopted	3
# Rules Proposed	15

Wyoming OSHA Overview

The WY OSHA program mirrors the federal program as closely as possible while still recognizing the autonomy, unique characteristics and needs of the state of Wyoming. Federal OSHA allows states to run their own OSHA programs as long as the state agrees to be as effective as the federal requirements. The state of Wyoming chose to be a state plan in 1974. Final approval occurred on June 27, 1985. There are 26 state plans and one U.S. territory state plan in the nation. State Plans are required to follow all federal mandates; however, state plans can be more protective, creative and innovative in their pursuit to reduce occupational injuries and illnesses. They are able to initiate and develop their own rules, regulations and special emphasis programs. For more information on state plans, go to <https://www.osha.gov/dcsp/osp/stateprogs/wyoming.html>. Wyoming OSHA's state plan covers both private and public sectors. Wyoming was the first state to adopt Oil & Gas rules which have led to additional protections for workers in this industry.

Wyoming OSHA's overall mission is to reduce occupational injuries and illnesses in the workforce thereby creating a safer working environment for workers in Wyoming. WY OSHA is comprised of two major units: Compliance (enforcement) and Consultation (technical assistance/recognition awards). For more information on Wyoming OSHA, go to <http://wyomingworkforce.org/businesses/osha>.

The OSHA Division is funded by two main funding sources: the Industrial Accident Fund (Workers' Compensation) and federal funds. The federal funding for the compliance unit is designed to be 50/50, meaning federal OSHA provides 50% of the funding, while the state provides the remaining 50%. However, federal OSHA actually

only provides 26% of the funding for the compliance unit, while the state of Wyoming provides 74% of the funding. The federal funding for the consultation unit is designed to be 90/10; meaning federal OSHA should provide 90% of the funding, while the state provides 10%. The WY OSHA Consultation Unit is funded 66% by federal OSHA and 34% by state funds. In turn, Wyoming provides the over-match in funding from the Industrial Accident Fund (Workers' Compensation Fund).

All entities with employees who work in extra-hazardous occupations as defined by the Wyoming Workers' Compensation Act (W.S. § 27-14-108) are required to maintain coverage through the Workers' Compensation Division. Additionally, there are employers who have elected optional coverage. Because Wyoming OSHA is a state-run plan and the Workers' Compensation program is monopolistic, the OSHA Division has exclusive access to WC data.

As a result, the OSHA Division has access to a little over 19,000 covered employers and 228,746 employees. This represents approximately 75% of the total number of employees operating within the jurisdiction of Wyoming OSHA. The OSHA Division is able to use this information to identify the industries and employers most susceptible to occupational injuries and illnesses. OSHA identifies employers who have high experience modification ratings, higher number of claims, disproportionate claims cost compared to premiums, and have higher than average claims costs. Employers are notified by mail stating they may be targeted by the Compliance program. They are also provided information on how to request assistance of the Consultation program to avoid possible compliance inspections.

WY OSHA works with the state occupational epidemiologist who analyzes trends, data, patterns, and different areas to help the agency direct its efforts. They also provide information for employers to improve their "safety culture" and to reduce fatalities, injuries and occupational illnesses within their companies and the state.

WY OSHA has been involved with a department-wide debt collection initiative. In response to unpaid fines, the department secured the services of a collection agency and to date, 52 employers have been referred. All penalties collected by OSHA are sent to the local county treasurer where the violation occurred. The county treasurer then distributes the collected monies to the local school district for their use.

Wyoming OSHA Compliance

WY OSHA Compliance is responsible to investigate occupational fatalities, safety and health complaints (public and private employers), safety and health related employment discrimination or whistleblower complaints, documenting workplace violations in the workplace and enforcing penalties. The Compliance unit has eight federally required positions with one additional position assigned as a discrimination investigator. Compliance officers are located in: Casper, Cheyenne, Gillette and Rock Springs. For more information on Compliance, go to <http://wyomingworkforce.org/businesses/osha/compliance>.

Most inspections are conducted in-person. Depending upon the circumstances, phone-based investigations may be conducted. All fatalities are investigated in person.

The results for SFY 2016 and SFY 2017 include:

Metrics	SFY 2016	SFY 2017
# Compliance Inspections	158	306
# Jurisdiction Fatalities	9*	9*
# Fatality Investigations	7**	9**
# Overall Wyoming fatalities	27	Not available
# Rule violations found	614***	706***
\$ Initial Penalties	\$1,984,794.00**	\$1,459,263.00**
\$ Penalty Fines Collected	\$664,758.50	\$409,717.00

***Note:** Jurisdiction fatalities mean where WY OSHA has the authority to investigate.

****Note:** Fatality Investigation is where WY OSHA conducted an investigation of a fatality. OSHA would normally investigate any fatality within their jurisdiction, however, there are some circumstances where an investigation would not be appropriate. Examples could include: if an owner of a company dies and the business is not going to continue to operate; or, if a person dies of injuries related to a work place incident and the fatality occurs 30 days after hospitalization.

*****Note:** SFY 2017 data are preliminary as OSHA Compliance can issue penalties up to 6 months after an inspection.

In comparison to state fiscal year (SFY) 2016:

- Compliance inspections increased in SFY 2017 by approximately 94%
- Jurisdictional fatalities remained the same
- Fatality investigations increased by 2
- Number of rule violations found in the workplace increased by 15%
- Total amount for initial penalties for violations decreased by 26 %
- Total amount of penalty fines collected decreased by almost 38%

Note: Penalties are based on the seriousness of the violation and then adjusted for the size of the employer, prior OSHA history, and type of citation. Penalties may also be grouped with other similar citations with penalties.

The Compliance unit targets and tracks inspections based on the National Emphasis Program (NEP), Local/State Emphasis Program (LEP), Primary Emphasis Program (PEP) and their strategic plan. These programs are based on high injury or illness industries per federal and/or Wyoming OSHA.

- The NEP focuses on inspections for amputations, construction industry, nursing, and operations involving trench work. NEPs are determined by federal OSHA and passed down to state run plans.
- The LEP focuses on inspections for public employers, nursing, construction and oil servicing. LEPs are determined by WY OSHA.
- The PEP focuses inspections on construction, public employers, operations involving trenching and workers' compensation data.
- The strategic plan focuses on amputations, commercial construction, electrical, ergonomics, fall from height, hispanic (language barriers), highway street bridge construction, noise, nursing, powered individual vehicles, residential construction, silica, struck by injuries, trenching; and, temp workers.

Inspections by Emphasis Program (*Programs are not mutually exclusive):

	SFY 2016	SFY 2017
NEP - all focus areas	114	127
LEP - all focus areas	130	237
PEP - all focus areas	96	145
Strategic Plan - all focus areas	250*	323*

In SFY 2016, federal OSHA updated the required reporting mandates which now require employers to report within 8 hours for fatalities and within 24 hours for amputations, hospitalizations and loss of an eye. The Compliance unit tracks accident cases, complaints inspected, referrals inspected, whistleblower complaints and outreach. Compliance officers refer inspected employers to the Consultation Unit and the WCSR unit for additional health and safety services. Compliance also has the option to refer employers to the WC-Risk Management program for more in-depth assistance regarding injury prevention, experience modification rating and available discounts.

Wyoming OSHA Consultation

Consultation is a positive force for employers who are motivated to improve and maintain a high level safety climate in their place of business. There are a total of four (4) positions in the Consultation unit with one (1) position filled as a working manager. Consultation staff are located in: Cheyenne, Casper, Gillette and Rock Springs. There is one (1) position dedicated to Compliance Assistance, who works out of the Cheyenne office.

The goal of Consultation is to provide safety and health training and technical assistance to private sector employers throughout Wyoming. Training is the cornerstone of the WY OSHA Consultation Division and is a high priority. Compliance Assistance (CA) provides the same services as Consultation but primarily to public sector employers. Consultants and Compliance Assistance specialists complete health and safety surveys which include a visit of the employer's facility where hazards are identified. Most importantly, there are no citations, fines or penalties imposed.

Consultation and CA are free services for employers. Referrals are primarily generated by requests from employers. Other responsibilities of the Consultation program include: premium discount program, recognition programs, collaboration with alliances and providing leadership, direction and support for the annual Safety and Workforce Summit.

1. Training/Technical Assistance

Consultation presents on topics requested by employers at multiple locations around the state. Additional safety training is given on various subjects while on-site conducting visits; this is hands-on and covers topics for hazards found. Consultation's goal is to motivate employers and employees to work safely in the workplace.

Consultation conducted formal training which included 17 classes with 340 people in attendance. The following are this year's (SFY 2017) OSHA training topics:

- Oil & Gas Well Drilling Standard
- Oil & Gas Well Servicing Standard
- Cranes Standard
- OSHA Recordkeeping
- Residential Fall Protection
- Global Harmonization Systems (GHS)
- Health Hazard issues: Silica, Asbestos, Indoor air quality and process specific concerns

Consultation participated in several national events, i.e., National Safety Stand Down, Fall Protection, Safe & Sound week and National Worker Memorial Day.

2. Employer Visits and Hazards

Consultation conducted 220 visits which resulted in 719 abated hazards for SFY 2017.

3. Recognition Programs

Consultation staff administers two (2) of the recognition/exemption programs - Employer Voluntary Technical Assistance Program (EVTAP), Safety and Health Achievement Recognition Program (SHARP). Compliance Assistance administers one (1) recognition/exemption program - Voluntary Protection Program (VPP) - which is designed for larger employers (over 500). Recognition programs are a way for employers to partner with

OSHA Consultation and focus their efforts to reduce injuries and illnesses on the job and establish health and safety programs.

The SHARP and VPP programs are national recognition programs, while EVTAP is a Wyoming-only program. Employers can voluntarily participate in SHARP and VPP indefinitely, or they may terminate the partnership at any time. Participation in EVTAP is limited to three (3) years, the intent being that employers will then qualify for and participate in SHARP.

Employers are required to complete an application for a recognition program and go through the on-site health and safety inspection with Consultation. Employers then must agree to correct all hazards identified as part of these programs. As an incentive, employers who participate in the recognition programs are exempt from regularly scheduled enforcement inspections. Employers in the recognition programs receive certificates, plaques and/or flags to display.

For more details on these recognition programs go to <http://wyomingworkforce.org/businesses/osha/consultation>.

SHARP	Actual Number of Employers Involved
New	1
Current	26
Renewals	25
<i>Total</i>	52

EVTAP	Actual Number of Employers Involved
New	9
Current	21
<i>Total</i>	21

VPP	Actual Number of Employers Involved
New	0
Current	3
<i>Total</i>	3

4. **Alliances/Coalitions**

The Consultation unit of WY OSHA is involved in formal alliances and coalitions that relate to workplace safety. Consultation takes an active role in assisting these groups with technical assistance, training opportunities and guidance. Training opportunities offered through other industry groups, seven (7) community colleges and the Wyoming Montana Safety Council are shared with the alliances for member consideration throughout the year.

Consultation has also been active with other groups and alliances by promoting consultation services, identifying opportunities and collaborating with forming alliances. The groups/alliances being developed include: long-term care facilities, Medicaid Advisory Group (MAG), Wyoming Healthcare Association, and Wyoming Contractors Association.

Wyoming Oil & Gas Industry Safety Alliance (WOGISA) - Is a formal relationship between the Oil & Gas Industry and WY OSHA which is endorsed by Governor Mead. The goal of this alliance is to promote, communicate with, educate, and train employees and employers to ultimately reduce the fatality, injury and occupational illness rates in the Oil & Gas Industry. WOGISA's general membership has approximately nine hundred (900) members, which includes producers, drilling contractors, servicing contractors and industry support employers. Alliance members meet quarterly, while board members meet on a monthly basis. This alliance is a joint venture between industry and the consultation program.

During SFY 2017 the Wyoming Oil & Gas Safety Alliance members and the OSHA Division met multiple times to discuss and assist in the development of updated Drilling, Servicing, Special Servicing and Anchor Testing rules. The Oil & Gas rules will be combined into one rule set with different chapters for specific types of Oil and Gas activity.

Wyoming Refinery Safety Alliance (WRSA) - A formal industry relationship endorsed by Governor Mead, the goal of this alliance is to promote, communicate, educate, and train employees and employers to ultimately reduce the injury and occupational exposure rate within the Refining Industry. WRSA general membership consists of all five refineries operating in Wyoming. This alliance is a joint venture between industry and the consultation program.

Wyoming Construction Safety Alliance (WCSA) - The goal of this alliance is to promote, communicate with, educate, and train employees and employers to ultimately reduce the fatality, injury and occupational illness rate within the Construction Industry. WCSA general membership consists of ten (10) construction companies operating in Wyoming. Membership has decreased due to economic downturns, changes in the board of directors and goal direction. This alliance is a joint venture between industry and the consultation program.

Transportation Safety Coalition (TSC) - The mission of the Transportation Safety Coalition is to reduce work related transportation fatalities through education, training and working relationships with entities charged with overseeing transportation in Wyoming. This is a proactive organization working to develop processes which will aid in reducing transportation fatalities on Wyoming's roadways. Currently, this coalition consists of approximately 25 members.

Cheyenne Roofing Alliance - This new alliance is a small-localized roofing group that began this fiscal year and is primarily working in Laramie County. They have recently completed outreach to other Wyoming communities to share information to help protect roofing, siding and other construction industry employees. Their primary mission is to identify and reduce work injuries related to the roofing industry. This year they initiated and participated in the national OSHA Fall Protection - Stand Down on May 12, 2017. They have also supported fall protection awareness and training through an annual safety and health day coordinated with the Wyoming - Montana Safety Council and WY OSHA.

5. Premium Discount Program

Legislation was passed in 2013 which allows employers to receive workers' compensation premium discounts for working with WY OSHA Consultation. This discount program is designed to generate additional opportunities for WY OSHA to consult with employers.

The Health and Safety Consultation employer discount program encourages employers to request consultation visits or enroll into an exemption program (EVTAP and SHARP). Through participation with consultation, employers may receive a discounted

premium base rate for their workers' compensation account. Applications to participate in the program may be submitted to the OSHA Division at any time. Upon approval, discounts are applied in the subsequent calendar quarter. Discount rates are effective for up to three (3) years. Discounts are withdrawn if the employer is found to be non-compliant with the program requirements or has a fatality.

Under the Health and Safety Consultation Employer Discount Program employers enrolled in Workers' Compensation can participate in a four tiered program with possible discount rates of 3%, 5%, 7% and 10 %. The consultation for all four tiers may be conducted by Wyoming OSHA Consultation, Wyoming State Mine Inspector's Office, Worker's Compensation Safety and Risk (WCSR) Specialist or a qualified third-party health and safety professional approved by the Wyoming Department of Workforce Services.

The tiers are cumulative and each successive tier includes all prior requirements. Additionally, the last two tiers (7% & 10%) require the employer to be below the national average for their Total Reportable Cases (TRC) and Days Away/Restricted/Transferred (DART).

In addition to the tiered requirements, an employer must meet the following requirements; have at least one employee enrolled in Workers' Compensation, establish and maintain certificates of good standing with Wyoming Workers' Compensation, Unemployment Insurance and the Wyoming Secretary of State.

Number of Employers who qualified for the discount program in SFY 2017:

Tiers #	Employers
Tier I - 3%	82
Tier II - 5%	38
Tier III - 7%	19
Tier IV - 10%	15
<i>Total</i>	154

6. Annual DWS Safety and Workforce Summit

The sixth Annual DWS Safety and Workforce Summit was held on June 21, 2017, at Little America in Cheyenne, Wyoming. Additional safety training was offered on June 22, 2017, at Laramie County Community College in Cheyenne. WY OSHA, Risk Management, WCSR and the State Occupational Epidemiologist were highly involved in the planning and execution of the Safety and Workforce Summit.

The keynote speaker, Mr. Chad Hymas, presented “Reaching a Culture of Zero: Are You In or Are You Out”? The summit included 28 breakout sessions covering safety and business topics for the first day. Attendance for the first day was 275.

A sample of the safety topics covered:

- Electrical Safety Do’s and Don’ts
- Trenching and Excavating
- Top 10 Reasons Employers are out of Compliance
- The High Cost of Pain in the Workplace
- How to Handle a High Experience Modification Rating (EMR)
- A Review of Health Effects and NIOSH Evaluations of Select Hazards in the Oil and Gas and Construction Industries

The Awards luncheon included Governor Matthew Mead who recognized the WOGISA Stop Work Authority award winner - James Malone of Sinclair Refinery.

Other areas of recognition and awards included:

OSHA SHARP (2)

Automation & Electronics, Inc.

WBI Energy Transmission, Inc. Worland Plant

Mining (2)

Large - Cloud Peak Energy (Cordero Rojo Mine)

Small - Black Hills Energy (Wyodak Mine)

Mine-Site Contractor (2)

Large: Interstate Power Systems

Small: Nelson Brothers Mining Services

Workers' Compensation Path to Safety Excellence (2)
Large Employer - Peabody Powder River Services, LLC
Small Employer - L&H Industrial, Inc. and,

10 nominees were recognized for the WC Path to Safety Excellence:

Automation & Electronics, Inc.
B&H Rig & Tong Sales, Inc.
Benchmark Hospitality of Wyoming
Cloud Peak Energy Services Company
Great Basin Enterprises
Hladky Construction, Inc.
Mechanical Systems Inc.
Protech Electric Incorporated
SST Energy Corporation
Thunderbasin Coal Company LLC

The second day included 3 safety training seminars. The special training covered fall protection planning and inspection, foundations for safety leadership and active shooter response training. Attendance for the second day was 73.

Workers' Compensation Safety and Risk (WCSR)

WCSR's mission is to partner and collaborate with Wyoming employers to conduct free, confidential, on-site health and safety inspections at the employers' request. Ten Safety Specialists are available statewide to assist employers who are registered with Workers' Compensation (*See Appendix A for details on staff and office locations*).

The WC Safety Unit was formed in April 2016. Their first priority was to contact employers with higher than average experience modification ratings by using workers' compensation data as an initial starting point. This resulted in partnering with employers throughout Wyoming who requested on-site inspections to improve their health and safety programs.

The primary focus of this group is to help companies identify physical and/or health hazards, correct the hazards and lower the number of occupational injuries and illnesses in the workplace. A secondary focus is to build a long term, working relationship with all employers to ensure they are educated on all discount programs provided and to offer our services beyond the initial inspection. Successful results show a reduction in the number of workplace injuries and illnesses, eligibility for

discount programs and a decrease in premiums. For more information, go to <http://wyomingworkforce.org/businesses/workersomp/wcsr>.

Services for Employers

1. Safety consultation services include: assessment and recommendations regarding machine guarding, electrical safety issues, fall protection, personal protective equipment, powered industrial trucks, trenching/excavation, scaffolding and other hazards.
2. Industrial hygiene consultation services include: assessment of airborne contaminants, noise levels and heat/cold stress and recommendations to assist with hazard reduction through ventilation and noise control.
3. Other services include:
 - Safety management and assessment with recommendations;
 - Safety, industrial hygiene and ergonomics training;
 - Assistance with development of a documented safety and health program;
 - Safety culture assessment and recommended behavior change process;
 - Safety team/committee development and enhancements; and,
 - Anchor testing.

The WC Safety Unit's SFY 2017 results are the following metrics:

Number of Employer Visits	1,128
Number of Hazards Found	4,800
Number of Presentations	8
Number of Trainings	20

Future goals for this program include:

- Continuation of monthly informational presentations throughout the state (Outreach), 5 per quarter;
- Identify common hazard trends within specific industries;
- Increase the number of four (4) hour training classes to 6 per quarter;
- Increase the number of employers who take advantage of services;
- Continuation of professional development for our Health & Safety Specialists; and,
- Development and implementation of a Prestige program to

recognize employers who successfully reduce workplace hazards, injuries and illnesses.

Workers' Compensation Risk Management Program

The Workers' Compensation Risk Management Program's mission is to promote and support a safety culture with all employers registered with Wyoming Workers' Compensation. Risk Management works closely with the WCSR to provide a collaborative resource for employers.

Risk Management focuses on educating and assisting employers to better understand their policies and coverage. The methods used to achieve this goal are:

- Risk Management Analysis (RMA) - evaluation using the employer's workers' compensation data including injury and illness history with data trending; confirm and verify the employer's Claims and Policy contacts; inform the employer on benefits, costs, potential savings, claims and disability management, deductible program, recommendations on how to lower premiums and other options.
- Risk Managers will also discuss and explain the employer's base rate, premium rates, risk locations, claims reserving, EMR, and discount programs. This consultation can be conducted in-person, on-site or electronically.
- Loss Runs - Risk Managers will provide a detailed report for individual employers, which show all claims information, such as: claim status (active and inactive), injury descriptions, injury costs, claims reserves, and indemnity costs.

The Risk Management Unit promotes, administers and manages the following four employer discount programs:

- 1. Drug-Free Workplace Discount** - 10% base rate discount per policy year - base rate discount, applied annually.

Program Requirements:

- Annual submission of the Drug-Free Workplace Discount Application
- 100% pre-employment testing
- 20% average total number of employees in random testing pool each year

- Post-accident testing
- Reasonable suspicion testing
- One hour substance abuse training for all employees, yearly
- Two hours of substance abuse training for all supervisors, yearly

2. Safety Discount - Three discount levels, requirements outlined below:

- 3.33% - Employer must have a documented health and safety program;
- 6.66% - Employer must have a documented health and safety program AND a health and safety committee with documented monthly meetings;
- 10% - Employer must have a documented health and safety program, a health and safety committee with documented monthly meetings AND achieve and maintain a loss ratio of equal to or less than 10%.

3. Workplace Safety Contract or Safety Improvement Fund - is a grant program designed to enhance or implement new safety training, equipment or practices. The funding is provided for employers interested in purchasing safety equipment or training that go above and beyond minimum OSHA requirements. Grant requests can be up to \$10,000 per SFY. Employers are required to pay ten percent of the approved allowable expenses. For more information email: BusinessRisk@wyo.gov.

4. Premium Discount Program - is designed to generate additional opportunities for WY OSHA to consult with employers.

The Health and Safety Consultation employer discount program encourages employers to request consultation visits or enroll into an exemption program (EVTAP and SHARP). Through participation with consultation, employers may receive a discounted premium base rate for their workers' compensation account. Applications to participate in the program may be submitted to the OSHA Division at any time. Upon approval, discounts are applied in the subsequent calendar quarter. Discount rates are effective for up to three (3) years. Discounts are withdrawn if the employer is found to be non-compliant with the program requirements or has a fatality.

Under the Health and Safety Consultation Employer Discount Program employers enrolled in Workers' Compensation can participate in a four tiered program with possible discount rates of 3%, 5%, 7% and 10 %. The consultation for all four tiers may be conducted by Wyoming OSHA Consultation, Wyoming State Mine Inspector's Office, Worker's Compensation Safety and Risk (WCSR) Specialist or a qualified third-party health and safety professional approved by the Wyoming Department of Workforce Services.

The tiers are cumulative and each successive tier includes all prior requirements. Additionally, the last two tiers (7% & 10%) require the employer to be below the national average for their Total Reportable Cases (TRC) and Days Away/Restricted/Transferred (DART).

In addition to the tiered requirements, an employer must meet the following requirements; have at least one employee enrolled in Workers' Compensation, establish and maintain certificates of good standing with Wyoming Workers' Compensation, Unemployment Insurance and the Wyoming Secretary of State.

The Risk Management Unit has undergone changes in defining their goals and focus. Metrics for SFY 2016 are not available due to these changes.

Risk Management Metrics for SFY 2017

Number - RMA's Completed	95
Number - Loss Runs	228
Number - Drug-Free Discount Program	262
Number - Safety Discount Program	329
Number - Workplace Safety Contracts (SIF) Approved	55
Number - Workplace Safety Contract Applications Rec'd	100
Number - Employers Contacted	644
Number - Other Presentations	16

Future goal for the Risk Management Program:

To monitor effectiveness of the program, Risk Management will begin to analyze EMR changes for the employers they have met with. Analysis of this will begin 2-3 years after Risk Management has met with the employer. Ongoing communication and cooperation with employers will continue as the program grows.

State Occupational Epidemiologist

The State Occupational Epidemiologist (1 full-time position) holds the primary responsibility of researching and reporting all fatal work-related injuries in Wyoming. This includes fatalities that may not be under OSHA's jurisdiction, such as workers killed in roadway motor vehicle crashes or while working on small-scale farms and ranches. This effort produces detailed information on the causes, distribution and burden of workplace fatalities that is not available from any other state or national source. As Wyoming consistently holds the highest or second highest occupational fatality rate in the country, this information is critical to unveiling and understanding prevention opportunities and priorities.

This position also works to develop and expand surveillance and research of non-fatal occupational injuries and illnesses in Wyoming, and to partner with industry, public health and others to foster solutions for injury prevention and health promotion for the workforce. All reports of this office are available online at <http://wyomingworkforce.org/data/epidemiology>.

Major accomplishments in SFY17 include:

- Published the first report of its kind covering multiple years of detailed workplace fatality data in Wyoming. The report provided analysis over calendar years 2012-2015 and revealed the most complete data available of recent fatality patterns in the state by industry, demographic, and cause. Significant findings included:
 - o A comparison of state and federal fatality data validated the state effort as a credible source of preliminary occupational fatality statistics.
 - o The annual rate of occupational fatalities in Wyoming fluctuates slightly each year, but has not shown any sustained change since 2008.
 - o Motor vehicle crashes were the leading cause of fatality among oil and gas extraction workers, a finding which mirrors national trends. (DHHS-NIOSH, Publication No. 2017-193)
 - o 31.6% of all workers killed in a roadway motor vehicle crash were not using a seat belt. Seat belt use was unknown for 13.2%.

- o Overall, 61.2% of occupational fatality victims were Wyoming residents, but that proportion varies by industry.
- After a house cleaner worker was killed by carbon monoxide poisoning, the office launched a collaborative project with the Wyoming Department of Health to enumerate and describe the occupational and community risk of carbon monoxide poisoning in Wyoming. A report was published describing the injury burden, recent fatalities cases, and strategies for exposure prevention.
- By competitive application, this office was selected as a host-site for the national Occupational Health Internship Program. Two college-level interns were stationed in Cheyenne during June-Aug 2017 to conduct a survey study of truck drivers entering Wyoming. The information collected sheds new light on the safety knowledge and experience of truckers traveling in Wyoming, as well as insights into how to improve the level of safety. The Wyoming Trucking Association, the Wyoming Highway Patrol, and the Transportation Safety Coalition are active partners in this project. Final report is pending as of this publication.

The State Occupational Epidemiologist is an active member of the various industry safety alliances described in the OSHA Consultation section. Participation typically entails delivering presentations tailored for high-risk industries and issues, responding to requests for data or information, and helping partners connect with existing resources or strategic initiatives of DWS or other partners.

Additionally, this office currently holds positions on the advisory board for the Western Region Center for Total Worker Health, the NIOSH NORA Oil and Gas Extraction Sector Council, and the Council of State and Territorial Epidemiologists Occupational Health Leadership Committee. Active participation in these and other regional and national committees help to bring out-of-state resources into Wyoming's prevention efforts. A recent example is a partnership with Colorado State University and National Jewish Health to host their OSHA-approved training on silica hazard awareness and exposure prevention in Cheyenne and Casper.

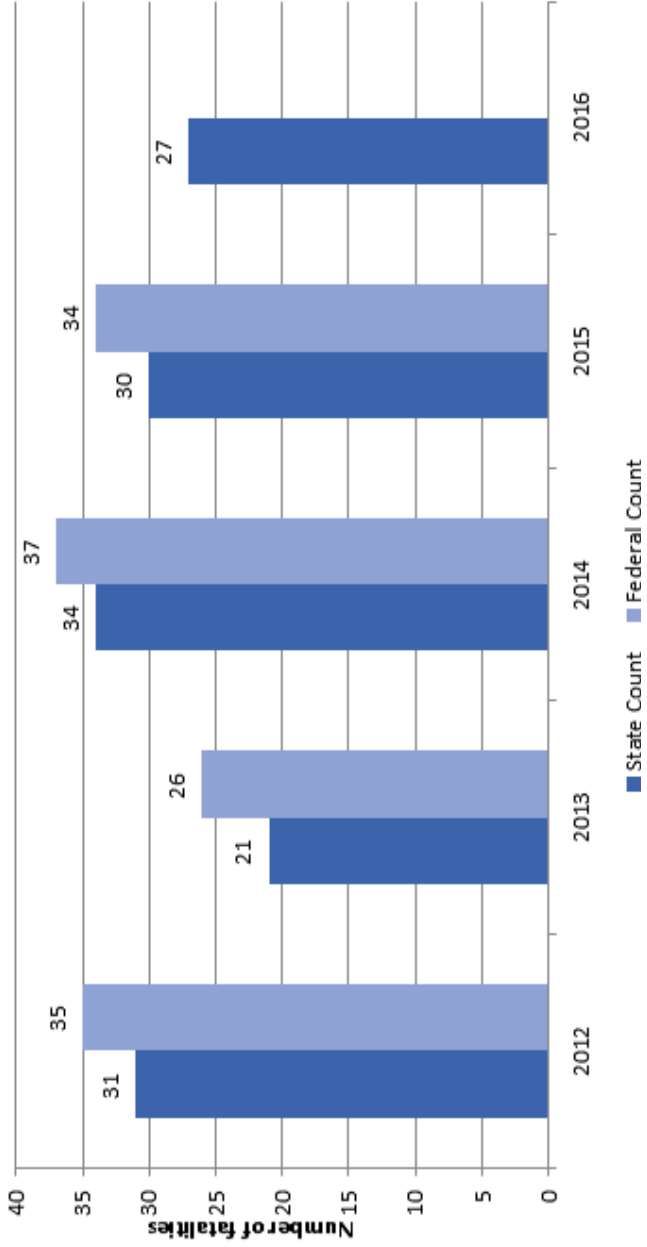
Upcoming projects of the State Occupational Epidemiologist in SFY18 include:

1. Publishing the report on occupational fatalities through calendar year 2016;
2. Launching a collaborative project with the Wyoming Department of Health to analyze ATV-related injuries and fatalities for the state; and
3. Collaborating with the National Institute for Occupational Safety and Health on research to better understand occupational fatalities and non-fatal injuries and illnesses among oil and gas extraction workers in the western region.

Graph 4

Number of Occupational Fatalities Recorded, State Occupational Epidemiology and Federal Census of Fatal Occupational Injuries, Wyoming, 2012-2016

State Count: Wyoming Department of Workforce Services, State Occupational Epidemiology;
Federal Count: U.S. Department of Labor, Bureau of Labor Statistics, Census of Fatal Occupational Injuries.
2016 federal data not yet published.



Impact Summary

During the past year, Workers' Compensation has added a new Safety unit, refocused the Risk Management program and moved staff from WY OSHA to WCSR. These changes have been effective in sharing resources and information while each unit supports the others. WCSR and WY OSHA will continue to work together in pursuit of reducing workplace injuries, illnesses and fatalities.

Working together, they will be able to reach and assist more employers through increased collaboration and communication. These efforts should result in an increase of employer participation in training, technical assistance, alliances, coalitions, premium discount program, safety discount program, drug-free workplace discount and the workplace safety contracts. These efforts are best practices known to reduce occupational injuries, illnesses, and workplace hazards and associated costs.

Appendix

Appendix A Staff Resources, Services and Contact Information

CASPER

851 Werner Court, Suite 105, Casper WY 82601

Compliance

(307) 233-4691 -- *DJ Murdock, Safety Compliance/
Discrimination Investigator*

(307) 233-4690 -- *Matt Young, Health Compliance Officer*

(307) 233-6415 -- *Wendy Bruntmyer, Safety Compliance Officer*

Consultation

(307) 214-7399 -- *Reed Aivazian, Health Consultant*

Safety

(307) 235-3672 -- *Sam Chopping, Safety Specialist*

(307) 235-3265 -- *Todd Condelario, Safety Specialist*

(307) 235-3677 -- *Fax*

Send mail to this address: P.O. Box 2760, Casper, WY 82601

CHEYENNE

Main Office

1510 East Pershing Blvd. West Wing, Cheyenne WY 82002

(307) 777-7786 -- *Main, during business hours 8am-5pm,
Monday-Friday*

(800) 321-OSHA (6742) -- *after hours or during national holidays*

(307) 777-3581 -- *Dan Bulkley, Deputy Administrator*

(307) 777-7705 -- *Ken Masters, Operations Manager*

(307) 777-3646 -- *Fax*

Compliance

(307) 777-5487 -- *Christian Graham, Compliance Manager*

(307) 777-5951 -- *Brad Westby, Compliance Lead*

(307) 777-7710 -- *George Zak, Compliance Assistance/
VPP Coordinator*

(307) 777-2569 -- *Adrienne Palmer, Safety Compliance Officer*

(307) 777-6814 -- *Joshua Doughty, Safety Compliance Officer*

Consultation

(307) 777-7957 -- *Karen Godman, Consultation Manager*

Risk Management

(307) 777-5961 -- *Nichole Brommer, Program Manager*

(307) 777-3353 -- *Shane Bustillo, Risk Manager*

(307) 777-3452 -- *Lauren White, Risk Manager*

Safety

(307) 777-8901 -- *Main Number*

(307) 777-7749 -- *Robert Ripplinger, Safety Specialist*

(307) 777-3646 -- *Fax*

GILLETTE

551 Running W. Drive, Suite 300, Gillette WY 82716

Consultation

(307) 689-6688 -- *Rick Wenc, Safety Consultant*

(307) 687-5312 -- *Fax*

Safety

(307) 682-5549 -- *Nicole Free, Safety Specialist*

(307) 687-5309 -- *Stormy Clarke, Safety Specialist*

(307) 687-5312 -- *Fax*

LANDER

1295 12th Street, Lander WY 82520

Safety

(307) 335-2481 -- *Larry Dolence, Safety Specialist*

(307) 332-3514 -- *Fax*

LARAMIE

3817 Beech Street, #100, Laramie, WY 82070

Safety

(307) 721-1915 -- *Adam Powell, Program Lead, Safety Specialist*

(307) 742-4464 -- *Fax*

ROCK SPRINGS

White Mountain Mall, 2451 Foothill Blvd. Suite 53,

Rock Springs WY 82901

Compliance

(307) 352-2566 -- *Nate Nordin, Safety Compliance Officer*

Consultation

(307) 214-4744 -- *Jason Forbes, Safety Consultant*

(307) 382-3534 -- *Fax*

Safety

(307) 352-2641 -- *Robert C. Salinas, Jr., Safety Specialist*

WORLAND

1200 Culbertson Ave., Worland, WY 82401

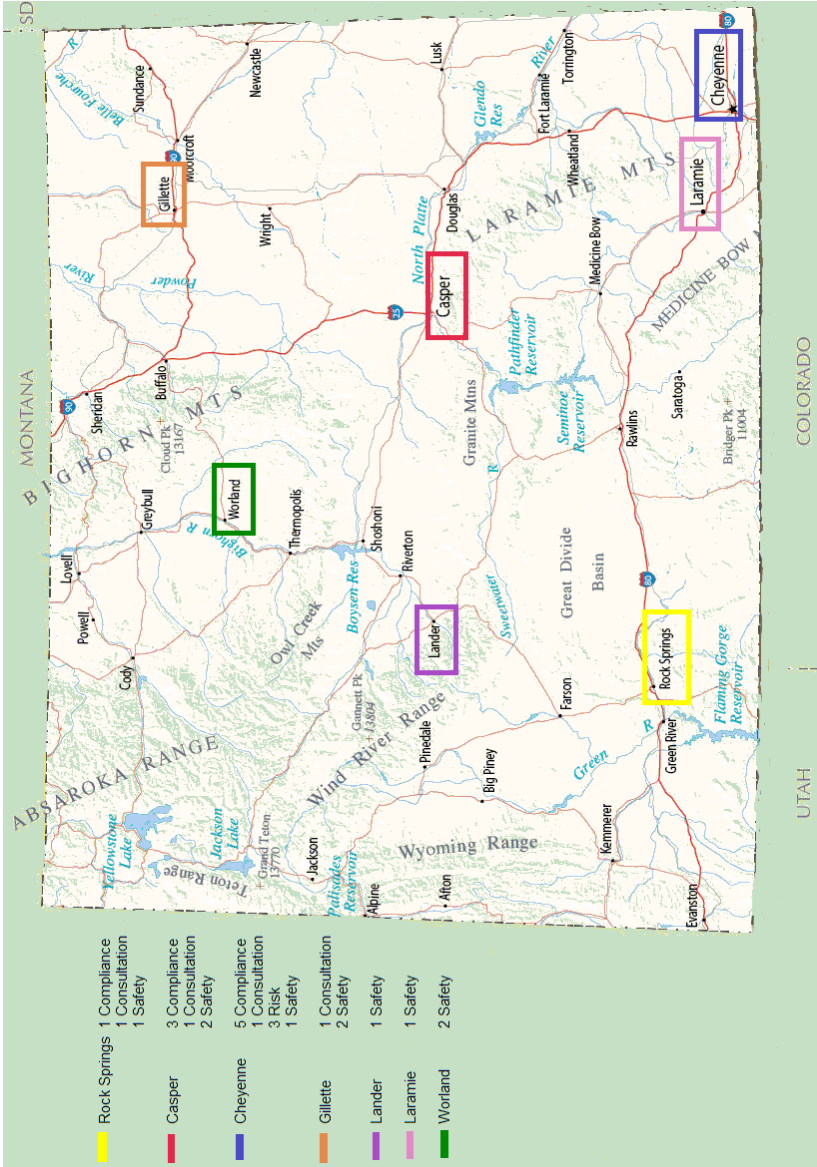
Safety

(307) 347-4850 -- *Tom Trujillo, Program Manager*

(307) 347-4210 -- *Dan Smith, Safety Specialist*

(307) 347-4017 -- *Fax*

Appendix B Map of Wyoming, Safety Locations



Wyoming Department of Workforce Services
614 South Greeley Highway, Cheyenne, WY 82002

wyomingworkforce.org