FirstEnergy | Utilities

WE HAVE
THE POWER

Pre Job Planning and Safety Inspections

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Regulated Generation Safety
FirstEnergy Corp.

Richland County **Safety Council**

November 21, 2019

Pre Job Brief (PJB)

- **A meeting of workers and supervisors conducted before performing a job to discuss the tasks involved, hazards, and related safety precautions.**
- **This meeting helps individuals to better understand what to accomplish and hat to avoid.**
- **PJB's helps participants avoids surprises in the field and reinforce the idea that there are no routine tasks.**

Purpose

To instill consistent communication between the job lead and the employees working on that assigned job.

Pre Job Brief (PJB)

- **1926. 952 The briefing shall cover at least the following subjects:**
  - Hazards associated with the job
  - Work procedures involved
  - Special precautions
  - Energy-source controls
  - Personal protective equipment requirements.
- **FirstEnergy:**
  - Must be conducted prior to starting each assigned task
  - Documented PJB is mandatory and lead by supervisor when two or more employees are working together.
  - If working alone on non routine tasks, documented PJB is still required.

PRE-JOB BRIEF CHECKLIST

Check Items That Apply / Add Additional Information to Notes

Description of Work _____

_____

Work Order # _____ **Operation Step Number #** _____

Risk Score (FGBP-SAF-0034): ☐ 1-Green ☐ 2-Yellow ☐ 3-Orange ☐ 4-Red

☐ **Roles & Responsibilities Define and Assign:**

- ☐ Assign Safety Advocate to lead 2-Minute Drill: _____
- ☐ Interfaces: Operation, Tech Services, Environ, Safety, Security, etc.:

_____

☐ **Clearance – Energy Source Controls (Electrical/Pressure/Stored Energy):**

- ☐ Multiple Clearances Y / N ☐ Verify System prints ☐ Energy Check
- ☐ Verify Tagged Boundaries ☐ Clearance signed on / verified still on

☐ **Human Performance Tools / Techniques**

- ☐ **Task performed in the last six months? YES** ☐ **NO** ☐
- ☐ **Procedures / Work Instructions:** _____
- ☐ **Stop Work Criteria:** _____
- ☐ _____

☐ **Job Hazards and Special Precautions – see page 2**

☐ **Personal Protective Equipment – see page 2**
☐ **Environmental Controls – see page 2**
☐ **Foreign Material Exclusion (FME) Controls- (FOPR-OPS-0006)**

☐ **SAFER Dialogue:**

- ☐ **Summarize** the critical steps, error-likely situations, and job hazards
- ☐ **Anticipate** potential errors
- ☐ **Foresee** probable and the worst-case consequences should an error occur
- ☐ **Evaluate** Defenses to prevent and catch errors
- ☐ **Review** recent and relevant operating experience related to the job

☐ **Housekeeping**

ATTENDEES:

_____

_____

Job Hazards, Energy Source Controls, Environmental Hazards & Controls, PPE, and Special Precautions,
Check Only Items That Apply and Add Any Additional Information to Notes

JOB HAZARDS

- ☐ **Slips / Trips / Falls**
  - ☐ Reduce clutter
  - ☐ Designate "walk-ways"
  - ☐ Temporary hazards marked
  - ☐ Reroute traffic flow
  - ☐ _____
- ☐ **Falling Objects**
  - ☐ Inspect tools / Rigging equip.
  - ☐ Erect barricades
  - ☐ Install toe boards / Netting
  - ☐ Tie off tools / Use lanyards
  - ☐ Install work platform
  - ☐ _____
- ☐ **Loud Noise**
  - ☐ Post signs / Erect barricades
  - ☐ Alternate communications
  - ☐ _____
- ☐ **Abrasions / Lacerations**
  - ☐ Be in proper position
  - ☐ Get proper tools
  - ☐ Guards in place
  - ☐ Avoid "Line of Fire"
  - ☐ _____
- ☐ **Strains / Sprains / Overexertion**
  - ☐ Get additional help
  - ☐ Limbering / stretching exercises
  - ☐ Proper positioning / posture
  - ☐ Reduce repetitive stress, motion
  - ☐ Obtain proper tools
  - ☐ _____
- ☐ **Pinch Points**
  - ☐ Identify
  - ☐ Guards in place
  - ☐ _____
- ☐ **Moving / Rotating Equipment**
  - ☐ Proper fitting clothes
  - ☐ Secure / Remove loose articles
  - ☐ Guards in place
  - ☐ _____
- ☐ **Lighting**
  - ☐ Supplemental lighting
  - ☐ _____

ENERGY SOURCE CONTROLS

- ☐ **Energized Elec Work Permit** (X)-3680
- ☐ **Tagging / Clearance** (FGPR-SAF-0037)
  - ☐ Clearance Control 465
  - ☐ Worker Signature Sheet 462-C
  - ☐ Additional Signature Sheet 462
  - ☐ Clearance Equip. Report 464
  - ☐ Workgroup Clear Cont 465WG
  - ☐ Clearance Revision 472
  - ☐ _____
- ☐ **Pressurized System**
  - ☐ Pressure boundary verification
  - ☐ Isolate, drain; Dbl block/bleed?
  - ☐ _____

ENV HAZARDS & CONTROLS

- ☐ Containment device needed
- ☐ Absorbent material
- ☐ Follow SDS instructions
- ☐ Waste Disposal
- ☐ Fugitive Dust
- ☐ Drain Locations
- ☐ _____

P.P.E.

- ☐ Hard Hat.
- ☐ Hearing Protection
- ☐ Eye and Face Protection
  - ☐ Safety Eyeglasses
  - ☐ Face Shield
  - ☐ Goggles
  - ☐ Welding Hood
- ☐ Hand Protection
  - ☐ Leather
  - ☐ Cut resistant
  - ☐ Chemical
- ☐ Foot Protection
  - ☐ Safety Toe Shoes
  - ☐ Metatarsal Guards
  - ☐ Rubber Boots
- ☐ Respiratory Protection.
  - ☐ Type: _____
- ☐ Special Clothing: _____
- ☐ _____

SPECIAL PRECAUTIONS

- ☐ **Confined Space Permit** (GEN-SAF-0003-01)
- ☐ **Fall Protection** (GEN-SAF-0005)
  - ☐ Falls over 4 feet
  - ☐ Man lift with fall protection
  - ☐ Scaffold inspected/approved
  - ☐ Safety harness / tie off
  - ☐ Erect barricades
  - ☐ Floor opening Permit (X-4151)
  - ☐ **Rescue Plan** (Self Rescue or X-4508)
  - ☐ _____
- ☐ **Trenching /Shoring Permit** (X-4434)
- ☐ **Abnormal Operating and Maintenance Checklist** (FGBP-OPS-0001-1)
- ☐ **Hot Work Permit** (X-3959)
- ☐ **Thermal Burn**
  - ☐ Heat-reflecting barriers
  - ☐ _____
- ☐ **Exposure (Heat, Cold, Rain, etc.)**
  - ☐ Drinking fluids
  - ☐ Supplemental heat
  - ☐ Temporary enclosure
  - ☐ Stay / Action times
  - ☐ _____
- ☐ **Ladder Safety**
  - ☐ Inspect ladder
  - ☐ Step ladder fully open
  - ☐ Tied off / Secured
  - ☐ Proper footing
  - ☐ Proper ladder size & type
  - ☐ Spotter
  - ☐ 4-to-1 slope for ext ladders
  - ☐ _____
- ☐ **Lead / Asbestos (GPSM)**

STOP and Notify Supervision Before Proceeding

- ☐ Sampling
- ☐ Wetting agent
- ☐ Containment device /Structure
- ☐ _____

SPECIAL PRECAUTIONS

- ☐ **Rigging and Lifting**
  - ☐ Crane Pre-operational cklist
  - ☐ Inspect tools / rigging equip
  - ☐ Erect barricades
  - ☐ Tag line
  - ☐ Rigging cklist (Gen-MNT-0002-1)
  - ☐ Lift plan
  - ☐ Signalman
  - ☐ Qualified Crane Operator
  - ☐ _____
- ☐ **Chemical Handling**
  - ☐ Follow SDS instructions
  - ☐ Respirator use
  - ☐ Special gloves
  - ☐ Apron, slicker suit
  - ☐ Face shield / Goggles
  - ☐ Containment needed?
  - ☐ Lines drained & purged
  - ☐ Tag out / Isolate source
  - ☐ Safety shower nearby
  - ☐ Chemical Compatibility
  - ☐ _____
- ☐ **Inhalation Hazards**
  - ☐ Review SDS
  - ☐ Adequate room ventilation
  - ☐ Supplemental ventilation
  - ☐ Respirator use
  - ☐ Air sampling / Monitoring
  - ☐ Lines drained and purged
  - ☐ Erect barricades
  - ☐ _____
- ☐ **Material Handling**
  - ☐ Forklift Pre-Operational cklist
  - ☐ Travel Path
  - ☐ Secure Loads
  - ☐ _____
- ☐ **Nature**
  - ☐ Insects: bees, spiders, ticks
  - ☐ Animal
  - ☐ Plants
  - ☐ _____

Job Safety Analysis / Pre-task (JSA):

- **A detailed 3-step analysis that helps eliminate and/or reduce risk.**
- **This 3-step process breaks each task down into basic job steps**
  - **Step One:** Describe the operation to be performed in the sequence of the basic job steps.
  - **Step Two:** Identify the hazards or potential hazards at each step.
  - **Step Three:** Assess the risk the hazard presents; describe how the hazard is controlled.
- **Identifies existing and potential hazards associated with each step, and provides recommendations/procedures to eliminate, reduce, or control hazards, and the option of assessing potential severity.**

Contractor Safety – Job Safety Analysis

Contractor Job Safety Analysis
Form X-3983 (REV. 08-15) Page 1 of 2

PLANT	PROJECT NAME	
JOB / TASK	WORK AREA	DATE / TIME

REASON FOR NOT USING JOB SPECIFIC SAFETY PLAN TEMPLATE

RISK SCORE	STEPS OF THE TASK	HAZARD(S) ASSOCIATED WITH STEP	SAFE PLAN TO ELIMINATE OR CONTROL HAZARD(S)
	* Ensure work area has been cleaned and left in a safe condition		

TEAM MEMBER NAMES ☐ CONTRACTOR JSA ADDITIONAL STEPS SHEET X-3983.1 REQUIRED TOTAL NUMBER OF ADDITIONAL SHEETS REQUIRED _____

PRINT NAME	PRINT NAME	PRINT NAME	PRINT NAME

The signature of the Supervisor certifies the review of the hazard assessment and the Job Safety Analysis Template

SUPERVISOR'S SIGNATURE	DATE	TIME

Job Hazards, Energy Source Controls, Environmental Hazards & Controls, PPE, and Special Precautions,
Check Only Items That Apply and Add Any Additional Information to Notes

JOB HAZARDS

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  - ☐ Install toe boards / Netting
  - ☐ Tie off tools / Use lanyards
  - ☐ Install work platform
  - ☐ _____
- ☐ **Loud Noise**
  - ☐ Post signs / Erect barricades
  - ☐ Alternate communications
  - ☐ _____
- ☐ **Abrasions / Lacerations/Tools**
  - ☐ Be in proper position
  - ☐ Get proper tools
  - ☐ Guards in place
  - ☐ Avoid "Line of Fire"
  - ☐ _____
- ☐ **Strains / Sprains / Overexertion**
  - ☐ Get additional help
  - ☐ Limbering / stretching exercises
  - ☐ Proper positioning / posture
  - ☐ Reduce repetitive stress, motion
  - ☐ Obtain proper tools
  - ☐ _____
- ☐ **Pinch Points**
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  - ☐ Guards in place
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  - ☐ Air sampling / Monitoring
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  - ☐ Travel Path
  - ☐ Secure Loads
  - ☐ _____
- ☐ **Nature**
  - ☐ Insects: bees, spiders, ticks
  - ☐ Animal
  - ☐ Plants
  - ☐ _____

Contractor Safety – Job Specific Safety Plan

Link to Feedback Form

FirstEnergy

Job Specific Safety Plan

Work planning for personnel, environmental, and equipment safety

Link to Training Material

Company Name

Project Name

Station Name

Project ID Number

Document Author

FirstEnergy Generation

TargetZero

*No Job is **Routine***

This document is designed to assist your company in the development of a Job Specific Safety Plan for use on FirstEnergy Jobsites. This plan is to cover personnel safety, environmental safety, and equipment safety. Sections I-III are intended to aid you in the gathering of information and the planning of your work. Information gathered in these sections will be utilized in their entirety during completion of Section IV, your Hazard Mitigation plan. This plan will then be used to generate pre-job briefs that will be reviewed with all involved employees prior to each task. All information is to be shared with all employees at the job site and direction provided that no task is to proceed unless it is in accordance with their pre-job brief. The use of 2-Minute drill cards is mandatory and must be discussed during pre-job briefs. Photographs should be utilized whenever their inclusion provides additional clarity. Additional pages should be created as necessary.

Note: A new plan is required for each and every job.

Job Specific Safety Plan (JSSP)

- **Fulfill contractual obligations as specified in the "Contractor Safety Requirements" document**
- **Holistic safety approach to include personnel safety, environmental safety, and equipment safety**
- **Job Specific Plans tell us how the job will be executed**

Utilize a template to:

- ✓ **Improve consistency**
- ✓ **Increase the level of detail**
- ✓ **Trigger areas to be considered**
- ✓ **Minimize time requirements to complete**

I. Pre-requisites to Job Specific Safety Plan

- ☑ **Safety pre-qualified through PICS**
- ☑ **Substance abuse verified through MMC**
- ☑ **Site orientation completed**
- ☑ **Site specific plan approved**
- ☑ **Commitment to use 2 - minute drill**
- ☑ **Commitment to STOP work for any hazard not identified in this plan**

What must be done before this plan is put together

II. Job planning

A. Detailed Job Scope

Site preparation, foundation work, and construction of new piping systems for Unit 3 flash tank drains, Unit 3 fuel oil relocation, Unit 3 Primary and Secondary air heaters washdown drains, with all mechanical equipment, associated piping, and electrical systems as described in bid package. Rehabilitation/modification of existing concrete, foundations and/or existing structures as required to facilitate the Scope of Work will be the Contractor's responsibility unless otherwise directed. Coordination of outages (both water and power) with Site personnel is required during each stage of the installation and demolition. All outages must be minimized and fully coordinated with all departments and contractors. Contractor shall perform demolition work as shown or implied on the contract drawings. All openings in walls, floors, enclosures, etc., caused by removal of equipment, piping, conduit, etc., shall be capped, sealed, or repaired as required. The Contractor must coordinate all work with the Electrical Contractor prior to de-energizing equipment at the outage, and prior to re-energizing the equipment before start-up.

Scope of work

B. Permits, certifications, or special qualifications (i.e. OSHA competent person)

☑ Rigging	☐ Scaffolding	☐ Electrical / Arc flash	☑ Specialty tools/equipment
☑ Asbestos	☑ Excavation/Trenching	☑ Crane operator	☑ Qualified Signalman
☑ Hot work	☐ Confined space	☑ Fall Protection	☐ Floor Opening
☑ Fork Lift Operator	☑ Clearance (LO/TO)		

Other: Arborist checked only for awareness

Items to consider

C. Tools and equipment to be utilized

List all electric or pneumatic power tools that will be used during this job

☑ Drill (with clutch)	☑ Band saw	☐ Chipping hammer	☑ Porta power
☑ Drill (without clutch)	☐ Circular saw	☑ Angle grinder	☐ Milling machine
☑ Impact wrench	☐ Shearing tool	☐ Tapping machine	

Other:

List all mechanical tools that will be used during this job

☑ Chainfall	☐ Auto-retract knife	☐ Strong back	☑ Dolly
☑ Cart	☐ Wire strippers	☐ Conduit bender	☑ Chisel

Other:

List all other tools or equipment that will be used during this job

☑ Cutting torch	☑ Welding machine	☐ X-ray	☑ Fall protection (specify)
☑ Safety goggles	☑ Face shield	☐ Weld helmet (auto-dim)	☑ Slings
☑ Specialty gloves (specify)	☐ Fall prevention	☑ Weld helmet (non-auto)	☑ Clevises/Shackles
☐ Water hoses (>500 psi)	☐ Explosives		

Other: Steel-toed boots; FR Clothing; Welding glover; Hardhat; Compressed Gas; Cut resistant glover

List all industrial equipment that will be used during this job

☑ Fork lift	☑ Crane	☐ Vacuum truck	☑ Aerial lift
☑ Pump(s)	☑ Excavator	☐ Dozer	☐ Backhoe

Other: Concrete Truck

Tools and equipment that will be used to execute the job scope

IV. Hazard Mitigation Plan

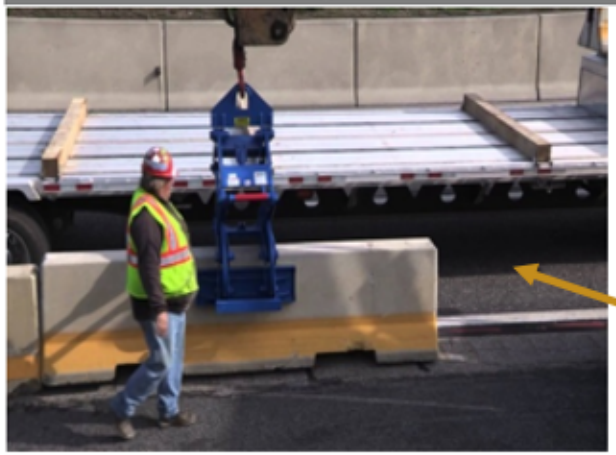
Identify the work steps associated with each task identified in section III. For each work step, ide the associated hazards and the means that will be used to control or eliminate the hazards. Inse wherever appropriate.

Associated Clearance(s): Not applicable

Task 1: General Site Prep (Include once a clearance number has been generated)

Step #	List the work steps for each task	Identify the hazards	Eliminate or control the hazard
1	Vehicle traffic and pedestrian traffic	Vehicle traffic; Crush hazards	Flagger; Spotter with a forklift; Pre-shift inspection of forklifts; Qualified operator; Inspect jersey barrier lifting clamp prior to use

Risk Score: 1



Insert any relevant photo(s)

Step #	List the work steps for each task	Identify the hazards	Eliminate or control the hazard
2	Establishing employee access	Slip/trip/fall	Access access is properly gated; General housekeeping; Provide signage for designated walkway

Risk Score: 1

Insert any relevant photo(s)

Add additional steps as required

Previously identified task

Break-down of the previously identified tasks into work steps

Risk score for individual work step

Plan for mitigating hazards

Hazards associated with the work step

Picture to ensure that communication is clear (will be separate files)

Video

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Purpose Safety Inspection / Observation

- **The purpose of the Safety Observation Program is to improve the awareness of hazards and unsafe acts before they result in an incident.**
- **This program has at its core, a respectful and open dialog between those involved to address all safety aspects of the job.**
- **It will provide a system/process that identifies unsafe conditions and behaviors; to train, coach, and empower employees to perform work safely. The goal of the program is to prevent injuries and reinforce proper safety behaviors.**

The Safety Observation Program …

Is a tool to reinforce safe actions while improving the awareness of hazards and identify unsafe acts before they can become an incident.

Observation and Coaching of Standards

What get's Reinforced get's Done!

Observation and Coaching of Standards

What get's Reinforced get's Done!

Why Observe & Coach?

- **People are Human**
- **Risk perception is not always accurate for routine low risk activities**
- **A person's risk perception comes from personal judgment about a situation**

Positive Reinforcement;

It's more than just saying "good job"…

- Is the most effective way to change any behavior.
- Is another word for "user-friendly."
- Highly personal and must be earned.
- Must be frequent and immediate.

How do you positively reinforce people?

C.O.A.C.H.

Care ...

Observe ...

Analyzes ...

Communicates ...

Helps ...

It's Not An Observation Unless There is a Conversation!

Safety **Inspections**

- **Use checklists**
- **Typical hazards fall into several major categories, such as those listed below**
- **Each workplace will have its own list:**
  - General housekeeping
  - Slip, trip, and fall hazards
  - Electrical hazards
  - Equipment operation
  - Equipment maintenance
  - Fire protection
  - Work organization and process flow (including staffing and scheduling)
  - Work practices
  - Workplace violence
  - Ergonomic problems
  - Lack of emergency procedures

Conducting Inspections

- **Conduct regular inspections of all operations, equipment, work areas and facilities.**
  - Have workers participate on the inspection team and talk to them about hazards that they see or report.
- **Include all areas and activities in these inspections:**
  - such as storage and warehousing, facility and equipment maintenance, purchasing and office functions, and the activities of on-site contractors, subcontractors, and temporary employees.
- **Regularly inspect both plant vehicles (e.g., forklifts, powered industrial trucks) and transportation vehicles (e.g., cars, trucks).**

Performing a Safety Observation

- **To perform a Safety Observation, it is preferred that the Observer first complete the Safety Observation Training. This training will give the observer the skills to correctly:**

1. **Inform** the employee of the things he or she is doing safely.
2. **Observe** an employee at work and determine a safe way to stop the work; if an unsafe act is taking place.
3. **Discuss** with the employee; possible consequences of the unsafe act (if any) and mention a safer alternative.
4. **Get the employee's agreement** to work safely in the future (if an unsafe act was taking place).
5. **Discuss** other safety issues/concerns of the job.
6. **Thank** the employee.

Coaching **Technique**

1. **Break the Ice**
2. **What do you see?**
3. **Wait for Response …**
4. **Discuss the Standard**
5. **Ask for Solution …**
6. **Wait for Response …**
7. **Agree on Solution**

Always ask: Can I Count on You?

Safety **Observation Card**

SAFETY OBSERVATION

FOSSIL SAFETY OBSERVATION CARD

Observation Guidelines:
1. Make your presence known
2. Comment on safe work practice
3. Comment on at-risk (unsafe) behaviors
4. Ask for agreement to work safely
5. Thank

PPE (Personal Protective Equipment)
- ☐ ALL SAFE

AT - RISK:
- ☐ Head
- ☐ Eye / Face
- ☐ Hearing
- ☐ Respiratory
- ☐ Hands / Gloves
- ☐ Feet
- ☐ Fall Protection
- ☐ Appropriate apparel for job
- ☐ Other PPE (Field Entry)
- ☐

Permits & Procedures: (if applicable)
- ☐ ALL SAFE

AT - RISK:
- ☐ Lock Out / Tag Out
- ☐ Confined Space
- ☐ Hot Work Permit
- ☐ Hot Work - Burn Blankets
- ☐ Hot Work - Screens
- ☐ Hot Work - Extinguishers/Hose present
- ☐ MSDS (chemicals)
- ☐ Job Quality Description (JQD) available
- ☐ Job Safety Analysis (JSA) available
- ☐ Operating Procedure available
- ☐ Maintenance Procdure available
- ☐ Ventilation
- ☐

Housekeeping
- ☐ ALL SAFE

AT - RISK:
- ☐ Lighting
- ☐ Job site orderliness
- ☐ Slip / Trip / Fall hazards
- ☐ Garbage / trash
- ☐ Spills
- ☐ Fumes / Vapors
- ☐ Dust
- ☐

Department Observed:
- ☐ Plant Operations
- ☐ Yard Operations
- ☐ Mech Maintenance
- ☐ Elec Maintenance
- ☐ Inst & Controls
- ☐ Administration

Body Position
- ☐ ALL SAFE

AT - RISK:
- ☐ Pinch point potential
- ☐ Struck by potential
- ☐ Awkward Position
- ☐ Improper Lifting
- ☐ In Line of Fire (In Harm's Way)
- ☐ Overextended
- ☐ 3-points of contact
- ☐

Tools & Equipment
- ☐ ALL SAFE

AT - RISK:
- ☐ Right tool for the job / task
- ☐ Tool used correctly
- ☐ Condition of tool / equipment used
- ☐ As Left (Unsafe) Conditions
- ☐ Ladders
- ☐ Scaffolding
- ☐ Barricades/Warnings
- ☐ Ventilation
- ☐ Rigging
- ☐ Secondary Container Labeling

Human Performance
- ☐ ALL SAFE

AT - RISK:
- ☐ 3-Part Communication
- ☐ Phonetic alphabet
- ☐ Procedure adherence - critical steps
- ☐ Effective Job Brief
- ☐ Questioning attitude (2 minute drill)
- ☐ Self / Peer Check
- ☐

WE WILL WATCH OUT FOR EACH OTHER'S SAFETY

Observer's Name: _____ Date: _____

Observer's Title: _____ Day of Work Schedule: _____

Plant: _____ Weather _____

Shift: _____ Job Description _____

Work Description: ☐ Emergent ☐ Scheduled ☐ Outage

Hours on Job: _____ # of Employees Observed _____

Pre-Job Brief Documentation Reviewed during Safety Observation? ☐ Yes ☐ No

Reaction of Individuals being Observed: _____

Safe Acts Observed: _____

Unsafe Acts Observed: _____

Observer's Comments: _____

Target Zero TODAY!
Safety & Human Performance

FirstEnergy

CONTRACTOR SAFETY WALKDOWN

FORM X-3956 (REV. 05-12)

POWER STATION	PROJECT	DATE
CONTRACTOR(S) OBSERVED		
PARTICIPANTS		

LOCATION	ITEMS NOTED	COMMENTS	ASSIGNED TO	CORRECTED (Yes/No)

Feedback

- **Two kinds of feedback … Success and Guidance**
- **Feedback, that is timely, sincere, specific, behavioral.**
- **You are delivering the feedback to reinforce safety or correct unsafe behavior because by so doing you may be able to save a life.”**
- **In safety it is good feedback to correct someone and reduce, control or eliminate the exposure by requesting safe desirable behavior.**
- **If our intent is safety, there is nothing negative about it, and we must be comfortable that we are providing this feedback for the right reasons.**

Why Is It Ok When It's One Of Your Workers

Thank You

WE HAVE
THE POWER