



For MJ

H E A D S U P S A F E T Y
C U L T U R E

HEADS UP Safety Culture



**H.E.A.D.S. U.P.
SAFETY MEETINGS**

H	Hold up!! Something in the job scope has changed. Whether it be normal change in operations or something outside your normal scope. The operations are changing and so must the plan.
E	Engage the crew Gather the crew members that will be involved in the operation and discuss the required goal for the operation, plans to achieve the goal, and the hazards/mitigating factors that will be overcome to achieve the goal.
A	Ask questions Involve every member of the team that will be performing the task. Ask what their responsibilities are and what hazards they or their teammates will be responsible to eliminate/mitigate.
D	Double check your equipment Verify all equipment necessary for the task is in proper condition, within certification, correct for the task. Valve alignment, flow direction, etc. are also checked.
S	STOP!! We are almost ready to perform the work. One last chance for any clarifying questions or concerns. Verify the plan is correct, all equipment is checked, and hazards are understood.
U	Understand your role Know what your personal contribution will be to the plan that has been laid out. If it is still unclear, the meeting must be restarted to review job steps, hazards and mitigating actions
P	Perform work according to the plan The final step is performing the work. Execute the plan according to what has been laid out/communicated. If something changes, the process starts back at "H"

Perform an After Action Review (AAR) at the completion of each task. Work as team to discuss the successes and failings with the intention of improvement

SAFETY FIRST ONE TEAM ONE FAMILY

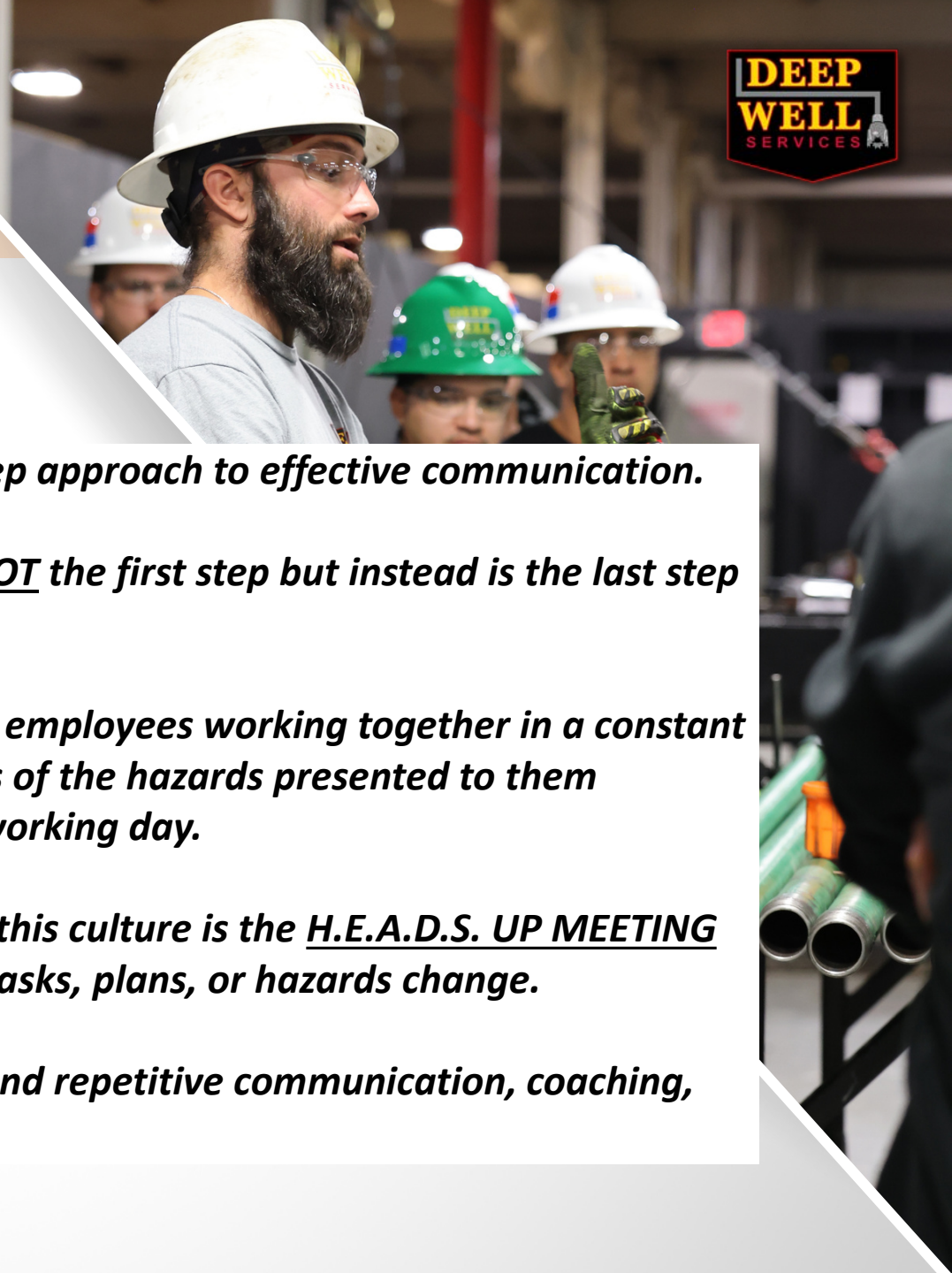
An Organized 7 Step approach to effective communication.

Starting Work is NOT the first step but instead is the last step of this process

H.E.A.D.S. UP is all employees working together in a constant state of awareness of the hazards presented to them throughout their working day.

The foundation of this culture is the H.E.A.D.S. UP MEETING that occurs when tasks, plans, or hazards change.

Drives consistent and repetitive communication, coaching, and mentoring.



For MJ

Companywide Standdown – August 3rd, 2023



Title: For MJ

As we work our way through the calendar, I find myself getting anxious. It's almost that time of year... For me, and many others here at Deep Well, October is a bit different. It reminds us of another year gone by since we lost one of our brothers. I'll refrain from the "not a day goes by" cliché statements. I find them to be arbitrary in trying to portray one's true feelings. If you've experienced loss in your life, you likely know what I mean. If you haven't, fortunately, you likely can't imagine.

It's exceptionally difficult, if not impossible, to pass on the wisdom that is gained from tragic experiences. There is a high degree of discomfort that seems crippling, at times. We dedicated an entire training center to his name. We developed phenomenal training programs. We made posters and stickers in memorial. Some of us say his name and tell his stories, often. I believe that we've done all that anyone can be expected to do in the aftermath of the death of a brother. Everything except portray unto all of you, the significance of it. Again, a next-to-impossible feat...

Recently, we began development of a new training video regarding heads-up meetings. Maybe you've seen it by the time this article is published. It is focused on why we do them and why they are important. As you'll see, my appearance in the video is fairly brief. I'm not made for a movie screen, but that isn't the reason for it. At the risk of being vulnerable here, I'll tell you why. I couldn't do it. I made it a few minutes into shooting, and I couldn't do it. I've had 5 years to heal, and I haven't. For the fear and embarrassment of completely losing it in front of co-workers, both new and old, I opted out of the remainder of the shoot.

I truly wanted to bring some solid content to this video. I think I have something to offer. For on that night, my crew and I gained some of the most important experience known to man. Death. Death is something you can't teach, practice, or simulate.

At the risk of saying too much, I want to share some of this with you. My crew handled the situation like the absolute MEN that they are. We did everything perfectly. To the "T", as they say. But it wasn't enough. 911 was dispatched immediately. It wasn't enough. We secured Marc on a backboard. It wasn't enough. We crane lifted him to safety. It wasn't enough. My crew applied the AED and we followed instructions. It was not enough. I performed CPR until the ambulance arrived. Not. Enough.

Marc Jones' last breath came from my lungs. I watched the EMT suction bile from his mouth while we loaded him into the ambulance, as his body had succumbed to its injuries. I don't wish this memory on anyone. Every man involved, that night, did exactly what they were supposed to. Yet, we all live with some degree of guilt, that we couldn't save Marc. Those feelings can be debilitating, at times. I've sought therapy to help me cope, and I hope that the others have, as well. In a way, typing this feels therapeutic. Only in hoping that it strikes home for a lot of you, and that maybe you will gain some experience from our trauma-born wisdom. We will bear that burden for you, if you promise us that you won't allow it to happen again.

If you're uncomfortable reading this, good. If it has made you cry, good. I'll join you. It must be working. I'd like all of you to catch a glimpse of what this is like. A second-hand glimpse, of course. Now, imagine what this must be like for his wife. For his daughter. For his family and friends. They will NEVER understand why anything was so important that it took daddy's life. And they shouldn't have to.

I'm guessing 10 seconds. Just 10 seconds of discussion may have saved Marc's life that night. See, we had a heads-up meeting. We used to call them a TSA (task safety analysis) back then. We were not in a hurry. The weather wasn't poor. Nobody was pushing us to fix our issue. We even ate lunch while I made phone calls, before planning our next steps. Again, we did everything right. Then, something changed. It was a minor change in the grand scheme of things, but it was still a change. The change was not part of our original plan. This should have been the red flag. But it wasn't. From here, there are several variables that fed into what ultimately happened that night. Many of which were out of our control. The one thing we could have controlled is our communication about the new hazards we faced. We skipped it. A 10-second conversation about the new hazard that should be avoided. It likely took you about 4 times that long to read this paragraph.

The reason I have finally decided to open up about this is relative to the uptick in incidents we have been experiencing. Honestly, it's terrifying to think that we're headed down the path I have exhibited here. To think someone else may lose their life. That others may have to endure the pain and suffering associated with that for the rest of their lives. Or someone like me may have to sit down and write something like this, in private, so that his peers may not see his pain...

I don't know everyone reading this, and you may not know me. But I want you all to know that I love you. Each and every one of you. Please, even if it's just for my sake, be safe out there. Slow down, pay attention, communicate, think. Teach everyone you know everything you know. Continue to grow and prosper. Put the stopwatch down, and lead with your hearts. Everyone deserves to go home safely to their friends and their families. If you've read thus far, I appreciate you.

If you happen to be off work on October 27th, do Marc a favor. Raise a cold Coors Light to the sky. Say a few words, whether you knew him or not. Let the ol' boy know we're thinking about him.

Stay safe. Stay well. And here's to Marc Jones...

With all my brotherly love,

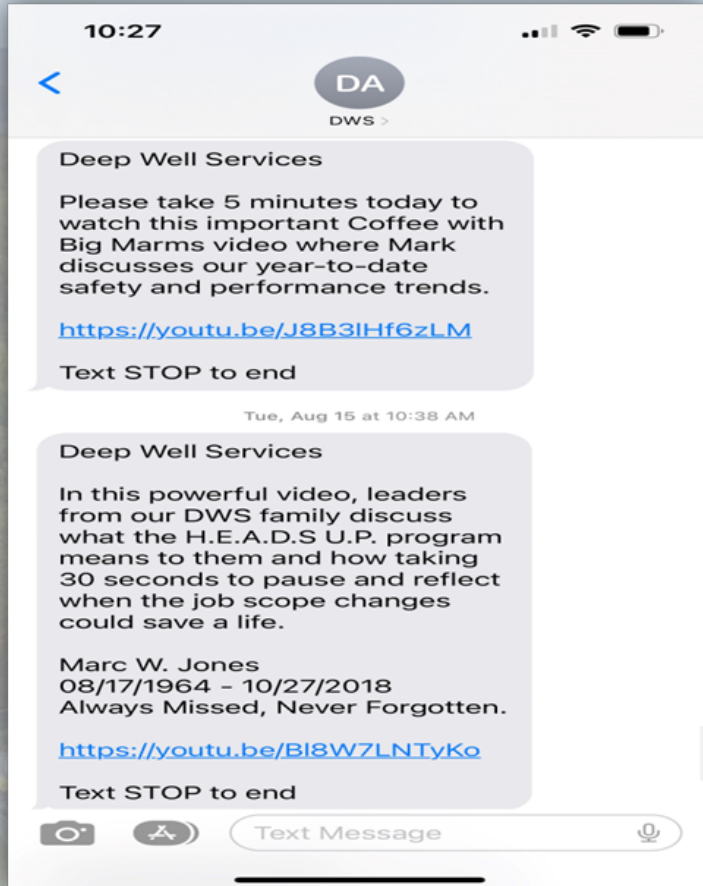
Jake Wansor

Always Missed, Never Forgotten

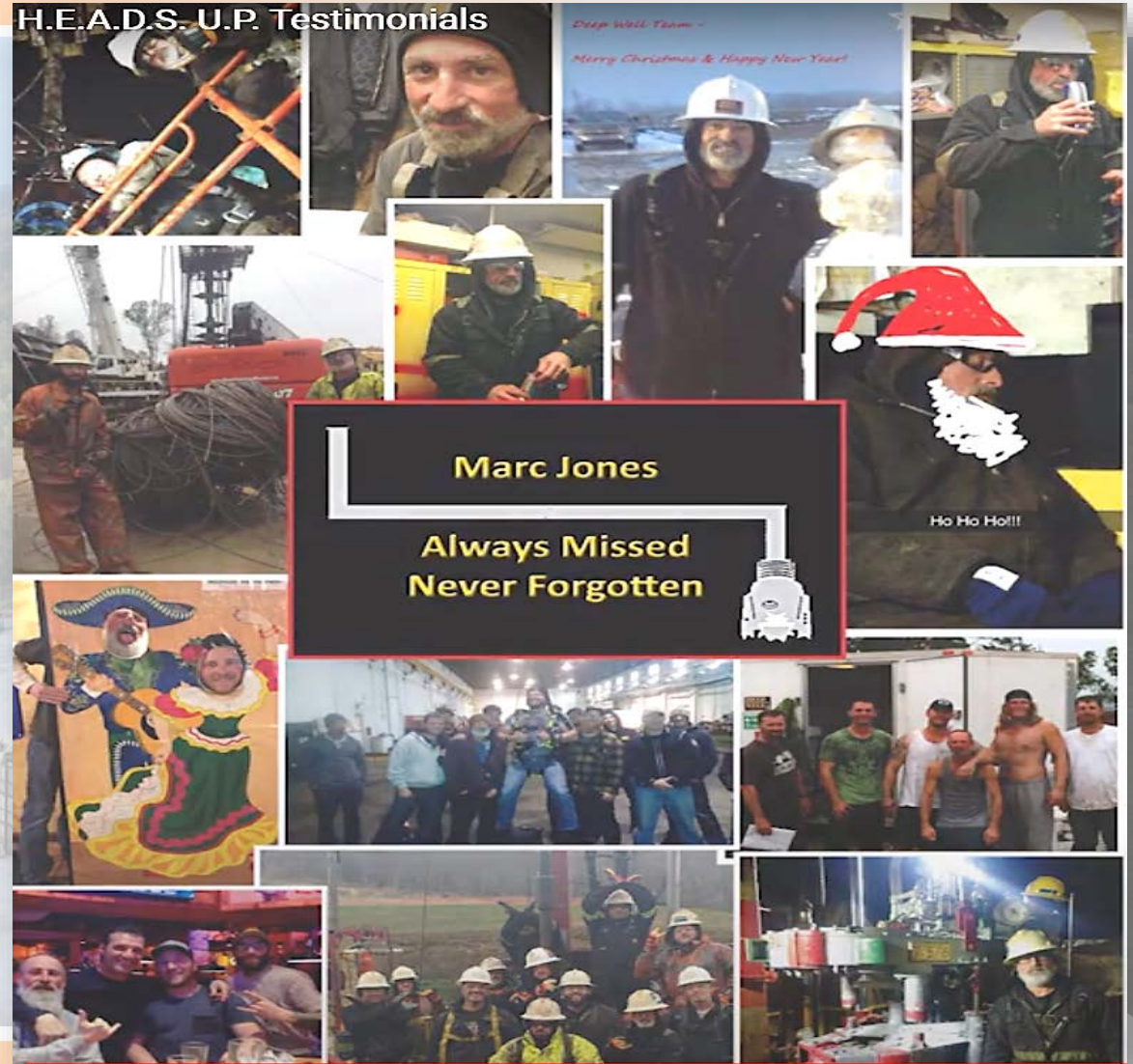
The Meaning of Heads Up – August 2023 Companywide Release



Video Link - [The Meaning of HEADS UP](#)



H.E.A.D.S. U.P. Testimonials





Thank you