

A Career in Telecommunication EHS

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We Have A Few Things to Talk About...

- Career vs. job
- A "sample" career
- Changing role of EHS in telecom
- Evolution of EHS telecom careers
- Successfully managing your career
- Tips from the "School of Hard Knocks"

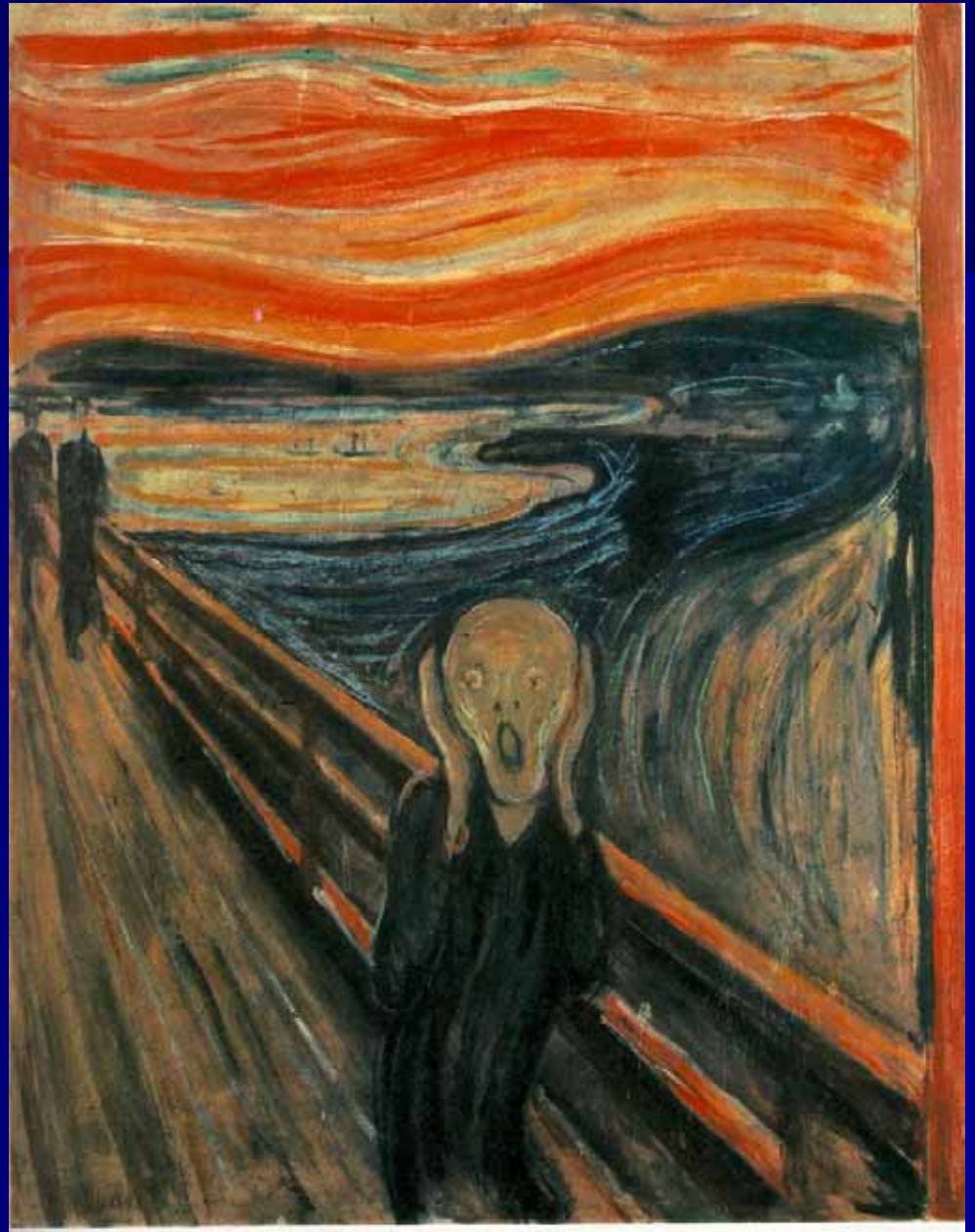
What is a Career?



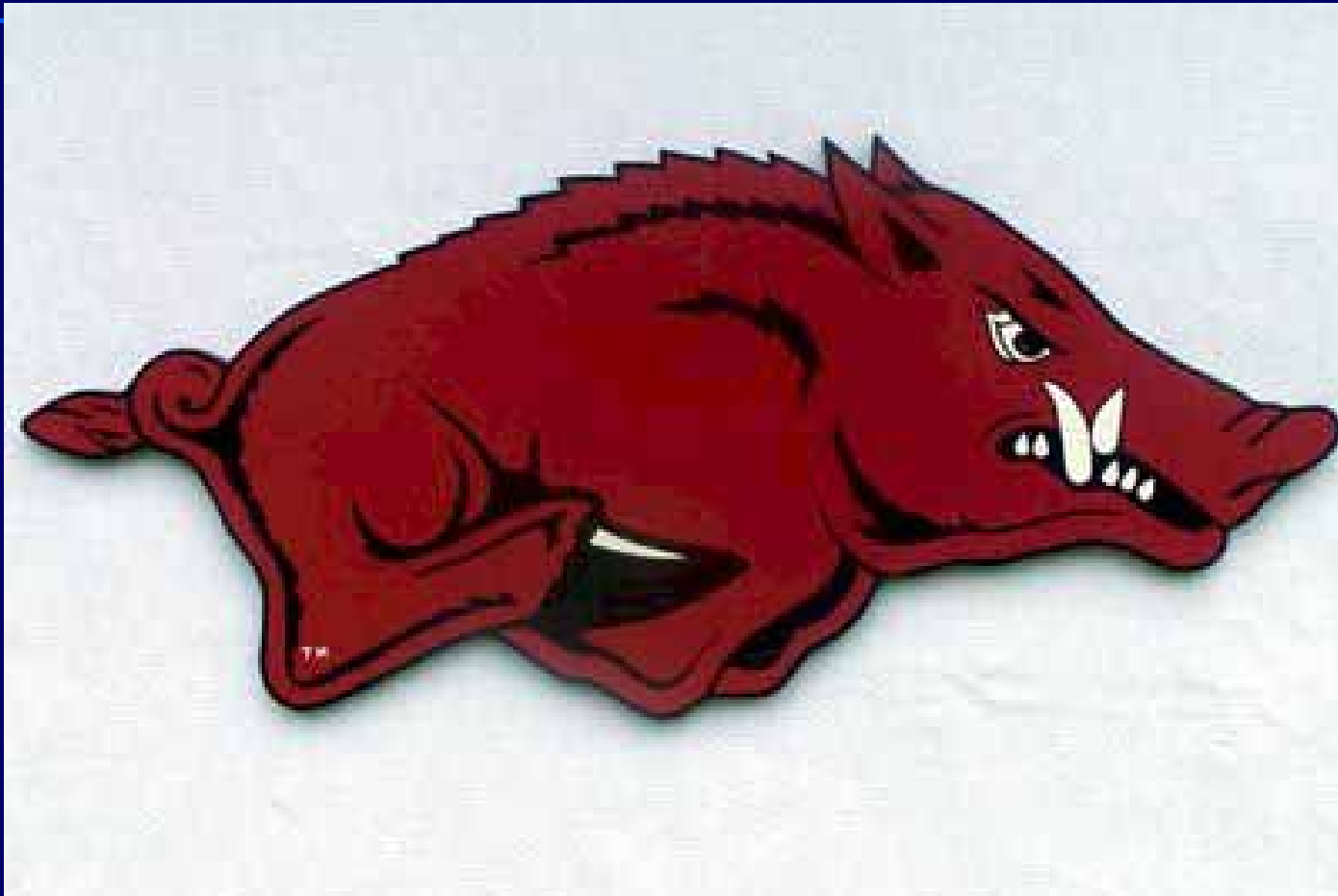
- A profession for which one trains and which is undertaken as a permanent calling
- Source: Merriam Webster Online Dictionary

Your Career? Oil on Canvas

The **Scream**
by Edvard Munch



Your Career? Hog Heaven!



Wooo Pig Sooiee!

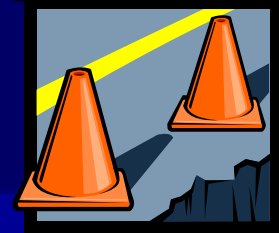
My Telecom Career Path

Business Cards Gone Wild

- Staff Specialist- Industrial Hygiene
 - Manager- Industrial Hygiene
 - Director- Industrial Hygiene
 - Certified Industrial Hygienist
 - Manager- Safety Regulations/ Audits
 - Manager- EHS
 - Director- EHS
 - Executive Director- EHS
 - Executive Director- Risk Management
 - Director- Safety and Security
- 18 Years
3 Company Names
(U S WEST,
MediaOne, AT&T)
1 Split
1 Merger
1 Merger (post)
9 Supervisors
9 Job Titles
7 Offices
- 3 Years
1 Name (McLeodUSA)
2 Divestitures
1 Bankruptcy (pre)
1 Bankruptcy (post)

EHS Evolution in Telecom

General Trends



- Traditional "safety" function well-established over decades
 - Injury prevention and avoiding property damage still a cornerstone of programs
- Health (occupational health and industrial hygiene) more emphasis post-OSHA in mid 70's/80's and beyond
 - Asbestos
 - Hazard Communication
 - Indoor Air Quality
 - Ergonomics



EHS Evolution in Telecom

General Trends (cont.)

- Environmental- largely driven by regulations in 80's and beyond
 - Central office demolitions/ haz. materials
 - Storage tanks
 - Community right to know
 - Compliance
- Transportation (DOT)
- Data and metrics- more sophisticated



EHS Evolution in Telecom

General Trends (cont.)

- Integrated EHS approaches in the 90's and beyond

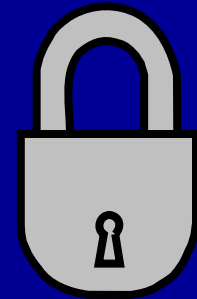
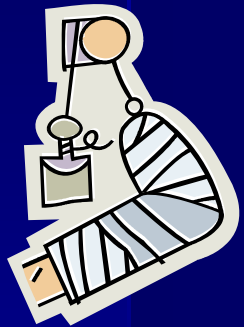


- Emphasis on “business approach” and \$ bottom line
- Broad risk prevention/management strategies
- Movement back towards EHS generalists vs. specialists (doing more with less)

EHS Evolution in Telecom

General Trends (cont.)

- Collectively managing risks- many disciplines
 - Traditional EHS roles
 - Work comp and insurance
 - Security (physical and data)
 - Business continuity planning/ disaster preparedness
 - Business integrity and ethics
 - Litigation risks

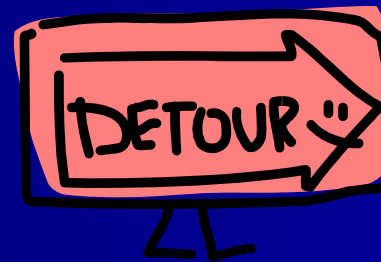


How Have EHS Careers Evolved?

- Early emphasis on telecommunications experience and working up through the ranks (“the safety manager”)
- More specialists later employed for industrial hygiene, ergonomics, environmental, fire protection and safety engineering

How Have EHS Careers Evolved?

- More emphasis on professionally trained, educated, certified EHS staff
- Downsizing forced shift back towards generalists vs. specialists
- EHS expansion and involvement in non-traditional areas



EHS Telecom Opportunities

A Sampler:

- EHS management
- EHS generalist / field support positions
- Environmental
- Industrial hygiene
- Ergonomics
- DOT/ fleet safety
- Data and recordkeeping
- Compliance and regulatory
- Fire protection
- Loss prevention

EHS Activities

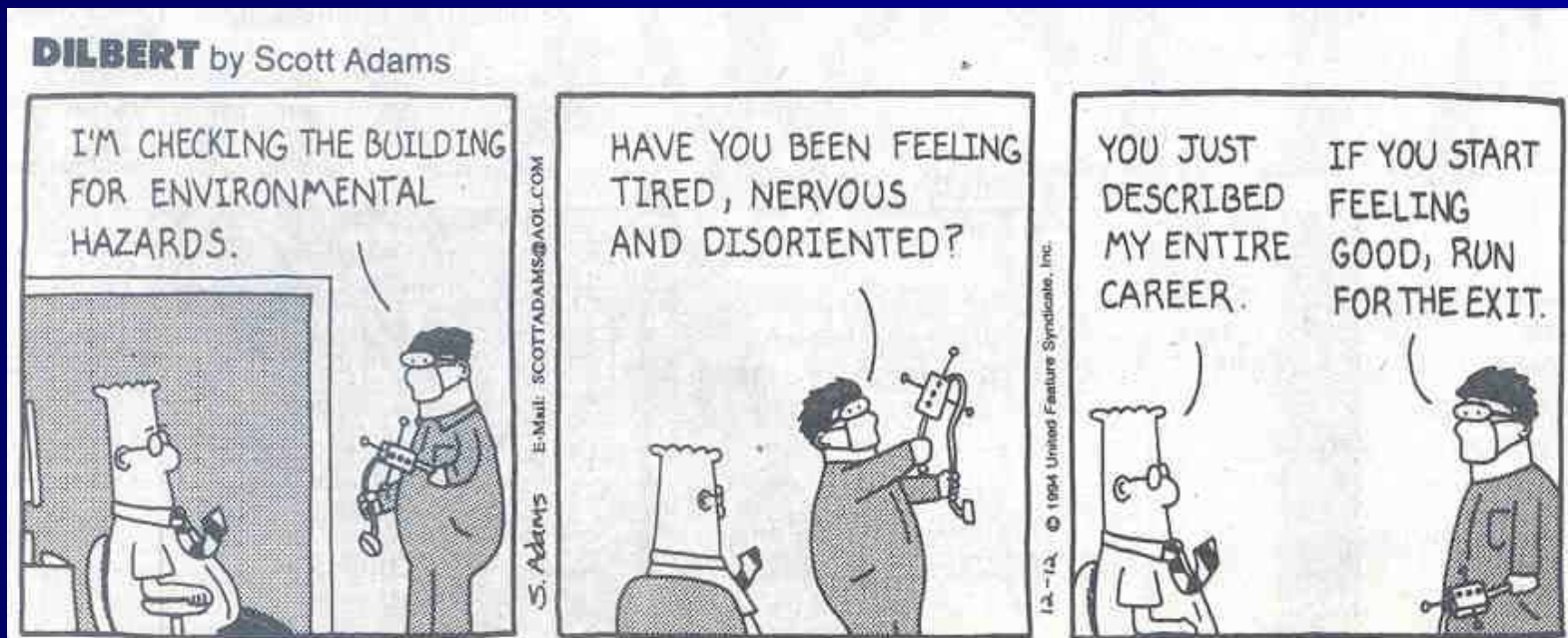
A Sampler:

- EHS group mgmt/ strategy/ planning
- Field support
- Training
- Technical support
- Program development and implementation
- Professional networking
- Incident investigation
- Audits
- Data analysis
- Regulatory review and comment
- Response to regulatory actions/ regulatory submissions

Keys to A Successful Career

- Actively “manage” your career
- Education/ certification
- Keep your technical skills sharp
- Hone your business skills
- Practice your communication skills
- Mentors and networking

It Doesn't Have to Be This Way:



Actively “Manage” Your Career

- *Success is not the result of spontaneous combustion. You must set yourself on fire.* Reggie Leach
- Understand your strengths and needs AND what you enjoy doing
- Don't be passive— make things happen
- Have a career plan in mind and regularly review and adjust it
- Be ambitious AND realistic
- Good things happen to good people who continually strive for success

Education



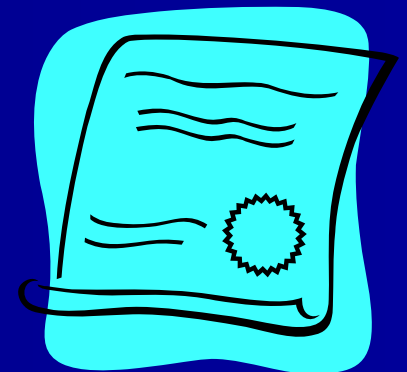
- Increasingly important to EHS success, especially for mid and upper level roles
- Degree a requirement for many telecom EHS positions
- Pursue your degree-- before or during your career
 - Many employers offer tuition reimbursement
 - Learning is lifelong--- you are never too old for formal education

Education (cont.)

- Associate's degrees- e.g., safety and health
- Undergraduate Degrees- the benchmark
 - Many options; e.g., engineering, geology, science, safety management, environmental health, other
- Graduate education
 - Environmental, industrial hygiene, human factors
 - MBA
 - Law

Certification

- An expectation for many telecom EHS positions
- Many to choose from– stick to those that are well-known and aligned with your current role / future plans
- Demonstrates to you and your employer your commitment to professional excellence



EHS Certifications

- Certified Safety Professional (CSP)
 - Associate's degree in safety and health or a bachelor's degree in any field
 - 4 years of acceptable safety practice
 - Examination
- Certified Utilities Safety Administrator (CUSA)
 - 5 years of safety experience (3 in utilities)
 - Examination (core)
 - Utility specific endorsement exam (e.g., telecom)

EHS Certifications (cont.)

- Certified Hazardous Materials Manager (CHMM)
 - Bachelor's degree
 - 3 years of relevant experience
 - Exam
- Certified Industrial Hygienist (CIH)
 - Relevant Bachelor's degree
 - 4 years of industrial hygiene experience
 - Exam

Keep Your Technical Skills Sharp

- *Education is not the filling of a pail, but the lighting of a fire.*
William Butler Yeats
- Continuing education is a necessity, not just a nicety
 - EHS profession and challenges confronted are continually changing
 - You can't beat the ITSC! A little bit of everything.
 - National Safety Council- Public Utilities Sector
 - State Safety Council sponsored conferences
 - Myriad national and regional conferences
- Cross-train in related disciplines
 - Risk assessment, work comp, property/casualty insurance
- Keep abreast of changes in telecom technology and equipment

Hone Your Business Skills

- *The business of America is business.* Calvin Coolidge
- Understanding your business gives you context for EHS needs within the business
- Know your company's organization, products and new technologies
- What is ROI? What is the difference between balance sheet, income statement and statement of cash flows?
- Read the annual report- including the footnotes!
- Understanding of labor relations important—especially in unionized environments
- Take a project management class

Practice Your Communications Skills

- *What we've got here is failure to communicate.* (what movie?)
- If you can't communicate it is hard to succeed
- Good listening skills are acquired AND seemingly rare
- Written communications (e.g., reports, e-mails)
 - Technical writing is a skill- if you need help take a class.
 - Don't confuse / confound readers with too much information
- Use different styles with different groups
 - Working up the organization is hardest AND the most important for career advancement
- Learn to be an effective EHS trainer- a valuable skill that not everyone has. This will require regular practice.
- Give talk at a conference (how about next year's ITSC?)

Mentors and Networking

- Everyone should have an internal and external mentor or two– including someone outside of EHS
- Good mentors keep you grounded, humble, objective and focused
- Invaluable resources for discussing issues and frustrations
- Will really pay off if you find yourself looking at a career change or move
- Stay in touch, and stay involved, with your industry peers

Quick Tips for Success

- Be decisive
- Be empathetic and understanding
- See the forest AND the trees
- Pick your battles wisely
- Be confident in your ability; stick to your guns
- Don't give up- we all take our lumps now and then
- Don't BS your way through a situation

Quick Tips for Success (cont.)

- Be flexible and willing to try new things
- Be a true business partner, not just the "EHS person"
- Stand out in the crowd- demonstrate passion and conviction
- Less is often better than more
- Find a mentor....or two
- Network, network, network

Don't Try This Approach!

- *If you don't like your job you don't strike. You just go in every day and do it really half-assed. That's the American way. Homer Simpson, The Simpsons*



Challenges

- Constant consolidation, mergers...cultural changes
- Tendency to constantly "reorganize" EHS function
- Stressful work at times
- Companies learning to cope with less EHS staff
- Profession is evolving- not everyone will keep up

Challenges (cont.)

- Pay continues to frustrate many
- Changes in expectations forcing many out of their comfort zones
- EHS contribution often not fully recognized and appreciated as a key business function
- Some will continue to view as a job, not a career

Rewards

- Saving lives.....protecting the environment. Important stuff!!
- Get to interact across broad segments of the company
- Sense of purpose
- Many DO recognize your contribution to the business
- Not a static role– new stuff everyday

In Summary.....

- EHS is a very important, and continually evolving role in telecom
- EHS careers can be rewarding, and challenging
- To excel requires a personal commitment to excellence, skill enhancement and a passion for what you do

Thank You!
Enjoy Little Rock.