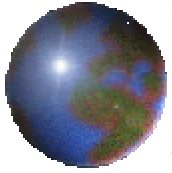


Ethical Problem Solving In EHS Management: Lessons From 30 Years At The Battle Front

By Bill Blackburn

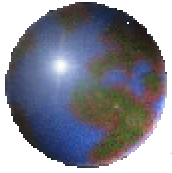
William Blackburn Consulting
(www.WBlackburnConsulting.com)

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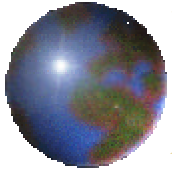
10 Key Lessons

1. EHS by its nature has ethics at its core: serving the cause of the good and the caring, doing what's right.
2. Relationships are important.
3. Your integrity is more important than relationships.
4. The most important customer is your company, not fellow employees; your most important objective is to preserve the integrity of your company.



10 Key Lessons-cont.

5. If it smells funny, seek guidance from your ethics officer or superiors.
6. Where possible, give people a chance to clean their own house first. Don't hold and hit.
7. Don't hide bad news from your superiors.
8. If by law, company policy or good conscience, you will need to disclose a problem to others, it is generally better to do it sooner than later.



10 Key Lessons-cont.

9. Always do the right thing. 99.99% of the time it will benefit your career in the end. If you encounter that 00.01% when it doesn't, you will still have your integrity in tact.
10. Fear of losing your job is not justification for being unethical. Change is life. Don't be afraid of it. Opportunities are everywhere if you look hard enough.