



Consumers
Power
Company

MIDLAND PROJECT
QUALITY ASSURANCE
DEPARTMENT PROCEDURE

QUALIFICATION AND CERTIFICATION OF
INSPECTION AND TEST PERSONNEL

Proc No B-3M-1
Page 1 of 14
Revision 1
Date 10/25/82

1.0 PURPOSE

To establish the requirements, responsibilities and procedure for the selection, training, qualification and certification of personnel, under the direction of the Midland Project Quality Assurance Department (MPQAD), who perform:

- Primary inspection/test/test verification
- Overinspection/test/test verification
- Source and receipt inspection/test

hereinafter referred to as "inspection".

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2.0 SCOPE

This procedure applies to MPQAD personnel who perform inspection or overinspection.

This procedure does not apply to any NDE personnel. (The corresponding procedure for NDE personnel is MPQAD Procedure B-4M.) This procedure also does not apply to firms engaged in subcontract work (eg, B&W Construction Company) which have their own personnel certification procedures. (Paragraph 5.1.4 addresses this subject.)

3.0 DEFINITIONS

- 3.1 Qualification - The characteristics or abilities gained through education/training or experience, or both, that enable an individual to perform inspection and test functions.
- 3.2 Certification - The action of determining, verifying and attesting in writing, as to the qualifications of a person to perform inspection and test functions.
- 3.3 PQCI - Project Quality Control Instruction which is prepared and implemented in accordance with the requirements of the Bechtel Quality Control Notices Manual.
- 3.4 PIP - Project Inspection Plan which is prepared and implemented in accordance with the requirements of MPQAD Procedure E-1M.
- 3.5 FIR - Field Inspection Report which is prepared and implemented in accordance with the requirements of the Bechtel Quality Control Notices Manual.

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4.0 REFERENCE DOCUMENT.

- 4.1 USNRC Regulatory Guide 1.58 - Rev 1, 1980 which endorses ANSI N45.2.6 - 1978.
- 4.2 Quality Assurance Program Procedures 2-4, 10-1, and 17-1 (Volume II).
- 4.3 MPQA Department Procedures B-4M, E-1M and F-12M.
- 4.4 Bechtel Quality Control Notices Manual.

5.0 PROCEDURE

5.1 General Requirements

5.1.1 Personnel who perform the inspection activities shown below shall be certified to at least the corresponding minimum level of capability:

Project Function	Level		
	L-I	L-II	L-III
*Recording inspection and testing data	X	X	X
Implementing inspection and testing procedures	X	X	X
Planning inspections and tests; setting up tests including preparation and set-up of related equipment		X	X
Evaluating the validity and acceptability of inspection and testing results		X	X

*When a single inspection requires implementation by a team or group, personnel not meeting the requirements of this procedure may be used in data-taking assignments or in plant or equipment operation provided they are supervised or overseen by a certified individual participating in the inspection.



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Project Function	Level		
	L-I	L-II	L-III
Reporting inspection and testing results		X	X
Supervising equivalent or lower level personnel		X	X
Certifying lower level personnel			X
Evaluating the adequacy of specific programs used to train and test inspection and testing personnel			X

- 5.1.2 The Manager, MPQAD shall certify Level III persons when he determines that these persons are qualified in accordance with the requirements of this procedure. Level III personnel, certified prior to issuance of this procedure, may be certified by the Manager, MPQAD based on documented evaluation of the candidates qualifications.
- 5.1.3 Within their disciplines, Level III personnel shall certify Level I and II persons in accordance with the requirements of this procedure. Level II personnel may be utilized to examine Level I or II candidates during performance demonstrations. Certifications, for inspectors performing inspections in areas such as receiving, storage and maintenance, may be given by any Level III person.
- 5.1.4 Level III personnel shall verify that inspection and test personnel who are employees of firms engaged in site subcontracted work (eg B&W, Construction Company and GEO) are certified by the firm consistent with the scope of the inspection services.
- 5.1.5 Certified personnel may perform the duties of persons certified to lower levels, but not conversely.
- 5.1.6 Level III personnel shall be certified on a discipline-by-discipline basis, as applicable. Disciplines include Civil, Mechanical, Electrical and Welding.
- 5.1.7 Level III personnel may implement any PQCI, PIP or FIR within the discipline without being certified specifically to that PQCI, PIP or FIR.



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5.1.8 Level I or Level II personnel may implement an FIR without being certified specifically to that FIR. The Discipline Supervisor shall evaluate the FIR and identify the inspection personnel qualified to perform the FIR.

5.1.9 Level I and II personnel shall be certified on a PQCI-by-PQCI or PIP-by-PIP basis for those QCIs/PIPs which are to be implemented at Consumers Power facilities.

5.1.10 All certification activities which are governed by this procedure shall be scheduled and controlled by the MPQAD Training Supervisor.

5.2 Proficiency Requirements for Level III Personnel

5.2.1 Candidates for Level III certification shall demonstrate proficiency in writing QCIs/PIPs to the satisfaction of the Manager, MPQAD. Each candidate shall be given the applicable engineering specifications, drawings, ANSI standards, NRC Regulatory Guides and referenced codes necessary for preparation of the instructions. Working with these criteria, the candidate shall satisfactorily produce at least two different QCIs/PIPs in the discipline in which the candidate is to be certified.

5.2.2 In addition, the Level III candidate shall demonstrate to the Manager, MPQAD a thorough understanding of the construction quality control program requirements contained in the Quality Control Notices Manual and the MPQAD Procedures Manual. This proficiency shall be obtained by attending the programmatic portion of the proficiency training program identified in Paragraph 5.7.1 and successfully completing the associated written-closed book examination.

5.2.3 The Manager, MPQAD shall review the Level III candidate for experience and training in the preparation and performance of inspections and tests, for courses in study in the principles and techniques of the inspections and tests that are to be performed and his capability for organizing, reporting, and certifying the validity of the results. Satisfactory results of this review by the Manager, MPQAD shall be documented by his signature on the Personnel Certification Form, Attachment D.

5.3 Selection & Evaluation of Candidates

5.3.1 Each candidate selected for initial Level I, II or III certification shall complete an Inspection/Test Personnel



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Qualification Questionnaire, Attachment A, and submit it with a copy of his resume to the Discipline Supervisor or Level III. When a candidate is to be certified Level III, the questionnaire and resume shall be submitted to the Manager, MPQAD.

- 5.3.2 The Discipline Supervisor, Level III person or Manager, MPQAD shall evaluate the completed Questionnaire and resume to determine if the candidate meets the minimum education and general experience requirements contained below. The results of the evaluation shall be documented at the end of the Questionnaire and shall include any factors considered in the evaluation.

5.4 Minimum Education and Experience Requirements

Effective as of the date of issue of this procedure, the minimum education and experience requirements for certification of newly hired candidates shall be as follows:

5.4.1 Level I

1. Two years of related experience in equivalent inspection or test activities, or
2. High school graduation and six months of related experience in equivalent inspection or testing activities, or,
3. Completion of college level work leading to an Associate Degree in a related discipline plus three months of related experience in equivalent inspection or testing activities.

5.4.2 Level II

1. One year satisfactory performance as Level I in the corresponding inspection or test category or class, or
2. High school graduation plus three years of related experience in equivalent inspection, or testing activities, or
3. Completion of college level work leading to an Associate Degree in a related discipline plus one year related experience in equivalent inspection, or testing activities, or



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4. Four-year college graduation plus six months of related experience in equivalent inspection or testing activities.

5.4.3 Level III

1. Six years of satisfactory performance as a Level II in the corresponding inspection or test category or class, or
2. High school graduation plus ten years of related experience in equivalent inspection, or testing activities; or high school graduation plus eight years experience in equivalent inspection, or testing activities, with at least two years as Level II, and with at least two years associated with nuclear facilities-or if not, at least sufficient training to be acquainted with the relevant quality assurance aspects of a nuclear facility, or
3. Completion of college level work leading to an Associate Degree and seven years of related experience in equivalent inspection, or testing activities, with at least two years of this experience associated with nuclear facilities-or if not, at least sufficient training to be acquainted with the relevant quality assurance aspects of a nuclear facility, or
4. Four-year college graduation plus five years of related experience in equivalent inspection, or testing activities, with at least two years of this experience associated with nuclear facilities-or if not, at least sufficient training to be acquainted with the relevant quality assurance aspects of a nuclear facility.

5.5 Specific Technical Requirements

Minimum technical capabilities of personnel at each level shall be as follows:

5.5.1 Level I

A Level I person shall be capable of performing the inspections and tests that are required to be performed in accordance with documented procedures and/or industry practices. The individual shall be familiar with the tools and equipment to be employed and shall have demonstrated proficiency in their use. The individual shall also be capable of determining that the calibration status of



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inspection and measuring equipment is current, that the measuring and test equipment is in proper condition for use, and that the inspection and test procedures are approved.

5.5.2 Level II

A Level II person shall have all of the capabilities of a Level I person for the inspection or test category or class in question. Additionally, a Level II person shall have demonstrated capabilities in planning inspections and tests; in setting up tests including preparation and set-up of related equipment, as appropriate; in supervising or maintaining surveillance over the inspections and tests; in supervising and examining lower level personnel; in reporting inspection and testing results; and in evaluating the validity and acceptability of inspection and test results.

5.5.3 Level III

A Level III person shall have all of the capabilities of a Level II person for the inspection or test category or class in question. The individual shall also be capable of evaluating the adequacy of specific programs used to train and test inspection and test personnel whose qualifications are covered by this procedure. In addition the individual shall be capable of reviewing and approving inspection and testing procedures and of evaluating the adequacy of activities to accomplish the inspection and test objectives.

5.6 Training

Each candidate for Level I and II certification by MPQAD shall complete the training in both programmatic and technical requirements, as required by the training program. The training program shall be established and maintained by the Training Supervisor, who will obtain input from appropriate MPQAD sections, and be approved by the Manager, MPQAD and the appropriate Level III persons. Training of Level III persons shall be in accordance with Paragraph 5.2. Records of training shall be maintained and shall contain the date of training, the duration, the instructor, the topics covered, and the attendees.



5.7 Proficiency Testing and Performance Demonstrations

5.7.1 Each candidate for Level I or II certification for a given PQCI/PIP shall pass written, closed-book examinations and a field performance demonstration. Written examinations shall consist of two parts - a programmatic examination and separate technical examinations for each PQCI/PIP to which the candidate will be assigned. A field performance demonstration shall also be performed for each PQCI/PIP to which the candidate will be assigned. The programmatic examination shall cover administrative aspects of the QCNM and/or MPQAD procedures and general QA/QC program requirements, as appropriate.

5.7.2 Compilation, Security and Administration of Examinations

5.7.2.1 All written examination questions (including expected responses) shall be established by the Training Supervisor and approved by the appropriate Level III. Programmatic written examination questions shall be approved by any Level III. Once established and approved, the questions shall be assembled into a master list which shall be maintained by the Training Supervisor. Each question in the list shall be coded as to category (eg Programmatic or the specific PQCI/PIP), discipline, type of technology, level, and sequence number within the category, discipline and technology type, to allow selection of a representative random sample of questions for any given examination.

5.7.2.2 Basic security elements shall be established by the Training Supervisor to assure strict control of the master list and all examination masters and expected responses. This shall be accomplished by using locked storage and controlled access.

5.7.2.3 Coding of the questions and expected responses shall provide for retrieval of individual questions for revision, in order to maintain the integrity of the examination question pool. Historical files of questions and expected responses shall be maintained. When not in use by authorized personnel, the examination Master and all copies shall be locked away. Each written examination shall be labeled to identify the maximum time allowed to complete the written examination. During administering of the



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examination, candidates shall record their answers on separate answer sheets labelled with the code of the examination.

5.7.2.4 After administering the examination, all examination question and answer sheets shall be retrieved by the proctors (those who monitor the examinations) and returned to the Training Supervisor for grading.

5.7.2.5 The graded answer sheet, expected responses and examination questions shall be returned to the appropriate Level III for evaluation. The Level III shall document his evaluation by signing the graded answer sheet. In addition, for those candidates passing the examination, the Level III shall review any missed questions with the candidate to assure he understands the answers. The Level III shall return the graded answer sheet, expected responses and examination questions to the Training-Supervisor. Graded answer sheets shall then be filed in the certification package.

5.7.3 Performance Demonstrations

Each candidate for Level I or II certification shall demonstrate to the examiner his capability to inspect in accordance with the PQCI/PIP and to prepare the inspection reports. The results of the performance demonstration shall be documented on the Performance Demonstration Record (Attachment B).

5.7.4 Examination Requirements

The programmatic examination shall consist of forty questions as a minimum. The technical examination shall consist of a minimum of 80 percent of the technical examination question pool.

The passing scores for the programmatic and technical examinations shall be 80 percent each.

Satisfactory accomplishment of the performance demonstrations shall be indicated by satisfactory completion of each identified check point.



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5.7.5 Re-testing

5.7.5.1 Candidates failing the written programmatic examination on the first try may be given a second opportunity to become certified. Prior to the second examination, a Level III person, the Training Supervisor and the Discipline Supervisor, as appropriate, shall determine the following:

- The additional training required based on a review of the examination results with the candidate.
- The amount of time required to prepare for the re-examination (in no case, less than two days).

In the event the candidate fails the second programmatic examination, the candidate shall be retrained in all programmatic areas. However, any third examination shall not be given until two weeks have elapsed from the time of the second examination. If the third programmatic examination is failed, the candidate is disqualified for certification.

5.7.5.2 Candidates failing the written technical examination or the performance demonstration for a specific PQCI/PIP on the first try may be given a second opportunity to become certified. Prior to the second examination, the examiner, the Training Supervisor and a Level III person, as appropriate, shall determine the following:

- The additional training required based on a review of the examination results with the candidate.
- The amount of time required to prepare for the re-examination (in no case less than one week).

In the event the candidate fails the second written technical examination or performance demonstration, the candidate is disqualified for certification in the PQCI/PIP.

5.7.5.3 Examinations used for any re-testing shall be different from the examinations previously used to test the candidate.



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5.8 Minimum Physical Requirements

Each candidate shall be physically capable of performing his assigned task. He shall be capable, with or without correction, of reading J-1 letters on a standard Jaeger test type chart at a minimum of fifteen inches. (Candidates whose annual eye examination has not expired as of the date of this procedure shall not be required to take a re-examination even though their existing eye examination may have been performed at a minimum of 12" instead of 15". However, their next regularly scheduled annual eye examination shall be accomplished at a minimum of 15".) Each candidate shall, with or without correction, have a minimum far distance vision of 20/40 by the Linear Snellen scale. In addition, each candidate shall be capable of distinguishing the difference between the primary colors on ten of the first eleven plates from an Ishihara Test Book. The vision examinations shall be performed by a professionally qualified individual. Candidates who fail to pass this color test may be given a practical color examination to cover the specific inspection activities. Candidates who demonstrate to the Level III adequate color vision to perform the assigned inspection shall be considered as having acceptable color vision. The Level III shall document the practical color examination results in a memorandum to the Training Supervisor and attach a copy of the memorandum to the candidates Vision Examination Record, Attachment C.

Results of the examination shall be documented on the Vision Examination Record Form, Attachment C. If corrective lenses are required to pass the examination, they shall be worn during performance of any inspection.

5.9 Certification

The Training Supervisor shall gather the following forms and verify they are properly completed and signed prior to forwarding the forms to the applicable Level III person for review and final certification of the candidate:

- a. Inspection/Test Personnel Qualifications Questionnaire, Attachment A
- b. Resume
- c. Visual Examination Record, Attachment C
- d. Results of the programmatic and PQCI/PIP specific written examinations
- e. Performance Demonstration Record, Attachment B



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When the Level III person determines that the candidate meets the requirements of this procedure, he shall certify the candidate by completing and signing the appropriate Personnel Certification Form, Attachment D. The effective period of certification shall be three years.

NOTE: Candidates who fail to meet the specified physical requirements may be awarded a limited certification. Any limitations shall be documented on the Personnel Certification Form.

5.10 Maintenance of Certification

5.10.1 Each certified individual shall pass an annual vision examination in accordance with 5.8, above, and the results shall be documented on Vision Examination Record Form, Attachment C.

5.10.2 Each certified individual shall be trained to the revisions of programmatic documents and PQCI/PIP documents, for which they are certified. This training shall be documented.

5.10.2.a. The Level III person approving a revision to a PQCI/PIP shall evaluate the revision and identify any training or recertification required for the applicable inspection personnel and the necessary timing for the training or recertification. If any training or recertification is necessary, the training or recertification shall be accomplished prior to any further implementation of the PQCI/PIP. The Training Supervisor shall arrange for the appropriate training and, if necessary, any recertification in accordance with the requirements of this procedure.

5.10.3 The Discipline Supervisor shall evaluate the job performance of each certified individual at least once per year and review the results of the evaluation to determine the continued capability of the individual. The results of the review shall be documented on the Annual Performance Evaluation Form, Attachment E.



5.11 Revocation of Certification

Certification shall be revoked or suspended by the original certifier or MPQAD management (Section Head or higher) at any time for the following reasons:

- 5.11.1 Termination of employment;
- 5.11.2 Failure to pass annual vision tests;
- 5.11.3 Gross or repetitive noncompliance with applicable requirements;
- 5.11.4 Lapse of performance of inspection-related tasks within a discipline for a period of one year or more;

The reason(s) for the revocation shall be documented in a memorandum to the Training Supervisor and actions shall be taken to prevent utilization of the person in the applicable inspection activities.

5.12 Recertification

In order to retain certification, Level I and II personnel shall be recertified by a Level III person every three years based on continuous, satisfactory performance. Recertification shall be documented by completion of the Annual Performance Evaluation Form, Attachment E by the Discipline Supervisor, and completion of a new Personnel Certification Form, Attachment D by a Level III person.

Level III personnel shall be recertified by the Manager, MPQAD every three years based on continuous satisfactory performance. Recertification shall be documented by completion of the Annual Performance Evaluation Form, Attachment E, by the Discipline Supervisor and completion of a new Personnel Certification Form, Attachment D, by the Manager, MPQAD.

5.13 Records

- 5.13.1 The Training Supervisor shall establish and maintain a personnel file for each certified individual. This file shall contain as a minimum, the following:
 - a. Inspection/Test Personnel Qualifications Questionnaire;
 - b. Resume;
 - c. All Vision Examination Record Forms, including past years;



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- d. Training records;
 - e. Results of written examinations and performance demonstrations,
 - f. Annual Performance Evaluation Forms;
 - g. Personnel Certification Forms, including past Certifications;
 - h. Certification revocation (if applicable).
- 5.13.2 The Training Supervisor shall assure that training records are maintained in accordance with the requirements of MPQAD Procedure F-12M.



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INSPECTION/TEST PERSONNEL QUALIFICATIONS QUESTIONNAIRE

PROJECTS, ENGINEERING
AND CONSTRUCTION -
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PAGE 1 OF 2

1. NAME _____ EMPLOYEE I.D. NO _____

2. EDUCATION -

a. High School Graduate/Date _____

b. Junior College/Degree/Date _____

c. Undergraduate - University/Degree/Date _____

d. Graduate - University/Degree/Date _____

3. OTHER CREDENTIALS - List any additional certifications you have attesting to your professional competence in the field of engineering, science or quality assurance issued by a State, National, or Professional society. For example: Professional Engineering registration by State; or ASQC certification as a Quality Engineer.

4. FORMAL INSPECTION/TESTING TRAINING - List any courses, seminars, or other formal training you have completed on the subjects of inspection or testing activities, and the date and length of such training sessions and workshops.



INSPECTION/TEST PERSONNEL QUALIFICATIONS QUESTIONNAIRE

PROJECTS ENGINEERING
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5. EXPERIENCE -

a. Indicate the number of years of experience you have in general quality assurance, quality control or engineering of equivalent manufacturing, construction, installation or operations activities.

_____ years

b. Indicate the number of years the experience in (a) above was gained in quality assurance or quality control, including testing or inspection (or both) of equivalent manufacturing, construction, installation or operations activities.

_____ years

c. Indicate the number of years the experience in (b) above was gained in inspection or testing (or both) of equivalent manufacturing, construction, installation or operations activities.

_____ years

d. Indicate the number of years the experience in (b) above associated with nuclear facilities.

_____ years

NOTE: If any of the above experience is not adequately described in your resume, provide separate sheet giving description.

6. OTHER FACTORS -

Briefly describe any additional factors concerning your background and experience which you believe should be considered when assessing whether you should be considered for certification.

Signature

Date


TO BE COMPLETED BY THE DISCIPLINE SUPERVISOR OR LEVEL III


Candidates meet/does not meet* education & experience requirements for Level I, II, III*


based on: _____

(include other _____
factors _____

SIGNED: _____ DATE: _____

	<h2 style="margin: 0;">PERFORMANCE DEMONSTRATION RECORD</h2>	<p style="font-size: small; margin: 0;">PROJECTS, ENGINEERING AND CONSTRUCTION - QUALITY ASSURANCE DEPARTMENT</p>
<p style="font-size: x-small; margin: 0;">NAME: _____</p>		<p style="font-size: x-small; margin: 0;">EMPLOYEE I.D. NO: _____</p>
<p style="font-size: x-small; margin: 0;">EVALUATED FOR LEVEL: _____</p>	<p style="font-size: x-small; margin: 0;">DISCIPLINE: _____</p>	<p style="font-size: x-small; margin: 0;">DATE: _____</p>
<p style="font-size: x-small; margin: 0;">AS APPLICABLE REFERENCES: _____</p>		<p style="font-size: x-small; margin: 0;">REFERENCE DOCUMENTS: _____</p>
<p style="font-size: x-small; margin: 0;">CHECK POINTS</p>		<p style="font-size: x-small; margin: 0;">RATING*</p>
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
<p style="font-size: x-small; margin: 0;">REMARKS:</p>		
<p style="font-size: x-small; margin: 0;">RESULTS OF PERFORMANCE DEMONSTRATION:</p> <p style="font-size: x-small; margin: 0;">SATISFACTORY <input type="checkbox"/> UNSATISFACTORY <input type="checkbox"/></p>		<p style="font-size: x-small; margin: 0;">SIGNATURE DATE - LEVEL 11 OR LEVEL 100:</p>

	<h2 style="margin: 0;">VISION EXAMINATION RECORD</h2>	<p style="font-size: small; margin: 0;">PROJECTS, ENGINEERING AND CONSTRUCTION - QUALITY ASSURANCE DEPARTMENT</p>
NAME:	EMPLOYEE I.D. NO.:	
NEAR DISTANCE VISION*		
	LEFT EYE	RIGHT EYE
1. NATURAL:	_____**	_____**
	** ENTER PASS OR FAIL	
2. CORRECTED:	_____**	_____**
* ACCURACY CRITERIA: NATURAL OR CORRECTED ABILITY TO READ 20-20 LETTERS OF A STANDARD JACOBI'S TEST CHART AT A DISTANCE OF 20 INCHES.		
FAR DISTANCE VISION*		
	LEFT EYE	RIGHT EYE
1. NATURAL:	_____**	_____**
	** ENTER PASS OR FAIL	
2. CORRECTED:	_____**	_____**
* ACCURACY CRITERIA: NATURAL OR CORRECTED VISION OF 20-20 BY THE LINEAR DISTANCE SCALE		
COLOR VISION*		
TYPE OF TEST ADMINISTERED: _____		
COLOR VISION:	NORMAL <input type="checkbox"/>	ABNORMAL <input type="checkbox"/>
DESCRIBE ANY ABNORMALITIES: _____		
* ACCURACY CRITERIA: ABILITY TO DISCRIMINATE DIFFERENCE BETWEEN PRIMARY COLORS ON TWO OF THE TEST TABLE PAGES FROM AN ILLUMINATED TEST BOOK OR EQUIVALENT.		
EXAMINER'S SIGNATURE:	DATE OF EXAMINATION:	HOSPITAL-EMPLOYEE IDENTIFICATION: DATE: OR LEVEL NO.:

	Consumers Power Company <small>44-116-0</small>	<h2 style="margin: 0;">PERSONNEL CERTIFICATION</h2> <h3 style="margin: 0;">LEVEL III</h3>	<small>PROJECTS, ENGINEERING AND CONSTRUCTION - QUALITY ASSURANCE DEPARTMENT</small>
NAME: _____		EMPLOYEE I.D. NO: _____	
LEVEL OF CERTIFICATION	DISCIPLINE	EFFECTIVE DATE OF CERTIFICATION	RENEWAL/RETEST DUE
BASIS FOR CERTIFICATION:			
EDUCATION		<input type="checkbox"/>	
GENERAL EXPERIENCE		<input type="checkbox"/>	
SPECIFIC TECHNICAL CAPABILITY		<input type="checkbox"/>	
TRAINING		<input type="checkbox"/>	
JOB PERFORMANCE EVALUATION		<input type="checkbox"/>	
OTHER FACTORS _____			
LIMITATIONS OF CERTIFICATION:			
THE ABOVE NAMED INDIVIDUAL IS CERTIFIED TO THE REQUIREMENTS OF WPCAD PROCEDURE _____			
SIGNATURE-MANAGER, WPCAD: _____		DATE: _____	

Consumers Power Company 2437-D		PERSONNEL CERTIFICATION (INSPECTION PLAN)		PROJECTS, ENGINEERING AND CONSTRUCTION - QUALITY ASSURANCE DEPARTMENT	
NAME:			DEFICIT I.D. NO:		
PLAN(S) I.D.	LEVEL	LEGISLATIONS	EFFECTIVE DATE	RENEWAL DATE DUE	CERTIFIED BY



Consumers
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SA-119-0

INSPECTION/TEST PERSONNEL ANNUAL PERFORMANCE EVALUATION

PROJECTS ENGINEERING
AND CONSTRUCTION -
QUALITY ASSURANCE DEPARTMENT

IN ACCORDANCE WITH MPQAD PROCEDURE 9-24, THE PERFORMANCE OF THE CERTIFIED
INDIVIDUAL NAMED BELOW HAS BEEN EVALUATED. THE PERIOD COVERED BY THIS
EVALUATION IS FROM _____ TO _____
(DATE) (DATE)

_____ PERFORMANCE DURING SPECIFIED PERIOD IS
(NAME)
SATISFACTORY BASED ON THE FOLLOWING:

- PERFORMANCE DEMONSTRATION
- PERFORMANCE MONITORING
- VISION EXAMINATION
- PROGRAMMATIC REFRESHER TRAINING
- SPECIFIC TECHNICAL/PQCI/PIPR) REFRESHER TRAINING
- OTHER _____
(EXPLAIN) _____

*MANDATORY

DISCIPLINE SUPERVISOR/DATE