

### EXHIBIT 5.4. ROOT CAUSE ANALYSIS MATRIX (TEMPLATE)

Possible Reasons for Deficiency ↓	Deficiencies from Exhibit 5.2 Execution Gap Analysis		
a. Incompatibility—improper job match	_____ %	_____ %	_____ %
b. Performer’s inability to perform job or task (knowledge, skill, expertise, competence)	_____ %	_____ %	_____ %
c. Prevalence of old habits, or behavior requirements inconsistent with personal beliefs, or performer’s perception of a better way	_____ %	_____ %	_____ %
d. Performer’s lack of confidence to perform task or job	_____ %	_____ %	_____ %
e. AMR: Vagueness of performer’s role, responsibilities, or performance expectations, or performer’s lack of information	_____ %	_____ %	_____ %
f. AMR: Performer’s perceived consequences or perceived lack of personal benefit	_____ %	_____ %	_____ %
g. AMR: Inadequate feedback, coaching, recognition, or support	_____ %	_____ %	_____ %
h. AMR: Inappropriate tools, equipment, technology, or resources available to the performer	_____ %	_____ %	_____ %
i. AMR: Inappropriate workload distribution or design of work space, job, tasks, policies, procedures, or processes	_____ %	_____ %	_____ %
j. Other (internal or external)	_____ %	_____ %	_____ %
<b>TOTAL = 100%</b>	<u>100%</u>	<u>100%</u>	<u>100%</u>
<b>Comments:</b>			
AMR references desired actions by the immediate supervisor and the management team closest to the performers doing the work ( <i>e</i> through <i>i</i> above indicates the possibility of deficiencies in these areas as a potential root cause).			