



Department of Energy
Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621



In reply refer to: FOIA #BPA-2025-02993-F

March 6, 2026

SENT VIA EMAIL ONLY TO: [REDACTED]

Karrie Carnes
No Address Provided

Dear Ms. Carnes,

This communication concerns your request for Bonneville Power Administration (BPA) records submitted to the agency under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). BPA received your records request on April 29, 2025. The agency formally acknowledged your request on May 28, 2025.

Request

“All documents, emails, Skype conversations, and text conversations on BPA phones having to do with the determination of which employees within BPA would be allowed to take the second round of the Deferred Resignation Program (DRP). I am not asking for the names of the employees who opted into the DRP but would like to know their positions/titles. I request to know the specific eligibility criteria that was used to determine who was allowed to take the DRP and who wasn't. The DRP emails from DOE and BPA leadership specifically referenced “eligibility” to be accepted in the DRP. I want all written documentation involved in the process for final determination that no one at BPA could take the second DRP. This includes emails between not only BPA leadership but also between BPA and Dept. of Energy leadership and HR staff. I am primarily interested in the emails/documents between John Hairston, the executive team and BPA/DOE human resources.”

Clarification

Via email exchanges with the agency on April 29, 2025, you refined your request to include responsive records dated from March 17, 2025, to May 2, 2025.

Final Response

Knowledgeable Subject Matter Experts in the agency's Intergovernmental Affairs, Chief Administrative Office, Human Resources, Power Services, and Transmission Services offices searched for and collected 101 pages of records responsive to your request. These records are being released with exemptions applied under 5 U.S.C. § 552(b)(5) (Exemption 5) and 5 U.S.C. § 552(b)(6) (Exemption 6).

Explanation of Exemptions

The FOIA generally requires the release of all responsive agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

Exemption 5

Exemption 5 protects “inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency” (5 U.S.C. § 552(b)(5)). The deliberative process privilege protects records showing the deliberative or decision-making processes of government agencies. Records protectable under this privilege must be both pre-decisional and deliberative. A record is pre-decisional if it is generated before the adoption of an agency policy. A record is deliberative if it reflects the give-and-take of the consultative process, either by assessing the merits of a particular viewpoint, or by articulating the process used by the agency to formulate a decision. Here, BPA relies on Exemption 5 to protect pre-decisional staff deliberations internal to BPA and with DOE Headquarters on how the agency would determine employee eligibility for the DRP. BPA also relies on Exemption 5 to protect pre-decisional deliberations on its outreach strategy and approach to internal communication with employees regarding implementation of the DRP.

Attorney-client privilege protects confidential communications between an attorney and a client relating to a legal matter for which the client has sought professional advice. The privilege encompasses facts provided by the client and opinions provided by the attorney. In this case, BPA asserts Exemption 5 to protect attorney advice related to the agency's outreach strategy to inform employees about the DRP.

Records protected by Exemption 5 may be discretionarily released. BPA has considered and declined a discretionary release of some pre-decisional and deliberative information in the responsive records set because disclosure of that information would harm the interests and protections encouraged by Exemption 5.

Exemption 6

Exemption 6 serves to protect Personally Identifiable Information contained in agency records when no overriding public interest in the information exists. BPA does not find an overriding public interest in the release of the information redacted under Exemption 6—specifically, cell phone numbers, the names and personal information of employees who were eligible for or opted to take the DRP, and personal information not related to agency business. This information sheds no light on the executive functions of the agency and BPA finds no overriding public interest in its release. BPA cannot waive these redactions, as the protections afforded by Exemption 6 belong to individuals and not to the agency.

Lastly, as required by 5 U.S.C. § 552(a)(8)(A), information has been withheld only in instances where (1) disclosure is prohibited by statute, or (2) BPA foresees that disclosure would harm an interest protected by the exemption cited for the record. When full disclosure of a record is not possible, the FOIA statute further requires that BPA take reasonable steps to segregate and release nonexempt information. The agency has determined that in certain instances partial disclosure is possible and has accordingly segregated the records into exempt and non-exempt portions.

Fee

There are no fees associated with processing your FOIA request.

Certification

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the records search, the redactions applied thereto, and the records release described above. Your FOIA request BPA-2025-02993-F is now closed with the responsive agency information provided.

Appeal

The records release certified above is final. Pursuant to 10 C.F.R. § 1004.8, you may appeal the adequacy of the records search, and the completeness of this final release, within 90 calendar days from the date of this communication. Appeals should be addressed to:

Director, Office of Hearings and Appeals
HG-1, L'Enfant Plaza
U.S. Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to OHA.filings@hq.doe.gov, including the phrase "Freedom of Information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services
National Archives and Records Administration
8601 Adelphi Road-OGIS
College Park, Maryland 20740-6001
E-mail: ogis@nara.gov

Phone: 202-741-5770
Toll-free: 1-877-684-6448
Fax: 202-741-5769

Questions about this communication, or the status of your FOIA request, may be directed to FOIA Program Lead Jason E. Taylor at 503-230-3537 or jetaylor@bpa.gov.

Sincerely,

CANDICE
PALEN

 Digitally signed by CANDICE
PALEN
Date: 2026.03.06 09:12:23
-08'00'

Candice D. Palen
Freedom of Information/Privacy Act Officer

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Friday, April 25, 2025 9:23 AM
To: Hairston,John L (BPA) - A-7; Furrer,Robin R (BPA) - N-7; James,Daniel M (BPA) - D-7; Cooper,Suzanne B (BPA) - P-6; Chong Tim,Marcus H (BPA) - L-7; Spraggins,Melanie (BPA) - P-6; Fickes,Anne Macron (BPA) - H-1; Baskerville,Sonya L (BPA) - AI-WASH
Subject: Awareness: BPA Eligibility and Justifications for DRP II
Attachments: BPA Eligibility Justifications for DRP II 4.25.2025.pdf

Good morning,

For awareness, this is the summary of information that will be provided back to DOE today along with a data sheet that includes names, etc. Sonya has it from here and will let us know of any follow up questions or actions.

Thanks,

Shana

Shana Kuhn

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Chief of Staff | Transmission | TA

slkuhn@bpa.gov | 503-230-3836

From: Hairston,John L (BPA) - A-7
Sent: Friday, April 25, 2025 5:19 PM
To: ALLBPA
Subject: DRP eligibility review update

I just wanted to send a quick update to let you know that the Department of Energy continues to review BPA's eligibility proposal for the Deferred Resignation Program. Once complete, all applicants will receive official responses from BPA's HR Service Center regarding their eligibility. Please continue with your current work status until you receive this official notice.

Thank you for your patience as we work through this process with the Department.

John

From: Hairston,John L (BPA) - A-7
Sent: Friday, April 11, 2025 1:33 PM
Subject: Executive corner: Bargaining unit employees return full-time on May 12; DRP update

This week, BPA announced that bargaining unit employees will return to the office full time on Monday, May 12. This includes bargaining unit employees with regular telework agreements and remote workers less than 50 miles from their primary work unit.

This is the largest group of employees in our return-to-office plan, and it includes 1,000 employees who were hired after BPA implemented maximum telework during the pandemic. Most of these employees have never experienced a fully occupied workspace at BPA. The rest of us have gotten used to working in quiet, mostly empty environments. And we've all changed habits over the last five years.

It's going to take time to adjust. To help us re-establish workplace norms, BPA is launching a "Know the Norms" campaign. This is intended to help all of us understand how we can contribute to a healthy, safe, supportive and productive work environment. It will include practical information to help us navigate the workplace, from where to get supplies to how to hold effective in-person meetings. It will also highlight ways to integrate safe practices in our day-to-day routines. Watch for more information next week.

Deferred Resignation Program extended

On Tuesday, the Department of Energy extended the deadline for the Deferred Resignation Program to today, April 11, at 11:59 p.m. ET (8:59 p.m. PT).

As I shared last week, the Department is offering this program in connection with its reduction-in-force plans. However, DOE leaders understand BPA's critical mission and our unique workforce needs, and they are working to ensure that BPA and the other power marketing administrations have the necessary staffing levels to continue providing essential services.

In my view, all BPA employees are essential to delivering on the full scope of our mission. And DOE understands that BPA's workforce is essential to delivering on its vision for abundant, affordable and secure energy resources.

Because the work we do is so important, I can't guarantee that everyone who applies to the DRP will be eligible to participate. BPA and DOE leadership will evaluate each applicant's position based on public safety, national security and other mission-critical needs. Once this review is complete, you will receive an official notice about whether your application is accepted.

My intent is to work with DOE to provide timely responses regarding eligibility to anyone who applied.

Take care and stay safe,
John

From: Baskerville,Sonya L (BPA) - AI-WASH
Sent: Friday, April 25, 2025 9:29 AM
To: Kuhn,Shana L (BPA) - TA-DITT-2; Spraggins,Melanie (BPA) - P-6; Fickes,Anne Macron (BPA) - H-1
Subject: Fw: CUI - DRP 2 spreadsheet
Attachments: v3 BPA DOE Spreadsheet DRP II 4.25.2025.xlsx; BPA Eligibility Justifications for DRP II 4.25.2025.pdf

Sent.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, April 25, 2025 12:27 PM
To: mike.kopp@hq.doe.gov <mike.kopp@hq.doe.gov>
Subject: Fw: CUI - DRP 2 spreadsheet

Mike, I mentioned to Kevin that I would also share this with you. If you have a moment this afternoon, it would be great to chat with you about this. I believe you may be uniquely positioned to opine on this request. Our understanding is that (b) (6). Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
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slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, April 25, 2025 12:24 PM
To: Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Hello, all. Here is BPA's additional justification information for the DRP2 submission, the revised spreadsheet and the pdf of additional justification information. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Morales, Aaron <aaron.morales@hq.doe.gov>
Sent: Thursday, April 24, 2025 6:52 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

+ Kevin since he's point for DRP tracking now.

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 6:37:54 PM
To: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Okay. I will get this to the team now.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Sent: Thursday, April 24, 2025 6:32:28 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Hi Sonya – I just talked with Taylor about this. It would be helpful if BPA could (b) (5)

[REDACTED]

For example, another PMA made (b) (5)

[REDACTED]

We are also asking them for a (b) (5)

[REDACTED]

[@Playforth, Taylor](#) - am I missing anything from our discussion on this?

Thank you,

Melissa Ardis
Senior Advisor, Power Marketing Administrations
Office of the Under Secretary for Infrastructure

(b) (6)

www.energy.gov

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 4:25 PM
To: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Thanks, all. I assume (b) (5) ? Please let us know if there is additional information you need regarding the submission. I know that Anne Fickes also has been in regular contact with DOE HC since this was submitted. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Sent: Thursday, April 24, 2025 3:06 PM
To: Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: RE: CUI - DRP 2 spreadsheet

I also raised to Reesha.

Melissa Ardis
Senior Advisor, Power Marketing Administrations
Office of the Under Secretary for Infrastructure

(b) (6)

www.energy.gov

From: Morales, Aaron <aaron.morales@hq.doe.gov>
Sent: Thursday, April 24, 2025 1:04 PM
To: Haller, William <william.haller@hc.doe.gov>; DOEDRP <doedrp@hq.doe.gov>
Cc: Baskerville, Sonya L <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Minus Jennifer and adding the dl.

From: Morales, Aaron
Sent: Thursday, April 24, 2025 2:54 PM
To: Blankenheim, Jennifer <jennifer.blankenheim@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Baskerville, Sonya L <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: FW: CUI - DRP 2 spreadsheet
Importance: High

Hi there,

I need some quick action on BPA's DRP list. It sounds like they are (b) (5). Who can get them the answers they need ASAP?

Aaron

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 2:48 PM
To: Morales, Aaron <aaron.morales@hq.doe.gov>
Subject: FW: CUI - DRP 2 spreadsheet

Here is the spreadsheet. Thank you!!!

Sonya Baskerville

[Bonneville Power Administration](#)

[U.S. DEPARTMENT OF ENERGY](#)

Director | Intergovernmental Affairs

slbaskerville@bpa.gov | O: 202-586-5587 | C: (b) (6)

From: Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Tuesday, April 22, 2025 6:35 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: FW: CUI - DRP 2 spreadsheet

From: Knivila-Ritchie, Sandra K (BPA) - HE-1 <SKKnivila-Ritchie@bpa.gov>
Sent: Tuesday, April 22, 2025 3:33 PM
To: Mosley, James G (BPA) - HE-CSB-1 <jgmosley@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: CUI - DRP 2 spreadsheet

CUI Attachment contains CUI. Public Release must be approved in accordance with the Law, Regulation, or Government - wide policy (LRGWP) and the Information Owner. The body of this email is not sensitive when separated from the attachment. If you have received this information in error notify the sender, delete the email from your inbox and from your deleted items folder.

Here is the spreadsheet from DOE.

Thanks,



U.S. DEPARTMENT
of **ENERGY**

[Learn more on HCnet](#)
[Contact the HR Hotline](#)

Sandra Knivila-Ritchie
Employee and Labor Relations
Human Resources

BPA HR Service Center
Mobile (b) (6)

CUI is sensitive information that must be protected through the use of security controls. Locate more information on CUI Information Program in Connection

From: Hairston,John L (BPA) - A-7
Sent: Tuesday, April 22, 2025 9:04 AM
To: ALLBPA
Subject: Reduction-in-force exemption and Deferred Resignation Program update

Today I can confirm that the Department of Energy has excluded BPA from potential reductions-in-force. In my discussions with DOE leadership, I have shared my perspective that BPA employees are essential to delivering on BPA's mission, to supporting national security, and to achieving the Department's vision for reliable, affordable and abundant energy. We have a lot of important work to do, and it's going to take all of us working together to continue to carry out our mission and achieve our goals.

That's why, when DOE offered the second Deferred Resignation Program, they included an approval step to review and determine position eligibility. This was a welcome opportunity to further emphasize the importance of our positions at BPA even knowing that it would present some difficult decisions about who would or would not be eligible.

After review of our workforce needs and statutory mission requirements, the only positions that will be eligible to participate in this second DRP are those employees who have been on administrative leave since January due to DEIA-related work.

I know this may be disappointing for those of you who applied but are not eligible. My hope is that the added clarity regarding workforce impacts will reassure you and your colleagues and motivate you to continue supporting our vital mission.

I can't overemphasize how proud I am of our workforce and the professionalism you've demonstrated while navigating change and uncertainty over the last several months. I've seen how our people pull together, support each other and remain focused on delivering the public services our region relies on. I hope you know how much you are appreciated – by me, our customers, DOE leadership and the millions of people who benefit from your work.

Take care and stay safe,

John

From: Fickes, Anne Macron (BPA) - H-1
Sent: Thursday, April 17, 2025 1:29 PM
To: Turner, Kristel L (BPA) - DKP-7; Kuhn, Shana L (BPA) - TA-DITT-2; Baskerville, Sonya L (BPA) - AI-WASH; Spraggins, Melanie (BPA) - P-6; Chong Tim, Marcus H (BPA) - L-7
Subject: DRP2 announcement-SLK Proposed Edits (003)
Attachments: DRP2 announcement-SLK Proposed Edits (003).docx

Hi,

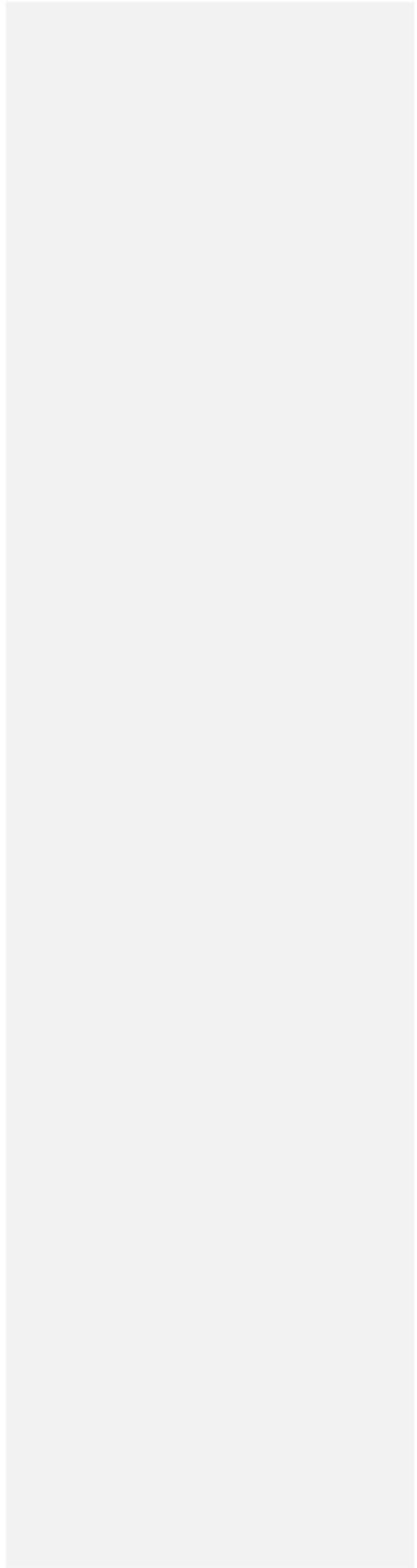
I provided 2 comments in the attached.

- (b) (5)
- We submitted our eligibility determinations to DOE but (b) (5)

Let me know if you have any questions, thanks!

Anne

(b) (5)



From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Monday, April 14, 2025 4:12 PM
To: Baskerville,Sonya L (BPA) - AI-WASH; Chong Tim,Marcus H (BPA) - L-7;
Spraggins,Melanie (BPA) - P-6; Fickes,Anne Macron (BPA) - H-1
Subject: EO Planning for This Week

Hi,

Since we had the DRP2 planning meeting on Friday with John, Melanie and I decided to cancel the DRP prep meeting tomorrow afternoon.

Here are a couple of items that need to be finalized so we can start the DRP2 Eligibility approval process:

1. (b) (5)
2. [Redacted]
3. [Redacted]

We are also tracking the following action items that came out of our Friday morning meeting and should be discussed at our Wednesday EO Core Team/DRP2 Review meeting. Please let us know if you are working on any of these items and if you will have updates for the Wednesday session, or if there is something we need to be doing in these areas:

1. DRP2:
 - a. (b) (5)
 - b. [Redacted]

(b) (5)

Thanks,

Shana

Shana Kuhn
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Chief of Staff | Transmission | TA
slkuhn@bpa.gov | 503-230-3836

From: Baskerville,Sonya L (BPA) - AI-WASH
Sent: Monday, April 21, 2025 9:19 AM
To: Taylor Playforth; Jereza, Catherine; Tatulyan, Kevin
Subject: Fw: Messaging concerning the RIF and DRP
Attachments: DRP2 announcement-CLEAN.pdf

Hello. Here is the message John mentioned below. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>
Sent: Friday, April 18, 2025 10:33 AM
To: Winberg, Steven <steven.winberg@hq.doe.gov>
Cc: Playforth, Taylor <Taylor.Playforth@hq.doe.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: Messaging concerning the RIF and DRP

Steven,

Per my voicemail, I wanted to give you a heads-up regarding messaging concerning (b) (5)

Bottom line up front, we have had numerous inquiries from (b) (5)

As you know, we received roughly (b) (5)

The two areas of focus of my message are,

1. (b) (5)
- 2.

(b) (5)

Please don't hesitate to reach out if there are any concerns or additional considerations.

Best,

John

John L. Hairston

[Bonneville Power Administration](#)

DEPARTMENT OF ENERGY

Administrator & CEO | A-7

jlhairston@bpa.gov | 503-230-5262

(b) (6) Cell

Message from the administrator

Date: TBD

Reduction-in-force exemption and Deferred Resignation Program update

Today I can confirm that the Department of Energy has excluded BPA from potential reductions-in-force. In my discussions with DOE leadership, I have shared my perspective that BPA employees are essential to delivering on BPA's mission, to supporting national security, and to achieving the Department's vision for reliable, affordable and abundant energy. We have a lot of important work to do, and it's going to take all of us working together to continue to carry out our mission and achieve our goals.

That's why, when DOE offered the second Deferred Resignation Program, they included an approval step to review and determine position eligibility. This was a welcome opportunity to further emphasize the importance of our positions at BPA even knowing that it would present some difficult decisions about who would or would not be eligible.

After review of our workforce needs and statutory mission requirements, the only positions that will be eligible to participate in this second DRP are those employees who have been on administrative leave since January due to DEIA-related work.

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I can't overemphasize how proud I am of our workforce and the professionalism you've demonstrated while navigating change and uncertainty over the last several months. I've seen how our people pull together, support each other and remain focused on delivering the public services our region relies on. I hope you know how much you are appreciated – by me, our customers, DOE leadership, and the millions of people who benefit from your work.

From: Turner,Kristel L (BPA) - DKP-7
Sent: Friday, April 25, 2025 1:16 PM
To: Kuhn,Shana L (BPA) - TA-DITT-2; Scruggs,Joel L (BPA) - DK-7; Chong Tim,Marcus H (BPA) - L-7; Spraggins,Melanie (BPA) - P-6; Fickes,Anne Macron (BPA) - H-1; Baskerville,Sonya L (BPA) - AI-WASH
Cc: Habibi,Maryam A (BPA) - DKP-7
Subject: RE: DRP update from the administrator

John does not think

(b)
(5)

The Department of Energy continues to review BPA's eligibility proposal for the Deferred Resignation Program. Once complete, all applicants will be receiving official responses from BPA's HR Service Center regarding their eligibility. Please continue with your current work status until you receive this official notice.

Thank you for your patience as we worked through this process with the Department.

Kristel Turner

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Senior Policy Writer | Communications

klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Friday, April 25, 2025 10:20 AM
To: Scruggs,Joel L (BPA) - DK-7 <jlscruggs@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Cc: Habibi,Maryam A (BPA) - DKP-7 <maasgharian@bpa.gov>
Subject: RE: DRP update from the administrator

(b) (5) but maybe something simple like:

If we don't get a response today:

(b) (5)

Or – If we do get a response today:

(b) (5)

(b) (5)

From: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Sent: Friday, April 25, 2025 10:13 AM
To: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Cc: Habibi,Maryam A (BPA) - DKP-7 <maasgharian@bpa.gov>
Subject: RE: DRP update from the administrator

Good morning, all.

(b) (5)

Joel Scruggs

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Chief Communications Officer | Communications

jlsruggs@bpa.gov | O: 503-230-5511 | C: (b) (6)

From: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Friday, April 25, 2025 10:06 AM
To: Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Habibi,Maryam A (BPA) - DKP-7 <maasgharian@bpa.gov>
Subject: RE: DRP update from the administrator

(b) (5)

Once we know the decision, if

(b) (5)

From: Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Friday, April 25, 2025 9:58 AM
To: Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Habibi,Maryam A (BPA) - DKP-7 <maasgharian@bpa.gov>
Subject: DRP update from the administrator

Good morning,

We put together (b) (5)

[REDACTED]

[REDACTED] Please see the options, attached.

Thanks!

Kristel Turner

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Senior Policy Writer | Communications

kturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Turner,Kristel L (BPA) - DKP-7
Sent: Friday, April 25, 2025 1:49 PM
To: Hairston,John L (BPA) - A-7
Cc: Scruggs,Joel L (BPA) - DK-7; Hannigan IV,Benjamin R (BPA) - A-7; Baskerville,Sonya L (BPA) - AI-WASH
Subject: RE: Friday message update

We recommend sending the brief update that we are still waiting. Does this look ok?

Subject: DRP eligibility review update

I just wanted to send a quick update to let you know that the Department of Energy continues to review BPA's eligibility proposal for the Deferred Resignation Program. Once complete, all applicants will receive official responses from BPA's HR Service Center regarding their eligibility. Please continue with your current work status until you receive this official notice.

Thank you for your patience as we work through this process with the Department.

Kristel Turner

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Senior Policy Writer | Communications

klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>
Sent: Friday, April 25, 2025 12:03 PM
To: Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlscruggs@bpa.gov>; Hannigan IV,Benjamin R (BPA) - A-7 <brhannigan@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: RE: Friday message update

Hi Kristel,

(b) (5)

Thoughts?

John

From: Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Friday, April 25, 2025 11:27 AM
To: Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlscruggs@bpa.gov>; Hannigan IV,Benjamin R (BPA) - A-7 <brhannigan@bpa.gov>
Subject: Friday message update

Hi John,

For your message today, we think (b) (5)

Please let us know if you are ok with this approach.

Thanks,
Kristel

Kristel Turner

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Senior Policy Writer | Communications

kturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Haller, William <william.haller@hc.doe.gov>
Sent: Tuesday, May 6, 2025 1:58 PM
To: Baskerville,Sonya L (BPA) - AI-WASH; Tatulyan, Kevin
Cc: Jereza, Catherine; Ardis, Melissa; Playforth, Taylor; Kosh, Ben
Subject: RE: CUI - DRP 2 spreadsheet
Attachments: v3 BPA DOE Spreadsheet DRP II 4.25.2025.xlsx; BPA Eligibility Justifications for DRP II 4.25.2025.pdf

Hi Sonya and team,

Thank you for sharing this information! I do not think (b) (5). Based on the data provided, we are (b) (5)



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of ENERGY**

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William Haller
*Acting Director,
Organizational Effectiveness
Division/Workday Change
Lead*

Office of the Chief Human
Capital Officer (HC)

OFFICE 240-255-8693

MOBILE (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>

Sent: Friday, April 25, 2025 12:25 PM

To: Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>

Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>

Subject: Re: CUI - DRP 2 spreadsheet

Importance: High

Hello, all. Here is BPA's additional justification information for the DRP2 submission, the revised spreadsheet and the pdf of additional justification information. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Morales, Aaron <aaron.morales@hq.doe.gov>
Sent: Thursday, April 24, 2025 6:52 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>;
Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

+ Kevin since he's point for DRP tracking now.

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 6:37:54 PM
To: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Okay. I will get this to the team now.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Sent: Thursday, April 24, 2025 6:32:28 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Hi Sonya – I just talked with Taylor about this. It would be helpful if BPA could (b) (5) [REDACTED]

For example, another PMA made (b) (5) [REDACTED]

We are also asking them for a [REDACTED] (b) [REDACTED]

@Playforth, Taylor - am I missing anything from our discussion on this?

Thank you,

Melissa Ardis
Senior Advisor, Power Marketing Administrations
Office of the Under Secretary for Infrastructure
(b) (6)
www.energy.gov

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 4:25 PM
To: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Thanks, all. I assume (b) (5) ? Please let us know if there is additional information you need regarding the submission. I know that Anne Fickes also has been in regular contact with DOE HC since this was submitted. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Sent: Thursday, April 24, 2025 3:06 PM
To: Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: RE: CUI - DRP 2 spreadsheet

I also raised to Reesha.

Melissa Ardis
Senior Advisor, Power Marketing Administrations
Office of the Under Secretary for Infrastructure
(b) (6)
www.energy.gov

From: Morales, Aaron <aaron.morales@hq.doe.gov>
Sent: Thursday, April 24, 2025 1:04 PM
To: Haller, William <william.haller@hc.doe.gov>; DOEDRP <doedrp@hq.doe.gov>
Cc: Baskerville, Sonya L <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Minus Jennifer and adding the dl.

From: Morales, Aaron
Sent: Thursday, April 24, 2025 2:54 PM
To: Blankenheim, Jennifer <jennifer.blankenheim@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Baskerville, Sonya L <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: FW: CUI - DRP 2 spreadsheet
Importance: High

Hi there,

I need some quick action on BPA's DRP list. It sounds like they are (b) (5). Who can get them the answers they need ASAP?

Aaron

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 2:48 PM
To: Morales, Aaron <aaron.morales@hq.doe.gov>
Subject: FW: CUI - DRP 2 spreadsheet

Here is the spreadsheet. Thank you!!!

Sonya Baskerville

[Bonneville Power Administration](#)

[U.S. DEPARTMENT OF ENERGY](#)

Director | Intergovernmental Affairs

slbaskerville@bpa.gov | O: 202-586-5587 | C: (b) (6)

From: Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Tuesday, April 22, 2025 6:35 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: FW: CUI - DRP 2 spreadsheet

From: Knivila-Ritchie, Sandra K (BPA) - HE-1 <SKKnivila-Ritchie@bpa.gov>
Sent: Tuesday, April 22, 2025 3:33 PM
To: Mosley, James G (BPA) - HE-CSB-1 <jgmosley@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: CUI - DRP 2 spreadsheet

CUI Attachment contains CUI. Public Release must be approved in accordance with the Law, Regulation, or Government - wide policy (LRGWP) and the Information Owner. The body of this email is not sensitive when separated from the attachment. If you have received this information in error notify the sender, delete the email from your inbox and from your deleted items folder.

Here is the spreadsheet from DOE.

Thanks,



U.S. DEPARTMENT
of **ENERGY**

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[Contact the HR Hotline](#)

Sandra Knivila-Ritchie
Employee and Labor Relations
Human Resources

BPA HR Service Center
Mobile (b) (6)

CUI is sensitive information that must be protected through the use of security controls. Locate more information on CUI Information Program in Connection

Eligibility	Position Category	Series	Position Title	T1 Org #	Justification
Eligible	(b) (6)				
Eligible Total				5	
Not Eligible	Safety	(b) (6)			<p>Positions are necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.</p> <p>The loss of additional employees will require BPA to cut some of what we do and delay crucial work necessary to meet the growing energy needs of the PNW. BPA remains committed to ensuring it can operate the system and keep the lights on and with current high level of vacancies, an inability to backfill, historical difficulties in attracting this specialized skillset, and time required for training, these positions are critical to retain at this time.</p> <p>These specific positions are necessary for protecting workforce and public health and safety, including:</p> <ul style="list-style-type: none"> Evaluating environmental, operations, safety and health compliance within BPA facilities; operations are conducted in highly complex, unique facilities whose hazards to workers, the public, and the environment are non-routine and where potentially harmful consequences are significant. Operations and maintenance of fire, life and safety systems across all facilities. Safety and occupational health activities. Safety, health, and environmental issues anticipating, dealing with, eliminating, or controlling hazardous conditions, exposures, and practices. Protecting life and property from destructive fires.
Safety Subtotal					
Not Eligible	Power System Operations, Transmission Grid Operations, Reliability, Maintenance, and Project Execution (Sustain and Expand)	(b) (6)			<p>Positions are necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.</p> <p>The loss of additional employees will require BPA to cut some of what we do and delay crucial work necessary to meet the growing energy needs of the PNW. BPA remains committed to ensuring it can operate the system and keep the lights on and with current high level of vacancies, an inability to backfill, historical difficulties in attracting this specialized skillset, and time required for training, these positions are critical to retain at this time.</p> <p>These positions are required for the production of power and maintenance of the power distribution system managed by the Bonneville Power Administration and include:</p> <ul style="list-style-type: none"> Positions needed for changing system interconnections, restoring service after a disturbance, and removing equipment from service for routine or emergency maintenance related to the electrical grid. Engineers focused on the physical integrity of transmission line critical infrastructure and the road network used to maintain it, along with other critical facilities such as substations, radio communication sites, control center buildings and transportation networks for those facilities. Positions involved in installing, testing, repairing, and maintaining high voltage electric power-controlling equipment and/or distribution lines. Scientists serving as Hydro Duty Schedulers responsible for the maintenance and operation of power systems, spill, hydro operations. Positions required to ensure power reliability. Power system facility operators responsible for the safe and reliable operation of the bulk electric system. Positions necessary for transporting inspectors who perform field inspections of high-voltage power lines to ensure and preserve the safety and health of the public. Positions performing preventive, corrective, and emergency maintenance of power system control equipment to ensure adequate operability. Positions which perform preventive and corrective maintenance on protective relays, revenue meters, telemetering schemes, substation control systems and various kinds of substation monitoring and control equipment. Positions involved in rebuilding, overhauling, installing, troubleshooting, repairing, modifying, calibrating, aligning, and maintaining integrated electronic systems. Positions involved in operating transportation, construction, or other mobile equipment and stationary or portable industrial equipment, machinery, tools, or utility systems. Positions performing emergency maintenance and storm response duties to ensure constant, safe and efficient flow of electrical power to maintain stability and reliability in the electrical energy system. Positions necessary for protecting federal buildings, equipment, and other property.

Eligibility	Position Category	Series	Position Title	T1 Org #	Justification
		(b) (6)			
Power System Operations, Transmission Grid Operations, Reliability, Maintenance, and Project Execution (Sustain and Expand) Subtotal					
Not Eligible	IT OT	(b) (6)			<p>Positions are necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.</p> <p>The loss of additional employees will require BPA to cut some of what we do and delay crucial work necessary to meet the growing energy needs of the PNW. BPA remains committed to ensuring it can operate the system and keep the lights on and with current high level of vacancies, an inability to backfill, historical difficulties in attracting this specialized skillset, and time required for training, these positions are critical to retain at this time.</p> <p>Collectively, positions in the J organizations develop and support the 24X7 critical business systems operations, monitoring, support and trouble-shooting of Bonneville's identified mission critical portfolio, including implementation and compliance with NIST, FISMA, and North American Electric Reliability Corporation Critical Infrastructure Protection standards related to cybersecurity of the U.S. transmission grid; agency-wide energy business automation systems; and provides information technology governance, planning, and standards for the agency's enterprise business activities. These organization maintain authority for BPA's Cyber Security Program which manages agency programs to address information systems, including: Certification & Accreditation, Risk Assessment, External Reporting & Liaising, Continuous Monitoring, Security Awareness & Training, Critical Infrastructure Protection coordination, and Incident & Investigations management. Duties include highly technical electric utility operations across a large multistate service territory in the Pacific NW region (BPA's service territory includes Idaho, Oregon, Washington, western Montana and parts of eastern Montana, California, Nevada, Utah and Wyoming).</p>
	IT OT Subtotal				
Not Eligible	Procurement and Contracting	(b) (6)			<p>Positions are necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.</p> <p>The loss of additional employees will require BPA to cut some of what we do and delay crucial work necessary to meet the growing energy needs of the PNW. BPA remains committed to ensuring it can operate the system and keep the lights on and with current high level of vacancies, an inability to backfill, and time required for training, these positions are critical to retain at this time.</p> <p>Contract specialists are essential in carrying out all aspects of work at the Bonneville Power Administration. BPA operates under the Bonneville Purchasing Instructions, not the Federal Acquisition Regulation (FAR), requiring specialized training even within the federal government. BPA is self-financed with permanent indefinite direct spending, contracting, contract and borrowing authority under the provisions of the Bonneville Project Act, 16 U.S.C. § 832, the Transmission Act, 16 U.S.C. § 838i, and the Northwest Power Act, 16 U.S.C. §839, and operates under provisions of the Government Corporation Control Act, 31 U.S.C. §§ 9101-9110.</p>
	Procurement and Contracting Subtotal				
Not Eligible	Revenue Generation and Customers	(b) (6)			<p>Positions are necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.</p> <p>The loss of additional employees will require BPA to cut some of what we do and delay crucial work necessary to meet the growing energy needs of the PNW. BPA remains committed to ensuring it can operate the system and keep the lights on and with current high level of vacancies, an inability to backfill, and time required for training, these positions are critical to retain at this time.</p> <p>BPA is a power marketing administration that markets power from 31 federal hydroelectric dams and one nuclear power plant and owns and operates over 15,000 miles of high voltage transmission lines. BPA is responsible for all electric utility business operations including reliability and financial compliance obligations. Based on the highly technical, expansive statutory duties and obligations under Bonneville's organic statutes, increasingly technical requirements for electric utility industry operations, particularly in the statutorily defined region of the Pacific Northwest these positions are critical and align with the congressional intent to ensure confidence of the public and the ratepayers in the Pacific Northwest who pay all of Bonneville's costs.</p>

Eligibility	Position Category	Series	Position Title	T1 Org #	Justification
		(b) (6)			Includes individuals who are on-call and stand ready to respond to mission critical work when events arise. This includes but is not limited to: responding to continuity events, responding to emergencies, ensuring the safe and reliable operations of the High Voltage Transmission System as well as conducting business with customers and making project site visits.
	Revenue Generation and Customers Subtotal				
Not Eligible	Essential Support				<p>Positions are necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.</p> <p>The loss of additional employees will require BPA to cut some of what we do and delay crucial work necessary to meet the growing energy needs of the PNW. BPA remains committed to ensuring it can operate the system and keep the lights on and with current high level of vacancies, an inability to backfill, and time required for training, these positions are critical to retain at this time.</p> <p>BPA is a power marketing administration that markets power from 31 federal hydroelectric dams and one nuclear power plant and owns and operates over 15,000 miles of high voltage transmission lines. BPA is responsible for all electric utility business operations including reliability and financial compliance obligations. Based on the highly technical, expansive statutory duties and obligations under Bonneville's organic statutes, increasingly technical requirements for electric utility industry operations, particularly in the statutorily defined region of the Pacific Northwest these positions are critical and align with the congressional intent to ensure confidence of the public and the ratepayers in the Pacific Northwest who pay all of Bonneville's costs.</p> <ul style="list-style-type: none"> Collectively these positions are essential for enabling BPA to carrying out its critical mission. Without these essential skillsets all other positions would not have the people, funding, financial accountability, rate setting, budget establishment and management, compliance accountability, and performance accountability required to meet its statutory requirement to operate in a businesslike manner and to have a commercially successful business. 16 U.S.C. § 839f(b). With critical vacancies in other areas of the business, these individuals have the knowledge and skills to be reassigned to higher priority work or functions. Losing additional staff will undercut BPA's ability to execute on the principles included in President Trump's Jan. 20 Executive Order, entitled "Declaring a National Energy Emergency." BPA should play a major role in creating a more abundant, reliable, secure and affordable energy future. Additionally, this will put our ability to meet our critical operations at risk and limit our ability to meet the energy emergency and advance Department of Energy goals and objectives mentioned above. Includes individuals who are on-call and stand ready to respond to mission critical work when events arise. This includes but is not limited to: responding to continuity events, responding to emergencies, ensuring the safe and reliable operations of the High Voltage Transmission System as well as conducting business with customers and making project site visits.
	Essential Support Subtotal				
Not Eligible Total				158	
Grand Total				163	

From: Baskerville,Sonya L (BPA) - AI-WASH
Sent: Wednesday, April 23, 2025 1:52 PM
To: Jereza, Catherine; Taylor Playforth; Tatulyan, Kevin
Subject: Re: Clarification regarding Deferred Resignation Program eligibility decision

Hello, all. Any more word on the final decisions regarding BPA's eligible and ineligible DRP2 employees? John wants to make sure we get the appropriate letters done in time for the eligible employees who would be going on admin leave on Friday.

Our HR director has not received any information from DOE HC.

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Tuesday, April 22, 2025 3:14 PM
To: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Taylor Playforth <Taylor.Playforth@hq.doe.gov>
Subject: Fw: Clarification regarding Deferred Resignation Program eligibility decision

Here is the clarification per John's conversation with S3. Please see below. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>
Sent: Tuesday, April 22, 2025 3:11 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: Fw: Clarification regarding Deferred Resignation Program eligibility decision

Hi Sonya,

Please share with S3 and team.

Thanks
John

From: Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>

Sent: Tuesday, April 22, 2025 12:09 PM

To: ALLBPA <ALLBPA@bpa.gov>

Subject: Clarification regarding Deferred Resignation Program eligibility decision

I'd like to provide additional clarification regarding the Deferred Resignation Program eligibility. As the BPA Administrator, I determined the majority of Bonneville positions are ineligible for the second Deferred Resignation Program offer. However, the Department of Energy has final approval authority on the eligibility of Deferred Resignation Program requests. Once DOE has completed its process, BPA's HR department will issue final notification letters regarding eligibility.

John

From: Turner,Kristel L (BPA) - DKP-7
Sent: Friday, May 2, 2025 9:06 AM
To: Kuhn,Shana L (BPA) - TA-DITT-2; Baskerville,Sonya L (BPA) - AI-WASH; Fickes,Anne Macron (BPA) - H-1; Spraggins,Melanie (BPA) - P-6; Scruggs,Joel L (BPA) - DK-7; Chong Tim,Marcus H (BPA) - L-7; Habibi,Maryam A (BPA) - DKP-7
Subject: RE: DRP2/RIF exemption announcement
Attachments: 20250502_DRP2 final decision_HQ plumbing-JS AF.docx

Here is the message with the (b) (5)

Kristel Turner
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Senior Policy Writer | Communications
klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Friday, May 2, 2025 8:46 AM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Scruggs,Joel L (BPA) - DK-7 <jlscruggs@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

I would also prefer the (b) (5)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, May 2, 2025 8:42:34 AM
To: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Scruggs,Joel L (BPA) - DK-7 <jlscruggs@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

I kind of wonder why we say anything other than (b) (5)

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Friday, May 2, 2025 10:51:17 AM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Good Morning,

(b) (5)

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, May 1, 2025 5:34 PM
To: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

Hey there. Are we (b) (6)? I'm getting a lot of inquiries about impacts from DRP2. Lots of customers and customers' lawyers around this week. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Monday, April 21, 2025 12:13:00 PM
To: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

Thanks!

SONYA BASKERVILLE

BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Monday, April 21, 2025 11:52:58 AM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Here it is.

Kristel Turner
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Senior Policy Writer | Communications
klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Monday, April 21, 2025 8:41 AM
To: Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

Can you send me a clean version? This appears to have the redlining in it. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Sent: Monday, April 21, 2025 10:23:47 AM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Attached is the version I sent John last Thursday.

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Monday, April 21, 2025 6:45 AM

To: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

Hey there. Have we confirmed this is the correct version?

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Friday, April 18, 2025 4:27:51 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

John said he's good with the version Melanie sent to him and Sonya can share it. Melanie, was it this version?

Kristel Turner
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Senior Policy Writer | Communications
klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, April 18, 2025 12:21 PM
To: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

(b) (5)



Thanks.

SONYA BASKERVILLE

BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Turner, Kristel L (BPA) - DKP-7 <kturner@bpa.gov>
Sent: Friday, April 18, 2025 3:14 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

FYI, I sent this clean draft to John to see if he approves. (b) (6) so I'm not sure if we'll hear back from him today – unless you think I should text him to get his eyes on it sooner.

Kristel Turner
[Bonneville Power Administration](mailto:slbaskerville@bpa.gov)
DEPARTMENT OF ENERGY
Senior Policy Writer | Communications
kturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, April 18, 2025 11:25 AM
To: Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Turner, Kristel L (BPA) - DKP-7 <kturner@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

Kristel, when the draft is done, please send to me (b) (5). Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Friday, April 18, 2025 11:18 AM
To: Turner, Kristel L (BPA) - DKP-7 <kturner@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Thanks Kristel. You can ignore my other message, looks like we hit send at the same time 😊. I think your language looks good.

From: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Friday, April 18, 2025 8:16 AM
To: Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Good morning,

John said he plans on [REDACTED] (b) (5)

[REDACTED]

[REDACTED]

Kristel Turner
[Bonneville Power Administration](#)
DEPARTMENT OF ENERGY
Senior Policy Writer | Communications
klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Thursday, April 17, 2025 3:23 PM
To: Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Thanks!

I just want to emphasize that [REDACTED] (b) (5)

[REDACTED]

I added this statement in the attached as well.

Thanks,
Anne

From: Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Sent: Thursday, April 17, 2025 2:19 PM
To: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>

Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>

Subject: Re: DRP2/RIF exemption announcement

FYI, there are several news reports that the Trump Administration intends to extend the federal hiring freeze, which was set to expire this month, through July. [REDACTED] (b) [REDACTED]

[REDACTED]

[REDACTED] (5) [REDACTED]



[White House says Trump to sign order to extend federal hiring freeze reuters.com](https://www.reuters.com)

Joel Scruggs

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Chief Communications Officer | Communications

jlsruggs@bpa.gov | O: 503-230-5511 | C: (b) (6)

From: Turner, Kristel L (BPA) - DKP-7 <kturner@bpa.gov>

Sent: Thursday, April 17, 2025 1:43:56 PM

To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>

Cc: Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>

Subject: RE: DRP2/RIF exemption announcement

This version includes all edits so far. Should I clean it up and send it to John now, or wait until he hears back from S3?

Kristel Turner

[Bonneville Power Administration](https://www.bpa.gov)

DEPARTMENT OF ENERGY

Senior Policy Writer | Communications

kturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 17, 2025 1:34 PM
To: Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

(b) (5)

But, I could go either way. Depends on if John hears anything from [REDACTED] (b) (5)

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Sent: Thursday, April 17, 2025 4:27 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

I'll add that I suggested edits based on (b) (5)

Thanks,
Marcus

From: Chong Tim,Marcus H (BPA) - L-7
Sent: Thursday, April 17, 2025 1:21 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

I suggested edits for consideration on top of Shana's version.

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 17, 2025 12:31 PM
To: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>;

Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>;
Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

(b) (5)

Also, I would not (b) (5).

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Thursday, April 17, 2025 3:23:47 PM
To: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>;
Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>;
Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

I took a stab at incorporating Sonya's comment as well as some other changes. I used track changes.

I believe you are already aware, but just in case, this will require John's review with S3 before it can go out to the workforce. I think he plans to do that via email when it is ready, but we will want his green light directly on this one.

From: Turner, Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Thursday, April 17, 2025 9:38 AM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Spraggins, Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn, Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs, Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: RE: DRP2/RIF exemption announcement

Thanks for that clarification – I'll correct the draft.

Kristel Turner
klturner@bpa.gov
Bonneville Power Administration
DEPARTMENT OF ENERGY
Senior Policy Writer | Communications
klturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 17, 2025 9:37 AM
To: Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: Re: DRP2/RIF exemption announcement

Hey, all. Please do not (b) (5) [REDACTED]
[REDACTED]
[REDACTED]

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6) [REDACTED]

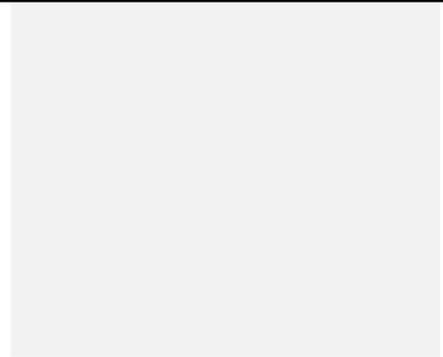
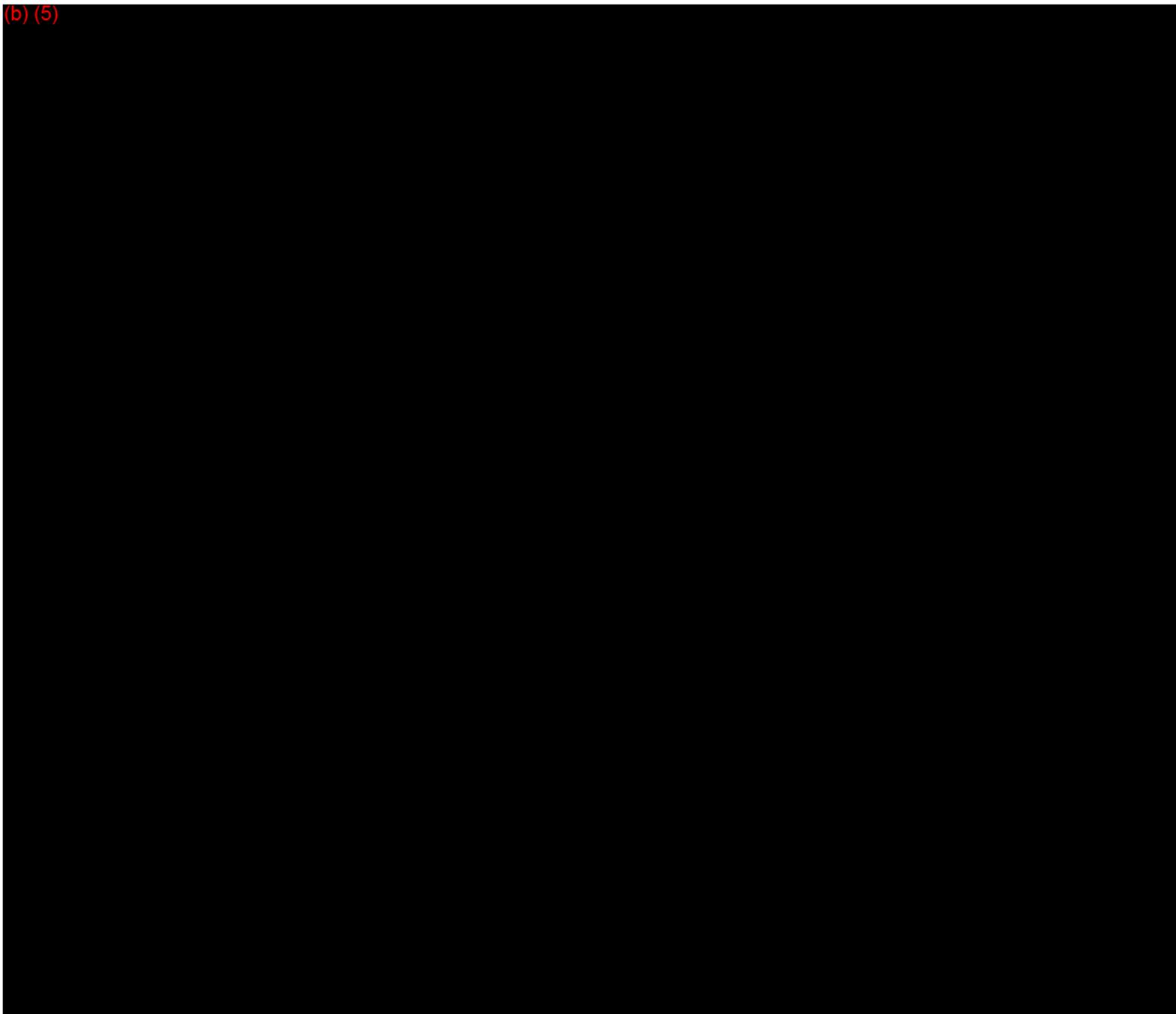
From: Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Sent: Thursday, April 17, 2025 12:32:40 PM
To: Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Cc: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>
Subject: DRP2/RIF exemption announcement

Good morning,
Melanie asked me to start working on this message from John. Please review. If this is ready to share tomorrow, it could be his regular Friday message. If not, we can move forward with his message (b) (5) [REDACTED]
[REDACTED]

Thank you!

Kristel

(b) (5)



From: Johnson,G Douglas (BPA) - DK-7
Sent: Thursday, April 17, 2025 2:06 PM
To: Baskerville,Sonya L (BPA) - AI-WASH; Kutil,Sarah M (BPA) - LT-7
Subject: RE: REVIEW REQUESTED: DRP/Hiring Freeze impacts on Transmission Services

No worries. Precisely why the introduction includes that caveat.

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 17, 2025 2:06 PM
To: Johnson,G Douglas (BPA) - DK-7 <gdjohnson@bpa.gov>; Kutil,Sarah M (BPA) - LT-7 <smkutil@bpa.gov>
Subject: Re: REVIEW REQUESTED: DRP/Hiring Freeze impacts on Transmission Services

Ah okay, sorry. I think by the time this meeting occurs, [REDACTED] (b) (6) [REDACTED] Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Johnson,G Douglas (BPA) - DK-7 <gdjohnson@bpa.gov>
Sent: Thursday, April 17, 2025 4:59 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Kutil,Sarah M (BPA) - LT-7 <smkutil@bpa.gov>
Subject: RE: REVIEW REQUESTED: DRP/Hiring Freeze impacts on Transmission Services

It absolutely DOES NOT presume [REDACTED] (b) (5)

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 17, 2025 1:59 PM
To: Johnson,G Douglas (BPA) - DK-7 <gdjohnson@bpa.gov>; Kutil,Sarah M (BPA) - LT-7 <smkutil@bpa.gov>
Subject: Re: REVIEW REQUESTED: DRP/Hiring Freeze impacts on Transmission Services

I don't know why [REDACTED] (b) (5)

[REDACTED]

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY

Director | Intergovernmental Affairs

slbaskerville@bpa.gov

O: 202-586-5587 | C: (b) (6)

From: Johnson,G Douglas (BPA) - DK-7 <gdjohnson@bpa.gov>

Sent: Thursday, April 17, 2025 4:53:52 PM

To: Kutil,Sarah M (BPA) - LT-7 <smkutil@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>

Subject: FW: REVIEW REQUESTED: DRP/Hiring Freeze impacts on Transmission Services

See below. Please take a look from your perspectives.

From: Johnson,G Douglas (BPA) - DK-7

Sent: Thursday, April 17, 2025 9:18 AM

To: Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Cook,Jeffrey W (BPA) - TP-DITT-2 <jwcook@bpa.gov>;

Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Bustamante,Richard (BPA) - TO-DITT-2 <rxbustamante@bpa.gov>;

Manary,Michelle L (BPA) - TS-DITT-2 <mlmanary@bpa.gov>

Cc: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Sheckells,Katie (TFE)(BPA) - TSB-TPP-2 <kksheckells@bpa.gov>;

Scruggs,Joel L (BPA) - DK-7 <jscruggs@bpa.gov>; Habibi,Maryam A (BPA) - DKP-7 <maasgharian@bpa.gov>

Subject: REVIEW REQUESTED: DRP/Hiring Freeze impacts on Transmission Services

Michelle Manary requested we create a [REDACTED] (b)

[REDACTED])
[REDACTED])
[REDACTED])

Please review and provide comments/edits by COB, Monday, April 21. In addition to review, it would be ideal for some guidance on (b) (5) [REDACTED]

Thanks. Please let me know if you have questions or would like to discuss.

Doug Johnson

[Bonneville Power Administration](#)

[DEPARTMENT OF ENERGY](#)

Senior Spokesperson | Communications

gdjohnson@bpa.gov | [REDACTED]

(b)

From: Baskerville,Sonya L (BPA) - AI-WASH
Sent: Friday, April 25, 2025 3:09 PM
To: Fickes,Anne Macron (BPA) - H-1
Subject: Re: Reassignment of DEIA Staff

Thanks. Yes, I brought this up with (b) (5) [REDACTED]

[REDACTED] Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6) [REDACTED]

From: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Friday, April 25, 2025 5:18 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: FW: Reassignment of DEIA Staff

Hi Sonya,

I believe you were going to connect with some folks regarding DEIA. The following may help. Please let me know if you need anything else or if there is anything I can do to support you.

Please note, with DRP2, we are now only asking to reassign (b) (5) [REDACTED]

Thanks!

From: Fickes,Anne Macron (BPA) - H-1
Sent: Friday, March 14, 2025 1:25 PM
To: Williams, Jeffrey T. <jeffreyt.williams@hc.doe.gov>
Subject: Reassignment of DEIA Staff

Request to reassign (b) (5) [REDACTED]

Hi Jeff,

I had planned to discuss this with you in person next week. I will make myself available if you'd like to discuss further, thank you.

Background

The Bonneville Power Administration (BPA) is a power marketing administration that markets power from 31 federal hydroelectric dams and one nuclear power plant and owns and operates over 15,000 miles of high voltage transmission lines. Unlike all other DOE departmental elements, Bonneville is fully self-financed, issues bonds directly to Treasury, and receives no direct annual appropriations for operations. 16 U.S.C. 838i (2020).

Under the Northwest Power Act, Bonneville is explicitly required to operate in a businesslike manner and is accountable to the region. 16 U.S.C. § 839f(b) (2020).

Per Executive Order *Ending Radical and Wasteful Government DEI Programs and Preferencing*, (b) (5)

[Redacted]

Current State

(b) (5)

Request

BPA requests approval to (b) (5)

Process

To mitigate any concerns, we will (b) (5)

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

From: Baskerville,Sonya L (BPA) - AI-WASH
Sent: Wednesday, April 23, 2025 10:25 AM
To: Owen,Kevin A (BPA) - FR-2; Wittig,Veronica (BPA) - F-2; Chong Tim,Marcus H (BPA) - L-7
Cc: Coseo,Nadine M (BPA) - FT-2
Subject: Re: Review Request by April 22: Q2 FY25 Quarterly Financial Report with MD&A

Okay. It wasn't clear it was speaking (b) (5) Maybe that could be clarified in the text. But, just FYI, we don't yet have that approval, so we don't know yet (b) (5) Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Owen,Kevin A (BPA) - FR-2 <kaowen@bpa.gov>
Sent: Wednesday, April 23, 2025 1:22:27 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Wittig,Veronica (BPA) - F-2 <vxwittig@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Cc: Coseo,Nadine M (BPA) - FT-2 <nmcoseo@bpa.gov>
Subject: RE: Review Request by April 22: Q2 FY25 Quarterly Financial Report with MD&A

Thanks, Sonya, for you review and comments.
Accounting is revising the disclosure a little bit and will hit resend back to you all soon.

(b) (5) we're rewriting this anyway.

Kevin Owen, CPA
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Accounting Officer | Finance | Accounting and Financial Reporting
kaowen@bpa.gov | 503-230-7619

From: Wittig,Veronica (BPA) - F-2 <vxwittig@bpa.gov>
Sent: Wednesday, April 23, 2025 8:41 AM
To: Owen,Kevin A (BPA) - FR-2 <kaowen@bpa.gov>
Cc: Coseo,Nadine M (BPA) - FT-2 <nmcoseo@bpa.gov>
Subject: FW: Review Request by April 22: Q2 FY25 Quarterly Financial Report with MD&A

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Tuesday, April 22, 2025 3:55 PM
To: Wittig, Veronica (BPA) - F-2 <vxwittig@bpa.gov>; Chong Tim, Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Subject: Fw: Review Request by April 22: Q2 FY25 Quarterly Financial Report with MD&A

(b) (5)

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Mesa, Aaron J (CONTR) - F-2 <ajimesa@bpa.gov> on behalf of Wittig, Veronica (BPA) - F-2 <vxwittig@bpa.gov>
Sent: Tuesday, April 22, 2025 6:13 PM
To: Wittig, Veronica (BPA) - F-2 <vxwittig@bpa.gov>; Enterprise Board <EnterpriseBoard@BPASite1.bpa.gov>
Cc: Enterprise Board Assistants <EnterpriseBoardAssistants@BPASite1.bpa.gov>; Owen, Kevin A (BPA) - FR-2 <kaowen@bpa.gov>; Finance Senior Managers <FinanceSeniorManagers@BPASite1.bpa.gov>; Akowskey, Kelly A (BPA) - FRS-2 <kaakowskey@bpa.gov>; Lawson, Amy M (BPA) - FRS-2 <amlawson@bpa.gov>; Mesa, Aaron J (CONTR) - F-2 <ajimesa@bpa.gov>
Subject: RE: Review Request by April 22: Q2 FY25 Quarterly Financial Report with MD&A

All,

In response to the updates today regarding the DOE DRP the Management's Discussion and Analysis has been updated to include the highlighted sentence below. No language has been added regarding BPA's exclusion from any RIF actions to allow that information to be released to the public through Communications, and not the Quarterly Report.

Change in Administration

On Jan. 20, 2025, Donald J. Trump was sworn in as President of the United States of America. On Feb. 4, 2025, Chris Wright was sworn in as the Secretary of the United States Department of Energy.

With every new Administration, national policy objectives may change and shifting political priorities could impact BPA. On Jan. 20, 2025, President Trump issued a Presidential Memorandum instituting a federal hiring freeze intended to be replaced by a long-term workforce reduction plan to be developed by the United States Office of Personnel Management ("OPM"). On Feb. 26, 2025, the United States Office of Management and Budget ("OMB"), together with OPM, released further guidance for agencies to prepare for large-scale reductions in force. BPA is working with DOE, OPM and OMB to determine how to carry out the order.

On Jan. 28, 2025, BPA employees received the "Fork in the Road" email from OPM offering a Deferred Resignation Program ("DRP") and voluntary early retirement for those that qualify. The DRP enabled employees to resign effective Sept. 30, 2025 (or Dec. 31, 2025, if retiring), but be placed on administrative leave beginning as early as the first week of March until the September resignation

date or December retirement date. BPA continues to assess how the staffing reductions will impact its operations (b) (5)

(b) (5)

On March 31, 2025, the Department of Energy (DOE) instituted a DOE Deferred Resignation Program (DRP) with requests to opt in required by April 11, 2025. The DOE DRP requirements, expectations, benefits and other facets are largely consistent with the OPM DRP offered in February 2025. However, DOE DRP enrollment requests will be reviewed for eligibility before final decisions are made to ensure that mission-critical positions are properly staffed. (b) (5)

(b) (5)

Neither the initial OPM DRP or subsequent DOE DRP have had a material impact to BPA's net revenues or financial position as of March 31, 2025, and BPA has not accrued any additional liability related to either DRP. Those who accepted the DRP remain as BPA employees through the end of the DRP periods and receive salary payments in accordance with normal payroll procedures.

Thanks,
Veronica

From: Mesa, Aaron J (CONTR) - F-2 <ajmesa@bpa.gov> **On Behalf Of** Wittig, Veronica (BPA) - F-2
Sent: Friday, April 18, 2025 3:07 PM
To: Enterprise Board <EnterpriseBoard@BPASite1.bpa.gov>
Cc: Enterprise Board Assistants <EnterpriseBoardAssistants@BPASite1.bpa.gov>; Wittig, Veronica (BPA) - F-2 <vxwittig@bpa.gov>; Owen, Kevin A (BPA) - FR-2 <kaowen@bpa.gov>; Mesa, Aaron J (CONTR) - F-2 <ajmesa@bpa.gov>; Finance Senior Managers <FinanceSeniorManagers@BPASite1.bpa.gov>; Akowskey, Kelly A (BPA) - FRS-2 <kaakowskey@bpa.gov>; Lawson, Amy M (BPA) - FRS-2 <amlawson@bpa.gov>
Subject: Review Request by April 22: Q2 FY25 Quarterly Financial Report with MD&A

Please review the attached files and respond with any comments or concerns by 6:00PM Tuesday, April 22 to Kelly Akowskey (kaakowskey@bpa.gov) and Amy Lawson (amlawson@bpa.gov), with Kevin Owen (kaowen@bpa.gov) also copied. We are posting the final PDF of our unaudited Q2 FY25 Quarterly Financial Report to bpa.gov on Friday, April 25. Before then we need to confirm any changes with our Finance office and external auditor, PwC. Other external financial materials, such as for the QBR meeting, will be made publicly available after this Quarterly Financial Report is posted.

Attached are the following items:

- (clean version) Word document of unaudited Q2 Management's Discussion and Analysis (MD&A).
- PDF of Q2 FY25 FCRPS unaudited Quarterly Financial Report (MD&A with FCRPS balance sheet, income statement, cash flow statement).

Financial results and disclosures could still change and should not be discussed or reported externally. Our auditors are still conducting their quarterly review.

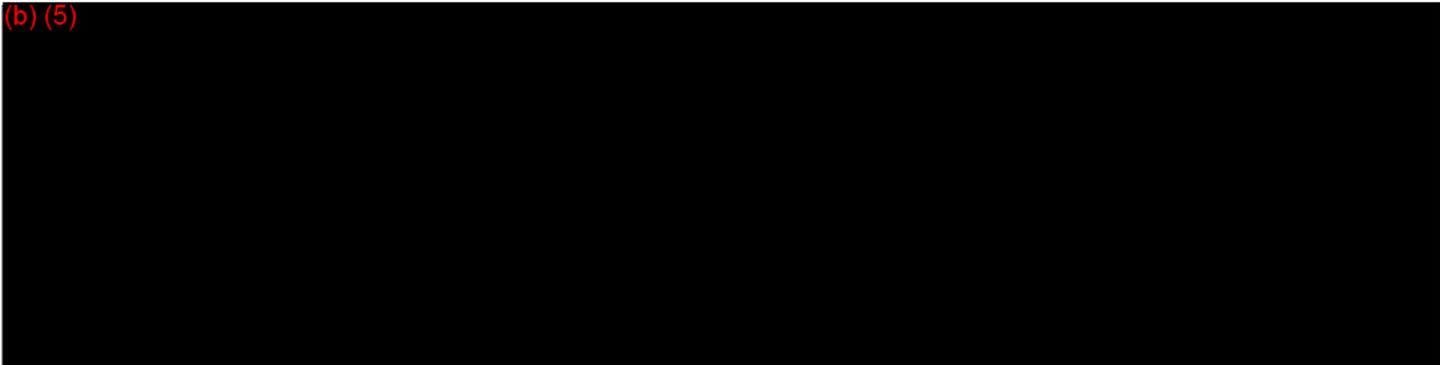
Thanks,
Veronica

From: Fickes, Anne Macron (BPA) - H-1
Sent: Wednesday, April 23, 2025 12:43 PM
To: Furrer, Robin R (BPA) - N-7; Baskerville, Sonya L (BPA) - AI-WASH; Spraggins, Melanie (BPA) - P-6; Kuhn, Shana L (BPA) - TA-DITT-2; Chong Tim, Marcus H (BPA) - L-7
Subject: Updates

Hello,

I just spoke to John and shared the following but wanted to keep you all looped in...

(b) (5)



U.S. DEPARTMENT
of ENERGY

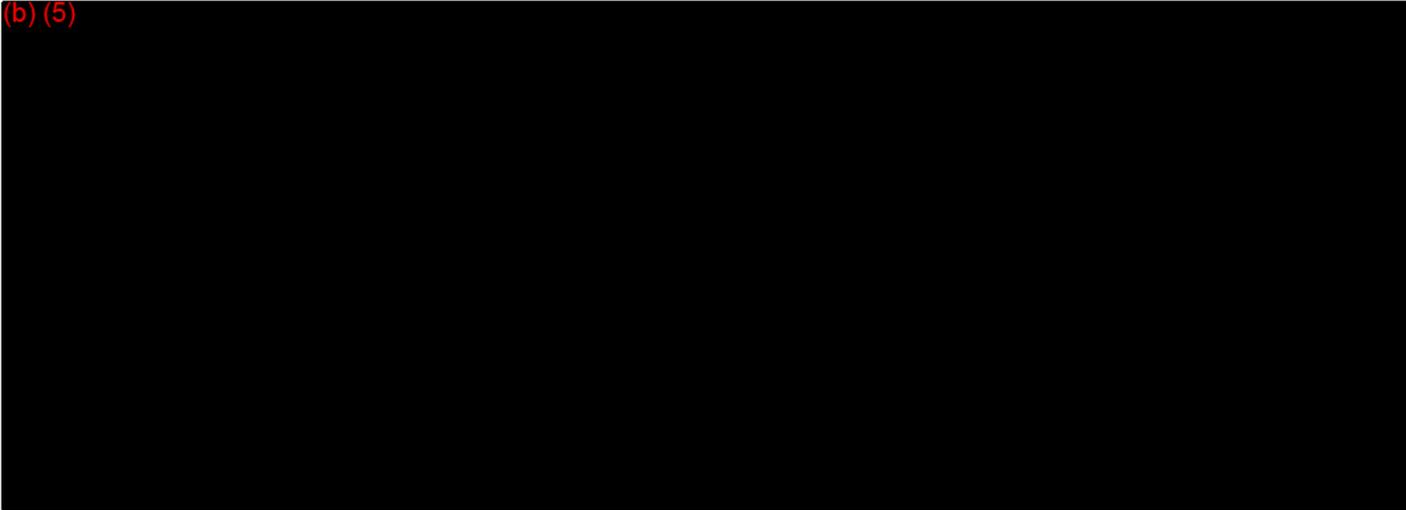
[Learn more on BPA Connection](#)

[Contact BPA HR Help](#)

Anne Fickes
Deputy Director
BPA's HR Service Center
503.230.3240
amfickes@bpa.gov

From: Furrer,Robin R (BPA) - N-7
Sent: Friday, April 4, 2025 9:05 AM
To: Fickes,Anne Macron (BPA) - H-1; Kuhn,Shana L (BPA) - TA-DITT-2; Spraggins,Melanie (BPA) - P-6; Chong Tim,Marcus H (BPA) - L-7; Hairston,John L (BPA) - A-7
Subject: DRP Exemptions - WAPA

Here is what WAPA has submitted:



From: Fickes, Anne Macron (BPA) - H-1
Sent: Friday, April 4, 2025 9:03 AM
To: Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Spraggins, Melanie (BPA) - P-6; Kuhn, Shana L (BPA) - TA-DITT-2; Chong Tim, Marcus H (BPA) - L-7; Baskerville, Sonya L (BPA) - AI-WASH
Cc: Mosley, James G (BPA) - HE-CSB-1
Subject: DRP2 - (b) BPA employees

Good Morning,

We had some access issues but we finally have the spreadsheet. Unfortunately, (b) (5)

More to come!



U.S. DEPARTMENT
of ENERGY

[Learn more on BPA Connection](#)

[Contact BPA HR Help](#)

Anne Fickes
Deputy Director
BPA's HR Service Center
503.230.3240
amfickes@bpa.gov

From: Fickes, Anne Macron (BPA) - H-1
Sent: Tuesday, April 8, 2025 11:43 AM
To: Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Chong Tim, Marcus H (BPA) - L-7; Baskerville, Sonya L (BPA) - AI-WASH; Spraggins, Melanie (BPA) - P-6; Kuhn, Shana L (BPA) - TA-DITT-2
Subject: DRP2 Update

Good Morning,

Here are the latest numbers as of this morning.

(b) (5)



U.S. DEPARTMENT
of **ENERGY**

[Learn more on BPA Connection](#)

[Contact BPA HR Help](#)

Anne Fickes
Deputy Director
BPA's HR Service Center
503.230.3240
amfickes@bpa.gov

To: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; James,Daniel M (BPA) - D-7 <dmjames@bpa.gov>; Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>

Subject: FW: Department of Energy Deferred Resignation Program (DOE DRP)

Hello,

This just came in as a DOECAST so it did not go to BPA employees just yet. It looks like our folks can access the link.

Employees have until April 8th to reply and the timelines to be on ADM remain the same. And it states: *Certain public safety, national security, law enforcement, or other essential employees may not be eligible to participate at this time.*

From: DOECAST <doecast@hq.doe.gov>

Sent: Monday, March 31, 2025 12:32 PM

Subject: Department of Energy Deferred Resignation Program (DOE DRP)

DOE Colleagues –

On February 11, 2025, President Trump signed an Executive Order (EO) 14210, “[Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative.](#)” This EO requires Agency Heads to promptly prepare to initiate large-scale reductions in force (RIFs), consistent with applicable law, and develop Agency RIF and Reorganization Plans (ARRP).

The EO requires each Agency to contemplate its future state and the potential impacts of a RIF. This is a difficult but necessary effort to make government more efficient and accountable. In conducting any such exercise, it is important to consider how optimization initiatives could impact DOE personnel. Therefore, to mitigate the effect of potential involuntary separations, I am immediately instituting a DOE Deferred Resignation Program (DRP), which allows for employees to take needed time for future planning while continuing to be paid through the designated period.

The requirements, expectations, benefits, and other facets of the DOE DRP are consistent with those of the OPM DRP (Fork in the Road) offered in February 2025. Similarly, under the DOE DRP, the effective date for resignations is no later than September 30, 2025, and the effective date for retirements (including VERA) is no later than Dec 31, 2025.

The DOE DRP enrollment period opens with this announcement and will remain open until 11:59 pm ET, Tuesday, April 8, 2025. Certain public safety, national security, law enforcement, or other essential employees may not be eligible to participate at this time.

To enroll in the DOE DRP, please submit your request via the [DOE DRP Opt-In Form](#) on HCnet or from [Energy Hub](#). Those employees unable to access the link may submit a request to opt-in to the DOE DRP, including employee name, Departmental Element and whether opting to resign or retire to DOEDRP@hq.doe.gov by the deadline.

Upon receipt of an employee's request to opt into the DOE DRP, a follow-on email will confirm acceptance into the program. In accordance with the timeframes listed in the DRP Agreement, you will be placed on paid administrative leave through the end of the deferred resignation period. You will continue to be paid, accrue leave, earn benefits, receive Thrift Savings Plan (TSP) contributions, and service credit toward retirement until separation.

For more information on the DOE DRP, please visit [HCnet](#).

From: Rodgers, Jennifer <JRodgers@WAPA.GOV>
Sent: Wednesday, April 2, 2025 4:23 PM
To: Furrer,Robin R (BPA) - N-7
Subject: RE: [EXTERNAL] DRP2

Sure. Do you want to do it before we meet Friday morning?

I ****think**** I can chat tomorrow between 11:30-1 or 1:30-2:30 on Thursday.

Jennifer

From: Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>
Sent: Wednesday, April 2, 2025 12:58 PM
To: Rodgers, Jennifer <JRodgers@WAPA.GOV>
Subject: [EXTERNAL] DRP2

EXTERNAL E-MAIL: Before you click a link or open an attachment... STOP and THINK.
Forward any suspicious e-mail to spam@wapa.gov, or call WITCC at (720) 962-7111.

Would you like to connect/align on WAPA's/BPA's thinking about DRP sometime this week?
Maybe I should say.....do you have any moment to connect on it?

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Thursday, April 10, 2025 12:18 PM
To: Furrer,Robin R (BPA) - N-7; Spraggins,Melanie (BPA) - P-6; Chong Tim,Marcus H (BPA) - L-7; Baskerville,Sonya L (BPA) - AI-WASH; Wilk,Christopher K (BPA) - J-3
Subject: Topics for EO Core Team at 2

Hi,

Trying to think of things we need to cover today, please edit as needed:

1. Chris Wilk is Joining in case a discussion is needed on the data call
2. I have an update on John's schedule next week for DRP2 eligibility review – we may need to rely on email or an afterhours briefing
3. Strategize on DRP2 eligibility or (b) (5)
4. Lots of new EO's this week – any we need to discuss?
5. Just a note: Anne is out through Monday – Letty Arceneaux is acting.
6. Upcoming Leave: I will be off-site in training S-Th the week of April 28th, but available afternoons and on breaks if needed for urgent issues.

Thanks,

Shana

Shana Kuhn

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Chief of Staff | Transmission | TA

slkuhn@bpa.gov | 503-230-3836

From: Turner,Kristel L (BPA) - DKP-7
Sent: Thursday, April 3, 2025 4:03 PM
To: Kuhn,Shana L (BPA) - TA-DITT-2; Spraggins,Melanie (BPA) - P-6; Chong Tim,Marcus H (BPA) - L-7; Fickes,Anne Macron (BPA) - H-1; Nice,Lori (BPA) - N-7
Cc: Scruggs,Joel L (BPA) - DK-7
Subject: Administrator's message for 4/4
Attachments: DRP2_RTO update.docx

Follow Up Flag: Follow up
Flag Status: Completed

Hi all,
Please see the draft of John's message for tomorrow and let me know if you have any concerns with the topics we recommended including.

Thank you!

Kristel Turner
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY

Senior Policy Writer | Communications
kturner@bpa.gov | O: 503-230-4307 | C: (b) (6)

Message from the administrator
April 4, 2025

Executive corner: DOE Deferred Resignation Program and return-to-office updates

This week the Department of Energy opened another Deferred Resignation Program and gave federal employees until April 8 to opt in. The details of this program are consistent with those of the Office of Personnel Management's DRP offered in February.

The Department is offering this program in connection with its reduction-in-force plans. However, I want to assure you that in my conversations with DOE leaders, there is a shared understanding of BPA's critical mission and our unique workforce needs. DOE is working to ensure that BPA and the other power marketing administrations have the necessary staffing levels to continue providing essential services.

DOE also understands that BPA's workforce is essential to delivering on its vision for abundant, affordable and secure energy resources. All of your work – whether it's expanding the grid, locking in new long-term power contracts, ensuring BPA's competitiveness or enabling our mission through support roles – is critical in the eyes of our customers. They continue to advocate for a strong BPA workforce capable of achieving our essential mission and goals that are vital to the Northwest's economic strength.

Because the work we do is so important, I can't guarantee that everyone who applies to the DRP will be eligible to participate. BPA and DOE leadership will evaluate each applicant's position based on public safety, national security and other mission-critical needs. Once this review is complete, you will receive an official notice about whether your application is accepted.

Return-to-office update for bargaining unit employees

The union review period for bargaining unit employees concluded March 31, and now our leadership is working with the unions to fulfill bargaining obligations. This process could conclude any day now, meaning these employees should be prepared to receive their 30-days' notice with an official return date. This notice could come as soon as next week.

I know these employees have been in limbo without the certainty of a return date. I greatly appreciate your patience and understanding as we followed the union review process.

There is one other return-to-work update, which applies to the few dozen remote workers who are more than 50 miles from their primary work unit. The original return

date of May 5 is on hold for these employees while we wait for further guidance from DOE regarding relocations.

(b) (5)

Regarding the status of unions, BPA is waiting for guidance from DOE on the implementation of [President Trump's executive order exempting some agencies from collective bargaining requirements](#). To date, no action has been taken, and I promise to update you when more information is available.

In other news, BPA has regained authority to process details and reassignments. An interim approval process is in place to ensure these actions align with BPA's priorities. In deciding to make a request, managers have been asked to consider guidelines such as whether there is an urgent need to fill the position and whether the move is in the best interest of BPA as a whole. I'm relying on the leadership team to work together and identify the actions that that will help us achieve the best business outcomes.

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Tuesday, April 15, 2025 1:50 PM
To: Spraggins,Melanie (BPA) - P-6
Subject: BPA DRP2 Eligibility - Option 2 Proposal - Not Yet Submitted .xlsx
Attachments: BPA DRP2 Eligibility - Option 2 Proposal - Not Yet Submitted .xlsx

Follow Up Flag: Follow up
Flag Status: Completed

Here is the final list with the cut we did on Friday. I entered some proposed language (b) (5)

[Redacted]

[Redacted]

Thanks,

Shana

Shana Kuhn
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Chief of Staff | Transmission | TA
slkuhn@bpa.gov | 503-230-3836

Not Eligible	Position necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety BPA is self-funded & not annually appropriated	BPA is unable to allow DRP flexibility at this time for this position
--------------	--	---

(b) (6)

) (6)

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Tuesday, April 15, 2025 12:55 PM
To: Fickes,Anne Macron (BPA) - H-1
Subject: BPA DRP2 Eligibility 4.15.25.xlsx
Attachments: BPA DRP2 Eligibility 4.15.25.xlsx

Follow Up Flag: Follow up
Flag Status: Completed

Hi Anne,

Per our discussion, here is our DRP2 eligibility list as discussed with John on Friday morning.

Thanks, and let me know if you need me to do any more work on this.

Shana

Shana Kuhn

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

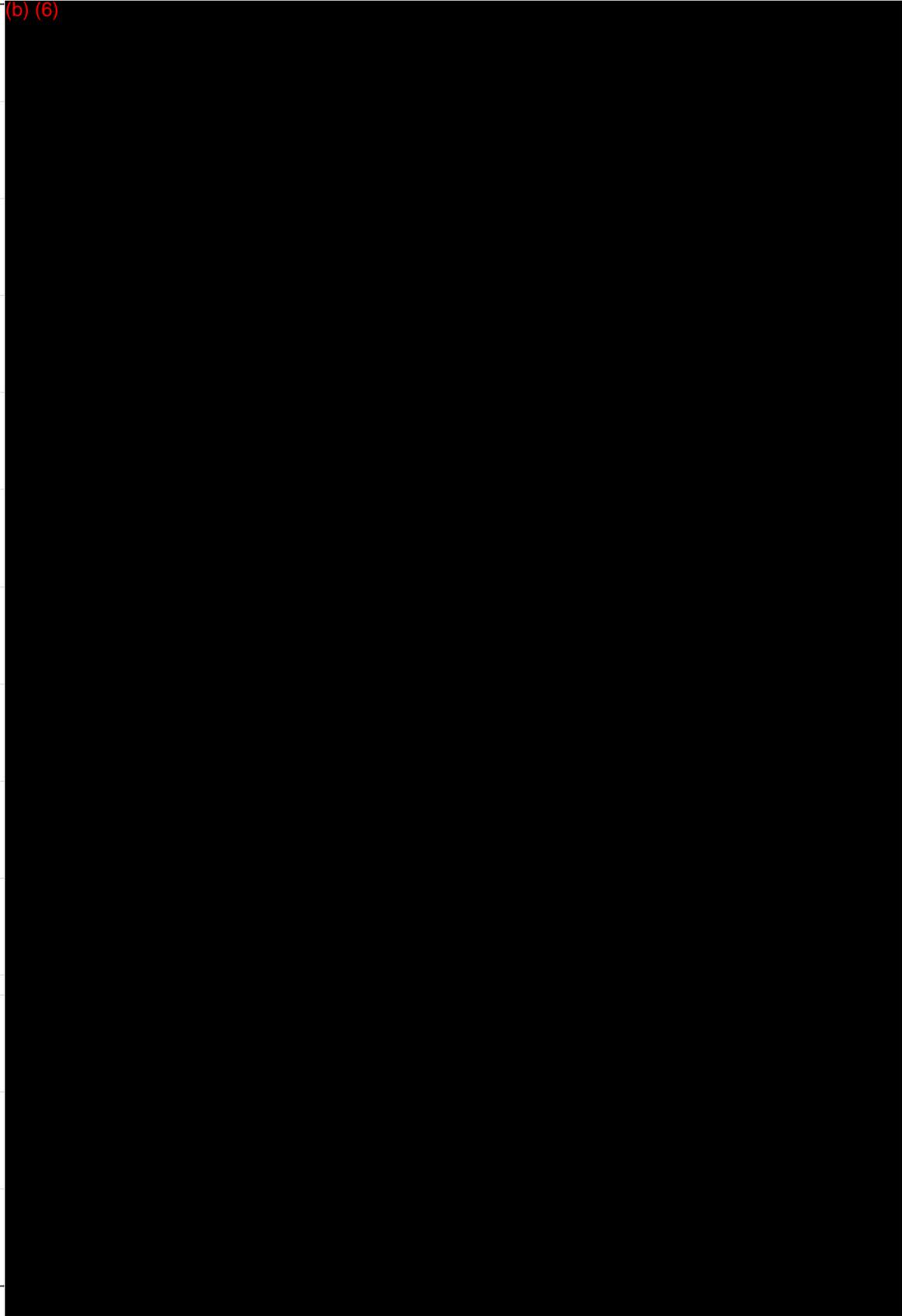
Chief of Staff | Transmission | TA

slkuhn@bpa.gov | 503-230-3836

(b) (6)

Not Eligible	Position necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.
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Eligible	Position is not statutorily mandated
Not Eligible	Position necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.
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Not Eligible	Position necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.

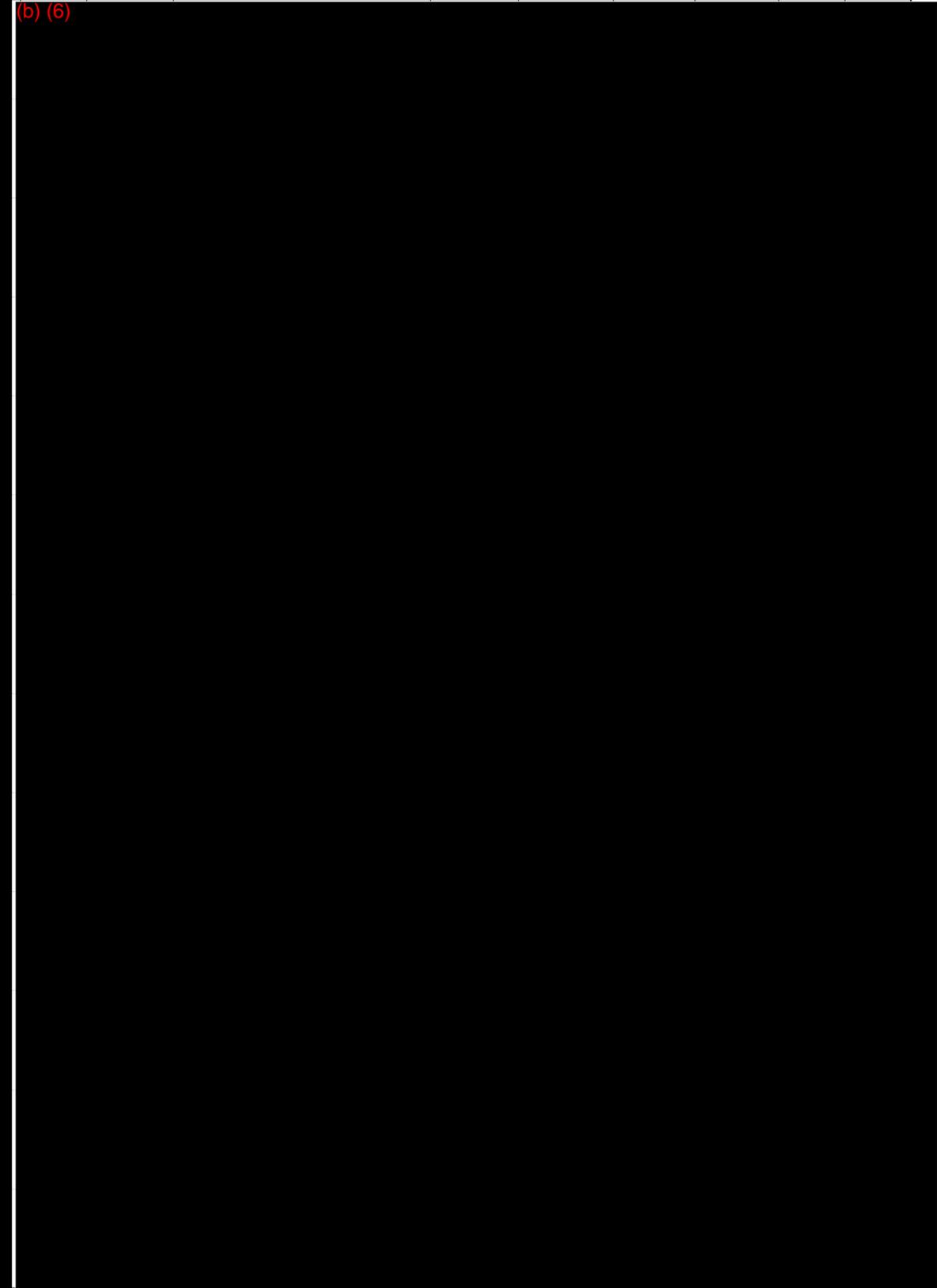
(b) (6)



(b) (6)

Not Eligible	Position necessary to secure adequate, affordable, & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.
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(b) (6)



(b) (6)

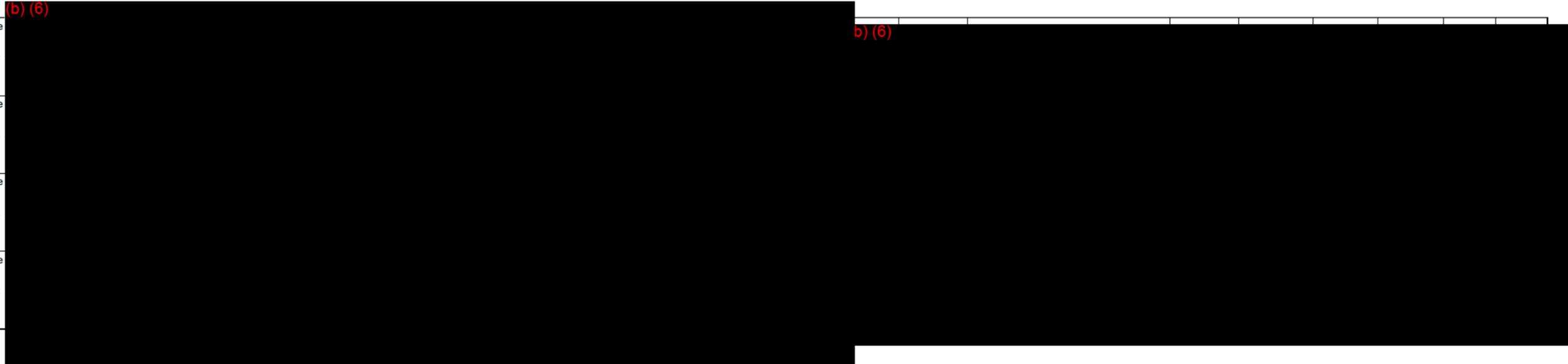
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(b) (6)

(b) (6)

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Not Eligible	Position necessary to secure adequate, affordable & reliable energy supply & delivery, energy emergency declaration EO, Nat'l security & public safety. BPA is self-funded & not annually appropriated.

(b) (6)



From: Laylo,Sarah M (BPA) - NN-1

Sent: Wed Apr 09 11:13:53 2025

To: Fickes,Anne Macron (BPA) - H-1

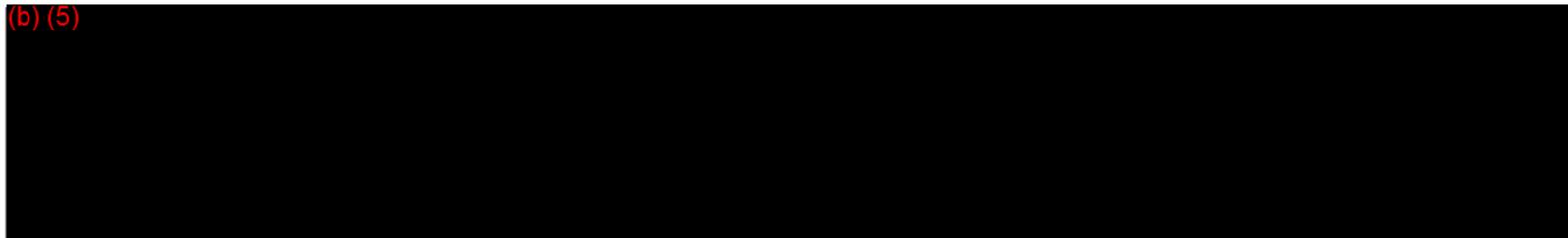
Subject: Job Series to retain through DRP

Importance: Normal

Hi Anne!

Job series that I recommend BPA NOT allow to take the DRP 2 are:

(b) (5)



These are (b) (5)



Thanks!

Sarah

Sarah Laylo

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Chief Security and Continuity Officer | NN-1 | Office of Security & Continuity of Operations

smlaylo@bpa.gov | C: (b) (6)

From: Baskerville,Sonya L (BPA) - AI-WASH
Sent: Monday, April 28, 2025 2:34 PM
To: Kuhn,Shana L (BPA) - TA-DITT-2; Spraggins,Melanie (BPA) - P-6; Chong Tim,Marcus H (BPA) - L-7; Fickes,Anne Macron (BPA) - H-1
Subject: Fw: CUI - DRP 2 spreadsheet

Follow Up Flag: Follow up
Flag Status: Completed

Closing this out!

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Sent: Monday, April 28, 2025 5:12 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>
Cc: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Thank you! I appreciate the kind words. Always here to help as much as I can.

Thank you!

Kevin

From: Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>
Sent: Monday, April 28, 2025 4:53 PM
To: Baskerville, Sonya L <slbaskerville@bpa.gov>; Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Cc: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Great news! I echo the thanks!

Best,

John

John L. Hairston
[Bonneville Power Administration](#)
DEPARTMENT OF ENERGY

Administrator & CEO | A-7
jlhairston@bpa.gov | 503-230-5262
(b) (6) Cell

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Monday, April 28, 2025 1:14 PM
To: Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Cc: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Hairston, John L (BPA) - A-7 <jlhairston@bpa.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Kevin, we just received the news that (b) (5). Thanks for your assistance in moving this along!

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, April 25, 2025 12:24:59 PM
To: Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Hello, all. Here is BPA's additional justification information for the DRP2 submission, the revised spreadsheet and the pdf of additional justification information. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Morales, Aaron <aaron.morales@hq.doe.gov>
Sent: Thursday, April 24, 2025 6:52 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Tatulyan, Kevin <kevin.tatulyan@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

+ Kevin since he's point for DRP tracking now.

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 6:37:54 PM
To: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Okay. I will get this to the team now.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Sent: Thursday, April 24, 2025 6:32:28 PM
To: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Hi Sonya – I just talked with Taylor about this. It would be helpful if BPA could (b) (5)

For example, another PMA made (b) (5)

We are also asking them for (b) (5)

[@Playforth, Taylor](#) - am I missing anything from our discussion on this?

Thank you,

Melissa Ardis
Senior Advisor, Power Marketing Administrations
Office of the Under Secretary for Infrastructure
(b) (6)
www.energy.gov

From: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 4:25 PM
To: Ardis, Melissa <melissa.ardis@hq.doe.gov>; Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Jereza, Catherine <catherine.jereza@hq.doe.gov>; Playforth, Taylor <Taylor.Playforth@hq.doe.gov>
Subject: Re: CUI - DRP 2 spreadsheet

Thanks, all. I assume (b) (5) ? Please let us know if there is additional information you need regarding the submission. I know that Anne Fickes also has been in regular contact with DOE HC since this was submitted. Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: (b) (6)

From: Ardis, Melissa <melissa.ardis@hq.doe.gov>
Sent: Thursday, April 24, 2025 3:06 PM
To: Morales, Aaron <aaron.morales@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Baskerville, Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: RE: CUI - DRP 2 spreadsheet

I also raised to Reesha.

Melissa Ardis
Senior Advisor, Power Marketing Administrations
Office of the Under Secretary for Infrastructure
(b) (6)
www.energy.gov

From: Morales, Aaron <aaron.morales@hq.doe.gov>
Sent: Thursday, April 24, 2025 1:04 PM
To: Haller, William <william.haller@hc.doe.gov>; DOEDRP <doedrp@hq.doe.gov>
Cc: Baskerville, Sonya L <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: RE: CUI - DRP 2 spreadsheet

Minus Jennifer and adding the dl.

From: Morales, Aaron
Sent: Thursday, April 24, 2025 2:54 PM
To: Blankenheim, Jennifer <jennifer.blankenheim@hq.doe.gov>; Haller, William <william.haller@hc.doe.gov>
Cc: Baskerville, Sonya L <slbaskerville@bpa.gov>; Ardis, Melissa <melissa.ardis@hq.doe.gov>
Subject: FW: CUI - DRP 2 spreadsheet
Importance: High

Hi there,

I need some quick action on BPA's DRP list. It sounds like they are (b) (5). Who can get them the answers they need ASAP?

Aaron

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Thursday, April 24, 2025 2:48 PM
To: Morales, Aaron <aaron.morales@hq.doe.gov>
Subject: FW: CUI - DRP 2 spreadsheet

Here is the spreadsheet. Thank you!!!

Sonya Baskerville

[Bonneville Power Administration](#)

[U.S. DEPARTMENT OF ENERGY](#)

Director | Intergovernmental Affairs

slbaskerville@bpa.gov | O: 202-586-5587 | C: (b) (6)

From: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Tuesday, April 22, 2025 6:35 PM
To: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Subject: FW: CUI - DRP 2 spreadsheet

From: Knivila-Ritchie,Sandra K (BPA) - HE-1 <SKKnivila-Ritchie@bpa.gov>
Sent: Tuesday, April 22, 2025 3:33 PM
To: Mosley,James G (BPA) - HE-CSB-1 <jgmosley@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: CUI - DRP 2 spreadsheet

CUI Attachment contains CUI. Public Release must be approved in accordance with the Law, Regulation, or Government - wide policy (LRGWP) and the Information Owner. The body of this email is not sensitive when separated from the attachment. If you have received this information in error notify the sender, delete the email from your inbox and from your deleted items folder.

Here is the spreadsheet from DOE.

Thanks,



**U.S. DEPARTMENT
of ENERGY**

[Learn more on HCnet](#)

[Contact the HR Hotline](#)

Sandra Knivila-Ritchie
Employee and Labor Relations
Human Resources

BPA HR Service Center
Mobile (b) (6)

CUI is sensitive information that must be protected through the use of security controls. Locate more information on CUI Information Program in Connection

From: Fickes,Anne Macron (BPA) - H-1
Sent: Monday, April 21, 2025 5:07 PM
To: Kuhn,Shana L (BPA) - TA-DITT-2; Mosley,James G (BPA) - HE-CSB-1
Subject: RE: DRP Eligible

Follow Up Flag: Follow up
Flag Status: Completed

This is a difficult one. We have (b) [redacted] (5)

From: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Monday, April 21, 2025 4:39 PM
To: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Mosley,James G (BPA) - HE-CSB-1 <jgmosley@bpa.gov>
Subject: DRP Eligible

The individual that John would like to allow eligibility to take the DRP2 is (b) (5), (b) (6) [redacted]

[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
------------	------------	------------	------------	------------	------------

Please let me know if you need any further information or assistance from me.

Shana

From: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Monday, April 21, 2025 3:25 PM
To: Scruggs,Joel L (BPA) - DK-7 <jlsruggs@bpa.gov>; Turner,Kristel L (BPA) - DKP-7 <klturner@bpa.gov>
Cc: Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <sibaskerville@bpa.gov>; Mosley,James G (BPA) - HE-CSB-1 <jgmosley@bpa.gov>
Subject: Communications

Hello,

Sonya shared (b) (5) [redacted]

Shana – Don't forget that you mentioned there might be (b) (5) [redacted]

Just let us know what time the broad communication will go out and HR will be ready to send the notices, thanks!



U.S. DEPARTMENT
of **ENERGY**

[Learn more on BPA Connection](#)

[Contact BPA HR Help](#)

Anne Fickes
Deputy Director
BPA's HR Service Center
503.230.3240
amfickes@bpa.gov

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Friday, April 25, 2025 9:19 AM
To: Baskerville,Sonya L (BPA) - AI-WASH; Chong Tim,Marcus H (BPA) - L-7; Spraggins,Melanie (BPA) - P-6; Fickes,Anne Macron (BPA) - H-1
Subject: RE: Urgent Review Needed: Draft DRP2 Eligibility and Justifications

Follow Up Flag: Follow up
Flag Status: Completed

Thank you! Will you add CUI to the subject line, I forgot to include that in my messages.

From: Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>
Sent: Friday, April 25, 2025 9:18 AM
To: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: Re: Urgent Review Needed: Draft DRP2 Eligibility and Justifications

Awesome. Will get this moving now. [REDACTED] (b) [REDACTED].

[REDACTED] Kevin didn't have any issue with that. [REDACTED] (b) [REDACTED]

Thanks.

SONYA BASKERVILLE
BONNEVILLE POWER ADMINISTRATION
DEPARTMENT OF ENERGY
Director | Intergovernmental Affairs
slbaskerville@bpa.gov
O: 202-586-5587 | C: [REDACTED] (b) (6)

From: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>
Sent: Friday, April 25, 2025 12:15:41 PM
To: Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: RE: Urgent Review Needed: Draft DRP2 Eligibility and Justifications

Thanks everyone! Sonya – I am going to say this is ready to proceed with your outreach.

From: Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>
Sent: Friday, April 25, 2025 9:14 AM
To: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: RE: Urgent Review Needed: Draft DRP2 Eligibility and Justifications

Looks good. Thank you.

From: Kuhn,Shana L (BPA) - TA-DITT-2 <slkuhn@bpa.gov>

Sent: Friday, April 25, 2025 9:06 AM

To: Chong Tim,Marcus H (BPA) - L-7 <mhchongtim@bpa.gov>; Spraggins,Melanie (BPA) - P-6 <mspraggins@bpa.gov>; Baskerville,Sonya L (BPA) - AI-WASH <slbaskerville@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>

Subject: Urgent Review Needed: Draft DRP2 Eligibility and Justifications

Hi,

Please find attached a spreadsheet with a summary table, [REDACTED]

(b)

(5)

The PDF attached is the summary table in a printable format, and I can create a new one after any edits are received.

Thank you and let me know if you need to talk. I'm available.

Shana

Shana Kuhn

BONNEVILLE POWER ADMINISTRATION

DEPARTMENT OF ENERGY

Chief of Staff | Transmission | TA

slkuhn@bpa.gov | 503-230-3836

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Tuesday, April 15, 2025 8:35 AM
To: Fickes,Anne Macron (BPA) - H-1; Mosley,James G (BPA) - HE-CSB-1
Subject: Re: DRP -- positions to consider for exclusion

Follow Up Flag: Follow up
Flag Status: Completed

Morning! I (b) (6) can update you on our discussion with John when I get done.

From: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Sent: Tuesday, April 15, 2025 8:16:15 AM
To: Mosley,James G (BPA) - HE-CSB-1 <jgmosley@bpa.gov>; Kuhn,Shana L (BPA) - TA-DITT-2 <sikuhn@bpa.gov>
Subject: FW: DRP -- positions to consider for exclusion

Good Morning,

I am still going through email but I believe these are (b) (5) . Are you aware of any others?

Thanks!

From: Nakaji,Jinah L (BPA) - MS-4 <jlnakaji@bpa.gov>
Sent: Monday, April 14, 2025 1:00 PM
To: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>
Subject: DRP -- positions to consider for exclusion

Hi Anne! I hope you had a lovely time off.

As conversations start to roll about the DRP, please consider adding in (b) (5)

[REDACTED]

Thanks!
Jinah

From: Kuhn,Shana L (BPA) - TA-DITT-2
Sent: Wednesday, April 16, 2025 9:13 AM
To: Chong Tim,Marcus H (BPA) - L-7; Furrer,Robin R (BPA) - N-7; Baskerville,Sonya L (BPA) - AI-WASH; Spraggins,Melanie (BPA) - P-6; Hairston,John L (BPA) - A-7; Fickes,Anne Macron (BPA) - H-1
Subject: Topics for EO Core Team at 11AM
Follow Up Flag: Follow up
Flag Status: Completed

Good morning,

Topics I am tracking for today's EO Core Team meeting at 11AM:

1. DRP2 Eligibility and Outstanding Actions:

- a. (b) [REDACTED]
 - b. Anne confirmed (b) (5) [REDACTED]
- [REDACTED]

- 2. New EO's | Potential BPA Impacts to Procurement and Environmental Reviews
- 3. Any data call updates or decisions needed?
- 4. RTO – Any discussed needed? I believe this is all on track and am not aware of any hot topics.
- 5. Topics we discussed on Friday morning, but I'm not sure who took the action:

- [REDACTED] (b) [REDACTED]
- [REDACTED] (5) [REDACTED]
- [REDACTED]

Thanks,

Shana

Shana Kuhn
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