

AEEA 2016

SPOTLIGHT ON EXCELLENCE

March 17, 1:25 p.m.
GSA Auditorium



Ceremony Program

Hosted by

Elliot Mainzer

ADMINISTRATOR AND CHIEF EXECUTIVE OFFICER

John Hairston

CHIEF ADMINISTRATIVE OFFICER

Claudia Andrews

CHIEF OPERATING OFFICER

This ceremony honors employees, individuals and teams whose initiative, innovation, superior service or exemplary acts have made an exceptional contribution to BPA's mission, the electric utility industry or to the communities we serve.

UNsung HEROES



Jose (Tony) A. Koch
Mechanical Engineer, Seattle, Washington

Tony is both a talented engineer and an extraordinary team member. In his 30-plus years in the Seattle office, Tony has consistently exemplified excellence and dedication in support of energy efficiency. His work has spanned all realms of conservation, from spurring crucial energy efficiency achievements with industrial partners to providing high-quality technical support on demand response pilots. You can always trust Tony's results, analysis and recommendations. Throughout his career, Tony has inspired and earned the respect of co-workers and customers alike for his expertise and passion for public service.



Rodney L. Ross
Lead Risk Analyst, Portland, Oregon

Rod is frequently sought out to lead or support important projects related to insurance, risk management and contract administration. Rod developed BPA's first credit risk policies for evaluating the financial strength of our customers, has worked to improve the quality of our vendor contracts to ensure safety is fully considered, and is BPA's sole insurance subject matter expert. He led BPA to purchase property insurance for transmission assets, which — if damaged — could have significant negative financial impact to ratepayers. He also administers the insurance program for the Columbia Generating Station nuclear plant, which provides about \$3.2 billion in coverage. Rodney's long-time dedication to risk mitigation has had the ultimate outcome of protecting BPA ratepayers.



Randy B. Russell
Public Utilities Specialist, Portland, Oregon

Without seeking the limelight, Randy has been our long-time, go-to expert on the Residential Exchange Program and average system costs — topics many people would avoid. The REP, which provides rate relief to customers of higher cost utilities, depends on a complicated methodology for calculating the benefits to program participants. Randy was instrumental in the development and implementation of the methodology, and he continually provides guidance and support to others who are working through the challenging, complex procedures. His contributions have been critical to the success of the REP, which has distributed more than \$6 billion in benefits since its inception.



Mary L. Wooldridge (retired)
Paralegal Specialist, Portland, Oregon

Throughout her years in the Office of General Counsel, Mary quietly and consistently raised the bar for paralegals at BPA. As the office expert in employment law, Mary was an invaluable source of information and sage advice to attorneys and other colleagues. Mary worked on many major cases that resulted in favorable outcomes for BPA, but due to the sensitivity of her work, her accomplishments are not well known outside of the general counsel's office. Mary was also a vital force behind BPA's ethics program and award-winning ethics training. In addition, Mary brought many intangible qualities to her role. She brought compassion, dependability and humor — a valuable quality that helped many attorneys through the stress of litigation.



Barry R. Wooley
Supervisory Management Analyst, Portland, Oregon

A natural leader, Barry has focused on making a positive difference wherever he could since he joined BPA's Media Services department. Barry has clarified and improved processes, trained and engaged staff in quality improvement efforts, and created metrics for tracking and enhancing services. He developed opportunities for cross-training to ensure continuity and higher-quality products; he oversaw much-needed improvements to the central mail list system that maintains more than 250,000 BPA contacts; and he redesigned the Media Services work area to streamline production. He has also made dozens of safety improvements over the years, from replacing hazardous equipment to stocking emergency supplies for his team. Barry has routinely stepped up to challenges and exceeded expectations to support his employees and BPA.



I-5 Accident Team

Joshua C. McEllrath (center)

District Operations and Maintenance Manager, Vancouver, Washington

K. Troy Anderson (left)

Lineman Foreman III, Vancouver, Washington

Donald G. Griswold (not pictured)

Line Equipment Operator, Vancouver, Washington

Special Service Award: Gregory N. Ekwall (right)

Oregon Electric Group, Vancouver, Washington

While on their way to a job site one November day, four Transmission employees came upon a crash on I-5 and selflessly attempted to save a Vancouver man's life. The victim's vehicle was surrounded by smoke, but these men didn't hesitate to act. They quickly put their safety training into action and ran toward the car, fire extinguisher in hand. They used a rescue knife to break through a window of the locked vehicle, cut the victim's seatbelt and pulled him from the car. They performed first aid and guided traffic while they waited for paramedics. Their actions that day demonstrated what it means not only to be courageous, but to be good neighbors and civil servants.

SAFETY EXCELLENCE

Ross Warehouse Safety Meetings Team

Accepting: Timothy J. Thompson, Materials Handler Foreman III

Vancouver, Washington

Employees at the Ross Warehouse have turned a routine, check-the-box activity into "the" event to attend. It started several years ago with a challenge from Foreman III Tim Thompson to make the monthly safety meetings more engaging and memorable. The safety meeting team accepted the challenge and created a format that is both entertaining and educational. In the process, they've strengthened the warehouse safety culture. The fun, creative meetings, modeled after popular TV game shows, have encouraged participation, raised interest and improved knowledge retention. The safety meeting teams take turns producing meetings and push each other to make each one better than the last. The meetings provide a venue for conversations about potential areas of concern, leading to better safety outcomes in the workplace.

Grounding Policy Awareness Team

Accepting: Joseph H. Hall, Chief Substation Operator III

Snohomish, Washington

During planned transmission line outages, BPA linemen, electricians and protective relay craftsmen schedule as much work as possible to make the most use of brief windows of opportunity. When a 230-kilovolt line was scheduled for a three-week maintenance outage last summer, crews planned to replace relay equipment while also maintaining disconnect switches and replacing wood poles. But removing the relays conflicted with BPA's grounding and bonding work standard, designed to protect against accidental energization, and it would have put all of the employees at risk. The protocol went overlooked until Joe and fellow Chief Substation Operator Jadene Young spoke up. They knew it might be unpopular with their fellow journeymen who were accustomed to making the most of an outage, but Jadene and Joe took the commendable step of standing up for safety.

EXCEPTIONAL SERVICE



Stuart G. Hugill

**Supervisory Environmental Protection Specialist,
Portland, Oregon**

Stuart has provided exceptional service in environmental protection for more than 23 years. He was a key contributor to the development of BPA's wildly successful and operationally excellent Spill Prevention Control and Countermeasure program, which is estimated to have saved BPA millions of dollars in avoided costs. He's provided valuable technical assistance to our federal partners on the management of oil-filled equipment, resulting in fewer spills. Stuart has been an incredibly high performer throughout his career, consistently exceeding expectations and demonstrating a tremendous work ethic. As a manager, Stuart leads by example and helps others flourish. His work in support of environmental stewardship and the growth of others will leave a legacy for the future.



Eric V. King

Electrical Engineer, Vancouver, Washington

Eric has contributed to many positive developments for the region through his substantial technical expertise, collaborative style and top-tier leadership skills. Over the years, Eric has put his strengths to work in many parts of the agency, from hydro operations and long-term planning to Corporate Strategy and Transmission Policy. His co-workers routinely turn to him for advice, and he's known for his diplomacy and the positive relationships he's developed with colleagues and customers alike. Eric played a critical role on the Wind Integration Team in the early 2000s, shaping the development of renewable resources in the Northwest. More recently, he made significant contributions to the Northwest Power Pool market assessment initiative with his problem-solving ability and gift for perceiving challenges from unique perspectives.



Stacy L. Mason

Environmental Protection Specialist, Portland, Oregon

Stacy has devoted her entire career to supporting and improving environmental processes and programs. Uncompromising in her support for implementing the National Environmental Policy Act, she has made BPA a smarter, more effective steward. Stacy has created and developed many innovative approaches to our environmental impact analysis process, resulting in efficiencies, risk mitigation and superior quality. Her approaches are often adopted by others, and her environmental compliance expertise makes her a sought-after speaker at other agencies and conferences. From navigating sensitive negotiations with tribes and agencies, to strategically positioning BPA for project success through the thoughtful way she approaches her work, Stacy is the consummate environmental stewardship professional.



Brian M. Scott

Supervisory General Engineer, Vancouver, Washington

A leader of leaders, Brian brings to bear many qualities of exceptional service, progressive change and operational excellence. His consistent can-do attitude, tempered by constant concern and value for people, delivers success time and time again. Over the past five years, Brian has led the incredible growth of Transmission's capital program, from \$303 million in 2011 to \$559 million in 2015. Brian's employees attribute his success to his embodiment of BPA's leadership behaviors. He guides his team to take a "One BPA" approach, keeps his team focused on priorities, listens without judgment, provides honest feedback and emphasizes employee development. With his respected management style, Brian has led his team to deliver remarkable results.



Nancy A. Wittpenn

Environmental Protection Specialist, Portland, Oregon

For the life of the proposed I-5 Corridor Reinforcement Project — six challenging years — Nancy has had the unique responsibility of ensuring the environmental review not only met BPA's needs, but looked out for the interests of affected landowners, ratepayers, tribes, partner agencies and of course, the environment. From the start, the project drew unprecedented stakeholder interest, with more than 500 people attending the first public meeting and 7,000 comments pouring in during the scoping period. Nancy worked tirelessly to improve the way BPA shared information, ensured her team analyzed and incorporated all of the concerns into their studies, and used her expertise to identify a preferred route that would minimize impacts to humans and the environment while reducing mitigation costs for ratepayers.

SPECIAL SERVICE



Kathleen A. DeLance

AZAD IT Consulting, Portland, Oregon

Kathy has a rare mix of technical, interpersonal and communications skills that have made her an integral member of the team responsible for delivering BPA's fully integrated customer contract management system. From the day Kathy joined the project team, she seamlessly took on the system-building responsibilities, patiently helped ease employees' anxieties about transitioning to a new system, and eagerly worked to resolve complicated issues for the hundreds of system users. The team's success in meeting its organizational objectives, building and now maintaining the large, complicated system, would not have been possible without Kathy and her consistent, extraordinary contributions.



Janis E. Phelan

CRGT, Inc., Portland, Oregon

Janis is the face behind BPA's forms management — a critical, albeit low-profile, component of many programs across the agency. Janis is committed to delivering operational efficiency through her work and always goes the extra mile to make sure her customers receive the best of service. Through her attention to detail and knowledge of federal regulations, she helps clients every step of the way, from writing, formatting, and ensuring appropriate reviews, to printing and storage. She is respected and admired by employees across the agency who have benefited from her skill and collaborative style.



Candy M. Steele

CRGT, Inc., Vancouver, Washington

Candy's skill in automating manual processes has cut hours and hours from her co-workers' workloads. The long list of work processes she has streamlined includes automating data spreadsheets, turning a slow, frustrating process into a simple task; blending communications and software testing into one tool, replacing the need for dozens of emails every day and eliminating the need to maintain several data sheets; and developing an automated tool to analyze thousands of rows of resale data so that BPA can submit accurate reports to the Federal Energy Regulatory Commission and meet new compliance regulations. Candy continually finds ways to increase the efficiency of her team, making painstaking, time-consuming processes nearly effortless.



John A. Stroud

Inter-Con Security Systems, Inc., Portland, Oregon

John might be the most recognizable person at BPA headquarters. For 10 years, he has welcomed each and every one of us with warmth and sincerity. He has a remarkable ability to remember faces and names, and in that regard, he is uniquely suited to observe potential threats or intrusions. With his rich history in security as a trainer for multiple law-enforcement agencies and his high standard of professionalism, John is a role model that his colleagues strive to emulate. Often the first person people see when they come through our doors, John has given thousands of visitors a positive first impression of BPA and made it a warmer and safer place to work.

COMMUNITY OUTREACH



Cristi L. Sawtell

Reliability Standards Owner, Vancouver, Washington

Cristi is an ambassador for BPA and for women in trades alike. Her signature event, the annual Women in Trades Fair, benefits from her passion for encouraging diversity in fields where women are under-represented. She raises the bar for the event each year, challenging herself to develop creative activities to engage and inspire aspiring tradeswomen. She not only represents BPA as a leader in the industry, but motivates women of all ages and helps them see what they are capable of achieving.

EMPLOYEE DEVELOPMENT



Rita M. Coppernoll

Supervisory Electrical Engineer, Vancouver, Washington

Faced with the issue of succession planning and lack of resources, Rita had the foresight to develop a training program for field engineers to help fill the gap. The diversity of hires in System Protection and Control has increased because of her inclusivity, and she's an effective mentor for young women. Time and attention are two of the most important things a supervisor can give to new employees, and Rita is generous with both. Her devotion to keeping the lights on through mentoring and training ensures a lasting legacy of employee development that can be expanded and used as a model in other organizations.



Jacilyn R. Margeson (retired)

Supervisory Attorney-Adviser, Portland, Oregon

For more than a decade as a supervisor in the Office of General Counsel, Jaci displayed an unrelenting commitment to the development of her employees. She was always genuinely interested in their growth, gave attorneys the information and tools they needed, and provided guidance but allowed them to make their own decisions. She routinely arranged small-group interactions among attorneys and purposefully made assignments so that newer attorneys could work with and learn from experienced employees, preserving invaluable institutional knowledge. Jaci's dedication to nurturing the talents and abilities of her employees led to superior legal service and the best outcomes for BPA and the region.

EXTRAORDINARY TEAM ACCOMPLISHMENT

American Indian/Alaskan Native Council's "Let's Talk Culture" Initiative

**Accepting: Bryan K. Mercier, Business Operations Support Manager,
Portland, Oregon**

The American Indian/Alaskan Native Council has influenced BPA policy, thinking and inclusiveness through its Let's Talk Culture series. Every aspect of the training is designed for a unique cultural experience, from the circular seating arrangement that promotes a feeling of inclusivity to the deeply personal topics that inevitably evoke emotional responses. The engaging sessions are presented by panels of Native American BPA employees who share their experiences and reveal their personal stories. It can be emotionally draining for the presenters, but their honesty helps their colleagues better understand one another and move beyond stereotypes. The council is committed to promoting a better, more inclusive work environment for all employees by providing a safe venue for this constructive dialogue.

Tacoma-Covington No. 2 Spacer Damper Replacement Project

Accepting: Brent H. Thompson, Lineman Foreman III, Kent, Washington

While safety and logistical complexities threatened this project from the start, the innovative spirit of the project team, led by the enthusiastic Brent Thompson, ensured its success. The replacement of 180 spacer dampers on 3 miles of transmission line was long overdue to ensure proper spacing between subconductors and prevent damage from wind-induced vibrations. The right-of-way spanned three different job locations and crossed busy highways, commercial and industrial businesses

and even a major shopping mall. Execution required precise coordination with numerous tenants and local governments. Brent ensured the safety of his team during the heat of summer and took quick corrective actions when flaggers failed to properly protect the work area. Throughout the project, the Snohomish and Covington line crews and Transmission Realty demonstrated excellence in every aspect of their work, helping BPA achieve its transmission reliability goals.

EXCEPTIONAL PUBLIC SERVICE



Brent J. Ridge

Vice President for Corporate Services and Chief Financial and Risk Officer, Energy Northwest

Brent Ridge is BPA's partner in the name of sound financial management for Northwest ratepayers. He's been an invaluable collaborator and an advocate at Energy Northwest for an integrated approach to managing debt associated with the region's never-completed nuclear projects. Under Brent's leadership, Energy Northwest worked with BPA to extend the repayment date for more than \$680 million of debt, freeing up funds for BPA to pay off higher-interest-rate debt. These actions will produce more than \$300 million in gross interest savings through 2044. Brent's sponsorship and expertise were instrumental in creating the necessary understanding and support for this initiative, which will benefit Northwest ratepayers for years to come.

MERITORIOUS SERVICE



Raymond D. Bliven (retired)

**Supervisory Public Utilities Specialist
Portland, Oregon**

For many at BPA, the name Ray Bliven is synonymous with the words "power rates." For more than three decades, Ray performed key leadership and technical roles in rate case after rate case, breaking new ground in almost every one of them. He led BPA in the development of its first rates analysis model, he led staff from across the agency in an arduous process to develop and implement tiered rates, and he guided BPA through its response to litigation over the Residential Exchange Program. Ray's efforts added immense value to the region through low rates, sound business principles and a spirit of collaboration. He did so with humor, a deep knowledge of the industry and familiarity with BPA's statutes — so much so that attorneys in General Counsel "deemed" him one of their own.



Jack M. Callahan

Mechanical Engineer, Portland, Oregon

For over 30 years, Jack has been exploring, supporting and collaborating on the development of energy efficiency technology for the good of our region and the nation. He pushed for a more thoughtful, collaborative approach for researching emerging technologies. In 2008, he followed his passion and launched BPA's Energy Efficiency Emerging Technologies program, known as E3T, to develop new business opportunities for regional conservation programs. He partnered with the Washington State University energy program to design a framework to identify, screen and prioritize emerging technologies and launched technical advisory groups to leverage diverse talents for the benefit of the Pacific Northwest.



Judy L. Rush (retired)

Equal Employment Specialist, Portland, Oregon

Judy's passion for equity and inclusion in the workplace propelled her distinguished career as an Equal Employment Opportunity expert and advocate. Judy positively influenced policy, workplace initiatives, training, diversity and organizational culture. In her many roles, from managing formal EEO complaints to coordinating BPA's Affirmative Employment Program, Judy championed fair practices for all EEO groups. She served as the president of the Willamette Valley Chapter of the Federally Employed Women's organization, chaired the national FEW Publications, Policy and Review Committee, and received a Shining Star award from that organization for her contributions to improving the status of women in government. Her attention to detail, tireless customer service and devotion to BPA's values benefited us all.

2016 AEA PHOTO CONTEST WINNERS

BEST REPRESENTATION OF THEME “SPOTLIGHT ON EXCELLENCE”

Ricky Bustamante (TEC-CSB-2) – Winner
Dan Wonnacott (TC-HANGR) – Honorable Mention
Tom Girouard (TFEF-ALVEY) – Honorable Mention

BEST ACTION

Michael Stolfus (TFKF-Kalispell) – Winner
Ronald Totorica (TC-Redmond) – Honorable Mention
Tom Emerson (NWM-1) – Honorable Mention

MOST CREATIVE

Jon Guyer (TC-HANGR) – Winner
Tom Emerson (NWM-1) – Honorable Mention

BEST SCENIC

Dan Wonnacott (TC-HANGR) – Winner
Debbie Carlson (PGAC-Richland) – Honorable Mention
Ronald Totorica (TC-Redmond) – Honorable Mention

BEST NIGHTTIME

John Wiley (EPI-4) – Winner
Brian Brady (TERS-3) – Honorable Mention

BEST BPA PHOTO ALBUM

Teresa Smith (NSFE-MODW) – Winner

BEST BPA PHOTO DAY

Ronald Totorica (TC-Redmond) – Winner

FUNNIEST OR MOST HUMOROUS

Tom Wehner (TEP-TPP-1) – Winner
John Wiley (EPI-4) – Honorable Mention

BEST SELFIE

John Wiley (EPI-4) – Winner

JUDGES CHOICE

John Wiley (EPI-4) – Winner
Michael Stolfus (TFKF-Kalispell) – Honorable Mention

The 2016 theme, Spotlight on Excellence, provided many opportunities for photographers to submit photos of BPA projects, employees at work or photos that otherwise reflect or represent BPA or its presence in the Pacific Northwest. Thanks to everyone who submitted.