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Description of document: Federal Energy Regulatory Commission (FERC) employee

newsletter, FERC Insider, 2016

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Source of document: Freedom of Information Act Request

Leonard Tao, Director Chief FOIA Officer 888 First Street, NE Washington, DC 20426 Fax: 202-208-2106

Email: foia-ceii@ferc.gov

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Federal Energy Regulatory Commission Washington, DC 20426

OCT 3 1 2017

Re: FOIA No. FY18-1

Response Letter

VIA EMAIL AND CERTIFIED MAIL

On October 3, 2017, you filed a request for information pursuant to the Freedom of Information Act (FOIA)¹ and the Federal Energy Regulatory Commission's (FERC or Commission) FOIA regulations, 18 C.F.R. § 388.108 (2017). Specifically, you requested copies of the Commission's employee newsletter, *FERC Insider*, produced during calendar year 2016. A search of the Commission's non-public files identified 10 documents responsive to your request. Upon review of the responsive material and relevant law, the Commission has determined to grant your request in part, and deny your request in part, pursuant to FOIA Exemption 6.²

FOIA Exemption 6

FOIA Exemption 6 protects files that if disclosed would constitute a clearly unwarranted invasion of privacy, including the names, personal addresses and personal information of private citizens and lower level Commission employees. However, the names, addresses, and other data of commercial entities do not implicate a privacy interest that is protected by FOIA Exemption 6 and can be released. See, e.g., Bibles v. Oregon Natural Desert Ass'n, 519 U.S. 355 (1997); National Ass'n of Retired Fed. Employees v. Horner, 879 F.2d 873 (D.C. Cir. 1989).

The *FERC Insider* includes the names and photographs of various lower-level Commission employees. To protect the privacy of certain lower-level employees, that information has been redacted pursuant to FOIA Exemption 6. The redacted documents are enclosed.

¹ 5 U.S.C. § 552, as amended by the FOIA Improvement Act of 2016, Pub. L. No. 114-185, 130 Stat. 538 (2016).

² 5 U.S.C. § 552(b)(6).

As provided by the Freedom of Information Act and 18 C.F.R. § 388.110(a)(1) of the Commission's regulations, any appeal from this determination must be filed within 90 days of the date of this letter. This appeal must be in writing, addressed to James Danly, General Counsel, Federal Energy Regulatory Commission, 888 First Street, NE, Washington, DC 20426, and clearly marked "Freedom of Information Act Appeal." Please include a copy to Charles A. Beamon, Associate General Counsel, General and Administrative Law, at the same address.

You also have the right to seek dispute resolution services from the FOIA Public Liaison of the agency or the Office of Government Information Services (OGIS). Using OGIS services does not affect your right to pursue your appeal. You may contact OGIS by mail at Office of Government Information Services, National Archives and Records Administration, Room 2510, 8601 Adelphi Road, College Park, MD 20740-6001; email at ogis@nara.gov; telephone at (301) 837-1996; facsimile at (301) 837-0348; or toll-free at 1 (877) 684-6448.

Singerely,

Leonard M. Tao

Director

Office of External Affairs

Enclosures (10)

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Up this month: FERC voted one of the Best Places to Work; Legacy Speaker Series continues; and Remembering

NEW NAVIGATION: You have a New drop down navigation menu on the left listing all regular features and articles. There is also a handy page forward button at the top right, and the FERC Insider logo on all pages will return you to the home page.

Questions? Complaints? Compliments? Suggestions? Please contact us at InsiderDL@ferc.gov

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FERC Again Gets Top Rankings in Employee Satisfaction, Commitment Survey

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FERC ranked No. 5 out of 24 mid-sized agencies in employee satisfaction and commitment, according to the nonprofit Partnership for Public Service 2015 Best Places to Work in the Federal Government survey.



Two FERC offices ranked in the Top 10 of the 320 agency subcomponents for this year's survey: FERC's Office of General Counsel ranked No. 2, and FERC's Office of Energy Market Regulation ranked No. 10. In addition, FERC's Office of Energy Projects came in at No. 29, in the top 10 percent of ranked agency subcomponents.

FERC scored 75.5 out of 100 on the survey's employee satisfaction and commitment score, the fifth highest of all mid-size agencies, an increase of 2.2 points over last year.

Many issues – from teamwork to strategic management – influence how employees view their workplaces and rate their satisfaction and commitment. FERC was No. 2 in the effective leadership category with a score of 67.4, No. 3 in teamwork, with a score of 76.6, and fourth in strategic management, with a score of 68.6.

This year's survey features a new measurement comparing agencies in specific mission areas. For federal agencies in the energy and environment category, FERC was ranked No. 2.

"FERC staffers are talented, hard-working and dedicated, and I am honored to work side by side with them, and to lead an organization that is consistently among the leaders in the federal Best Places to Work survey," FERC Chairman Norman Bay said.

Produced by the Partnership and Deloitte, the Best Places to Work rankings provide critical information to help agencies, the administration and Congress assess workplace health and performance. The rankings measure overall satisfaction and commitment and employee attitudes on 10 workplace categories, including leadership, teamwork, strategic management and innovation.

Photo courtesy of

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Women emPOWERing Women Events at FERC

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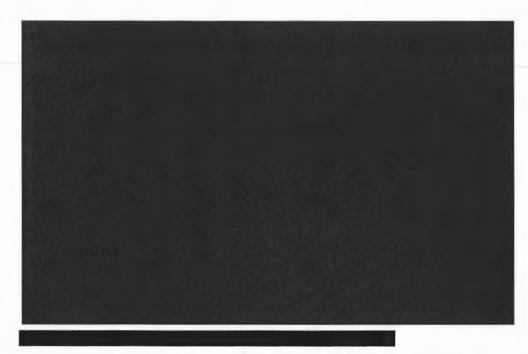
The Women emPOWERing Women (WEW) Employee Resource Group recently held two events featuring Commission leaders, Commissioner Colette Honorable was the guest speaker at the Lunch with Leaders event on Dec. 15. Commissioner Honorable discussed her career and how she became a leader in a maledominated industry.



Commissioner Honorable and



of the Office of Energy Market Regulation, was the featured speaker at the Meet the Office Leaders Series event on Dec. 2.



WEW's mission is to provide an opportunity for members to interact, mentor, learn, and build skills applicable to the workplace by networking with peers and agency leaders and by maintaining an open and educational forum for improving industry knowledge and personal and professional development. For more information or to sign up to be a member, email us at wew@ferc.gov. All are welcome to join. Read more on employee resource groups and see a listing of currently-active groups on FERCNet.



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FERC's . passed away December 3, 2015 after serving 41 to FERC's Office of Administrative Law Judges and Dispute Resolution.	
was a dedicated public servant for more than 60 years," Chairman Norman Bay said. "He became an Administrative Law Judge in 1974 at the Federal Power Commission. In 1979, after FERC's founding, he was appointed Chief Administrative Law Judge and continued to serve in that capacity for the next 36 years. This was an extraordinary achievement that reflects his commitment to public service and to furthering the public interest. More than being Chief Judge, he was also a friend to many at the Commission, and the Office of Administrative Law Judges was his second family. I am honored to have known and to have worked with him. He will be greatly missed."	
as appointed administrative law judge at FERC (formerly the Federal Power Commission) on September 8, 1974, and Chief Administrative Law Judge on June 25, 1979, distinguishing himself as the only FERC office director who has served every chairman and commissioner since the inception of FERC.	
To honor his service to the agency and to the American public, FERC celebrated extraordinary achievements in a ceremony and reception in August 2014. The commissioners and others bestowed accolades on citing his dedication, work ethic and sage advice during his tenure here. Then-Chairman Cheryl LaFleur also presented him with a certificate and pen.	
During his tenure with the Commission, adjudicated and served as settlement judge and/or mediator in many significant cases. <i>The Washington Post</i> said, "He routinely adjudicated complex, multi-party cases involving the interstate transmission of electricity, natural gas and oil. Being an expert in mediation and other forms of alternative dispute resolution, always encouraged parties to consider avoiding litigation."	
Some of the challenging issues that he faced upon his arrival at the old Federal Power Commission included irrigation curtailment cases dealing with the question of whether natural gas would be made available to irrigation farmers. As part of those proceedings, he held several hearings in Washington and in the areas impacting where farmers were affected, including Albuquerque, Phoenix and Lubbock. He also presided over the license cases for the import of LNG from Algeria to Louisiana ports.	
served as the settlement judge in several landmark cases before the Commission. He was instrumental in the settlement in the U.S. Northeast Pipelines proceeding that involved five competitive applications to move natural gas from Canada to New York and other northeast states. He achieved a settlement in that proceeding within an astonishing 90 days, resulting in the Iroquois Pipeline System, which, under traditional licensing procedures, would have taken five years or longer.	
also presided and decided the case, Public Utilities Commission of California v. El Paso Gas Company, et.al a proceeding dealing with market power and abuse of affiliate relations. His decision in that case earned a front page article in <i>The New York Times</i> . and his ALJ colleagues handled many of the Enron market manipulation and abuse cases. He also served as the settlement judge in the California power shortage/refunds dispute, including participating in the White House Task Force meetings. was instrumental in achieving a settlement in the Illinois Power proceeding, which made MISO possible. He also served as mediator in the dispute between MISO and the PJM operator seams elimination negotiations where long-term proposals were filed with the Commission.	

During his distinguished career, received numerous awards, including the Department of the Army's highest civilian award, the Decoration for Exceptional Civilian Service. He appears in four editions of the publication, Who's Who, including Who's Who in the World. In 2009.
received the University of Tennessee Accomplished Alumni Award.
The University of Tennessee is where earned his law degree in December 1951 after receiving his undergraduate degree in pre-law at Tennessee Polytechnic Institute. He was admitted to the Tennessee Bar on March 31, 1952. Prior to his tenure with the Commission, civil service included stints with both the Criminal and Civil divisions of the U.S. Department of Justice and time serving in a civilian capacity as Chief of the Regulatory Law Division in the U.S. Army's Office of the Judge Advocate General, where he represented the federal government in utility and transportation cases.
Prior to entering federal service, was a member of the law firm Kramer, Dye, McNabb & Greenwood in Knoxville, Tenn.
He leaves to survive his memory a son, (another son, preceded him in death last year) daughter-in-law, three grandchildren and two great-grandchildren, and a host of other relatives and friends.

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Legacy Speaker Series #3

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Former FERC Chair Betsy Moler was the featured speaker at the December 9 gathering of the Legacy Speaker Series. Betsy's lecture focused on Order No. 888 and the factors leading to the Commission's "landmark order" on electronic open access. Betsy served as Chair of FERC from 1993-1997. It was under her leadership that Order Nos. 888 and 889 were adopted, paving the way for the competitive markets of today.

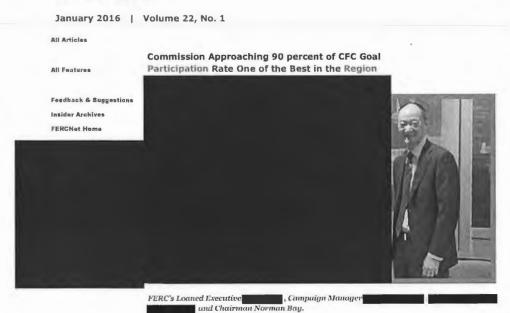
The Legacy Lecture Series began in September to provide employees with an opportunity to learn from the perspectives of industry experts and people who led the Commission's major reforms over the last 30 years.

Up next: On January 13, nuclear engineer and well known energy policy wonk, will explain how the Commission tackled the technical aspects of making open access work.

View the Upcoming Legacy Lecture Series on FERCNet.

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INFORMATION WITHHELD PURSUANT TO FOIA EXEMPTION 6



With more than two and a half times the participation rate of other agencies in the national capital region, FERC is approaching 90 percent of its CFC goal, according to FERC's own offices have reached or surpassed their goals, with five offices showing 100 percent participation. As of Jan. 12, FERC employees donated more than \$345,000 to this year's campaign.



Clark and

Left: Commissioner Tony Clark. Right: with the Nature Conservancy, Commissioner

FERC's weekly CFC events this year featured a diverse and representative selection of worthy causes from the Catalogue of Caring including: FERC Child Development Center, Fidos for Freedom, Oxford House, Shakespeare Theatre, A Wider Circle, So Others Might Eat (SOME), Habitat for Humanity, Disabled American Veterans, Women's Microfinance Initiative, the Nature Conservancy and George Washington's Mount Vernon Estate. A charity fair with organizations suggested by FERC employees was the final CFC



President John F. Kennedy initiated the CFC in 1961 as a formal national giving program for Federal employees. Since then the CFC has evolved into our nation's leading workplace giving program. No other annual employee giving program raises so much money for so many worthy causes. Over the last 54 years, Federal Employees have donated more than \$7 billion.



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 $[\Sigma]$ **All Articles All Features** has been at was named December 7, 2015. FERC since December 1999, and was named by then-Feedback & Suggestions September 6, 2015. Prior to joining the FERC was Hearing Office Chief of the Atlanta North Insider Archives Office of Hearings and Appeals, Social Security Administration. As Hearing Office the chief management official responsible for the operations of a hearing office comprised of nine **FERCNet Home** Administrative Law Judges, two Senior Administrative Law Judges and a support staff of fifty employees comprised of attorneys, paralegals and technicians. She became an Administrative Law Judge in April 1994 appointed to the San Jose, California Hearing Office with the Social Security Administration. was an attorney at the Federal Communications Commission (FCC) for 14 years. For 12 of also worked as a Trial Attorney those years she served in the FCC's Common Carrier Bureau. for the Puerto Rico Justice Department in the Federal Litigation Division. In addition, she worked in the Puerto Rico House of Representatives as Legal Advisor to the Judiciary Committee on Civil Law. has a bachelor's degree in business administration, magna cum laude and a Juris Doctor degree, cum laude, from the University of Puerto Rico. She was the recipient of the Resumil Award for the highest cumulative average in criminal law. While in law school, she was an intern in the U.S. Attorney's office in San Juan, Puerto Rico. She also worked in the Clerk's office in the U.S. Federal District Court for Puerto Rico implementing the Speedy Trial Act for both the Puerto Rico and Saint Thomas Federal District Courts.

> is a member of the bars of the District of Columbia and Puerto Rico, and is admitted to practice before the U.S. District Court for Puerto Rico, the U.S. Court of Appeals for the First Circuit, the U.S. Ct. of Appeals for D.C. and the U.S. Supreme Court. She is on her second term as a Hearing Committee member of the Board on Professional Responsibility of the District of Columbia Court of Appeals. Previously she served as an officer of the D.C. Hispanic Bar Association.



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"CPR-Like" Training Here at FERC

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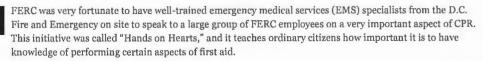
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Tod Henby, Director of the Security & Safety Division in OED, welcomes employees to the CPR-like training session.



The training focused on the importance of taking charge of the situation by assessing the person's level of alertness, asking someone to call 9-1-1 and if no response by the individual, the process of beginning chest compressions. Brochures will be available on the Security and Safety web page and have also been placed in the galleys and elevator lobbies. Additional hands-on training will be provided by the D.C. EMS team on a date to be determined.



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	What did you think of the movie Star Wars: The Force Awakens?	
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MY	"It's too derivative of Episode 4, <i>A New Hope</i> . However, the new actors Finn, Rey and Poe Dameron are fresh, new and exciting."	
LINE?	"Oh, no, not" (you'll have to see the movie)	
	"I haven't had that much fun at the movies in years. I have even seen it twice. From the first brassy note with the Star Wars in big letters on the screen, the movie immediately draws you back into a dramatic interstellar action saga. Star Wars: The Force Awakens, does just that, awakens and rekindles the magic of the original trilogy while giving us plenty of new intrigue for these new chapters. I most enjoyed seeing an inclusive and diverse cast of strong main characters and loveable new secondary characters." Chairman's Office	ar
	"Needed more R2-D2 but excited with the new, young, diverse characters."	



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Blood Pressure Matters Keep Hypertension in Check

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About one in three adults in the U.S. has high blood pressure, but many don't realize it. High blood pressure to is sometimes called a "silent killer," because it usually has no warning signs, yet it can lead to life-threatening conditions like heart attack or stroke. The good news is that high blood pressure, or hypertension, can often be prevented or treated. Early diagnosis and simple, healthy changes can keep high blood pressure from seriously damaging your health.

Normal blood flow delivers nutrients and oxygen to all parts of your body, including important organs like your heart, brain, and kidneys. Your beating heart helps to push blood through your vast network of blood vessels, both large and small. Your blood vessels, in turn, constantly adjust. They become narrower or wider to maintain your blood pressure and keep blood flowing at a healthy rate.

It's normal for your blood pressure to go up and down throughout each day. Blood pressure is affected by time of day, exercise, the foods you eat, stress, and other factors. Problems can arise, though, if your blood pressure stays too high for too long.

High blood pressure can make your heart work too hard and lose strength. The high force of blood flow can damage your blood vessels, making them weak, stiff, or too narrow. Over time, hypertension can harm several important organs, including your heart, kidneys, brain, and eyes.

"Hypertension is a leading risk factor for death and disability worldwide," says Dr. Paul Whelton, an expert in hypertension and kidney disease at Tulane University. "High blood pressure raises the risk of having a heart attack, heart failure, stroke, or kidney disease."

Anyone, even children, can develop high blood pressure. But the risk for hypertension rises with age. "Once people are in their 60s, about two-thirds of the population is affected by hypertension," Whelton says.

Excess weight or having a family history of high blood pressure also raises your risk for hypertension.

African Americans are especially likely to get hypertension. Compared to Caucasian or Hispanic American adults, African Americans tend to develop hypertension at a younger age and to have a higher blood pressure on average.

Because it usually has no symptoms, the only way to know for sure that you have hypertension is to have a blood pressure test. This easy, painless test involves placing an inflated cuff with a pressure gauge around your upper arm to squeeze the blood vessels. A health care provider may then use a stethoscope to listen to your pulse as air is released from the cuff, or an automatic device may measure the pressure.

Blood pressure is given as two numbers. The first number represents the pressure in your blood vessels as the heart beats (called systolic pressure). The second is the pressure as your heart relaxes and fills with blood (diastolic pressure). Experts generally agree that the safest blood pressure—or "normal" blood pressure—is 120/80 or lower, meaning systolic blood pressure is 120 or less and diastolic pressure is 80 or less.

"Hypertension is defined as having an average blood pressure of above 140/90," says NIH's Dr. Lawrence Fine, who oversees research on the treatment and prevention of hypertension. Since blood pressure can vary widely from day to day, a diagnosis of hypertension is usually based on an average of two or more readings taken on two or more occasions.

If your blood pressure falls between "normal" and "hypertension," it's sometimes called prehypertension. People with prehypertension are more likely to end up with high blood pressure if they don't take steps to prevent it.

"We know we can prevent high blood pressure through diet, weight loss, and physical activity," Whelton says. "We can also treat it, and we can treat it effectively."

If you're diagnosed with high blood pressure, your doctor will prescribe a treatment plan. You'll likely be advised to make healthy lifestyle changes. You may also need to take medications. The goal of treatment is to reduce your blood pressure enough to avoid more serious problems.

How low should you aim when reducing your blood pressure? The answer depends on many factors, which is why it's important to work with your doctor on blood pressure goals. Most current guidelines recommend

aiming for a systolic pressure below 140. These medical guidelines are sometimes adjusted as new research is reported.

A large NIH-funded study recently found there may be benefits to aiming for a much lower systolic pressure—120 or less, instead of 140—at least for some people. The study looked at adults ages 50 and up who had increased risk for cardiovascular disease but didn't have diabetes. Half aimed for a systolic pressure of 120. The rest aimed for a pressure of 140. The study was stopped early, after about three years, when clear benefits were seen in the lower blood pressure group. "When treating to the lower goal of 120, the risk of having a cardiovascular complication such as a heart attack or stroke was reduced by 25 percent, and the risk of death from all causes was reduced by 27 percent," Fine says. This lower-goal group, though, tended to used 1 additional blood pressure medication; they also had more hospitalizations for side effects, including low blood pressure, fainting, and possible kidney damage.

"Results to date suggest that for older people with hypertension and an increased risk for cardiovascular disease, it may make sense to aim for a lower blood pressure. But there may be drawbacks as well, and each patient is different," Whelton says. "Researchers generate the evidence, so health care providers can have informed discussions with their patients about blood pressure targets."

NIH-funded studies have clearly shown that healthy lifestyle changes can improve your blood pressure. "Making even small changes over time can really add up," says Kathryn McMurry, a nutrition science expert at NIH. "In terms of diet, our best advice is to follow the DASH eating plan."

DASH stands for Dietary Approaches to Stop Hypertension. "It's not a diet to go on for a short period of time, but one that's meant to be part of a healthy lifestyle and enjoyed for life," McMurry says.

The DASH eating plan requires no special foods. Instead, it provides daily and weekly nutritional goals. It's high in vegetables, fruit, whole grains, and low-fat dairy foods but low in saturated fat and added sugar.

"DASH is beneficial even for people who have normal blood pressure or who have prehypertension. It can help keep blood pressure from progressing to higher levels," McMurry-says, <u>Learn more about DASH.</u>

For more heart-healthy food ideas, visit healthyeating.nhlbi.nih.gov, which has nearly 200 recipes developed with input from professional chefs. "The recipes are tasty, heart healthy, and easy to make. They're meals the whole family will enjoy," McMurry says.

Reference: A Randomized Trial of Intensive versus Standard Blood-Pressure Control. SPRINT Research Group. N Engl J Med. 2015 Nov 26;373(22):2103-16. doi: 10.1056/NEJMoa1511939. Epub 2015 Nov 9. PMID: 26551272. https://newsinhealth.nih.gov/issue/Jan2016/Feature1#content

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Pasting Text into a document without Formatting

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When you paste text into a word document from another document, the same font, colors and formatting are transferred to the new document. This can cause problems in your document.

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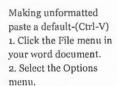
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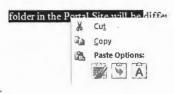
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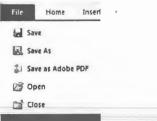
The best solution is to paste the text as unformatted.



- Right click the text to copy.
- Click the third paste option at the end (marked with an 'A' icon).









3. In the Word Options window, click the Advanced tab.



4. Scroll down until you see the Pasting from other programs option.

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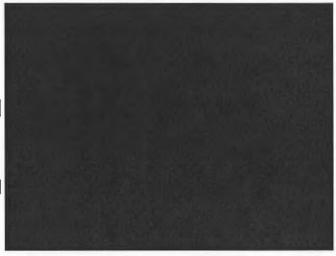
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EDITORIAL

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Welcome to the February edition of the FERC INSIDER

NEW NAVIGATION: You have a New drop down navigation menu on the left listing all regular features and articles. There is also a handy page forward button at the top right, and the FERC Insider logo on all pages will return you to the home page.

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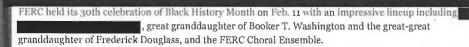
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FERC Marks 30th Celebration of Black History Month

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Chairman Norman Bay provided opening remarks and highlighted the theme of this year's event: "Hallowed Grounds; Sites of African American Memories." The theme brings attention to the centennial celebration of the National Park Service and the more than 25 sites and the Underground Railroad Network to Freedom that are part of America's hallowed grounds.

OER's introduced and provided an informative overview of her efforts over the years to continue the important work of her ancestors.

spoke about the organization she helped co-found in 2007, the Frederick Douglass Family Initiatives, and their fight against human trafficking.



The FERC Choral Ensemble performed beautiful songs for the occasion, closing with the Black National Anthem. Members of the ensemble included: Commissioner Colette Honorable;

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In closing, Chairman Bay reflected on Frederick Douglass's "What to the Slave is the Fourth of July?" speech from July 5, 1852.

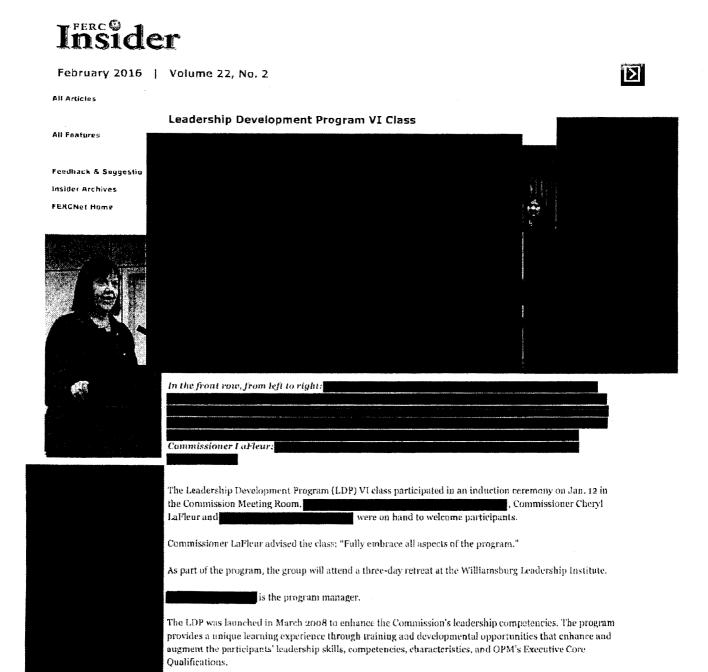
Employees enjoyed A Taste of Soul Food after the main event.

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February 2016 | Volume 22, No. 2 \geq All Articles Legacy Speaker Series #4 and #5 All Features Feedback & Suggestions Insider Archives **FERCNet Home** Former FERC staffer was the fourth speaker in the Legacy Series on Jan. 13. engineer and well known energy policy wonk, explained how the Commission tackled the technical aspects of making open access work. Following , on Feb. 10, discussed how market-based rate authority and RTO/ISO market design led to power the power markets we have today. at the Harvard Kennedy School.

The Legacy Lecture Series began in September to provide employees with an opportunity to learn from the perspectives of industry experts and people who led the Commission's major reforms over the last 30 years.

Up next: Former FERC Chairman Pat Wood will be at FERC on March 8 to discuss Order No. 2000 and Standard Market Design. View the Upcoming Legacy Lecture Series on <u>FERCNet</u>.



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New Weight Watchers Program Begins Soon

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How are your New Year's resolutions going? Perhaps a healthier lifestyle is part of your plan? If so, we have good news!

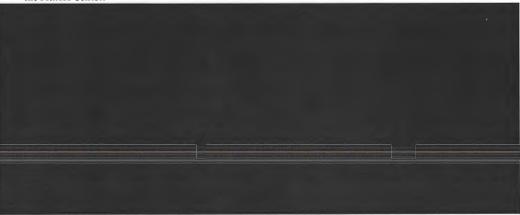
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FERC will begin a new Weight Watchers session on Feb. 25, with sign-up by Feb. 18. What does this mean for you? A support group, advice, tips and the convenience of this all taking place during lunchtime at 888.

"I like the accountability and camaraderie the program offers," says a weight Watchers member. She is currently participating in the Fitter FERC sugar detox effort and is a member of the Fitness Center.



says, "I like that, unlike diets that focus on a type of food you should not eat (like carbs or meats), WW gives you control over what you eat, although it guides you in the right direction. I also enjoy attending the group meetings, which are a great resource for tips and tricks other members use to lose and/or maintain weight."

The weekly meetings also are important to ."I get the chance to weigh in, which holds me accountable," she says, "and the meetings provide a sense of community and support that has been really helpful."

is a member of the gym and has used the personal training option there. She also makes sure to get a flu shot each year from the health unit and has taken advantage of other health screenings it offers.

The program offers weekly meetings with the same facilitator. Topics of discussion can include weekly successes and challenges, meal planning and shopping tips. And this isn't the old Weight Watchers —you can count points or not! It's all about what works for you. And after members reach their weight goal, they can continue with the support group at no cost to help encourage other members with their journeys and to maintain their own healthy living programs.

Of course, the bonus of having a Fitness Center with personal training and a nurse on the premises – not to mention OED's Fitter FERC program – certainly makes the journey even easier.

For more information on the Weight Watchers program at FERC, contact

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Final CFC Results

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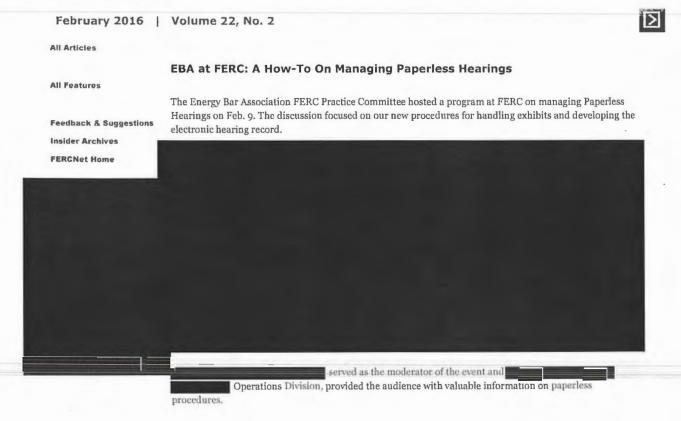
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FERC employees pledged \$358,356.43 in this year's CFC, reaching 91.9 percent of our goal! Nine offices surpassed their dollar goals. Ten offices earned the prestigious Presidential Citation award. Finally, the Commission's participation rate was more than two and a half times that of our peers in the National Capital Region. Five offices secured 100 percent participation. Thank you to everyone who participated!



OEIS celebrated the office's 100 percent participation in the CFC with a pizza party. Chairman Norman Bay attended the event to thank employees for their tremendous generosity in this year's campaign.





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Pollinator Superhighways at Electric Transmission Corridors

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Did you know that electric transmission rights-of-way are becoming pollinator superhighways for bringing back native plants, birds and bees? With the proper vegetation management techniques, species can flourish in these areas, according to the Right-of-Way Stewardship Council.

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> The Right-of-Way Stewardship Council is an accredited organization that sets standards for vegetation management along these corridors.



Several utilities in the U.S. have earned accreditation for meeting these standards.



Talks are under way to establish similar standards for the natural gas industry.

For more info: Right-of-way Stewardship Council **Utility Arborist Association**

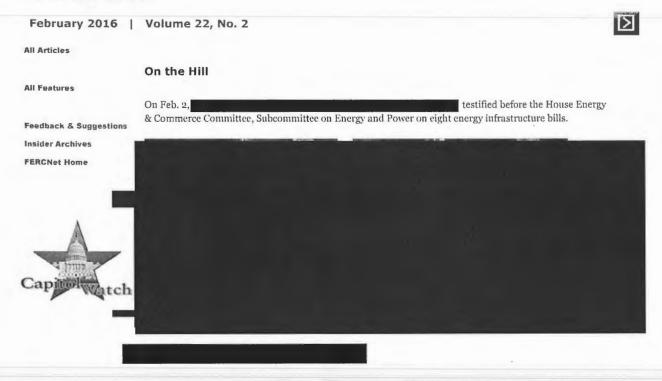
Supreme Court Opinion on DR

On January 25, the Supreme Court of the United States issued an opinion supporting the Commission's Demand Response efforts.

"I am pleased with today's Supreme Court decision on demand response," Chairman Norman Bay said. "This decision means that consumers will continue to see the significant benefits of demand response, which enhances competition in the markets, reduces wholesale prices, and helps makes the grid more reliable."

Supreme Court Decision

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January Meeting Highlights

Chairman Norman Bay presents

with the Chairman's Medal for his dedicated service to the Commission.

"He has served with great distinction and dedication, developing a team of highly skilled litigators and analysts who further the public interest on behalf of energy consumers across the United States," Chairman Bay said.

retired from federal service on Feb. 1.





liscuss item E-1, a proposal to revise offer caps in regional wholesale electric markets. <u>News</u>



discuss improvements to critical infrastructure protection

standards. News Release 1 Order No. 822



discuss the initiation of four

Commissioner Tony Clark Will Not Seek New Term on Commission

Commissioner Tony Clark announced at the January Commission meeting that he will not seek another term on the Commission. "It has been a wonderful run here and I've enjoyed the 12 years prior to this on the North Dakota Commission and the number of years prior to that in state government," Commissioner Clark said. "I've enjoyed it a lot but there comes a time when you just feel like it's time to do something else." Commissioner Clark's term expires on June 30.



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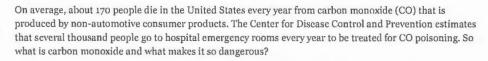
Carbon Monoxide Safety Tips

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Carbon monoxide is a deadly, colorless, odorless, and poisonous gas produced by the incomplete burning of various fuels including coal, wood, charcoal, oil, kerosene, propane, and natural gas. Products and equipment powered by internal combustion engines such as portable generators, cars, lawn mowers, and power washers also produce CO. In 2005 alone, the Consumer Product Safety Commission (CPSC) staff is aware of at least 94 generator-related CO poisoning deaths. Forty-seven of these deaths were known to have occurred during power outages due to severe weather, including Hurricane Katrina. With our recent blizzard, it is important to consider how to prevent a carbon Monoxide incident from occurring in your home. CO detectors do not cost much but, in some cases, some agencies (non-profit or state run) will pay for a CO detector. Such programs usually also focus on low income housing. Below are some tips to prevent CO poisoning as well as ways to detect some of its symptoms.

Preventative Tips

- · CO alarms should be installed in a central location outside of each sleeping area, on every level of the home, and in other locations where required by applicable laws, codes or standards. For the best protection, interconnect all CO alarms throughout the home. That way when one sounds, they all sound.
- Call your local fire department's non-emergency number to find out what number to call if the CO alarm sounds.
- Test CO alarms at least once a month; replace them according to the manufacturer's instructions.
- · If the CO alarm sounds, immediately move to a fresh air location outdoors or by an open window or door. Make sure everyone inside the home is accounted for. Call for help from a fresh air location and stay there until emergency personnel arrive.
- · If you need to warm a vehicle, remove it from the garage immediately after starting it. Do not run a vehicle or other fueled engine or motor indoors, even if garage doors are open. Make sure the exhaust pipe of a running vehicle is not covered with snow.
- · During and after a snowstorm, make sure vents for the dryer, furnace, stove, and fireplace are clear of snow build-up.
- · A generator should be used in a well-ventilated location outdoors away from windows, doors and vent openings.

Symptoms

Because CO is odorless, colorless, and otherwise undetectable to the human senses, people may not know that they are being exposed. The initial symptoms of low to moderate CO poisoning are similar to the flu (but without the fever). They include:

Headach, Fatigue, Shortness of breath, Nausea, Dizziness

High levels of CO poisoning results in progressively more severe symptoms, including: Mental confusion, Vomiting, Loss of muscular coordination, Loss of consciousness, Ultimately death

More detailed information on Carbon Monoxide Safety can be found at: NFPA.org Or by contacting or email at

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Overcome Your Weight-loss Plateau

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Have you been watching what you eat and exercising regularly, but for some reason, the scale just won't budge? You might be at a "plateau" in your weight-loss journey. But with continued effort and persistence, you can do it! If you want to shed those last few pounds, try these ideas on for size:



Track it. To keep old, unhealthy eating habits at bay, keep a food diary or record your intake through the U.S. Department of Agriculture's **SuperTracker**. This online program helps you see where your calories are coming from. Don't forget to watch your **portion sizes** too.

Stick to your plan. Remember the fundamentals of a healthy eating plan: nutrient-rich, lean sources of protein such as fish, poultry, beans, nuts, and low-fat dairy products. Make sure to include whole grains, fruits, and vegetables too. It's okay to include a little, but too many "cheat days" can ruin all your hard work.

Eat protein. Protein helps preserve lean body mass (muscle) during weight loss, promote fat loss, and contribute to a feeling of fullness. Use HPRC's <u>Protein Requirements</u> infosheet to calculate your individual protein needs.

Rethink your drinks. Alcohol and sugar-sweetened beverages such as soda, sweet tea, juice, energy drinks, and **sports drinks** can add too many calories and prevent you from losing weight. Stick to water and low-fat milk (or soymilk) during meals and in-between to stay hydrated. Three servings of milk per day is the limit though!

Shake things up. Varying the type, intensity, duration, and frequency of your <u>exercise</u> is a great way to challenge yourself and prevent boredom—and it can make a big difference toward reaching your goal.

Whatever you do, don't give up. Achieving and maintaining a healthy weight is better for your health, career, and performance.

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Save on Energy Costs this Season!

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Here are several tips to reduce energy consumption and maintain comfortable temperatures in your home this winter:

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1. Use the sun for free heat. That bright orb in the sky should be the focus of temperature control in your residence throughout the year. Open the curtains on your south-facing windows during winter days to bring free heat into your home. Close your window coverings when the sun goes down to keep the heat inside.



2. Bundle up with warm accessories. This is one of the easiest ways to save on your heating bill. Instead of turning the heat up, put on a cozy winter sweater and warm socks. Keep throw blankets on your couch, and add an area rug to insulate the floor.



- 3. Use ceiling fans to your advantage. Homes that have better ventilation and airflow can be more energy efficient in the summer and winter months. If you have ceiling fans in your apartment, you have more control over ventilation than you know. Ceiling fans can be used strategically to achieve better airflow: counter-clockwise will push hot air up in the summer and clockwise will trap heat inside to keep your rooms warmer during cooler months. Turn your ceiling fan on a low setting to gently push hot air back down.
- 4. Adjust the thermostat at night. According to the U.S. Department of Energy, you can save about 10 percent per year on your heating bills by turning your thermostat down 10 to 15 degrees for eight hours. Consider investing in flannel sheets and a warm comforter for your bed and keeping your apartment cooler when you sleep.
- 5. Only heat the rooms you use. If you have rooms that you never use, like guest rooms or large storage areas, close and seal off the vents in those rooms to be more energy efficient and direct the flow of air to the rooms you use most. Energy bills run, on average, \$183 per month. By using a space heater in the rooms where you need it and setting the thermostat to 62 degrees, you can save approximately \$200 each year.
- 6. Keep your furnace clean and unblocked. Keeping your furnace and vents properly maintained will <u>reduce energy consumption</u> and help you save. Check your furnace filter monthly, and replace it when it gets dirty.
- 7. Get a humidifier to add moisture to the air. The air inside your home can become very dry. Moist air feels warmer and holds heat better, so a humidifier can help you feel comfortable when your thermostat is set at a lower temperature. You can also increase the humidity in your apartment with a collection of house plants.
- 8. Invest in insulation. Hundreds of thousands of dollars in energy costs are lost each year due to escaping heat and cold air in homes without proper insulation. Get some inexpensive insulation from your local home improvement store, and cover up all those areas where heat might escape. Start with foam weather stripping for your doors and windows; it's cheap and is extremely easy to apply.

Source: U.S. News and World Report

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Setting up "Out of Office" with Outlook

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When you are out of the office for a few days or more it may be necessary to set up an "Out of Office" email message letting people know you are gone and when you will return. This task can be done inside FERC using your desktop outlook or outside of FERC through the web email. This article lists both ways to set your "Out of Office".

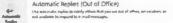
Setting your "Out of Office" from inside FERC.

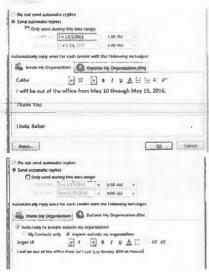
Open up your outlook application.

- Click the File menu in Microsoft Outlook while in the In Box view.
- Click the Automatic Replies button (Out of office).
- Click the Send Automatic replies radio button.
- 4. Click the Only Send during this Time range.
- 5. Enter a Start and End Time for your message if you want to have the message end on a specific day and time.
- Enter your information concerning your absence in the space provided.
- Click the Outside My Organization Tab.
- Enter a message that you would send outside of FERC.

Account Information







Click the OK button. The box will indicate that your Out of Office messages will be sent.



Setting your "out of office" from outside of FERC

- Go to http://email.ferc.gov to access the web version of FERC email.
- 2. Enter your user 1D and Password at the security screen.
- Click the settings menu, located on the upper right side of the 365 window.
- 4. Click on the Automatic replies menu.
- Click the send automatic replies radio button to enable the fields.
- 6. Click the Send replies only during this Time period.
- 7. Enter a Start and End Time for your message

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Automatic rep ies

Display settings

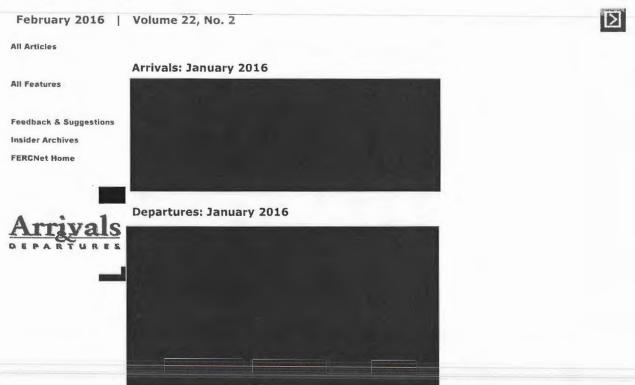
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Change theme

Options

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EDITORIAL

WEB DESIGN

PHOTOGRAPHY



NEW NAVIGATION: You have a **New drop down navigation menu** on the left listing all regular features and articles. There is also a handy **page forward button** at the top right, and the FERC Insider logo on all pages will return you to the home page.

Questions? Compliments? Suggestions? Please contact us at InsiderDL@ferc.gov

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March 8 is International Women's Day

International Women's Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. The 2016 theme for International Women's Day is "Planet 50-50 by 2030: Step It Up for Gender Equality." Read more

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Women emPOWERing Women Presents: Meet the Office Leaders Series

was the featured speaker at the February 24 Meet the Office Leaders Series. This event was organized by the Women emPOWERing Women (WEW) Employee Resource Goup.

was the Director of the Division of Analytics and Surveillance (DAS) in OE and prior to the formation of DAS, Deputy Director of the Division of Investigations in OE. joined the Commission in 2002 after serving four years as an Assistant Counsel in the Office of Professional Responsibility with the Department of Justice, where she investigated allegations of professional misconduct by Department of Justice attorneys, including United States Attorneys. Before coming to the federal government, was a partner in a large law firm in Chicago, concentrating on complex civil litigation. graduated from Indiana University and Washington University Law School.

WEW's mission is to provide an opportunity for members to interact, mentor, learn, and build skills applicable to the workplace by networking with peers and agency leaders and by maintaining an open and educational forum for improving industry knowledge and personal and professional development. For more information or to sign up to be a member, email us at wew@ferc.gov. All are welcome to join. For more information on employee resource groups and to see a listing of currently active groups, visit FERCNet.

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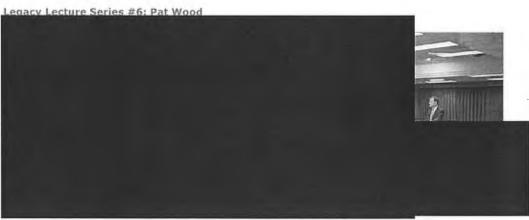


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The latest installment of the Legacy Lecture Series on March 8 featured former FERC Chairman **Pat Wood**, a lawyer and civil engineer, who served as the Chairman of the Public Utility Commission of Texas from 1995 to 2001 and lead the Commission from June 2001 to July 2005.

Chairman Wood discussed the Commission's role in promoting ISO/ RTOs, wholesale electricity markets and standard market design.

Up next: Commissioner Bill Massey on April 6. He will discuss the California Energy Crisis.

The Legacy Lecture Series began in September to provide employees with an opportunity to learn from the perspectives of industry experts and people who led the Commission's major reforms over the last 30 years.

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 \geq March 2016 | Volume 22, No. 3 All Articles All Features The Chairman announced the appointment of previously served as Feedback & Suggestions director of pipeline regulations at OEMR," Chairman Norman Insider Archives Bay said. "He's been at FERC since 1991 and has served with great distinction in OGC, OAL, and OEMR, and was previously **FERCNet Home** a legal advisor to Chairman James Hoecker and Chairman Joe During his career at the Commission, has worked in the Office of the General Counsel, with a specialty in environmental law and natural gas pipeline certificate issues. He is the author of The NEPA Caselaw Digest, published by the American Bar Association. Prior to joining FERC, s was a partner in Conner & Wetterhahn, P.C. in Washington, D.C., primarily representing investor-owned electric utilities. He began his legal career as a clerk at the West Virginia Supreme Court of Appeals. started his career at the Commission in 1998 as a staff engineer where he was responsible for the review of natural gas pipeline applications. He then took on positions of increasing responsibility within the LNG program area and served as LNG Engineering Branch Chief and then LNG Engineering & Compliance Branch Chief. More recently, served as Director of the Division of Gas - Environment and Engineering within the Office of Energy Projects. In this role, oversaw a multi-disciplinary staff in the preparation of environmental documents for proposed natural gas pipelines and LNG facilities. holds a Bachelor of Science Degree in Civil Engineering and is a Registered Professional Engineer.

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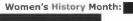
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Each year, March is designated as Women's History Month to honor the contributions and sacrifices women have made to society and history. "Working to Form a More Perfect Union: Honoring Women in Public Service and Government," is the theme of this year's celebration.

To commemorate this important event, *The FERC Insider* recently spoke with about her position at FERC and the significance of her recent appointment as Secretary of the IEEE Power & Energy Society, the oldest society of the Institute of Electrical and Electronics Engineers (IEEE).

"It is time for me to be a role model for young women," says of her recent appointment at the IEEE Power & Energy Society. "I can be visible and help the Society promote more women to the field."

also was the first recipient of the IEEE PES Wanda Reder Pioneer in Power Award in 2014 for her technical accomplishments and for being an inspiring role model to young women engineers in power. Wanda Reder was the first female president of the organization.

, who is an electrical engineer and group manager in the Division of Engineering, Planning and Operations in OER, came to FERC two years ago after working as the Director of Performance Analysis at the North American Electric Reliability Corporation (NERC).

refers to a quote from the World Bank Report: Transmission System Operators — Lessons from the Frontlines that is particularly relevant to her work at FERC: "Engineers like to operate sophisticated systems, economists like to think about optimal incentives, and lawyers like to write rules and agreements. Energy-industry transition-brings all-of them into close contact. But none of them can succeed at their chosen tasks unless they work together in designing sustainable institutions."

"I have a new breadth of how the industries are linked together," she says of her work at FERC.

In particular, she says she is enjoying working with the many professionals at FERC such as lawyers, economists and analysts.

Before joining NERC, was with PJM Interconnection and ERCOT, responsible for real-time operations support, resource economic dispatch and operator training simulator projects. She started her career at Westinghouse Electric.

, who commutes weekly from her home in central New Jersey, is passionate about education, and has been a board member of the Princeton Education Foundation. In addition, she volunteers at a Chinese language school where she has been serving as executive director since 2013.

holds two patents and has published more than 70 articles. She earned her Ph.D. degree in electrical engineering from Tulane University, M.S. degree from Electric Power Research Institute, Beijing, China; and B.S. degree from Taiyuan University of Technology, China.

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March 2016 | Volume 22, No. 3 **All Articles** In Remembrance All Features , who formerly served as a trial attorney in the former Oil and Gas Litigation section of OGC, passed away on February 9. Feedback & Suggestions Insider Archives Prior to his service with FERC, held various positions with other federal agencies, including the Department of Labor and the Department of Commerce, While working as an economist at the Federal **FERCNet Home** Trade Commission, studied law at the Georgetown University Law Center and earned his Juris Doctorate degree in 1971. Afterwards, continued his career at the FTC, this time serving as an attorney with the agency's Consumer Protection Division. was employed with FERC for several years, retiring in 1998. A native of New Orleans, was admitted to Morehouse College at the age of 16 after receiving a Ford Foundation Scholarship. After three years there, he received another scholarship to study for one term at the London School of Economics and Political Science. When he returned to the U.S., completed his college education at Dillard University where he earned a Bachelor of Arts degree in English. After being drafted into service with the U.S. Army and serving two years in Kentucky, returned to Dillard to serve as the school's alumni director. Shortly after retiring from FERC, volunteered for a number of organizations in the Washington, D.C. area. He served as a court appointed child advocate for the Court Appointed Special Advocates (CASA) agency in Montgomery County, MD, and received awards for his work with Montgomery County public high school students. , who worked with in OGC's Oil & Gas Litigation section and continued to keep in touch with him after retirement, said, was a mentor to many. He always had a witty comment (usually a rhyme) and had an infectious sense of humor. was extremely proud of his volunteer work as a child advocate for CASA. He was also an avid photographer who loved to share pictures of his world travels with his family. He will be missed." is survived by his wife of 45 years, three children, , and a host of other family members. The FERC Family extends its deepest condolences to family and friends. We echo

and will miss bim.

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CERAWeek Conference

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Chairman Bay was a keynote speaker at the 2016 IHS
CERAWeek Conference in Houston February 25, discussing in
prepared remarks, and then in a Q&A session with IHS Vice
and IHS Energy Insight Vice President

, FERC's continuing work to ensure competitive markets deliver just and reasonable rates for customers. He later met with reporters to answer their questions about his speech and other FERC-related matters. Commissioner LaFleur participated in a panel discussion earlier in the day on the evolution of regional power markets in the U.S. On February 24, Commissioner Honorable participated in a panel discussion on the regulatory and structural challenges of increasing use of gas for power generation.



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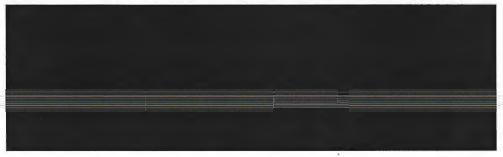
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February Open Meeting

At the February Commission Meeting,
discuss a Notice of Inquiry on Provision, Compensation of Primary Frequency Response. News Release



OGC's and and discuss the creation of a new rehearing group housed in the Solicitor's Office in OGC. The primary role of the rehearing group will be to make sure the Commission has in initial and rehearing orders fulfilled its legal obligation to articulate the connection between the facts found and the choice made, and has responded meaningfully to legitimate objections raised by the parties before it.

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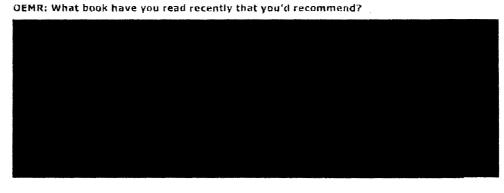


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"One Shot at Forever by Chris Ballard."-

"Infinite Jest by David Foster Wallace."-

"The Little Prince by Antoine Saint-Exupéry,"-

"Moscow. December 25, 1991: The Last Day of the Soviet Union by Conor O'Clery." —



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Cholesterol in Eggs May Not Hurt Heart Health

Research also finds other dietary cholesterol doesn't appear to up heart disease risk.

The once-maligned egg may not be a heartbreaker after all, new research suggests.

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Finnish researchers say that even carriers of a gene -- called APOE4 -- that increases sensitivity to dietary cholesterol don't seem to have anything to fear when it comes to the impact of eggs, or any other dietary cholesterol, on heart health. The findings followed the 20 year-plus tracking of dietary habits among more than 1,000 middle-aged Finnish men. All were heart healthy at the study's start, and about a third carried the APOE4 gene, the researchers said.



"It is quite well known that dietary cholesterol intake has quite a modest impact on blood cholesterol levels, and cholesterol or egg intakes have not been associated with a higher risk of heart disease in most studies," said study author Jyrki Virtanen. He is an adjunct professor in nutritional epidemiology with the University of Eastern Finland Institute of Public Health and Clinical Nutrition in Kuopio, Finland.

"However, dietary cholesterol intake has a greater impact on blood cholesterol levels among those with [APOE4]," Virtanen added. "So it was assumed that cholesterol intake might have a stronger impact on heart disease risk among those people. However, our study did not find an increased risk even among those carrying [APOE4]."

Although the study didn't find a link between dietary cholesterol and adverse heart health, the study authors said they weren't able to prove that dietary cholesterol doesn't have a significant impact on cardiovascular disease. For example, one limitation of the study the authors noted was that they only collected dietary information at the start of the study, and had no way of knowing if people's diets changed over time.

Virtanen and his colleagues report their findings in the Feb. 10 issue of the American Journal of Clinical Nutrition. The University of Eastern Finland provided funding for the study, and Virtanen added that there was no funding from egg industry sources.

Finland has a higher-than-average number of APOE4 carriers, with about a third of the population affected, the researchers said. But little is known about whether or not dietary cholesterol intake might affect the hearts of people with the APOE4 gene, the study authors noted.

The new research included people between the ages of 42 and 60. On average, the average dietary cholesterol consumed was 398 milligrams (mg), the study found. No one reported consuming more than one egg per day, on average. One medium-sized egg has approximately 200 mg of cholesterol, the study authors said.

At the end of the 21-year tracking period, 230 of the men had experienced heart attacks. But, the study authors determined that neither egg habits, nor overall cholesterol consumption, had any bearing on heart attack risk or the risk for hardening of the arterial walls.

Virtanen noted that none of the research participants had heart disease or diabetes at the study's launch. "[And] there is some study data from other study populations that egg or cholesterol intakes may increase the risk of heart disease among diabetics," he said. "So our study is not a 'license' to eat as much cholesterol or eggs as one likes."

He added that "there might well be a point when cholesterol or egg intakes may become so high that they may increase the risk of heart disease. However, in our study we could not assess what might be too much, because we did not have enough people with extremely high intakes."

Lona Sandon is a registered dietitian and assistant professor of clinical nutrition at the University of Texas Southwestern Medical Center at Dallas. She said that while "everything in moderation" is the way to go,

"people can feel confident about adding eggs, including the yolk, into their daily diet." "Eggs are a powerhouse of nutrition," she said, "with much of that nutrition found in the yolk. The yolk has vitamin D, essential fats, choline, lutein, zeaxanthin, and more. Good for bones, good for the brain, and good for the eyes. [And] the white is a high quality protein, as well as a source of B vitamins."

Dietary cholesterol doesn't have as much of an impact on blood cholesterol levels as was previously thought, Sandon added. She also noted that the American Heart Association dropped its daily cholesterol limit recommendations years back. Instead, saturated fat and sugars are a more likely culprit in terms of heart disease risk, she said, alongside insufficient exercise.

"[So] an egg a day in the context of a healthy diet pattern does not appear to pose a risk for heart disease or impact dietary cholesterol according to current research," she said. "[But] an egg a day on top of buttery biscuits and gravy is not the way to go."

You can find more information on cholesterol and heart health at the American Heart Association's website.

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Green Your Spring Cleaning

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Buy green cleaners at your local natural foods store or via mail order or the Internet.

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Make your own cleaners. To avoid toxic chemicals, consider making your own cleaners. Household items like baking soda, lemon juice, vinegar and club soda can be combined to clean everything from carpets to toilet bowls.

Use old clothing and sheets, not paper towels for dusting and cleaning rags.

Install a clothesline in your backyard or basement, and let your clothes dry naturally.





Avoid cleaners that contain phosphates as a water softener. Phosphates appear in a number of cleaners such as some dishwashing liquids. They promote rapid algae growth, which pollutes the water supply.

If you use mothballs, consider replacing them with a more natural alternative. Try cheesecloth-wrapped cinnamon sticks, bay leaves, or whole cloves.

Eliminate the need for chemical fabric softeners by adding 1/4 cup of vinegar to your washing machine's rinse cycle.

Let your houseplants do the cleaning! Some houseplants—such as Boston ferns, English ivy, rubber plants, and peace lilies—can help clean your indoor air by absorbing toxic chemicals.

Source: Green America

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Creating Folders in Outlook

Feedback & Suggestions

It is important to save Outlook emails on a network drive or cloud storage rather than on your computer or local drive. This is especially important if your computer "crashes" and you cannot access data locally from your computer.

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Creating folders in outlook allows you to categorize your emails, save them to the network (cloud) and create rules to place emails in specific locations.



- 1. Right click on your inbox folder to view the menu options.
- 2. Select the New Folder menu.
- 3. Enter a name for the new folder.
- 4. The new folder now displays in your list of folders.

Create a Rule for your folder.

- 1. Click the rules folder.
- 2. Select the create rules menu.
- 3. Set up your rule to go to a newly created folder or an existing folder.
- 4. Click the Ok button to save the rule.



Cancel Advanced Options...

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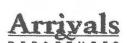


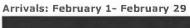
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Departures: February 1- February 29



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Welcome to the April Edition

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joined the Commission in 1985. She has served in a number of managerial positions including Director of the Division of Hydropower Licensing, which is responsible for preparing environmental reviews of applications to construct and operate or relicense non-federal hydropower projects. Most recently, served as Deputy Director of the Office of Energy Projects. She has an M.S. in Resource Management from the University of Maryland.

The Meet the Office Leaders Series is brought to you by the Women emPOWERing Women (WEW) Employee Resource Group. WEW's mission is to provide an opportunity for members to interact, mentor, learn, and build skills applicable to the workplace by networking with peers and agency leaders and by maintaining an open and educational forum for improving industry knowledge and personal and professional development. For more information or to sign up to be a member, email us at wew@ferc.gov. All are welcome to join. For more information on employee resource groups and to see a listing of currently active groups, visit <a href="fercive-resource

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Legacy Lecture Series #7: Bill Massey

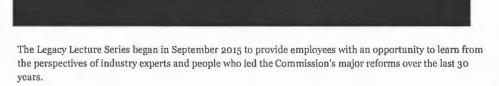
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The latest installment of the Legacy Lecture Series on April 6 featured former FERC Commissioner Bill Massey and a discussion on the California energy crisis.

Commissioner Massey served as a Commissioner from 1993 until 2003, and during that time was an influential architect of the Commission's competition and infrastructure policies that restructured the electricity and natural gas industries. He served as Commissioner during the era of Order No. 888, Order No. 2000, the California energy crisis, and the Commission's proposal to standardize wholesale electricity markets (Standard Market Design). He currently heads the energy practice at Covington.



Up next: Former Chairman Joseph Kelliher on May 11. He will discuss what we've learned and the trending issues for the future.

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 \geq April 2016 | Volume 22, No. 4 All Articles Women's History Month All Features Feedback & Suggestions **Insider Archives FERCNet Home** FERC celebrated Women's History Month on March 29 by featuring motivational speaker Commissioner Colette Honorable provided opening remarks and the featured speaker. certified Life Coach and a dynamic transformational speaker who inspires her audiences to achieve great success in their lives. She has been recognized throughout organizations for her ability to motivate, connect with and energize her audiences into action. focused her discussion on how to: Create a More Joyful Workplace, Develop your Personal Mission Statement, Maintain Work-Life Balance and Find Your Life Purpose. presented with a certificate of appreciation and

"Working to Form a More Perfect Union: Honoring Women in Public Service and Government" was the theme of this year's observance.

providing closing remarks.

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March Open Meeting

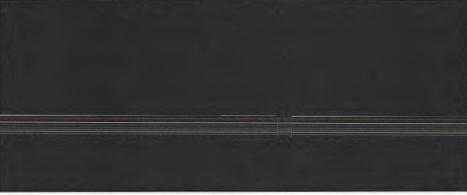
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Chairman Norman Bay presents with the Exemplar of Public Service Award as he prepares to retire from FERC. "For many years I have had the pleasure for working with from Fercom as a member of staff and as a member of the Commission, and I can personally say how much I've enjoyed working with him over the years and appreciate his dedication to FERC, to public service, and to furthering the public interest. Staff like make FERC a very special place indeed."





(AD06-3-000). FERC Staff Presents the 2015 State of the Markets



metrics (AD15-12-000). Presentation | Report

Photos taken by

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See Something, Say Something: It's Effective, and it Works

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On Thursday March 24, 2016 Officer and Sergeant

were on their way to pick up lunch at Café Phillips before returning to their assigned posts for the rest of the afternoon.





When they arrived at the café, they noticed a familiar face. Upon further inspection they realized that it was one of the protestors that frequent FERC, along with a number of his cohorts. Officer immediately called the FERC Security Command Center to notify Project Manager and Seargent of what she had seen. She told him that she believed that the protestors were about to descend on FERC based on the signs they carried and the shirts that they wore. Sergeant was able to notify the Security and Safety Division as well as put a call into FPS for assistance. Due to the quick actions of Officer and Sergeant the security officers were able to position themselves appropriately and SSD was able to make swift notifications to everyone via the FERC Alert system. FERC Security and FPS were able to anticipate their arrival and their assistance proved to be quite useful when those protestors realized FERC was prepared for them. This is a primary example of how "See Something, Say Something" is the first and possibly most important step in ensuring the safety of FERC employees.

In 2010 the Department of Homeland Security, in conjunction with the Department of Justice, launched the nationwide campaign to train law enforcement and other authorities in behavior detection related to terrorism and other erimes. While this initiative has been supremely helpful to local, tribal, and national law enforcement agencies, it is also a valuable tool for entire communities, businesses, and agencies. FERC has often stressed the importance of being aware of your surroundings, especially considering the climate that has surrounded the agency since protestors have been active here. "See Something, Say Something" is a reminder that if you see anything that find unusual, suspicious, or unsafe, you should immediately report it to the appropriate personnel or agency. In doing so you could provide a few extra minutes or seconds to the responding authority (i.e., security officers or police officers) which can in turn be the difference between a mitigated issue and an emergency or disastrous situation.

If you see something at FERC that you feel is unusual, you should immediately notify a security officer, a member of SSD, or you should call the Security Command Center at extension 8911. Examples of this could be an unattended bag or package, someone loitering in the area, someone photographing the facility, or strange behavior from a colleague. SSD and the Security Officers will investigate all reports according to established procedures and will handle all reports with discretion and applicable confidentially.

For more literature and information on the "See Something, Say Something" campaign, you can visit the <u>Homeland Security</u> website or contact a member of SSD.

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Long Hours at the Office May Raise Your Heart Disease Risk, Study Shows

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LifeStyles

Working long hours may raise your risk of heart disease, a new study suggests.

Researchers analyzed data from more than 1,900 people in a long-term study of work. They found that 43 percent had been diagnosed with a problem related to cardiovascular disease (CVD), such as angina, coronary artery disease, heart failure, heart attack, high blood pressure or stroke.

Among full-time employees, the risk rose 1 percent for each additional hour worked per week over 10 years or more.

Starting at 46 hours, additional work hours increased the risk of heart disease even more. Compared to those who averaged 45 hours a week for 10 years or more, the risk of heart disease was 16 percent higher among those who worked 55 hours a week and 35 percent higher among those who worked 60 hours a week.

The findings did not apply to part-time workers, according to the study in the March issue of the *Journal of Occupational and Environmental Medicine*.

The researchers also did not prove a cause-and-effect relationship between long hours at work and increased heart disease risk.

"This study provides specific evidence on long work hours and an increase [in] the risk of CVD, thereby providing a foundation for CVD prevention efforts focused on work schedule practices, which may reduce the risk of CVD for millions of working Americans," study author Sadie Conway, of the University of Texas Health Science Center at Houston, said in a Journal news release.

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Earth Day is Around The Corner!

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April 22 marks the 46th year of a movement that continues to inspire, challenge ideas, ignite passion and motivate people to action. In 1970, the year of our first Earth Day, the movement gave voice to an emerging consciousness, channeling human energy toward environmental issues.

During the week of April 18th, GreenerFERC will be celebrating Earth Week here at the Commission! Stay tuned for event details!

Until then, here are some tips to bring a little more Earth Day to your everyday life.

In the Morning

- · Brew "certified" coffee. A USDA Certified Organic label means it was grown using sustainable standards.
- Green "to go." Not brewing at home? Take a travel cup to your favorite java joint; they may fill it at a discount.

At Work

- · Double up. Configure your office printer or copy machine so it prints on both sides of the page.
- Put it to sleep. If you'll be away from your computer for more than 20 minutes, change it to "sleep" mode.

Running Errands

 BYOB. Bags, that is, This helps keep the rivers clean and saves you money in the long run. The Anacostia River Clean Up and Protection Act ("Bag-Law") requires all District businesses that sell food or alcohol to charge five cents for each disposable paper or plastic carryout bag.

Before Bed

• Truly turn off your electronics. Plug your devices — the TV and DVD player, or the computer and printer — into a UL-certified power strip; switch the whole group off for the evening to prevent phantom electrical



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Connecting to a Network Printer

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When a new printer is placed on the network to replace an existing printer or you need to access a color printer, it may be necessary to select a new printer.

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Perform the following steps to connect to the new printer.

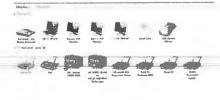
1. Access the Control Panel menu on your computer.



2. Click on the Devices and Printers Icon.



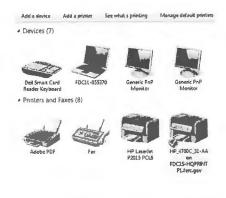
 Right click on the printer that you would like to use from the available printers displayed.



 Click the Set as Default Printer menu to change your default printer to the select printer.



NOTE: New Printer has a green check showing default.



5. Click the Add a Printer menu on the top of the screen to add a new printer not displayed.

6. Click the Add Local or Add Network Printer Option.

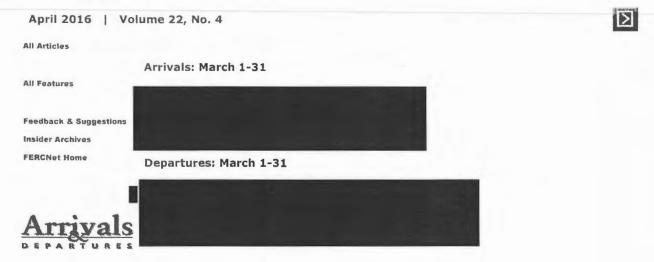
Add a device Add a printer See what's printing

See what's printing

Start the Add Printer Wizard, which helps you install a printer

7. To add a network printer select one of the available printers from the list of printers.

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FERC Celebrates Earth Week

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The Commission celebrated Earth Week this year from April 18-22. The Child Development Center (CDC) kicked off festivities on Tuesday, April 19, with a parade featuring costumes made from reused materials.

Later that day, Greener FERC hosted a Clean Power Plan Panel.

with panelist



On Wednesday, April 20, Greener FERC hosted the Greening Your Home -Revisited panel, in which Commission employees offered sustainability tips for the home. Commissioner LaFleur introduced the panelists, including:

In conjunction with the panel, local organizations provided demonstrations and informational displays in the lobby.



Throughout the week, young artists from the CDC displayed artwork made from reused materials in the lobby. The CDC also opened an organic market in the lobby featuring goods such as coffee, tea, and chocolates for sale. Additionally, Greener FERC sponsored a Floppy Disk Contest in the lobby, where entrants guessed the number of floppy disks in a bin, which represented one-tenth of the disks collected by Greener FERC thus far for recycling – more than 5,400 disks! had the winning guess and won a bottle of Chardonnay from Sunset Hills.

Earth Week events were organized by members of Greener FERC. Greener FERC wishes to extend its gratitude to the late whose enthusiasm will be missed.

Photos partially provided by FERC Child Development Center.

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Take Our Daughters and Sons to Work Day

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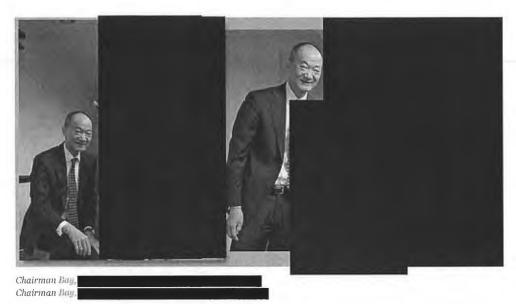
"Dream big and work hard." That was the message from Chairman Norman Bay to those attending this year's Take Our Daughters and Sons to Work Day event.

With more than 65 children participating in the observance, this year's event was the biggest ever!

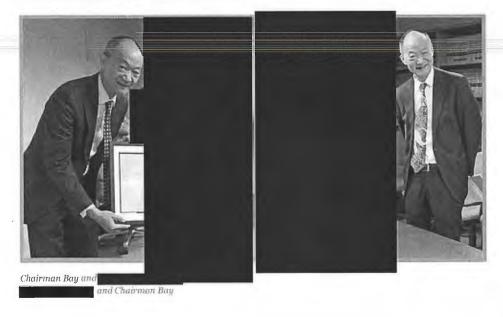


Chairman Bay, Chairman Bay,

FERC's gave a warm welcome to the audience and introduced Chairman Norman Bay. This year's event was sponsored by OGC.



Chairman Bay gave recognition to the parents and relatives of those children in attendance saying, "They are heroes and public servants." "We want to inspire you to look to tomorrow," Chairman Bay said to the children. Awards were presented to winners of the first-ever art contest, with "What Energy Means to Me" being the theme of the impressive artwork. Following the introduction event, children were treated to a mock trial and tours of various offices at the Commission.



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Years of Service Awards
Full List of Award Recipients

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Chairman Norman Bay handed out much deserved Years of Service awards to employees for their dedication to public service. Career service pins and certificates are awarded to employees in recognition of their service.

served as Master of Ceremonies and welcomed

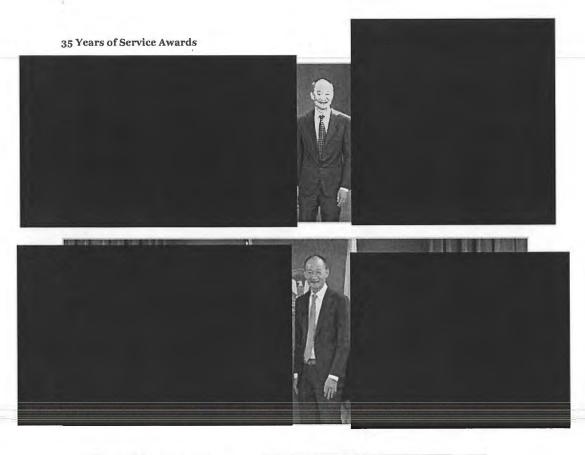
everyone to the event.





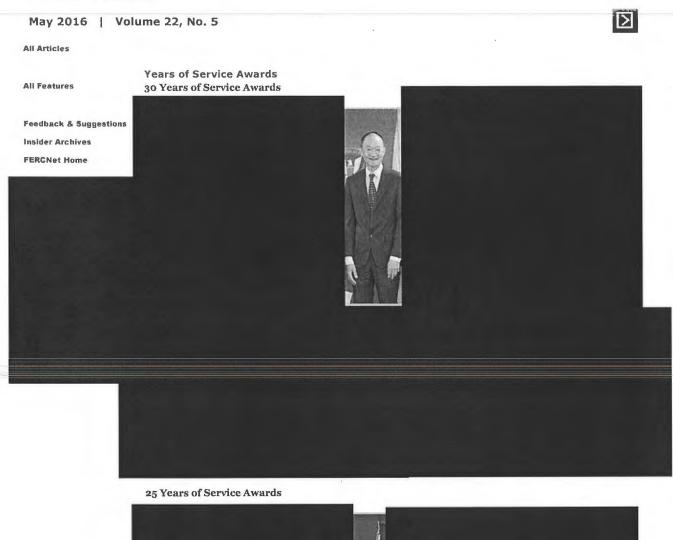


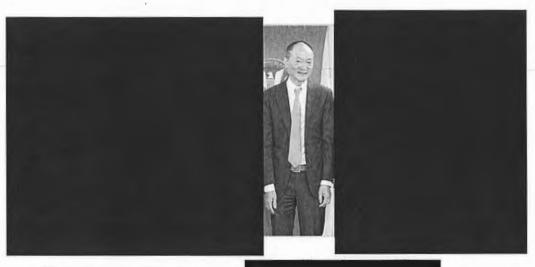




<u>25-30 Years of Service Awards</u> For digital image copies, please contact







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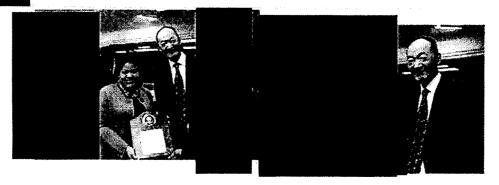
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FERC Shows Its Generosity in 2015 CFC

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PERC employees were honored for their generosity during the 2015 Combined Federal Campaign (CFC) award ceremony held at 888 on April 12. This year FERC's participation was more than two and one half times that of our peers in the National Capital Region.



Chairman Norman Bay, Commissioner Cheryl LaFleur and Commissioner Colette Honorable joined FERC's impressive in honoring the Commission's achievements, FERC's , who served as Co-Chairman of the CFC, provided inspiring words to the



"Throughout my 30-year career with the Commission, I have become very proud of the spirit of generosity our employees consistently exhibit through the annual CFC campaign," said. "This is indicative of the strong sense of community that exists within the FERC culture and we are extremely fortunate to be in such a position. I would like to leave these words with everyone as a source of inspiration for the FY 2016 campaign, 'For of those to whom much is given, much is expected.'



FERC's loaned executive, and Associate Director, CFCNCA, were honored guests. This year every office at FERC earned an award and was recognized for its efforts. Ten of 15 offices carned the coveted Presidential Citation award. Nine of 15 offices passed their campaign dollar goals and five offices achieved 100 percent participation.



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Coffee and Tea with Chairman Bay



Chairman Norman Bay met with staff recently for an informal meet-and-greet. The "coffee and tea" event with the Chairman was the latest in a series of regular events that include staffers from every office in the Commission. "FERC staff is top-notch and I'm honored to work with them," Chairman Bay said.

of the Office of Energy Policy and Innovation, was the featured speaker at



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WEW: Meet the Office Leaders Series

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the Meet the Office Leaders Series event on April 27.

Prior to joining the Office of Energy Policy and Innovation, served from 2010-2014 as the Director of the East Division in FERC's Office of Energy Market Regulation. She has held several other positions at the Commission, including attorney advisor in the Office of the General Counsel's Energy Markets Division from 2001-2006 and 2009-2010, and Legal Advisor to Commissioner Philip D. Moeller from 2006-2009. During law school, worked at the Illinois Commerce Commission. She earned a B.A. from DePaul University and a J.D., with a Certificate in Environmental and Energy Law, from Chicago-Kent College of Law, Illinois Institute of Technology.

This event is sponsored by the Women emPOWERing Women (WEW) Employee Resource Group. WEW's mission is to provide an opportunity for members to interact, mentor, learn, and build skills applicable to the workplace by networking with peers and agency leaders and by maintaining an open and educational forum for improving industry knowledge and personal and professional development. For more information or to sign up to be a member, email us at wew@ferc.gov. All are welcome to join. For more information on employee resource groups and to see a listing of currently active groups, visit FERCNet.

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Introducing the Workforce Relations Division

Feedback & Suggestions

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The Chief Human Capital Office (CHCO) in the Office of the Executive Director (OED) was recently reorganized. Under its new structure, the Workforce Relations group was elevated to the Division level after previously being a Branch under the Human Resources Division, CHCO now consists of three Divisions: Workforce Relations; Human Resources; and Security and Safety.

The Workforce Relations Division (WRD) manages and administers the Commission's labor and employee relations programs by providing technical and consultative support to supervisors and employees on Labor-Management Relations, Workers' Compensation, Unemployment Compensation, Performance Management and Awards, Telework, Leave Administration, Medical Employability, Disciplinary and Adverse Actions and the Drug-Free Workplace Program. WRD also provides technical and consultative support on all matters concerning union, management, and employee relations; including policy/regulatory guidance, collective bargaining, and internal workforce dispute resolution.



Along with being a new Division, WRD also has a new website! Visit WRD's new website on FERCNet to find resources on employee relations and labor relations or to contact anyone on our team for prompt



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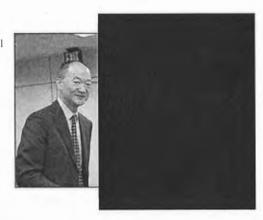
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In Remembrance

, an attorney-advisor with OGC's Energy Markets Branch 1, passed away suddenly on April 22, 2016.

served as an attorney-advisor in OGC since beginning his FERC career on February 26, 1979. Throughout the years, he worked in various sections within OGC, dealing with myriad cases involving interstate natural gas certificates, litigation, and rate issues. He also served briefly in OEA working with congressional correspondence.

was just recently honored by Chairman Bay in recognition of his 40 years of federal service to the American public.



hegan his federal career on February 7, 1976, serving two terms as a VISTA Volunteer after receiving his degree from Rutgers University. According to General Counsel also recruited volunteers for VISTA and for the Peace Corps and then served as the ACTION Regional Counsel.

"He was one of the first attorneys with the California consumer group TURN, and litigated several major electric and gas rate cases before the CPUC. He initially-came to Washington, D.G., to join the regulatory-interventions program at DOE, which promoted conservation and renewable energy before state and federal regulatory commissions," said.

close friends, and a said in a joint email, was a great friend and a professional colleague you could always count on. He was a big fan of the Washington Nationals baseball team and Virginia Tech football. was a technology buff and was always up on the latest trends. He would be one of the first to get the newest gadgets. He had an encyclopedic knowledge of music. He was politically active, especially in local Arlington, VA, politics. His most recent endeavors included involvement with Arlingtonians for a Clean Environment and Greener FERC."

On April 19, participated in Greener FERC's Earth Week program, serving as a moderator for a panel discussion on the historic, legal, and policy significance of EPA's Clean Power Plan. introduced four speakers who included FERC staff, and staff from EPA and the Georgetown Climate Center, based in Georgetown University's School of Law in Washington, DC.

His sudden death three days later has been a shock to all of us. He leaves behind his wife.

three children:

and a host of family and close friends.

Contributions in _____ memory may be sent in lieu of flowers to the Arc of Northern Virginia, a non-profit organization that provides service to people with intellectual and developmental disabilities. Here's the postal address: 2755 Hartland Road, Suite 200, Falls Church, VA 22043. Here is the website link for more information: https://thearcofnova.org.

The FERC Family extends its deepest condolences to family and close friends. He will be truly missed.



Σ May 2016 | Volume 22, No. 5 All Articles as Administrative Law Judge Chairman Appoints All Features FERC Chairman Norman Bay has appointed Feedback & Suggestions as Senior Administrative Law Judge (ALJ). Insider Archives returns to the Commission where he previously served as Deputy Chief ALJ. **FERCNet Home** Since 2007, served as a Commissioner on the Maryland Public Service Commission (PSC), While serving on the PSC, he was chairman of the Washington Metropolitan Area Transit Commission and the PSC's representative and President of the Organization of PJM States. was president of the Mid-Atlantic Conference of Regulatory Utility Commissioners and chaired the Mid-Atlantic Distributed Resources Initiative. "I am pleased to welcome back to FERC," Chairman Bay said. "His expertise on energy issues will be an asset to this Commission and the public." was an ALJ for the U.S. Department of Labor and an administrative judge for the Nuclear Regulatory Commission. Prior to his appointment as an ALJ, was in private practice. He is admitted to practice law in Maryland, the District of Columbia and New York. received his Juris Doctor degree from the State University of New York at Buffalo and his Bachelor of Arts degree in Economics from Brooklyn College. He is a U.S. Army-veteran, having served in

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April Commission Meeting



discuss electric storage participation in regions with organized wholesale markets (AD16-20-000). Presentation



A presentation on grid modernization (AD16-19-000) included:

Lawrence Berkeley National Lab.

Dept. of Energy | National Renewable Energy | Pacific Northwest | Idaho | Sandia | Lawrence Berkeley



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Years of Service Award Recipients: What is the Highlight of your Federal Career?

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"When I was rewarded for my efforts in preparing voluminous briefing materials for Congress in preparation for the nomination of FERC Chairman Martin Allday. I was invited to dine at the White House in the "Situation Room" with former Director of OEA and political appointee

who went on to become White House Chief of Staff for President George H. W. Bush!" 40 years of service

"The many wonderful friendships with the diverse group of talented, generous co-workers that have become my FERC family." -

"I'm still vertical." -25 years of service

Working on the Western Markets Report in 2001-2002. Also the open access initiatives for the gas industry (Order Number 436 and 636) and electric industry (Order Number 888 and 1000 under the direction of

, who was great to work for." -35 years of service



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Be Alert, Be Safe

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The Metropolitan Police Department reports a nine percent increase in violent crimes from 2015, which is particularly worrisome when you consider that we are not yet halfway through this year. While many of us may not live in the city, most of us spend the majority of our time during the week commuting and traveling in DC. It is imperative that we take the matter of our safety into our own hands and employ tactics that could prove to be lifesaving in a dangerous situation.













Situational Awareness Tips

- See, Hear, Smell: Paying attention to changes in noises, smells, and what you see can provide early signs of a possibly dangerous situation.
- Make yourself aware of your environment: Pay close attention to your surroundings by taking note of where your exits are and any other emergency procedures that you should follow.
- Improve your observational abilities: Instead of looking at your phone or newspaper, pay attention to the details of the people who surround you. Noticing small changes in behavior can often provide you with a significantly greater reaction time in the event of a dangerous situation.
- Trust your instincts: If you feel that something is wrong in any capacity, report it. Follow the adage: 'See Something, Say Something.'

Metro Safety Tips

- · Don't purchase a Metro farecard or pass from people on the street. It might be counterfeit.
- To prevent others from knowing where and how much money you are carrying, purchase a SmarTrip card or a multi-ride farecard.
- Always keep your jewelry and other valuables out of sight. Turn rings so that precious stones are on the palm side of your hand.
- Keep a firm grip on your purse, but avoid wrapping the strap around your hand or wrist.
- Use a purse with a secure clasp. Keep the purse close to your body and your hand on the clasp.
- Carry your wallet inside your coat or side trouser pocket, never in your rear trouser pocket. Also, place a rubber band around your wallet to feel resistance if it is removed from your pocket.
- Beware of loud arguments or commotions that may be staged to distract you while your pocket is picked.
- If your pocket is picked, yell out immediately to warn others. Don't be afraid to shout. Tell the train or bus
 operator and request the police.
- Avoid standing near train ear doors to lessen your chance of being crowded or bumped by others. If you're
 jostled in a crowd, a pickpocket may be responsible.
- · Never sleep on a train or bus.
- · Park your car in a well-lit area of the Metro parking lot.

Interesting note: Metro crime stats for one day, March 1, identified 21 different calls to Metro Police ranging from simple assault, to theft, to alcohol violation.

<u>For more Metro Safety Tips</u> If you are interested in learning more about situational awareness or have any questions contact a member of SSD.



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Make Your Workouts More Intense

Guidelines for safe exercise

Feedback & Suggestions

ons

 $\label{thm:continuous} \mbox{High intensity interval training (HIIT) is a popular and effective form of exercise. But before you step up your routine, make sure you're doing it safely.$

Here are suggestions from the American Council on Exercise:

- Pick an aerobic exercise, and start with a five-minute warm-up. Then for the next 10 to 12 minutes, alternate
 between higher and lower intensity. End with a five-minute cool-down.
- Start out with just three- to four-speed intervals, and gradually increase to eight-to-10. Engage in a HIIT workout
 once or twice per week.
- Don't make your recovery intervals (those of lower intensity) too short. Give your body time to rest.



Source: HealthDay News



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Green your Garden this May!

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Use Rainwater - Collecting runoff from one good rain shower makes it work like 10. A rain barrel under a downspout provides a reservoir of chemical-free water to tap as plants need it. Most hardware stores and nurseries sell barrels ranging from \$60 for plastic to \$300 for oak. Check out http://doec.dc.gov/riversmart for information on rain barrel rebates in the District.

Gardening at home is one way to go green, and here are a few tips that could improve your gardening



Plant Natives - Species naturally suited to our region require less water and maintenance and no pesticides. You can find information on native pollinator plants at http://doee.dc.gov/service/native-and-invasive-pollinator-plants and you can purchase native plants at many gardening stores in the area including http://www.nature-by-design.com/

Drip Irrigation – Slowly applying water directly to the plants' root zone conserves water and prevents molds that can develop with droplets on plant leaves.

Reel Mower – Replace your gas or electric mower with an old-fashioned reel mower. When you do mow, set the blade high (at least 2 inches) and leave the nutrient-rich clippings.

Start Composting – The average American family produces around 500 pounds of leftover organic material every year. Composting allows you to keep some of your waste out of the landfill and enrich your soil. If you produce too much compost to use at home, check out a local company that can help such as http://compostcab.com/

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Setting up Conference Calls on the phone

When setting up conference calls you may add multiple users to the call by following the steps below.

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- 2. Press the Confrn soft key. This opens a new line while placing the current party (or parties) on hold.
- 3. Place a call to another party.
- 4. Press Confrn again when the call connects to add this party to the call.
- 5. Repeat the first three steps to add additional participants.
- 6. To end a conference call hang-up.
- NOTE: Once the conference call initiator disconnects, no additional parties can be added.

Joining Others to a Conference Call (Join Soft Key)

You may add additional callers by following these steps below.

- 1. Press the More key twice while on the call,
- 2. Press Select.
- 3. Use the Scroll key and Select soft keys to highlight the callers you wish to participate in the conference call.
- 4. Press the Join soft key and all callers will be added to the conference call.

NOTE: Once the conference call initiator disconnects, no additional parties may be added.

Removing Conference Participants (Conference List)

- During a conference call, press the More soft key and then the ConfList soft key; this expands the "To Conference" display to show all participants in a list format.
- 2. Select the party to be removed, using the Scroll key. Press the Remove soft key to drop the caller.

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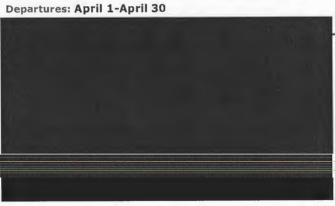
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and may not be reproduced without permission.

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 $\mathbf{\Sigma}$ June 2016 | Volume 22, No. 6 All Articles Nominated for Award All Features FERC's own has been nominated for a prestigious Samuel J. Heyman Service to America Medal for his part in solving a potentially life threatening situation at a FERC-regulated dam in New York. Feedback & Suggestions The awards honor excellence in our federal workforce and help inspire others to pursue opportunities in Insider Archives public service. **FERCNet Home** In July 2015, FERC's Division of Dam Safety and Inspections received an urgent phone call from the operator of the Cannonsville Dam in New York State about a serious situation at the dam that could ultimately jeopardize the-dam embankment and impact the supply of drinking water to New York City. Drilling operations at the toe of the dam-created a condition where muddy water, which is a sign of sediment being carried from the dam, was discharging from the toe of the embankment and if not stopped, could potentially lead to a catastrophic dain failure. a senior geotechnical engineer, immediately left D.C. to travel to the site so he could inspect the situation. He began working closely with other engineers from the New York Regional Office, engineering consultants, stakeholders and the City of New York, the licensee, to determine the best course of action. have to fix the problem." Ultimately, and the team came up with an innovative plan to drill relief wells to reduce the pressure below the dam and stop the flow of muddy water. There was no guarantee that this would work but as soon as the relief wells were installed, the pressure was reduced, which stopped the flow of the muddy water and allowed the final remediation repairs to be completed at the dam toe by grouting. Dam Safety Program, geotechnical knowledge and years of practical experience helped to avoid a failure of the dam that would have adversely affected the lives of thousands of people that live downstream of the dam." stresses that the process was a "real team effort." He says of the Dam Safety program, along with from the New York Regional Office were instrumental in getting the job done. A public servant for more than 39 years, worked as an engineer with the U.S. Army Corps of Engineers in Baltimore before coming to FERC in 2009.

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Fun Run & Walk

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Above photo courtesy

More than 70 FERC staff including Chairman Norman Bay and Commissioner Clark and their staffs participated in a Fun Run & Walk May 4 to benefit the FERC Child Development Center. The event was a two-mile course on the Branch Trail near FERC headquarters. The FERC Fitness Center provided participants with a stretching session prior to the start of the race.

was the first person to cross the finish line.





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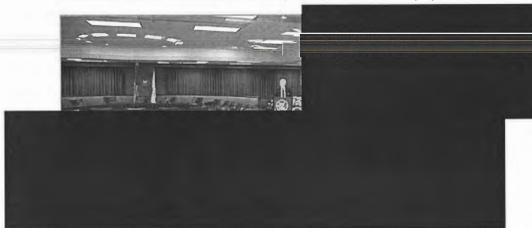
Final Legacy Lecture Speaker: Joseph Kelliher

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Former FERC Chairman Joseph Kelliher was the final speaker at the Commission's Legacy Lecture Series on May 11 where he focused on the future and what comes next. His discussion followed conversations about the Commission's major policy initiatives from 436 to 888, from open access to standard market design, the background for these groundbreaking initiatives and what drove the policy calls. The series featured discussions from former Chairmen and Commissioners, former senior staff and industry experts.



Mr. Kelliher served as Chairman of FERC from 2005-2009. During his tenure as Chairman, he oversaw the implementation of the Energy Policy Act of 2005, the largest expansion in FERC regulatory authority since the 1930s. This law gave FERC a new mission to assure reliability of the interstate power grid, granted the agency strong enforcement authority for the first time, and expanded FERC authority in other areas.

Mr. Kelliher currently Executive Vice President, Federal Regulatory Affairs for NextEra Energy, Inc. In this role, he is responsible for managing federal regulatory matters for NextEra Energy and its principal subsidiaries, NextEra Energy Resources and Florida Power & Light Company.

Photos taken by

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ACLI Challenge Race

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FERC Chairman Norman Bay headed up an impressive team for the 35th ACLI Capital Challenge 5K race. Team FERCules! placed third overall. Team members, who are all in

were the first and fifth finishers overall,

respectively. Congratulations FERCules!

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Chairman Appoints

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FERC Chairman Norman C. Bay has announced the appointment of Administrative Law Judge.

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Since May 2015, has been an administrative law judge with the Office of Disability Adjudication and Review at the Social Security Administration. Prior to that, she was a trial attorney in FERC's Office of Administrative Litigation for almost eight years, including a detail as special assistant U.S. Attorney for the District of Columbia.

served as an attorney advisor both to former Commissioner Philip Moeller and in FERC's Office of Administrative Law Judges, where she was a law clerk for the Administrative Law Judges, where she was a law clerk for the Law Judges. She also was a trial attorney in the U.S. Department of Justice's Civil and Civil Rights Divisions.

experience, particularly at FERC, will serve the Commission and the public well," Chairman Bay said.

"I am very pleased that she is joining our excellent ALJ team." "I am delighted to have her working in our office and to welcome her back in her new position," said.

is a 1999 graduate of the Catholic University Columbus School of Law. She earned a master's degree in Marketing and Manufacturing from Wake Forest University in 1990 and a bachelor's degree in Industrial/Organization Psychology from George Mason University in 1988. is a member of the Bars of the U.S. Courts of Appeals for the Fourth, Fifth, Ninth and Eleventh Circuits as well as Virginia and the District of Columbia.



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Asian American and Pacific Islander Heritage Month

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FERC held its annual observance of Asian American and Pacific Islander Heritage Month on May 11.

welcomed employees to the event and provided a comprehensive history of the celebration.

served as Mistress of Ceremony and the Washington Guzheng Society performed guzheng music for the cultural program.

The featured speakers included APA advocates/historians and and of 1882 Foundation.

The program was sponsored by OED and the Asian Pacific American at FERC (APA FERC) Employee Resource Group. APA FERC's mission is to provide opportunities for members to meet, mentor, learn about Asian culture, build relationships and skills, and foster leadership and achievement within FERC and the energy industry. For more information or to sign up to be a member, email us at <u>APA@ferc.gov</u>.

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cook, and musician.



All Articles All Features of the Office of Electric Reliability. Prior to joining the Commission, was Deputy Feedback & Suggestions Assistant Secretary for Energy Infrastructure Modeling and Analysis Insider Archives at the U.S. Department of Energy, where he directed a wide range of research and development on electricity transmission systems and **FERCNet Home** energy system risk. Key research areas included: transmission system models, advanced control systems, computation, mathematics and algorithms, synchrophasors, and geomagnetic disturbances, among others. He represented the Department as the Federal nonvoting member of the North American Electric Reliability Corporation's Member Representatives Committee and led interagency outreach efforts. From 1998 through 2013, worked at the RAND Corporation, where he built a program of energy policy research and analysis. earned his doctorate in Electrical Engineering from the University of Michigan. He graduated from Princeton University. lives in Falls Church, Virginia with his wife, and two children. He is an avid cyclist, home

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Meet FERC's New Photographer/Videographer

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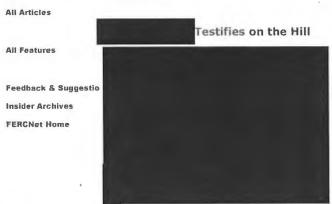
photographer/videographer on the Media Relations team within the Office of External Affairs. He comes to FERC from the Uniformed Services University, where as a visual information specialist he worked on graphic projects. He also served in the U.S. Army from 2004-2010 as a multimedia illustrator.

Did you know FERC is going multimedia? We're gearing up for a bigger focus on social media, and we launched our efforts last week with our new video. Check it out!

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testified before the House Homeland Security, Subcommittee on Oversight and Management Efficiency, on May 17.
The oversight hearing focused on Federal efforts to address electromagnetic risks. | testimony.pdf



FERC CHILD DEVELOPMENT CENTER'S SPRING SALE June 8-9 11:00 - 1:00, FERC lobby

- · Handcrafted semi-precious jewelry
- Whimsical handcrafted kids items *NEW*
- · Organic coffee & tea
- · Lindt dark chocolate truffles
- FERC shirts/polos/mugs/bags/fleece
- FERC water bottles *NEW*
- · Custom-printed children's tshirts
- · Giant gift cards
- **Now Accepting Credit Cards**

Proceeds support the FERC Child Development Center

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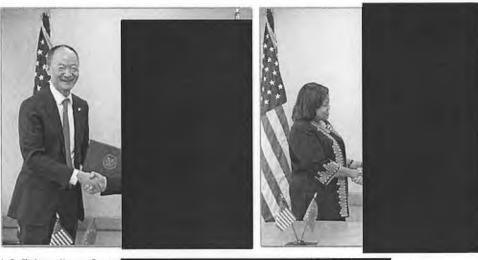
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FERC Signs MOU with European Commission

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Left: Chairman Norman Bay and Right: Commissioner Colette Hongrable

The FERC and the Directorate-General for Energy of the European Commission signed a Memorandum of Understanding (MOU) on May 5 at FERC headquarters in Washington, D.C. The MOU focuses on the exchange of information related to wholesale energy market regulation. <u>MOUs on FERC.gov</u>



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Southern California Gas | CAISO

Southern California Edison

CA Energy Commission

Peak

LADWP

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Commissioner LaFleur Visits Chicago Regional Office

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Commissioner Cheryl LaFleur recently met with the staff of the Commission's Chicago Regional Office to learn more about the hydroelectric projects the office oversees in the Midwest. From left to right are: Commissioner LaFleur;

Commissioner LaFleur; and

The Dam Safety and Inspections Division is part of OEP and includes five regional offices: Chicago, Portland (OR), San Francisco, New York City, and Atlanta. The Commission's Dam Safety Program is a critical part of the Commission's hydropower program.

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What Social Media Tools do you Rely on to Stay Connected?		
Ali Foatures		
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insider Archives		"Facebook because it has matured to stay connected the way email used to be."—
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		•
What's		
MY		"What don't I use! My dog Brew has his own Instagram account."
LINE?		And here is the link to <u>Brew's page</u>
The state of the s		
		*
		"Snapchat because it has a personal touch to it. You can share
		a live moment."—
		"Facebook and Instagram."—

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Blood Pressure Patterns May Predict Stroke Risk Odds increase with rapid rise in middle age, study finds

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Instead of relying on individual blood pressure readings, doctors should review the overall pattern to predict a patient's risk of stroke or early death, new research suggests. "Our study suggests that looking at someone's blood pressure over time and whether it increases slowly or steeply may provide additional information above only the level of blood pressure at a certain time," said researcher Dr. Marileen Portegies. She is with the department of epidemiology at Erasmus University Medical Center in Rotterdam, the Netherlands.

hy

High blood pressure is the number one risk factor for stroke. But, most studies assessing risk have looked only at measurements taken at a single point in time, the researchers said in background notes.

LifeStyles

Source: HealthDay News



Take the 2016 Federal Employee Viewpoint Survey April 28-June 9

OPM is inviting permanent employees who have been at the Commission since October 31, 2015, to respond to the survey. Employees will receive weekly emails from EVLI@opm.gov with a link to the survey. Last year, 73% of you participated in the survey. This year, let's aim for 100%! For more information, please contact

or visit FERCNet.



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INFORMATION WITHHELD PURSUANT TO FOIA EXEMPTION 6

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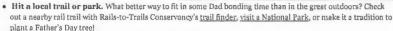
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Celebrate Dad and the Planet!

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Father's Day is around the corner (June 19th, 2016), and since we know some ecofriendly Dads out there, it seems like a great time to find a few more ways to celebrate while showing some love for our environment. Here are some green ideas to show Dad you care about him!





• Get green on the green. Recycled tees and eco balls make perfect gifts for golf-enthusiast Dads.

- Is Dad more into angling? Encourage your Dad, uncles, and grandfathers alike to use a vintage fishing pole
 rather than a brand new model. Better yet, do the legwork for him and scout out some great finds on Craigslist or
 Ebay.
- Give the gift of solar. For gadget loving Dads, hand-cranked or solar powered chargers are perfect for loading
 up smartphones, mp3 players and laptops on the go and on the next family camping trip.
- Green Dad's gym routine. If physical fitness is on your Dad's to-do list, outfit him with some fresh ecofriendly workout threads or a reusable water bottle to keep him moving and hydrated.
- Fire up the Father's Day grill. Father's Day and grilling a great meal go hand in hand so hit up your local
 farmers market for some local, organic veggies and get cookin'!
- Help Dad ditch the disposables. Despite the juice needed to power them, electric razors are a greener choice
 than disposable ones and a solar charged razor is even better! Look for a trusted brand when shopping for a new
 razor, since lasting power is key.
- Share a 'green' brew. Nothing beats sharing a cold one with Dad on his special day. Shop around to find some great local and organic beers.

Source



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How to Change your Network Password

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Network passwords must be changed every 60 days. A warning message will display when you \log into the network as the 60 day expiration nears.

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NOTE: This network password is separate from your PIV/ PIN.

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Do Not Let Your Password Expire!! If you allow your password to expire, you will need to call IT Support to have the password reset before you can log in with your PIV/PIN.



When you see this message, your password will expire soon. The message will indicate when the password will



 Select Control+ALT+DEL on your keyboard.



2. Select change password from the list of options



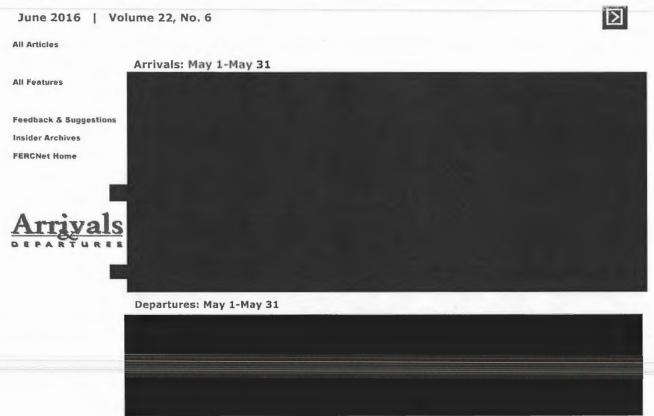
 Select the other credentials button at the bottom of the screen, (You are not changing your PIN)



- 4. Select the credential that begins with ADFERC and includes your network password
- Enter your current password on the password change screen and enter your new password twice as directed.
- Click the blue arrow at the end of the last line.
- 7. That is it. Your new password is good for 60 days!







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is one of 10 federal government officials to be chosen to participate in the year-long Mike Mansfield Fellowship Program, which details officials to counterpart agencies in Japan. left for Japan on July 1 for a seven-week training program in Ishikawa Prefecture. Once his training is complete, he will begin a ten-month work rotation in Tokyo at Japan's Agency for Natural Resources and Energy and the Organization for Cross-regional Coordination of Transmission Operators.

"I'm looking forward to learning more about energy markets there, particularly as Japan undertakes a major restructuring of its electricity and gas industries," Ben says. "I will be working alongside our counterparts in Japan, learning from them, sharing ideas about emerging issues in the industry, and building bridges to Commission expertise."

an Energy Industry Analyst, obtained his BA from the University of Virginia and his MA in energy and environmental policy from the Middlebury Institute of International Studies (MIIS). He also studied Japanese at MIIS.

is among 140 Fellows -- representing twenty-seven U.S. government agencies, commissions and the U.S. Congress -- to be selected for the Mike Mansfield Fellowship Program since it was established by Congress in 1994. The Fellowship Program was created to build a corps of U.S. government officials with substantial Japan expertise and to carry out person-to-person exchange between the U.S. and Japanese governments. Mansfield Fellows have unprecedented access, working side-by-side with their Japanese counterparts before returning to U.S. federal-government-service-for-a minimum of two years.

Learn more about the program on the website.

Photo credit:



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LGBT Pride Event at FERC

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FERC's Queer Employee Resource Committee held the firstever Lesbian, Gay, Bisexual and Transgender (LGBT) Pride event at FERC on June 14. _______ was the keynote speaker, and _______ introduced Chairman Norman Bay, who welcomed staff and invited guests.

"We have made a lot of progress," said in his opening remarks. "We still have a ways to go. It takes courage for coming out, standing fast and sharing our stories with each other."

remarks focused on how, even though progress has been made, society still has far to go to come together and treat everyone equally. He talked about the recent shootings in Orlando saying, "We are resilient. We will survive this too."



is a Senior Fellow at the Center for American Progress in Washington, DC. He was elected bishop of the Episcopal Diocese of New Hampshire on June 7, 2003, becoming the first openly gay and partnered-Bishop. has a BrAr in-American-Studies/History and a M.Div. degree. He is coauthor of three AIDS education curricula for youth and adults, and authored "God Believes in Love: Straight Talk About Gay Marriage."



President Obama designated June 2016 as LGBT Pride Month. "I call upon the people of the United States to eliminate prejudice everywhere it exists, and to celebrate the great diversity of the American people," he said in his proclamation.

gave the invocation at President Obama's opening inaugural ceremonies at the Lincoln Memorial on January 18, 2009.



Photos credit:



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Meet the Office Leaders:

The latest installment of the Meet the Office Leaders Scries featured Energy Market Regulation.

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"I've had a very unintentional career," said of her work history. She said her first job out of college was with the Pennsylvania Department of Transportation working in the field building roads or other structures. This experience was followed by more analytical positions before coming to FERC.

"I am a task-oriented individual, so OEMR suites me," commented-on-her-current position at FERC.

"We are a collection of all our experiences," said.

"We are a collection of all our experiences"

was the first Director of the Office of Energy Policy and Innovation, serving from 2009 to 2014. She held several positions at the Commission prior to that, including: Deputy Director of the Office of Energy Market Regulation, Director of the Western Division of the Office of Markets, Tariffs and Rates, and Advisor to Commissioner Nora Mead Brownell.

earned a Bachelor of Science in Petroleum and Natural Gas Engineering from the Pennsylvania State University, and a Masters in Business Administration from the George Washington University.

This event was sponsored by the Women emPOWERing Women (WEW) Employee Resource Group. WEW's mission is to provide an opportunity for members to interact, mentor, learn, and build skills applicable to the workplace by networking with peers and agency leaders and by maintaining an open and educational forum for improving industry knowledge and personal and professional development. For more information or to sign up to be a member, email us at wew@ferc.gov. All are welcome to join. For more information on employee resource groups and to see a listing of currently active groups, visit FERCNet.

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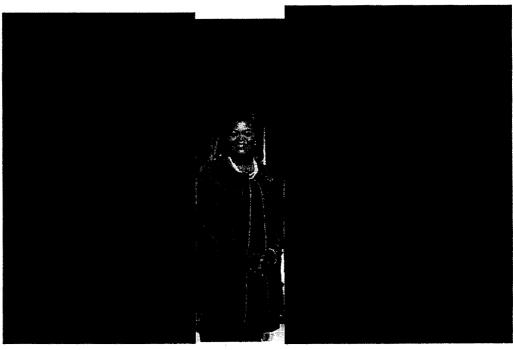
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AEM Bi-National Green Energy Forum

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Commissioner Colette Honorable recently attended the AEM Bi-National Green Energy Forum in San Antonio. Pictured, from left to right, are:

Photo courtesy of Office of Commissioner Hancrable

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Welcome FERC's 2016 Summer Interns

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The 2016 summer intern program at FERC is in full force with 38 students in this year's class. OAL, OGC, OED, OE, OEP and Commissioner LaFleur's office are hosting this year's participants. In addition to their daily duties, the interns will learn more about FERC through a FERC 101 event as well as visiting a hydropower dam. Of course, networking and vising local sites are also on this year's itinerary.



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served in the U.S. Army Medical Service Corps for 20 years, from 1970-1990. He joined the House Committee on Veterans Affairs from 1995 to 2011, served as the Deputy Staff Director of the House Veterans Affairs Committee, as the Republican Deputy Staff Director of the full Committee, and also as the Staff Director of the Subcommittee on Oversight and Investigations. From September 2005 to February 2006, served on the House Select Bipartisan Committee that investigated the preparation and response to Hurricane Katrina. He was responsible for investigating the local, state and federal military and medical response to one of America's largest catastrophic disasters.

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National Independence Day July 4th Parade

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in the National Independence Day July 4th parade, in the Taiwan-US Friendship element.
were the electric-techno Third Prince (santaizi), a popular culture icon of Taiwan.

ore traditional Taiwan Aborigine costume of the Amis people. The annual July 4th parade was on Constitution Avenue from 7th Street to the Ellipse.



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Author Speaker Series -

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was the guest speaker at the June 2 Author Speakers Series event. Her book, Panic at the Pump: The Energy Crisis and the Transformation of American Politics in the 1970s, shows how a succession of crises beginning with the 1973 Arab oil embargo prompted American politicians to seek energy independence, and how their failure to do so shaped the world we live in.



Feedback & Suggestions

is a research scholar in the Woodrow Wilson School at Princeton University. Her first book, Pocketbook Politics: Economic Citizenship in Twentieth-Century America (2005), won the Organization of American Historians' Ellis W. Hawley Prize for the best book on political economy, politics, and institutions of the modern United States, as well as the New England History Association's Best Book Award.

The Author Speakers Series is sponsored by OED.

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Benefits and Retirement Specialist Staff Changes

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Are you getting married and need to add your spouse to your Health Insurance? Did you move and need to update your address? Do you want to know how much longer you have to work before you can retire? Your Benefits and Retirement Specialist can address all of these major life changes.

Beginning July 5, 2016,
will serve as FERC's Benefits and
Retirement Specialists, each servicing different
offices. If you have any Benefits and/or Retirement
questions, please contact the specialist assigned to
your office.

Office Point of Contacts:

joined FERC in December 2014. He began his career as a park ranger at the Statue of Liberty National Monument. He then worked on employee recognition programs for the U.S. Department of Agriculture. Prior to joining FERC, David served as the benefits officer and retirement counselor at the Federal Maritime Commission for more than seven years.

a me-to-FERC-in-2011-where-she-began-working as a Dispute Resolution Specialist for the Dispute Resolution Division. She graduated from Georgetown University in 2012 with her Master's Degree in Conflict Resolution. transitioned to the Human Resources Division in May of 2015 as a Human Resources Specialist.

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FERC Hosts June Conferences

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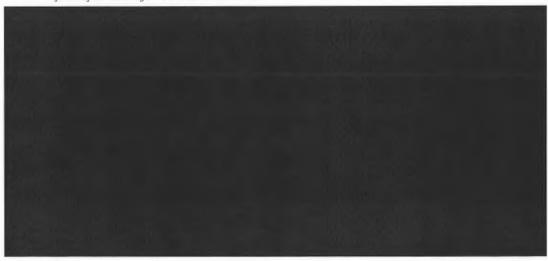




A Commissioner-led Technical Conference was held on June 1 at FERC headquarters to discuss policy issues related to the reliability of the Bulk-Power System. Panelists discussed the state of reliability, emerging issues and grid security.



The Natural Gas Supply Association (NGSA hosted a forum on natural gas upstream issues for FERC staff on June 16. NGSA represents major integrated and independent companies that produce and market approximately one-fourth of the natural gas used in the United States.



OE's Division of Energy Market Oversight hosted the market monitors from PJM, MISO, SPP, CAISO, NYISO and ISO-NE at the 2016 Annual Meeting of the Market Monitors on June 15.

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Chairman Norman Bay recognized this year's summer interns at the June Commission Meeting saying, "We are delighted to host 38 interns from a wide range of backgrounds, representing 18 colleges and five universities across 12 different states."



from OGC and from OEPI were presenters for a discussion about reactive *power requirements for non-synchronous generation (RM16-1-000).

Order No. 827



A discussion on settlement intervals and shortage pricing in markets operated by regional transmission organizations and independent system operators (RM15-24-000) was presented by OGC's OCPI's and OEMR's .



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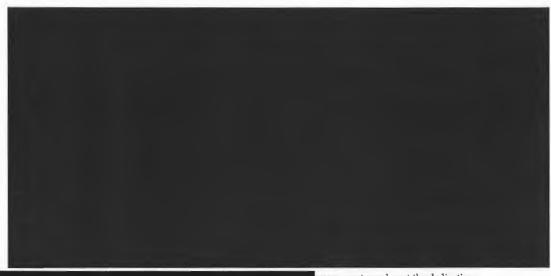
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Hydro Project Dedication

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was a guest speaker at the dedication ceremony for the Meldahl Hydroelectric Plant on the Ohio River in Kentucky. The project, which received a license in 2008, has a power capacity of 105 MWs, making it the largest project on the Ohio River. is pictured above in the back row on the far right.

"Meldahl, it's not the Hoover Dam, but it is a great culmination of the hard work of a lot of different people," Kevin said at the event. "As an engineer, being involved with this project, essentially a 10-story building with three very large holes going through it, has been a career high for me."



Photos courtesy of

Photography

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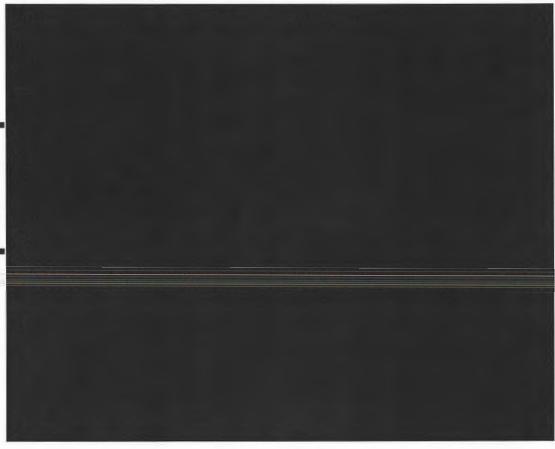
OED: Which D.C. area monument, memorial or other attraction have you recently visited?

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Smog Can Make Blood Pressure Soar

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More evidence links air pollution with increased risk of developing dangerous high blood pressure,

The findings stem from a review-of 17 studies conducted around the world. Each assessed a possible link between blood pressure and dirty air related to common pollutants, such as vehicle exhaust, coal burning and airborne dirt or dust.

"Our results demonstrated that air pollutants had both short-term and long-term effects on [high blood pressure] risks," said study author Tao Liu. He is deputy director of the environmental health division in the Guangdong Provincial Institute of Public Health in Guangzbou, China.

In the short term, he noted, a few days of increased air pollution could lead to more emergency hospital visits due to temporary spikes in blood pressure. In the long term, those living with consistently high levels of air pollution could end up with chronically high blood pressure.

High blood pressure is a key risk factor for stroke and heart disease, the number one cause of death worldwide. And high blood pressure itself is associated with about 17 percent of fatalities globally, the study authors pointed out.

"It is urgent to take more actions to protect our environment and clean the air quality," said Liu.

For now, people -- especially those with high blood pressure -- should "closely focus on the air quality every day, and try to avoid outdoor activities or wear filtered masks when air quality is poor," Liu said.

According to background notes with the study, causes of high blood pressure (or "hypertension") include genes, lifestyle habits, diet and environmental factors -- probably including air pollution. Until now, evidence linking smog with high blood pressure has been controversial, Liu said.

For this project, investigators analyzed 17 studies conducted through August 2015. The studies involved roughly 328,000 people in all, about 108,000 of whom had high blood pressure.

Those investigations were conducted in Brazil, Canada, China, Denmark, Germany, Iran, Spain, Sweden, Taiwan and the United States. Short-term pollution exposure was defined as occurring over a number of days, and long-term exposure over a number of years.

In general, the research team defined high blood pressure as a systolic blood pressure reading (the top number) above 140 mm Hg and/or a diastolic blood pressure reading in excess of 90 mm Hg. Use of blood pressure medication was also an indication of high blood pressure.

The focus was on air pollutants such as nitrogen oxide, which stems from fossil fuels that power factories and cars; sulfur dioxide, also a fossil fuel emission; ozone; carbon monoxide; and particulate matter, such as tiny dust specks, dirt, smoke, and droplets of liquid.

Short-term exposure to pollutants such as sulfur dioxide and certain types of particulate matter appeared to boost risk for high blood pressure. Also, long-term exposure to nitrogen oxide and particulate matter was linked to greater risk, the review indicated.

The findings didn't establish a cause-and-effect relationship between these elements and elevated blood pressure. Also, while it appeared that ozone and carbon monoxide were tied to higher blood pressure, these two links did not reach "statistical significance," the researchers said.

Dr. Gregg Fonarow, a professor of cardiology at the University of California, Los Angeles, agreed with Liu that the study results underscore a need for cleaner air.

"These findings suggest that strategies to effectively reduce exposure to air pollution may have cardiovascular benefits," he said.

Fonarow pointed to the American Heart Association recommendations, which in general advise avoiding outdoor activities and/or exercise when pollution levels are high.

Indoors, Liu recommends using air purifiers.

SOURCES: Tao Liu, Ph.D. deputy director and epidemiologist, environmental health division, Guangdong Provincial Institute of Public Health,

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Securing Your Laptop

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Laptops are very convenient tools for an on-the-go workforce. You should not assume that because your laptop is at your desk that it is "safe". Make sure your laptop is securely locked when it is unattended, and keep your key safe!

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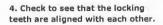
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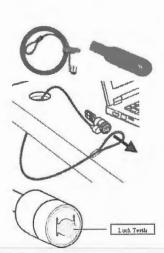
These are the steps for locking your laptop.

ITL

1. Locate your laptop key and cable.

- 2. Attach the wire to a fixed object.
- Place the locked portion through the loop.

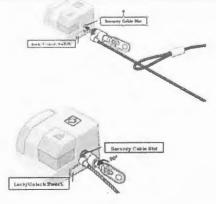




- 5. Slide the Lock/Unlock Switch to the lock position (Note the illustration on your docking station for the Lock/Unlock position).
- 6. Place the teeth of the lock into the slot as illustrated.



- 8. Once locked, remove the key and place it in a safe location.
- 9. Your laptop is secure.





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Proactive Steps Employees Can Take to Help "Manage Up"

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Workforce Relations

Did you know that managing is as much an employee responsibility as it is a management one? "Managing up is the process of consciously working with your boss to obtain the best possible results for you, your boss and your organization."

How you manage your work relationships influences your job satisfaction and, quite often, what ends up on your to-do list. OPM's Human Resources University's training, "Managing Your Manager," offers advice on how to effectively manage your relationship with your manager and feel more in control of your career.

Tip #1: Develop an effective working relationship with your boss by trying to communicate in his/her preferred communication style. Observe your boss's typical way of communicating with you. Does the communication typically occur via e-mail, an office visit, or phone call?

- · Pay attention to his/her interests, goals, aspirations, strengths, and weaknesses.
- · Look for ways to make things easier for him/her.
- \bullet Know your own strengths, weaknesses, goals, ambitions, and how you respond to being managed.

Tip #2: Seek clear input regarding expectations and priorities.

- · Approach your boss based on his or her preferred communication method.
- · Ask clear, well thought-out questions.
- · Listen carefully to your boss's response,
- Restate your boss's response in your own words and/or ask clarifying questions.

Tip #3: Keep your boss informed.

- · Consider the urgency of the information.
- · Look for a convenient time to share the information.
- · Don't sit on the information. Have the courage to communicate early and often.
- Master the delivery: Clearly state the facts; don't hem and haw. Manage your emotions. When appropriate, provide a possible solution.

Tip #4: Sell your issues and present solutions rather than problems.

- · "Bundle" and "frame" your concern.
- · Gain clarity on task priorities.
- · Present a few carefully researched and thought-out solutions.

Tip #5: Focus on what you have the power to change. Consider this: While you can't control your boss, you can control your attitude toward your boss and the situation. As a result, you might be able to influence the situation or the relationship for the better.

Here's to a great performance year!

Visit OPM's HR University, "Managing the Manager", training for additional tips and tools on managing up. For information on performance management, visit the Workforce Relations Division's webpage on FERCNet.

Web Sources: AAFP, HR University



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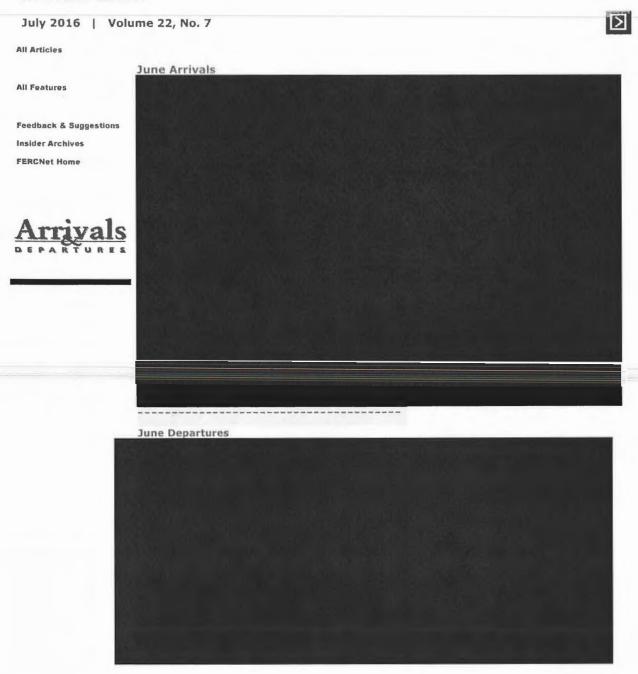


- 1. Use windows and window coverings to your advantage. If you're not home during the day, close all windows, curtains, and blinds to keep your house cool for as long as possible. Remember that southfacing windows get a lot of sun. Dark-colored curtains, roman shades, and even dime-store roller shades can be very effective. Roller shades can block up to 80% of solar heat. If the air cools down enough in the evening, open the windows to promote as much air circulation as possible.
- 2. Don't add to the heat inside. Use appliances such as irons, washers, and dryers at night or early morning -- or eliminate the dryer altogether and use a clothesline instead. A big source of heat is your stove, so if you can, cook outdoors or microwave meals. Microwaves use two-thirds less energy than stoves. Another option is using a toaster oven for baking. Because toaster ovens are so much smaller, they don't warm up a kitchen like a conventional oven. Turn off computers and other appliances when not in use. Left running, these can also generate unnecessary heat.
- 3. Consider changing your bulbs. Incandescent light bulbs are heat generators, so many experts suggest switching them for energy-efficient compact fluorescent light bulbs or LEDs. LEDs for your home typically use 2 17 watts of electricity, generate about 95% less heat than incandescent bulbs, and last about 10 times longer. Fluorescent "corkscrew" bulbs contain mercury, so consider the safety risks before putting them in children's bedrooms, playrooms, or other places where they may be likely to break.
- 4. Use fans. When it cools down outside, place inexpensive portable fans in front of open windows to bring the cool air inside. And consider installing a ceiling fan if you don't already have one. Attic fans also circulate cool air from outside through the house. Use ceiling or room fans even if you have an air conditioner. You can then set your thermostat higher because the air movement from the fan will help the room feel cooler.
- 5. Keep your refrigerator well stocked. Refrigerators that are full of food don't warm up as quickly when the door is opened, so they require less energy to stay cool.

Source: WehMD



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EDITORIAL

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NAVIGATION: You have a **drop down navigation menu** on the left listing all regular features and articles. There is also a handy **page forward button** at the top right, and the FERC Insider logo on all pages will return you to the home page.

Questions? Compliments? Suggestions? Please contact us at InsiderDL@ferc.gov

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: Ultimate Frisbee World Champion

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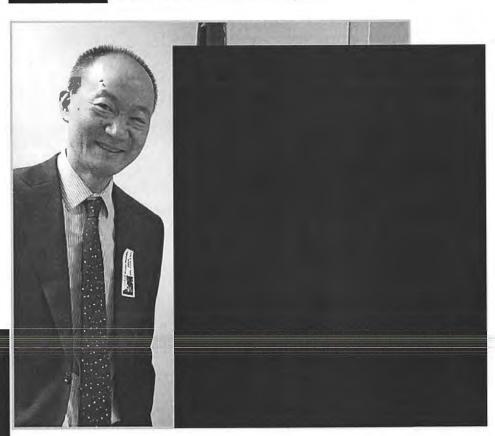
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FERC's own

won the gold at the Ultimate Frisbee World Championships held in London in June. The event, known as the 2016 WFDF World Ultimate & Guts Championships, consisted of 115 teams over five divisions with teams consisting of 20-25 players.



an energy industry analyst in OEMR, started playing the sport in college in 2000. Since then, she has played in five college championships and nine club national championships, winning national titles in 2013 and 2014 with D.C.'s women's team. In addition, she has played in four world championships, winning in 2011, 2012, and 2016.

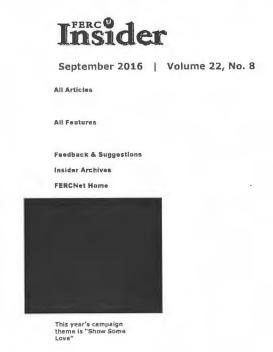
"I most enjoy the friendships I've made and the people I've met from all around the world while playing," comments. "It's also a great opportunity to keep my life fun and interested, especially as the oldest player on my team, and with a two year old son."

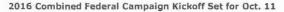
Currently, plays on the D.C. women's club team which requires three hour practices twice a week. The season runs from May to October.

Professionally, received her PhD in Biophysics from UC Berkeley, and previously was an American Association for the Advancement of Science (AAAS) fellow at the Department of Energy before coming to FERC a year and a half ago.

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The Eye Street Boys from Gonzaga College High Return

A wall in the atrium of the US Department of Health and Human Services Headquarters here in Washington, DC, features an inspirational quotation from Hubert H. Humphrey: "The moral test of a society is how that society treats those who are in the dawn of life, the children; those who are in the twilight of life, the elderly; and those who are in the shadows of life, the sick, the needy and the handicapped."

This is what the Combined Federal Campaign (CFC) is all about. This year's campaign theme is "Show Some Love."

For the last 55 years CFC has been an important activity on our fall calendar. Since the CFC was organized in 1961 by President John F. Kennedy federal employees government-wide have pledged more than \$7 billion to help people in used. In 2015 federal employees in the National Capital Area pledged \$46,645,301 toward a dollar goal of \$50 million. Government-wide participation was 18.1%.

FERC HAS A PROUD RECORD TO BUILD UPON

Members of our FERC Community have been extraordinarily generous contributors year after year. In 2015, Commission employees pledged \$358,356 towards our campaign dollar goal of \$390,000. The Commission's participation rate was 47.6%, or 2.63 times greater than our peers in the National Capital Area. And our per capita gifts were 2.15 times greater than our peers. We all can be justly proud of our record.

BLUEPRINT FOR A SUCCESSFUL 2016 CAMPAIGN

Chairman Norman Bay and will serve as Honorary Co-Chairs of our 2016 CFC. will serve as Campaign Manager for an unprecedented 13th year in a row.

Good News! Last year's entire CFC Campaign Committee is returning in force to help with this year's drive.

The 2016 CFC Committee welcomes of the Office of External Affairs to the CFC team. will serve as the campaign's lead photographer.

The Commission expects to host a campaign kickoff followed by frequent events. The events are intended to spotlight a diverse and representative selection of worthy causes from among the thousands of CFC beneficiaries locally, nationally, and internationally. In addition, during the campaign individual offices intend to host their own CFC events. Finally, a charity fair will serve as the campaign finale.

'UNIVERSAL GIVING'

By means of "Universal Giving" federal employees may contribute to any officially recognized CFC beneficiary nationwide, not just those charities here in the National Capital Area. The paper "Catalogue of Caring" lists 4,000 causes. The on-line catalogue contains the names and reporting numbers of more than 20,000 worthy causes that participate in and benefit from CFC pledges. Surely, among 24,000 CFC beneficiaries there is at least one worthy cause close to everyone's heart.

Campaign Manager is already collecting fun and highly desirable door prizes to be offered at the events. As has been assuring everyone for many years, these door prizes will surely be worth big bucks on the "Antiques Road Show" in 30 or 40 years. Remember, "You must be present to win."

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Americans of Middle Eastern and North African Heritage (AMENAH)

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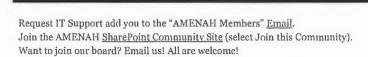






FERC's 2nd Annual Eid Party was a huge success! The event was established to share the festivities of Ramadan and Eid with the FERC community. Last year's celebration set the tone with over 100 attendees. A special thank you to the following volunteers for their efforts with the event:

The mission of Americans of Middle Eastern and North African Heritage (AMENAH) is to promote diversity within FERC by sharing the Middle East and North Africa's (MENA) diverse cultures through professional networking, social interaction, and collaboration with other Employee Resource Groups (ERG's).





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All Features	Meet the Office Leaders:
Feedback & Suggestions	the Office of Administrative Law Judges and Dispute Resolution, was the featured speaker at the July 26 Meet the Office Leaders Series.
Insider Archives	"I have always had very good bosses who have mentored me," said. "I had the privilege of
FERCNet Home	having bosses that have seen the potential in me. was always challenging me."
	was named December 7, 2015. has been an Administrative Law Judge at FERC since 1999. Prior to joining the FERC, and Hearing Office Chief of the Atlanta North Office of Hearings and Appeals, Social Security Administration. She became an ALJ in April 1994.
	Prior to becoming an ALL, was an attorney at the FCC for 14 years. has also worked for the Puerto Rico Justice Department and in the Puerto Rico House of Representatives. has a bachelor's degree in business administration, magna cum laude and a Juris Doctor degree, cum laude, from the University of Puerto Rico.
	This event was sponsored by the Women amPOWERing Women (WEW) Employee Resource Group. WEW's mission is to provide an opportunity for members to interact, menter, learn, and build skills applicable to the workplace by networking with peers and agency leaders and by maintaining an open and educational forum for improving industry knowledge and personal and professional development. For more information or to sign up to be a member, email us at <u>wawfeferc.cov</u> . All are welcome to join. Find more information on employee resource groups and a listing of currently active groups <u>on FERCING</u> .

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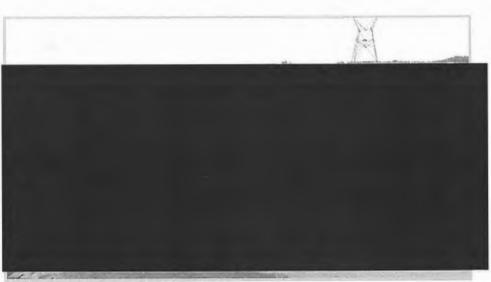
Summer Intern Trip to Conowingo Dam and Final Ceremony

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The FERC summer interns visited the Conowingo Dam on the Susquehanna River in Maryland as part of their summer program at FERC. The project is currently undergoing relicensing by FERC.



Chairman Norman Bay met with the summer interns as they prepared to bid farewell to the Commission. This year's intern class consisted of 38 students. "I'm proud to stand with our FERC interns," Chairman Bay said. "I hope it is the start of careers in public service."

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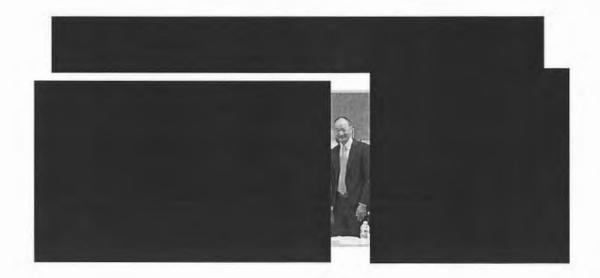
Japanese Delegation

On July 19th, Chairman Bay and staff met with a delegation of energy officials from Japan's EGC (Electricity and Gas Market Surveillance Commission) including the agenda for the visit included several issues, including basic market rules, demand response and oversight and surveillance methods. FERC Staff included:



Chinese Delegation

On July 14th, Chairman Bay and staff met with a delegation from the Chinese National Development and Reform Commission, Pricing Department. The agenda for the visit included an overview of US polices and regulations on transmission pricing, distribution ratemaking, and market based regulations. FERC Staff included



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Summer Technical Conferences Held at FERC

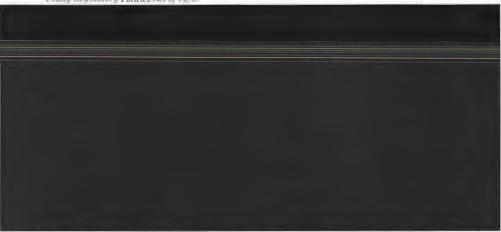
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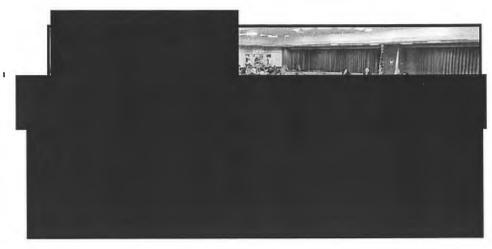


PURPA Conference: A technical conference was held on June 29th on the implementation issues under the Public Utility Regulatory Policies Act of 1978.





A technical conference was held on June 27, 28 and 29 on increasing real-time and day ahead market efficiency through improved software (Docket No. AD10-12-007).



development processes, including but not limited to use of cost containment provisions, the relationship of competitive transmission development to transmission incentives, and other ratemaking issues.

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LGBT

FERC's Employee Resource Groups expressed their solidarity with the LGBT community in honor of Pride month and in the wake of the Orlando tragedy. To show their support, they distributed Pride stickers on June 28 for employees to wear at work.

All seven Employee Resource Groups at FERC organized this event, including: Americans of Middle Eastern and North African Heritage (AMENAH); Asian Pacific Americans of FERC (APA FERC); Energy Latinos of FERC (EL FERC); FERC Military Veterans (FERC Vets); Greener FERC; Queer Employee Resource Committee (QERC); and Women empOWERIng Women (WEW).



Sammies People's Choice Award

In June, the FERC Insider featured a story on the

for a prestigious Samuel J. Heyman Service to America Medal for his part in solving a potentially life threatening situation at a FERC-regulated dam in New York. The awards honor excellence in our federal workforce and help inspire others to pursue opportunities in public service.

While an official selection committee votes for the award winners, the organization is also presenting the People's Choice Awards. The People's Choice honoree will be announced at the 2016 Sammies gala on September 20 in Washington, D.C.

Voting will close on September 9, 2016 at 11:59 p.m. EST. <u>Vote here</u>



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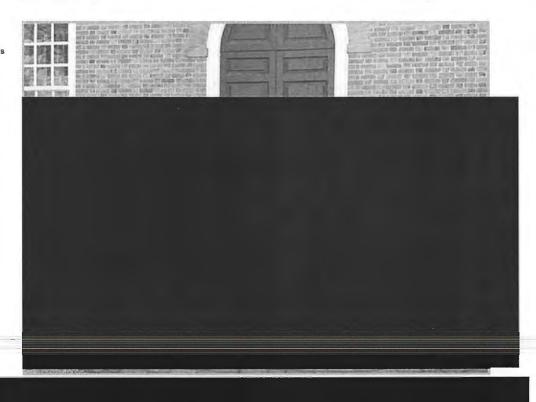
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LDP VI Class

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Summer is winding down and the LDP VI class are already halfway through the Leadership Development Program. So far, they have been successfully paired with their mentors, participated in the Williamsburg Leadership Institute (pictured above), and completed courses in the Harvard Manage Mentor e-learning suite. On August 17, 2016, the Dare to Lead Series sponsored by Corporate Strategies kicked-off as a 5 part series spread out over the course of the next 9 months of the program.

The Dare to Lead Series allows the group to step back from their day-to-day responsibilities, reassess their value to FERC, and develop a broader perspective of their leadership capacity as it relates to OPM's Executive Core Qualifications. Through a 4 part training and professional one-on-one coaching, the LDP VI class is expected to emerge with a personal action plan for addressing the key challenges facing FERC.

Do you think you have what it takes to lead FERC into the future? The next application cycle for LDP VII will begin in the Fall of 2017.

Kudos to LDP VI!



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Mustache Winner

, an IT specialist in OEIS, was recently crowned the winner of the partial beard contest that took place while he was attending the Cyber Security Conference in Las Vegas. The event, which is not sanctioned by the official conference, consisted of two categories: full beard and partial beard (including mustache only). Last year, placed third in the freestyle event for beards and mustaches.

Skin Damage Analysis

The HR Division partnered with United Healthcare for a weilness seminar, "Fun in the Sun," on Tuesday, July 5. Participants had the opportunity to sign up for a Skin Damage Analysis, which shows irreversible sun damage to the face through the use of fluorescent bulbs and a magnifying mirror.

Go Casual for Kids on Wednesday, September 28, 2016

Participate in a Commission-wide event, Go Casual for Kids, sponsored by the FERC Child Development Center. Wear your favorite team Jersey and Jeans! Stop by the East or West end of the lobby from 8am to noon on September 28 to make a donation by cash, check payable to FERC CDC, or credit card and to receive your sticker to wear. Feel free to donate to this cause, without being obligated to wear casual clothes. This event has been approved by Chairman Bay and

For more information, please contact



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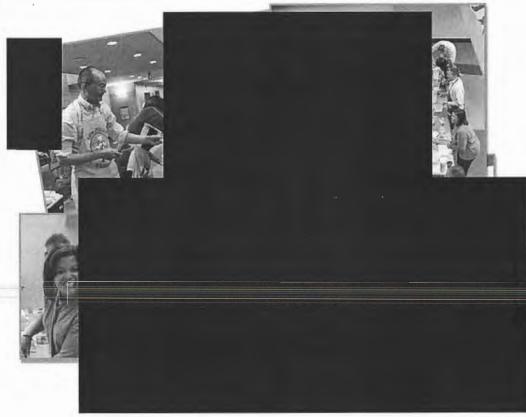
Ice Cream Social

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The Chairman and Commissioners scooped ice cream for employees to enjoy on the afternoon of Sept. 1. Pictured are Chairman Bay, Commissioner LaFleur, Commission Clark and Commissioner Honorable.

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Women's Equality Day at FERC

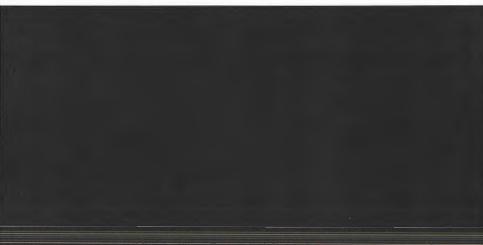
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FERC observed Women's Equality Day on Thursday, August 18, 2016 with members from the League of Women Voters providing employees with information on voter registration as well as voter registration cards for Maryland, Virginia, and Washington, D.C. They also provided information on the history of their organization and women's voting rights in the United States. The National Women's History Project selected "Working to Form a More Perfect Union: Honoring Women in Public Service Government" as this year's theme.





In 1971 the U.S. Congress designated August 26 as "Women's Equality Day." This date was selected to commemorate the 1920 certification of the 19th Amendment to the U.S. Constitution, which granted women the right to vote. This was the culmination of a civil rights movement by women that formally began in 1848 at the world's first women's rights convention, in Seneca Falls, New York. The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts toward full equality.

For more information: <u>The National Women's History Project</u>, and <u>League of Women Voters</u>

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FERC, U.S. Army Corps of Engineers Sign MOU on Hydropower Development

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FERC Chairman Norman Bay and

FERC and the U.S. Army Corps of Engineers signed a Memorandum of Understanding (MOU) to facilitate the development of hydropower at the Corps' federal facilities by synchronizing each agency's permitting process in July.

The MQU, which updates a previous MOU signed by the agencies in 2011, offers project developers an approach designed to improve efficiency with the FERC and Corps processes, reduce permitting times, provide a single environmental document and ensure more certainty and less risk.

"The potential for hydropower development in this country is significant, particularly at existing Corps facilities," FERC Chairman Norman Bay said. "Today's MOU is a positive step toward the development of these resources. Thank you to the Corps for their commitment to working with us to streamline our processes."

"This strengthened collaboration between FERC and the Army Corps of Engineers advances the Obama Administration's work to transition to a clean energy economy, and reduce carbon pollution,' Assistant Secretary of the Army for Civil Works, said. "This synchronized approach will shorten the time it takes the private sector to develop and construct new hydropower, and will help us more efficiently use our existing infrastructure. It is also advancing our efforts to find alternative ways to finance new infrastructure."

Visit FERC.gov for more information: Presentation | MOI

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July Commission Meeting

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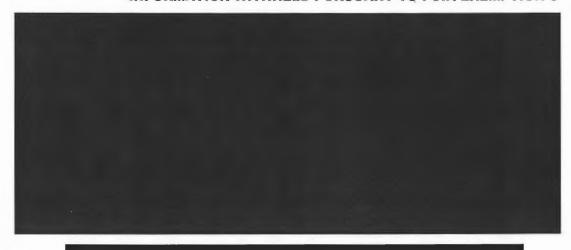
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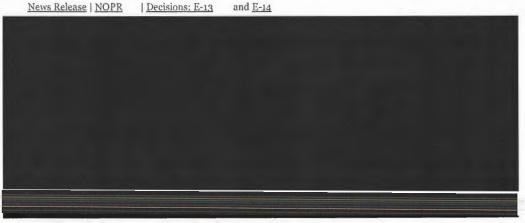




Chairman Bay and Commissioners LaFleur, Clark and Honorable welcomed



discussed a rulemaking on data collection for analytics and surveillance and market-based rate purposes (RM16-17-000).



discussed a rulemaking on revised critical infrastructure protection reliability standards (RM15-14-002).



discussed a

revised memorandum of understanding between FERC and the U.S. Army Corps for non-federal hydropower development at the Corps' facilities (AD16-22-000).

News Release

Presentation

MQU

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OE: What's your Feedback & Suggestions favorite food truck?

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"Captain Cookie. I like the double chocolate, chocolate chip, strawberry ice cream."

"Kabob King. I always get the combo over salad."



"Puddin. I get the oyster Po'boy."

"Fire and Rice. I like their bibimbap."



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Flu Shot Benefits Type 2 Diabetes Patients

All Features

Flu shots will be available for FERC employees soon. Stay tuned for details from the Health Unit.

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The seasonal flu vaccine may offer people with type 2 diabetes some protection against dying prematurely, a new study suggests in CMAJ*.

The flu shot also appeared to protect those with type 2 diabetes from hospitalizations for stroke, as well as heart and breathing problems, the study said.



British researchers looked at a large group -- more than 124,500 people -- with type 2 diabetes. People with type 2 diabetes normally have a higher risk of cardiovascular problems, the researchers noted.

During the seven-year study, the researchers found that flu vaccination was associated with a 19 percent reduction in flu-season hospital admissions for heart attack in people with type 2 diabetes.

Hospital admissions for stroke were 30 percent lower for those who got a flu vaccination. Admissions were also down 22 percent for heart failure, and 15 percent for pneumonia or influenza in people with type 2 diabetes who got the flu shot.

The death rate among those who received a flu shot was 24 percent lower than in those who weren't vaccinated, the research said.

The study wasn't designed to prove a cause-and-effect link between the flu shot and the reduction in death and hospital admissions. However, the study did show a strong connection between those factors:

The results show "that people with type 2 diabetes may derive substantial benefits from current vaccines, including protection against hospital admission for some major cardiovascular outcomes," wrote study researcher Dr. Eszter Vamos, from Imperial College London, and colleagues.

"These findings underline the importance of influenza vaccination as part of comprehensive secondary prevention in this high-risk population," the researchers said.

* The study was published July 25, 2016 in CMAJ.

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IT Survey

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Have you ever wanted to inform someone of the excellent customer service you received from the IT Support Center (ITSC)?

Is there an issue you would like to bring to our attention?

Did the technician do everything to resolve your incident?



The IT Support Center wants to know your thoughts about the service you received! When an incident from the IT Support Center has been completed, there is a survey link included in the "Incident Resolution" email. From that link you can answer questions about your service experience.

By completing the survey, you will help shape and improve the services provided by the ITSC. The survey consists of 7 simple questions and takes less than 2 minutes to complete. Your feedback is immediately received, reviewed and acted upon by CIO management.



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Interested in Joining FERC's Team of Recruiters?

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Each fall and spring semester, FERC's recruitment team attends career fairs at colleges and universities across the country. While the HR team plans and schedules these fairs, we need help from other FERC employees to represent the team at events! Each event is different, but typically, you will spend a day away from the office meeting interested candidates, explaining the hiring process, answering their questions and explaining why FERC is the No. 5 Best Place to Work in the Federal Government. While some events require travel, we do go to events at all the colleges and universities in the DC metro area. Most events are geared toward students and entry-level employees, but we do attend fairs open to the public and focused on veterans.



If you are interested in learning more about the program and attending some events, please contact

For more information visit FERC.gov

You must have your supervisor's approval to participate.

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National Preparedness Month

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In the last few months, our world has experienced many disasters and emergency situations. In this month alone, 250 people died in Central Italy as a result of an extremely powerful earthquake; the floods in Louisiana claimed at least 13 lives; we passed the five year anniversary of the earthquake in Virginia; as well as many other disaster across the world. Unfortunately, we never know when these types of disasters or other emergencies will strike; therefore it is always important to be prepared.

September is recognized as National Preparedness Month (NPM) which serves as a reminder that we all must take action to prepare, now and throughout the year, for the types of emergencies that could affect us where we live, work, and anywhere in between. OED's Security and Safety Division will be hosting a National Preparedness Day Fair on September 21st from 10:00AM - 2:00PM in the West Lobby. This year's theme, "Don't Wait, Communicate. Make Your Emergency Plan Today," focuses on preparedness for youth, older adults, people with disabilities, and individuals with access and functional needs.

Here are the weekly events (at external links) scheduled during NPM:

Week 1: August 28-September 3

Kickoff to National Preparedness Month

Find resources to promote NPM at: www.readv.gov/september

Week 2: September 4-10

Preparing Family & Friends

Make a family emergency communication plan

Week 3: September 11-17

Preparing Through Service

Honor 9/11 by Getting involved in your community & planning with neighbors. Individual Preparedness

Week 4: September 18-24 Take individual steps to prepare for a disaster today like downloading the FEMA app-

Week 5: September 25-30

Lead up to National PrepareAthon Day

Be counted and register your preparedness event for National PrepareAthon Day!





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Arrivals and Departures: July and August

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Arrivals







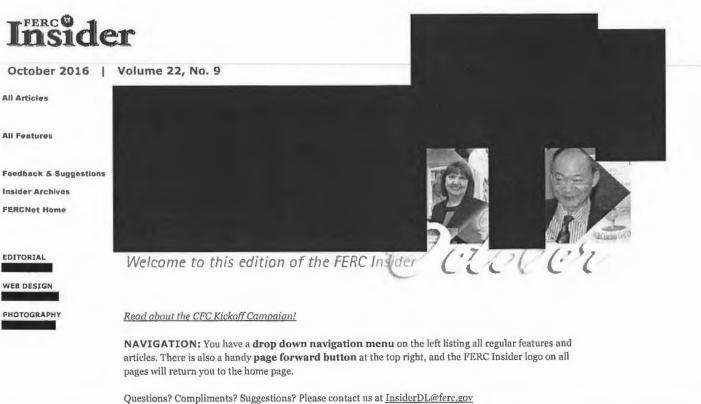
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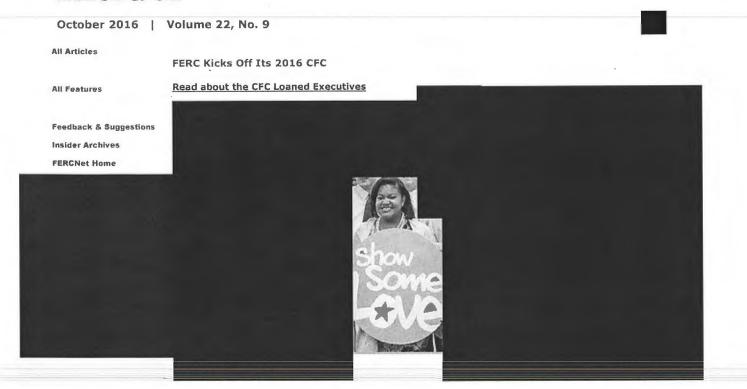
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Insider

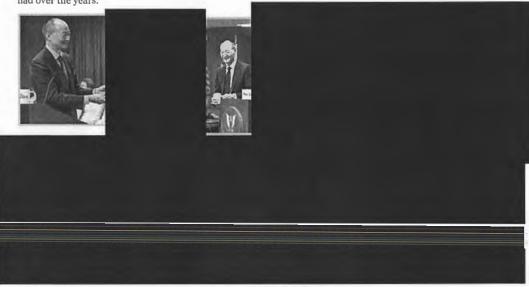


With standing room only, the 2016 CFC kickoff event featured the ever popular Eye Street Boys from Gonzaga and their impressive selection of music including the audience favorite "Rocky Top."

"Show Some Love" is the theme of this year's CFC and FERC is ready to make the campaign one of the most successful ones to date.

is once again heading up FERC's CFC as its Campaign Manager with Chairman Norman Bay and serving as Co-chairs of the campaign.

"We are very generous and we have heart because of the hard work and generosity of everyone at the Commission," Chairman Bay said in his opening remarks. "I hope we build on our outstanding record we've had over the years."



Commissioners Cheryl LaFleur and Colette Honorable showed their continued support for the campaign by attending the event.

Special guests at the event were Loaned Executives

Father Planning from Gonzaga introduced the choir and thanked everyone at FERC for their generous support of the CFC.

Edward thanked the FERC CFC team for all of their hard work:

The event ended with the ever-popular door prize giveaway. The 2016 CFC marks the 55th anniversary of the campaign since it was founded by President John F. Kennedy in 1961. Since that time, federal workers have pledged more than \$8 billion.

This year's CFC is scheduled to run through December 15 with weekly events and a charity finale event to occur at the end of the campaign.

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Commissioner Clark Bids Farewell To FERC

All Features

FERC Commissioner Tony Clark participated in his final Open Meeting on Sept. 22. He leaves the Commission after serving as a Commissioner since June 2012.

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"Tony, thank you for everything that you've done. You've been an outstanding public servant," Chairman Norman Bay said. "You've been a public servant your entire life, in North Dakota, now at FERC. I know that every place you've gone to you have made better with our thoughtfulness, your encyclopedic knowledge of policy, your reasonableness, and your collegiality. You truly have been a great colleague and a joy to work with."

"To FERC staff, while Commissioners come and go, staff remains," Commissioner Clark said. "They are the dedicated professional staff who maintains the institutional knowledge and the expertise that enables this agency to meet its legal and statutory responsibilities in a very, very important area of the law, and a very complicated area of the law. But it's one that's important to the health and wellbeing and economy of this country. So thank you to all of the staff members here. You are a credit to regulatory agencies across the country and around the world."

Insider

October 2016 | Volume 22, No. 9 **All Articles** Receives the USA's first Gold Medal in Women's Wrestling All Features , co-owner of the Sunrise Café here at 888, spent eight days at the summer Olympics in Rio , who won the gold medal in the 53kg weight class in wrestling. Feedback & Suggestions Insider Archives **FERCNet Home** "I'm 70 years old, and I've had a lot of excitement in my life. I wasn't prepared for what I felt at that moment. I was overwhelmed," says of the moment won the gold medal. describes his niece as "very down to earth" and extremely committed to her sport and her family. After winning the gold, went to Greece to spend time with her family and enjoy her tremendous achievement. While at the Rio Olympics, and his family had the opportunity to spend time with at the U.S. training facilities. "It's amazing what the athletes go through," said of their training, commitment and preparation for the events. In addition to attending all of his niece's matches, wisited other parts of the city and surrounding areas. "It is a beautiful country. We felt very welcome there." Being at the Olympics provided an opportunity for Gus to reflect on his life in the United States since arriving here in 1971. "I'm thankful to this country. It is the land of opportunity. You have to grab it. No one is going to give it to you." Gus continued. "We came here to make our lives better." Read more about Gus's niece and her Olympic story online at USA TODAY. Photos courtesy of

Insider

October 2016 | Volume 22, No. 9 All Articles FERC Football Club: An Almost-True Satire All Features Feedback & Suggestions Insider Archives **FERCNet Home BOO-TACULAR** Fun Run/Walk Join the FERC Fitness Center for the 1st Annual ZOMBIE Run / Halloween Hustle 5K on Wednesday, October 26 from 11am-12pm. Individual or Team On August 23, 2016, under clear skies and perfect summer conditions, the FERC Football Club clinched the registration begins Metro Sports League title. Led by , the team won its semi-final game 3-2, October 17. and the championship game 2-1. The team had its worst regular season in recent history, going 7-2-0 and This event is FREE of allowing 19 goals (while scoring 40). However, announced before game one of the summer charge and open to Members season that this squad would take back the title from . And, like a good captain, he was right. and Non-Members. FERC FC struggled early in the playoffs, falling behind 2-0 at the half in the semi-final match. But, the second balf saw three unanswered FERC FC goals, including a penalty kick off the boot of Efficient play and solid defense propelled the team to the championship, where FERC FC met its long-time nemesis, boasts multiple college athletes and an average player age of 23; team standards require fitness levels in the top 90th percentile. But, FERC FC was ready, preparing ten weeks for this day; pools of sweat and games played through thunderstorms brought the team to this point. Team manager, commented after the game, "The plays I saw tonight were better than in games I've paid money to watch." attempted to foil the win a few times, giving away fouls in attempt to make up for his own questionable play earlier in the season. Luckily, he contributed more speed and passes to the game than lost fouls. While being unlucky at the net on this night, contributed several game clinching goals in the regular season, including a shotgun sneak shot to advance the team to the playoffs. In addition to his as team Director of Transportation in 2016. on-field contributions, Chairman Bay sent to Slovenia earlier in the year to hone his football skills (of course second to his work as an energy agency liaison). "I do not miss "," stated prior to the playoff matches. "He blocked a shot [not on defense] one time and I have not forgotten. Plus, my degree is in transportation; I was made for this role." FERC FC will take a few weeks off to celebrate the victory and rest its bodies. The team resumes in

September and will look to repeat at the end of the fall season.

The team currently has a full roster, but staff interested in joining the substitute or wait list may contact

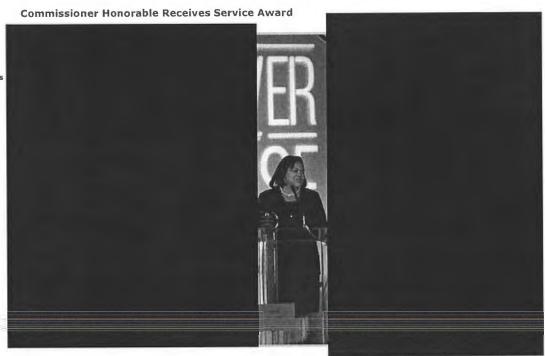
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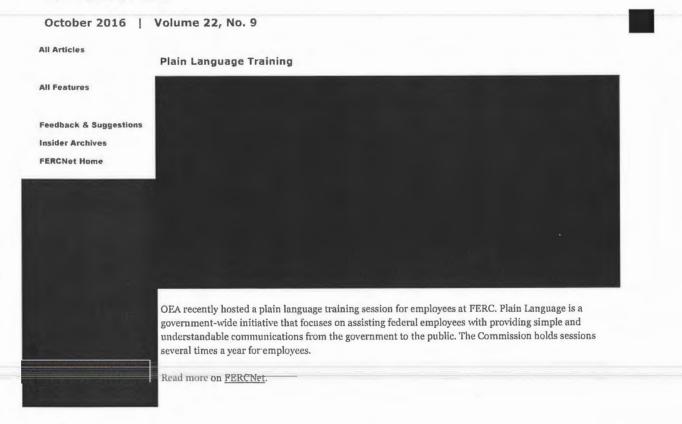
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Commissioner Honorable on Sept. 23 won the inaugural First Lady's Woman in Public Service Award from the Women's Foundation of Arkansas. The Women's Foundation of Arkansas is dedicated to investing in projects supporting women and girls in the state, with a particular focus on expanding educational opportunities for those who may not have access to them and empowering and equipping women with necessary resources for new careers.







	000000. 2020	3.11.15
	All Articles	In Memoriam
	All Features Feedback & Suggestions	FERC lost three members of its family recently. Former Administrative Law passed away on September 22, former employee passed away on September 24 and who served as Secretary at the FPC and Assistant General Counsel for gas at FERC, passed away on September 29.
	Insider Archives	and, in deposition 27
	FERCNet Home	began her federal service in 1966, coming to FERC in April 1997. Prior to FERC, was an appellate attorney for the National Labor Relations Board and a Supervisory Attorney in the Appellate Court Division of the NLRB. served as an Administrative Law Judge at the Social Security Administration, the U.S. Postal Service and the National Labor Relations Board.
		graduated with a B.A. degree from Dunbarton College, after spending her junior year at the University of London, London School of Economics. She received her law degree from Georgetown University and was awarded an I.L.M. degree in labor law from George Washington University School of Law.
		A memorial mass in honor of will be held on Thursday, October 20 at 10:30 a.m. at Holy Trinity Church in Georgetown.
		"I know from my working with her, and from her excellent reputation among lawyers who appeared before her, that as an excellent trial judge and mediator she possessed the perfect balance of a patient and calm judicial demeanor along with the ability to keep the case and the parties focused and moving at the appropriate productive pace without being imperious about it," said.
me	Paris Tolkholm Sc.	"As a Judge she was fair, thorough, conscientious, a very hard worker, committed, analytical and an English language scholar. As an individual she was extremely magnanimous, kind, gentle, a good friend and dedicated to her family,"
		began her service at the Federal Power Commission in November 1970 and retired in the late 1990's from the Human Resources Division, where she worked during her career at the Commission. studied early childhood education at Chatanooga State Community College. Originally from Jefferson, S.C. retired to Windgate, N.C. She is survived by her son, . Her husband predeceased her.
		served as Secretary of the FPC then went on to set up the regulatory department of the Postal Rate Commission. He also served at the Atomic Energy Commission and the State Department before returning to the FERC as Assistant General Counsel for gas. After retiring from government, he worked in Washington Gas Light Co.'s general counsel's office until retirement in 1990. Image maintained his army reserve commission, returning to active duty during Operation Desert Storm in 1991. He later worked for the American Gas Association as special counsel, publishing the annual Regulation of the Natural Gas Industry.
		He is survived by his wife of 63 years, three daughters, and five grandchildren and one great-grandchild.



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Project 888 Update

All Features

Since the last Town Hall meeting there have been a few exciting developments regarding Project 888. Town Hall meetings are being planned for late Fall of 2016.

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Swing Space Lease

An important aspect of Project 888 is using the 4th floor as a temporary office space (Swing Space) for staff to work as construction occurs on each of the remaining floors.

In order to make the 4th floor available, a majority of OED staff currently occupying the 4th floor, will temporarily relocate to a separate swing space located at 999 North Capitol Street NE. The OED staff will just be around the corner and will return to the headquarters building after construction is completed.

Schedule Update

With swing space secured for OED, we can begin to map out and finalize the construction and move schedule. During the 2nd Quarter of calendar year 2017, the planned construction phases will commence as follows:

- OED will occupy the Swing Space at 999 North Capitol Street NE
- · all offices on the 11th floor will relocate to the 4th floor Swing Space
- · construction will begin on the 11th floor

This schedule represents a slight delay from those previously shared, which is due to issues arising during design and construction documentation process for the swing space. The schedule continues to be subject to change based on the availability of funding.

Acoustics Report

The concern regarding acoustics in the renovated office space has been heard. As part of the project, the design architects Perkins + Will commissioned Shen Milsom Wilke (SMW) to conduct an onsite acoustical survey in December 2015. The results from the survey indicate that Project 888's design goals will meet or exceed the current conditions in offices and conference rooms. An acoustics summary report and the full acoustics report has been posted to Project 888's website under the Planning Documents section. The reports can also be assessed by using the links below:

- Acoustic Summary Report
- · Full Acoustic Report

Furniture

After hearing your feedback and after careful consideration of the cost benefit analysis impact, it has been decided that $\operatorname{sit/stand}$ workstations will be the universal standard in the renovated office space.

As always, please send all inquiries to project888@ferc.gov or read more on FERCNet.

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Put on your earbuds - you're about to hear all about FERC's new podcast, Open

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First, however: What's a podcast? It's a digital audio file made available on the Internet for downloading to a computer or portable media player. A podcast is typically available as a series, with new installments available online or via subscription. So, it's kind of like listening to an on-demand radio show.

FERC's podcast is called Open Access to reflect the FERC principle of open access and transparency in energy markets, and FERC's efforts to be transparent to the public.



At the request of Chairman Bay, FERC launched the Open Access podcast in September as part of the Commission's public outreach – it involves explaining what FERC does and why. The first episode featured an interview with Charles Curtis, the first Chairman of FERC upon its creation in 1977, and it covered everything from how the first Commission dealt with the old Federal Power Commission 25,000-case backlog to how Chairman Curtis and his son designed the FERC seal. FERC followed that up with an interview of former Commissioner Tony Clark just days before he left the Commission, reflecting on his time here and his hope that the Cubs will win the World Series this year.

OEA creates and produces Open Access through a concerted effort of several Media Relations staffers:

Look for new episodes of Open Access every month. You can find it on the FERC.gov website, on FERC's YouTube-page and, soon, in an iTunes store near you.

Photos taken by



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September Commission Meeting

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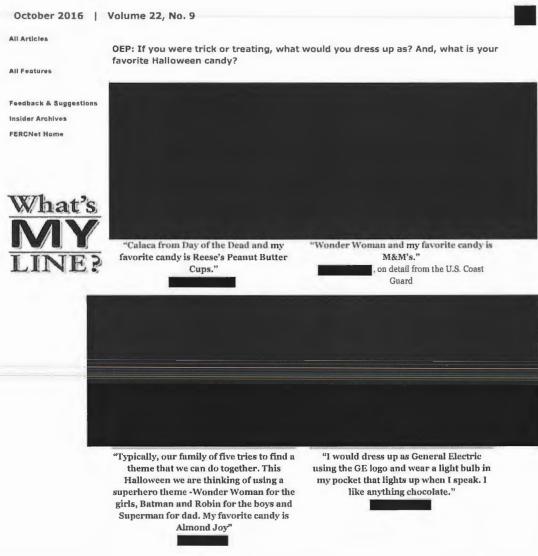
modifications to the Commission's requirements for review of transactions under Section 203 of the Federal Power Act and market-based rate applications under Section 205 of the Federal Power Act (RM16-21-000). News Release | NOI



discuss reliability standard for

transmission system planned performance for Geomagnetic Disturbance Events (RM15-11-000). News Release | Commissioners' Statements: LaFleur | Order No. 830





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Mapping your Templates for Office 2013

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If you have Microsoft Office 2013 on your computer and have previously used Microsoft Office 2010, you may need to perform the following steps to view and access your existing templates in Microsoft Word 2013.

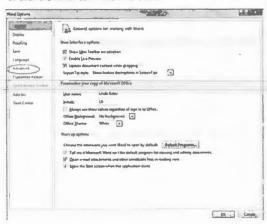
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Copy this path. This is the network location of all FERC templates. \\adferc\dfs\PIA\Office_Templates.

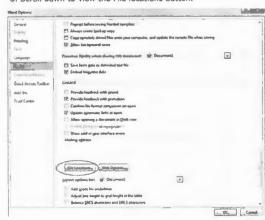


- 2. Open up Microsoft Word 2013.
- 3. Click the File Menu.
- 4. Click the Options Menu.





6. Scroll down to view the File locations button.



7. Click on the Workgroup templates line and click the



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Green Tips: Visit A Farmers Market this Fall

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Did you know that food in the U.S. travels an average of 1,500 miles to get to your plate? All this shipping uses large amounts of natural resources (especially fossil fuels), contributes to pollution, and creates trash with extra packaging. Conventional agriculture also uses many more resources than sustainable agriculture. Food at your local farmers market is transported shorter distances and is generally grown using methods that minimize the impact on land and water resources.

What is in season?

Apples, apple cider, beets, bell peppers, broccoli, cabbage, carrots, cauliflower, celery, celery root, chard, cherry tomatoes, collards, cucumbers, eggplant, flowers, garlic, ginger, gourds, grapes, herbs, hot peppers, Jerusalem artichokes, kale, kiwi berries, kohlrabi, lettuce, onions, okra, pawpaws, pears, plums, potatoes, pumpkins, radishes, salad greens, shallots, shelling beans, spinach, strawberries, string heans, summer squash, sweet potatoes, sweet potato greens, tomatillos, tomatoes, winter squash, zucchini.

Check out FRESHFARM for some market locations in and around D.C., recipes, and more!



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The Best Way to Stay Healthy is to Get Vaccinated

All Features

Flu Shots at FERC: After Thursday, October 13th; the flu vaccine will be available Monday to Thursday during the Health Unit hours 9am – 11:30am and 1:30pm to 3pm as long as supplies last.

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Don't let this year's flu season catch you by surprise. Experts say an annual flu shot is the best way to avoid the aches, fever, congestion and fatigue that flu brings -- and to protect those who are at high risk for flurelated complications.

"Every year, people die from influenza," said Cindy Weston, an assistant professor of nursing at Texas A&M University. "After sizable outbreaks, people will respond with large amounts of vaccinations, but they should be getting vaccinated every year to protect those most vulnerable, mainly children and the elderly."

LifeStyles

Now that it's fall, it's time for your shot.

The U.S. Centers for Disease Control and Prevention recommends an annual flu shot for everyone older than 6 months of age. This includes pregnant women. Babies less than 8 months old may need to get the vaccine in two doses. And people over age 65 should get the high-dose shot. Adults with severe egg allergies can get an alternative form of protection called Flublok, according to the CDC.

Some people may have allergies so severe they can't get the shot at all. "[They] are dependent upon everyone else getting immunized in order to stay at low risk for the flu," Weston said.

For healthy adults, the flu may seem like a relatively uninor inconvenience, and some go out of their way to avoid vaccination. Some fear the shot-will give them the flu—not true. Others dread the inevitable needle sting. (FluMist, the nasal flu vaccine, was found to be ineffective and is not recommended.) And some may believe a shot isn't necessary now, because they had one last year. That's just not true, Weston said.

"The flu strain mutates every year," she explained. "The flu shot you get this year is different from the one you got last year because it is made specifically for the prominent strains of the virus."

If vaccination rates are low, a potentially deadly flu outbreak could occur, Weston said. Millions of people get the flu every year, leading to hundreds of thousands of hospitalizations and thousands of deaths, according to the CDC.

"Flu season typically lasts from fall to spring," Weston said. "The outbreak may peak at various times during those seasons, but people should be vaccinated before they return home for the holidays to prevent an outbreak."

After you get the shot, it takes two weeks for your body to develop antibodies against the virus, Weston pointed out. In the meantime, good hygiene will help you stay healthy.

"Washing your hands properly, covering your cough, avoid[ing] hand contact with your face and eyes, and wiping down surfaces with disinfectant are all ways to help stop the spread of the flu," Weston said.

It's also important to be aware of warning signs and flu symptoms, such as: Sudden, high fever; Body aches; Headache; Fatigue; Sore throat; Cough; Congestion; and Runny nose. "The best way to avoid the flu is to get vaccinated," Weston said. "When it comes to you and your family's health, it's best to take the cautious approach and get your shot."

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Weight Watchers at Work

The next series of the popular Weight Watchers at Work program begins on November 10. Weight Watchers at Work provides support, recipes, on-line resources, and strategies to maintain heathy-living goals in a non-judgmental atmosphere. Members have found that the fall/winter series of Weight Watchers at Work program to be the most useful because specific strategies are shared among members for "surviving" holiday meals and parties. According to members, Weight Watchers is not a diet; it is a program for promoting healthy living choices for life. Further, they note that Weight Watchers has been ranked the #1 doctor-recommended weight-loss program (based on an August 2016 survey). Check out the Weight Watchers at Work booth at the November 2, 2016 FEGB Health Fair in the lobby or the Open House for new or potential members on November 3, 2016 in Room 3-M-1 at 11:45.

For more information, contact

Grace Goodman at 202-5028-8686

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Review the CFC Campaign Events!

NAVIGATION: You have a drop down navigation menu on the left listing all regular features and articles. There is also a handy page forward button at the top right, and the FERC Insider logo on all pages will return you to the home page.

Questions? Compliments? Suggestions? Please contact us at InsiderDL@ferc.gov

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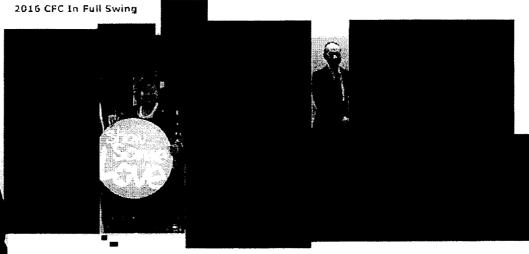


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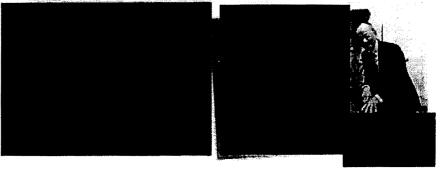
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FERC's 2016 CFC is off to an impressive start with weekly events featuring a diverse selection of worthy causes from the Catalogue of Caring including: FERC Child Development Center, Fidos for Freedom, Raptor Conservancy of Virginia, Art for Humanity, Habitat for Humanity and Women's Micro-Finance Initiative. Chairman Bay and Commissioners LaFleur and Honorable have presided at the weekly events.



PERC's Campaign Manager,

, and his CFC team are on larget to make this year's CFC a

huge success. Team members include:

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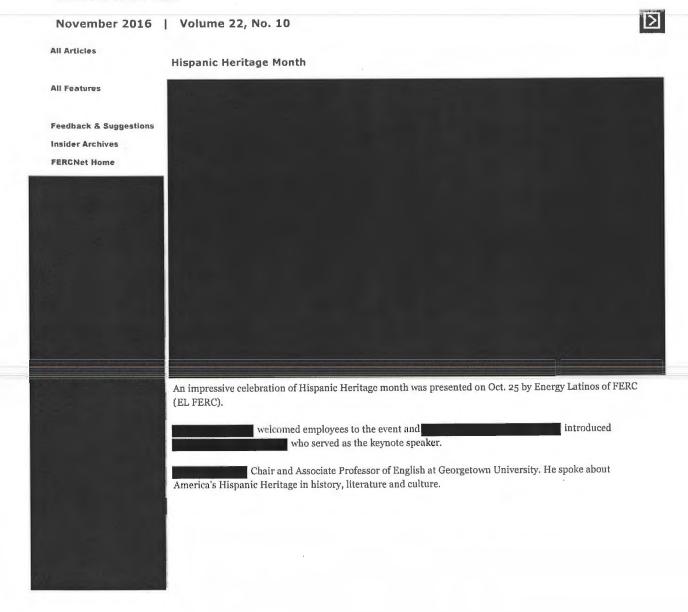


The 2016 CFC is scheduled to run through December 15 with weekly events and a charity finale event to occur at the end of the campaign.

Check out FERC's CFC Music Video Presentation on FERCNet: "I Care About Giving Back." Play Video | Lyrics

The FERC Voices include: Commissioner Colette Honorable;

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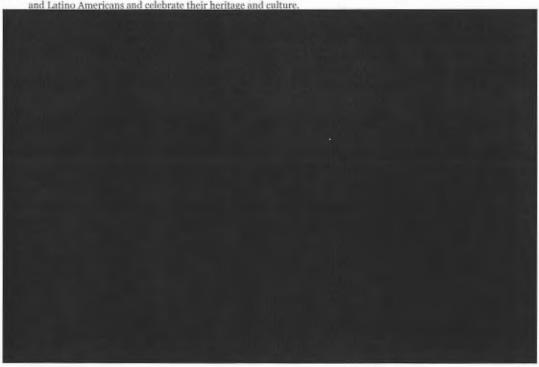


was born in Cuba and later settled in Southern California with his family. He earned his M.A. and Ph.D. from the University of California Los Angeles, and his B.A. in English and Economics from Stanford University. Before coming to Georgetown in 1998, he held tenure track positions at San Jose State University and Dartmouth College.

Appreciation for his contributions to the event. , provided closing

The finale of the celebration feature a Tango master class provided by Elegant Dancing, Inc.

Hispanic Heritage Month runs from September 15 to October 15 to recognize the contributions of Hispanic and Latino Americans and celebrate their heritage and culture.



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International Wildlife Trafficking Presentation



On November 9, 2016, Greener FERC and APA FERC co-hosted a lunch-time speaker event on International Wildlife Trafficking, presented by Chief of Outreach and Communications in the U.S. Fish and Wildlife Service's International Affairs Program.

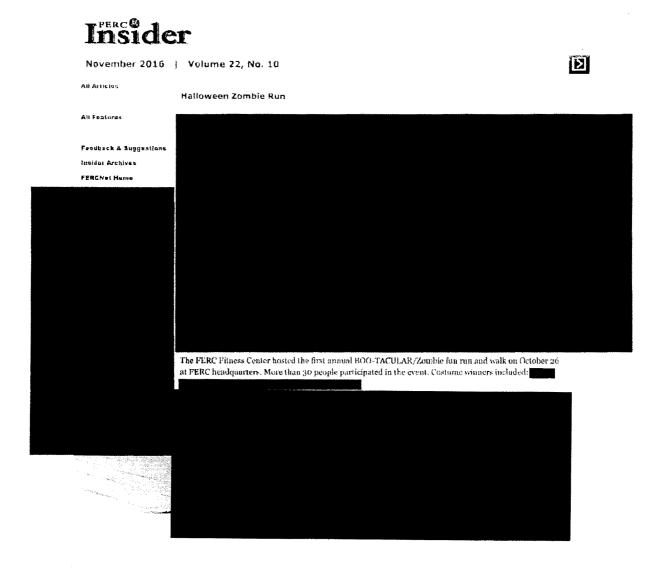
, an International Affairs Specialist in the International Conservation Branch of International Affairs was also in attendance.

Wildlife trafficking is a highly lucrative, and highly destructive, criminal enterprise. As an illicit industry, it ranks with human, drugs, and arm trafficking. Poaching kills approximately 30,000 elephants annually to provide ivory to the illegal markets around the world. If current rates of poaching continue unabated, elephants and rhinos may be extinct within 10

brought examples of wildlife products that were illegally brought into the U.S. and confiscated. The reason many of the confiscated items were seized was because the owner unknowingly purchased items made from endangered species.

The United States is one of 183 countries that are a Party to the Convention on the International Trade of Endangered Species of Wild Flora and Fauna (CITES). CITES was formed in 1973, and individual governments (States) could voluntarily join this international conservation agreement. Parties are legally bound to implement the Convention.

The Fish and Wildlife Service has also partnered with corporations such as The Discovery Chaunel and JetBlue to increase awareness of wildlife trafficking and making travelers more knowledgeable of the souvenirs and other items they purchase abroad.



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Receives Award

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At the October Commission Meeting, Chairman Bay presented upon his retirement after 27 years of public service, 19 at FERC. with the Chairman's Medal

"As my chief of Staff, I have really enjoyed working with Chairman Bay said. "I valued his experience, judgment, and ability to get things done. He has truly been an outstanding public servant, and FERC is a better agency for his dedication and his commitment to its mission."

, who served as

, is the new

and are both outstanding members of the senior executive service here at

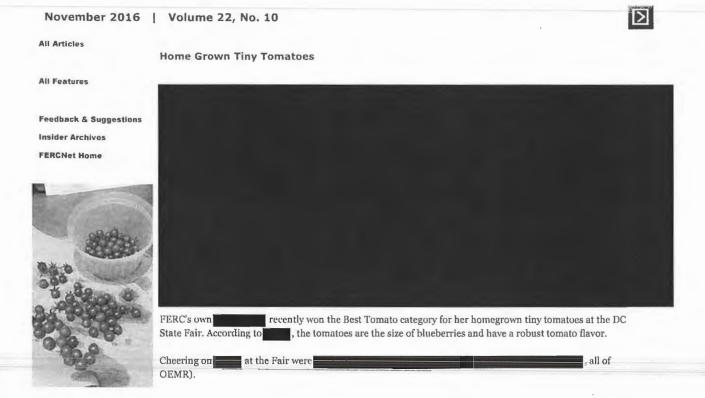
FERC, and I know that they will serve with great distinction in their new roles," Chairman Bay said.

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Feedback & Suggestions	Chairman Norman C. Bay has named
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FERCNet Home	has served as since December 7, 2015. She joined the Commission as an ALJ in December 1999 and was selected by former to serve as the in September 2015.
	"I am pleased to announce the selection of Chairman Bay said. "Throughout her 17 years at FERC, she has served with great dedication and distinction The Commission and the public will be well-served by her leadership of the Office of Administrative Law Judges and Dispute Resolution."
	Prior to joining the Commission, was the Hearing Office Chief of the Atlanta North Office of Hearings and Appeals for the Social Security Administration. As Hearing Office was the chief management official responsible for the organization's operations. She began her experience as an administrative law judge in April 1994 when she was appointed to the San Jose, California Hearing Office with the Social Security Administration.
	Prior to her distinguished service as a judge, she served as an attorney at the Federal Communications Commission for 14 years. also worked as an attorney for the Puerto Rico Justice Department in the Federal Litigation Division. Additionally, she worked in the Puerto Rico House of Representatives as Legal Advisor to the Judiciary Committee on Civil Law.
	is a member of the bars of the District of Columbia and Puerto Rico, and is admitted to practice before the U.S. District Court for Puerto Rico, the U.S. Court of Appeals for the First Circuit, the U.S. Court of Appeals for the District of Columbia Circuit and the U.S. Supreme Court.

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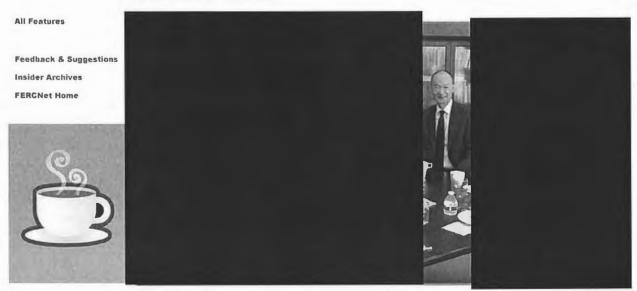
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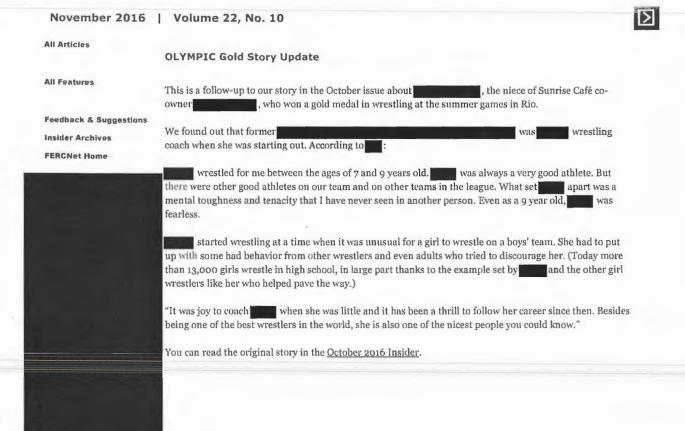
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Coffee with the Chairman



Staff from the Office of Electric Reliability recently met for coffee with Chairman Bay. The Chairman thanked them for their critical work maintaining the reliability of the grid.





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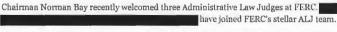
New Administrative Law Judges Sworn In

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Administration in Baltimore, MD. Prior to that, she was an assistant U. S. Attorney for the U.S. District Court for the District of Columbia and the U.S. Court of Appeals. is a 1997 graduate of Georgetown University Law Center. She earned a bachelor of political science degree from Stanford University. She is a member of the Bars of New York and the District of Columbia.

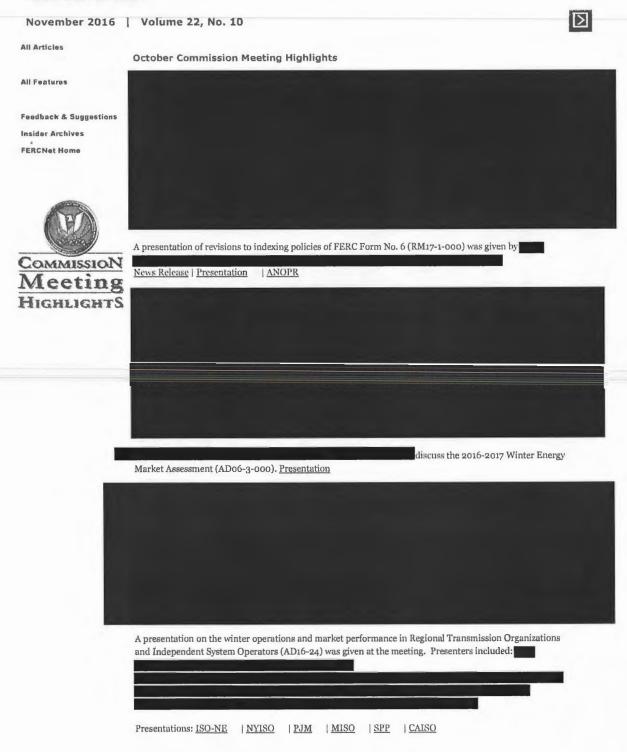
previously served as an administrative law judge with the Social Security
Administration in San Rafael, CA. Prior to that, she was an attorney-advisor for the Environmental Appeals
Board with the U.S. Environmental Protection Agency.

North Carolina at Chapel Hill where she received her law degree and a M.A. degree in Ecology. She also
received a B.S. in Civil (Environmental) Engineering and Humanities from the Massachusetts Institute of
Technology in Cambridge, MA.

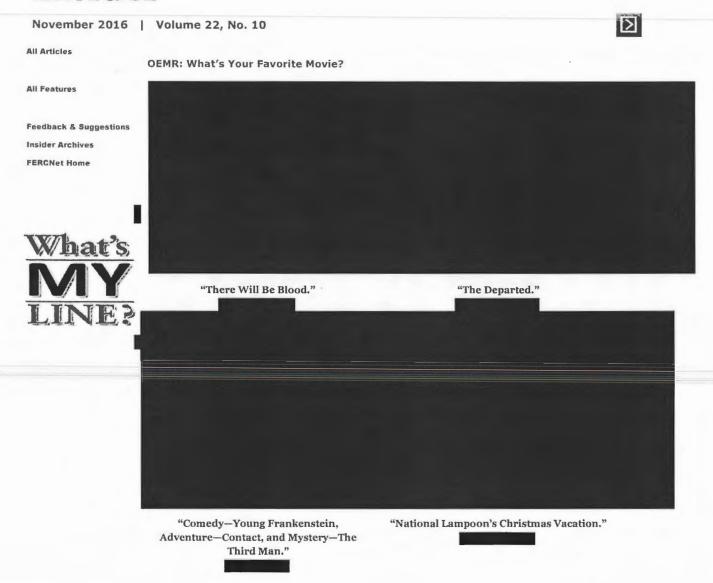
was an administrative law judge in the Office of Disability Adjudication and Review at the Social Security Administration. Prior to that, she was a principal administrative law judge in the District of Columbia Office of Administrative Hearings. is a 1988 graduate of Georgetown University Law

Center. She earned a certificate of Judicial Development in Administrative Law Adjudication Skills from the National Judicial College in 2011 and a bachelor's degree from Howard University in 1985. It is a member of the Bars of the District of Columbia, Pennsylvania and Georgia.

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Word 2013 Compatibility Mode

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If you are using Word 2013 and are opening a document created in an earlier version of Word, then your Document will open up in Compatibility mode.

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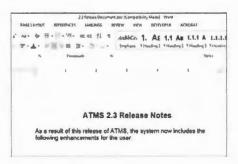
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When you open a document in Microsoft Word 2013 that was created in an earlier version of Word, Compatibility Mode will display in the title bar of the document window.



In Compatibility Mode certain advanced editing features are locked out, preventing you from taking full advantage of Word 2013's power.



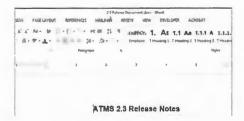
You can convert your document to the Word 2013 version instantly by following these steps.

- · Click the File menu.
- · Click the Convert button.
- A pop up box will display
- · Click the Ok button.





The document will no longer show "compatibility mode." And the full Word 2013 capability will be available to your document.





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America Recycles Day

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The 18th annual national America Recycles Day is Tuesday, November 15, 2016. The goal of America Recycles Day is to educate all Americans about the environmental and economic benefits of recycling. Help GreenerFERC celebrate this day and take a pledge to recycle at work. You can pledge online and check out other local events at https://americarecyclesday.org/.

Here are some important tips and information about what is and what is not recyclable at FERC Headquarters:



Disposable Coffee Cups are not recyclable. Disposable coffee cups are coated with wax or plastic which makes them very difficult to recycle and are not accepted by most waste management providers. Coffee cup lids and sleeves are recyclable! Plastic cups are also recyclable (think iced coffee). However, straws are not recyclable. Napkins and paper towels, used or unused, are not recyclable. Paper towels and napkins are generally made from recycled paper, and paper fibers get shorter with each reuse. Papermaking fibers can typically be recycled five to seven times before they become too short to be recycled again, and paper towels and napkins are the last stop in the recycling chain. Paper towel tubes are recyclable!

- Pizza boxes or other cardboard and paper products contaminated with food grease are not recyclable. While recycling plants do clean the paper products they receive, there's no way to get the grease out of the paper's fibers. Recycling plants remix paper into a watery slurry, press it into sheets and dry it out. Since grease isn't extracted during that process, it can show up in the new batch of paper as oily spots or even holes where the oil has repelled the water. Clean cardboard and paperboard, including boxes that your lunch may be packaged in (think Lean Cuisine), are recyclable!
- · Plastic grocery bags are not recyclable at FERC HQ. While these bags are recyclable, your waste management provider may not accept them (DC residential collection does accept plastic bags). Most plastic bags are recycled into composite lumber.
- · Plastic utensils, packing peanuts, plastic wrap/cling wrap, and plastic baggies are not recyclable at FERC HQ. Plastic utensils and peanuts are made out of Polystyrene (Plastic #6) which is recyclable, but is generally not accepted by most waste management providers because most polystyrene products are not very dense, making collection and processing too costly.
- · Always remember to clean your recyclables before you put them in the blue bin. Also, please remember to check the recycling signs posted in the galleys or on recycle bins!

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Flu Shots Available

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YOU CAN STILL GET VACCINATED!!! Flu shots are still available at FERC's Health Unit. It's quick, convenient, and free for all federal employees. No appointment necessary while supplies last!

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FERC'S Health Unit, Room 3F Monday - Thursday: 09:00 a.m. to 11:30 a.m. and 1:00 p.m. to 3:00 p.m.

Maintain Don't Gain





The holidays are almost here! If you are in need of extra motivation to exercise and eat healthfully during this time of year, then the FERC Fitness Center's "Maintain Don't Gain" is the program for you. The goal is to be no more than five (5) pounds over your starting weight at the end of the holiday season.

You'll receive a food diary, weekly tips, workouts, recipes and more to help you stay on track!

Registration and initial weigh-ins will be held between November 16-23, 2016, and November 28 - December 2, 2016, in the FERC Fitness Center.

from the FERC Fitness

Final weigh-ins will be held between January 3-13, 2017, in the FERC Fitness Center.

All participants who maintain and don't gain, will be entered into a drawing to win prizes!! FREE for members and non-members. For more information, contact the Fitness Center at



