



Women's Leadership in Grid Reliability & Security Conference



March 5, 2024

Welcome and Instructions

Executive Welcome

Keynote

Women of the ERO Enterprise

Changes in the Resource Mix

CIP 101: NERC Compliance and Cloud Services

Welcome to Enforcement

Recruitment & Retention

Harnessing Women in the Workplace Roundtable

Mentorship & Career Development

To submit questions during the workshop, please visit [slido.com](https://www.slido.com) and enter today's participant code: **TXRE**



Q&A | Polls

Type your question 😊 160

Your name (optional) Send

Welcome and

Instructions

Kaitlin Van Zee

Texas RE

Antitrust Admonition

Texas Reliability Entity, Inc. (Texas RE) strictly prohibits persons participating in Texas RE activities from using their participation as a forum for engaging in practices or communications that violate antitrust laws. Texas RE has approved antitrust guidelines available on its website. If you believe that antitrust laws have been violated at a Texas RE meeting, or if you have any questions about the antitrust guidelines, please contact the Texas RE General Counsel.

Notice of this meeting was posted on the Texas RE website and this meeting is being held in public. Participants should keep in mind that the listening audience may include members of the press, representatives from various governmental authorities, and industry stakeholders.



Questions

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Q&A

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160



Your name (optional)

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Training

Texas RE offers training on a variety of compliance- and standards-related topics. Workshops and seminars are announced to subscribers of the Texas RE Information mailing list. To subscribe to our mailing list please visit [Texas RE Mailing Lists](#).

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[Align Release 2 TFE and Self-Certification Training](#) | [Recording](#)

[Align Release 3 Training](#) | [Recording](#)

[Align Release 4 & 4.5 Training](#) | [Recording](#)

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[2021 CIP Workshop](#) | [Recording](#) | [CIP Workshop Q&A](#)

[2022 Extreme Events Resiliency Workshop - Day 1 Materials](#) | [Recordings](#)

[2022 Extreme Events Resiliency Workshop - Day 2 Materials](#) | [Recordings](#)

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[Women's Leadership in Grid Reliability and Security Conference](#)



Fall Standards, Security, and Reliability Workshop

[2023 Fall Standards, Security, and Reliability Workshop](#) | [Recording](#)



Upcoming Texas RE Events



April 24, 2024

Spring Standards,
Security, & Reliability
Workshop



June 3-24, 2024

Reliability 101 & 201
Webinar Series



August 28, 2023

Cyber and Physical
Security Workshop

Social Media

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Executive Welcome

Jim Albright

Texas RE President & CEO



TEXAS RE

Keynote Address

Suzanne Keenan
NERC Board of Trustees

Our World

Speed of change is **OUTRAGEOUS**
and only speeding up

Difficult to know who/what to trust –
so much info & misinformation

- *Niels Bohr: A great truth is a truth whose opposite is also a great truth. We are all agreed that your theory is crazy. The question which divides us is whether it is crazy enough to have a chance of being correct.*

Unlimited “access” (skills &
smartphone)



What I Look for in Talent/Leadership

**Learning Mindset
(Curiosity)**

Clarity of Purpose & Vision

**Establishing Personal &/or
Organizational Resilience**

- Creating & Sustaining an Environment of Trust



Personal Resilience Attributes

Hold yourself accountable and tackle problems head on

- No “poor me”

Don't complain and keep positive

- Occasional venting is healthy

Self-awareness

- Accept your limits
- Ask for help
- Take care of yourself
- Find humor in the absurd (*you've got to be able to laugh at yourself*)

Don't get locked into one plan; you can't plan everything

Cultivate a support system; have a trusted network you can rely on that will be honest with you



Organizational Resilience Attributes



Encourage and reward innovation and creative problem solving

- Even when trying something different doesn't work out
- Make sure there is a diversity of opinions and space to disagree

Don't be afraid to be vulnerable

Communications is key

- Share stories
- Draw on your own and other's stories of resilience

Maintain an external focus

Invest in employee well-being

Teach the skill of letting go

- How to recover from a difficult situation or conversation quickly
- Normalize making mistakes and learning from them

Takeaways: Questions to ask Yourself



Do you have a trusted network that will tell you the truth/push you?



Have you prioritized what is truly important?

- Are you taking care of “yourself”?



Do you have strong communication skills (including listening)?



Women of the ERO

Enterprise

Crystal Ashby (Texas RE Board of Directors)

Bluma Sussman (E-ISAC)

Courtney Fasca (ReliabilityFirst)

Emily Stuetzle (NPCC)

Jennifer Golynski (SERC)



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Return: 11:30 a.m.

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Your name (optional) Send





TEXAS RE

Changes in the Resource Mix

**Rashida Caraway
Manager, Risk Assessment**

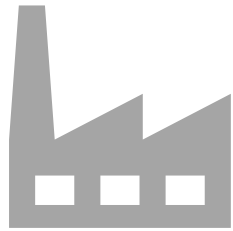
What Does Grid Transformation Mean?

The electric grid is undergoing dramatic changes

- Changing of the power system from one dominated by large machines to variable resources operated by power electronics
- Increasing addition of intermittent renewable energy sources such as wind, solar, storage, etc.
- Dependence on natural gas resources for system balancing
- Balance resource uncertainties, ability to manage demand flexibilities
- Addition of distribution connected resources

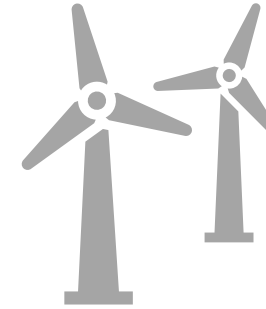


Different Types of Resources



Traditional Resources

Nuclear Plants
Coal Plants
Gas Plants
Hydro



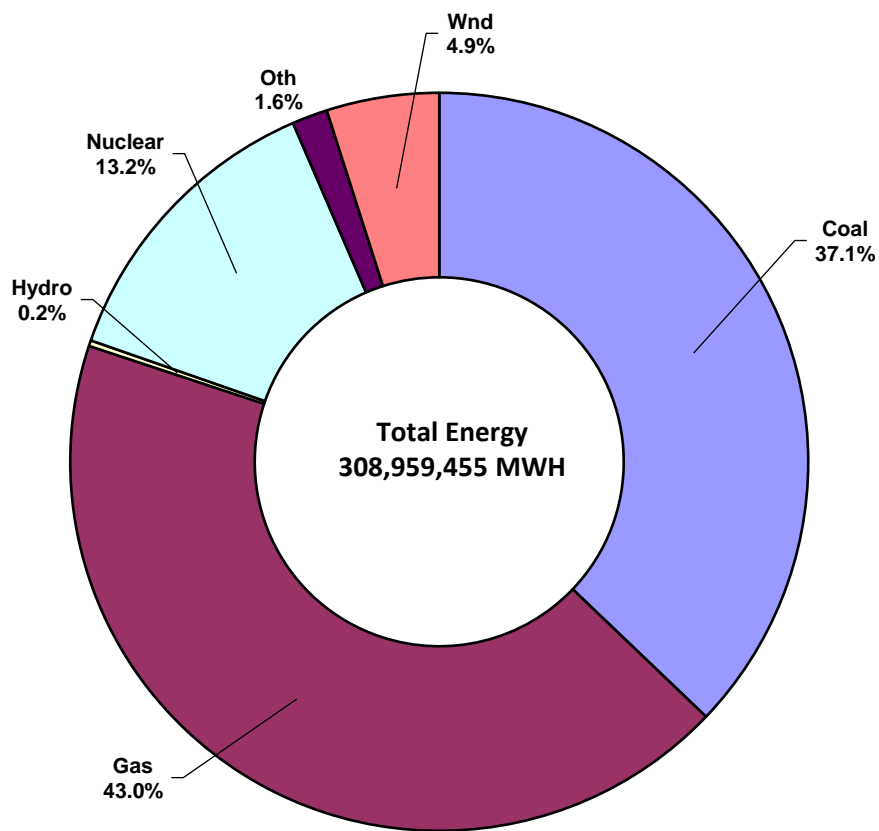
Other Generation Resources

Renewable – wind, solar, hybrid generation storage
Battery Energy Storage (BESS)
Emerging resources – Electric Vehicles (EV),
Distributed Energy Resources (DER)
Other



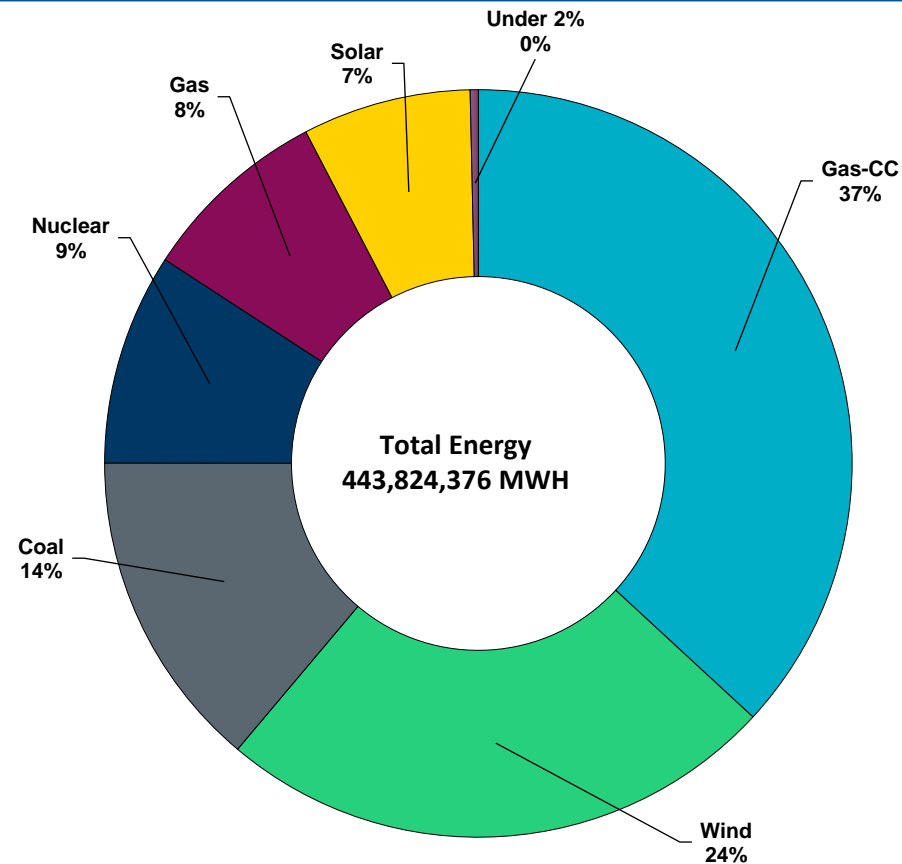
Comparing Energy Use Past 15 Years (ERCOT)

2008



Generation Fuel Mix for 2008 Energy (Total for Year)

2023

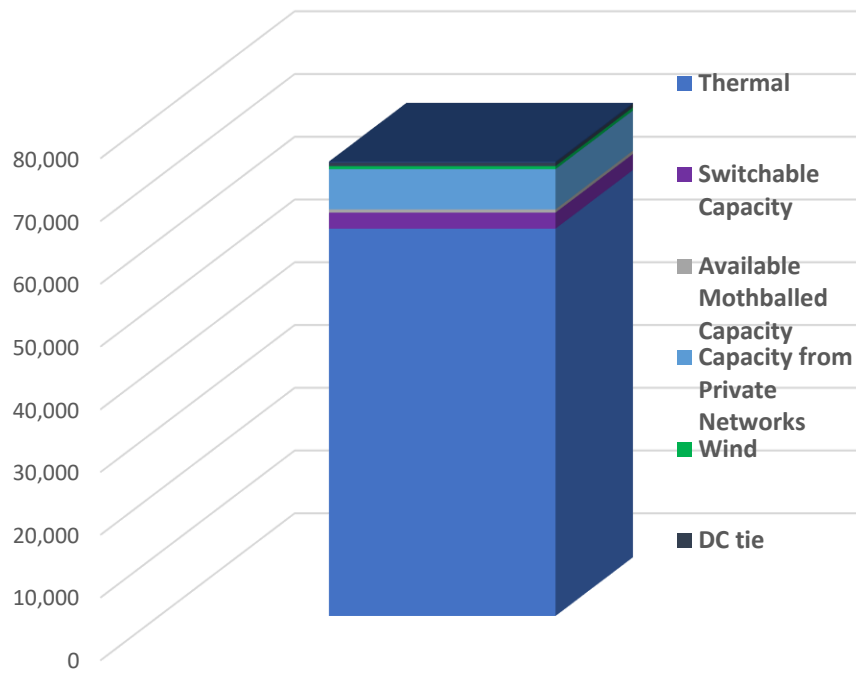


Generation Fuel Mix for 2023 (Total for Year)



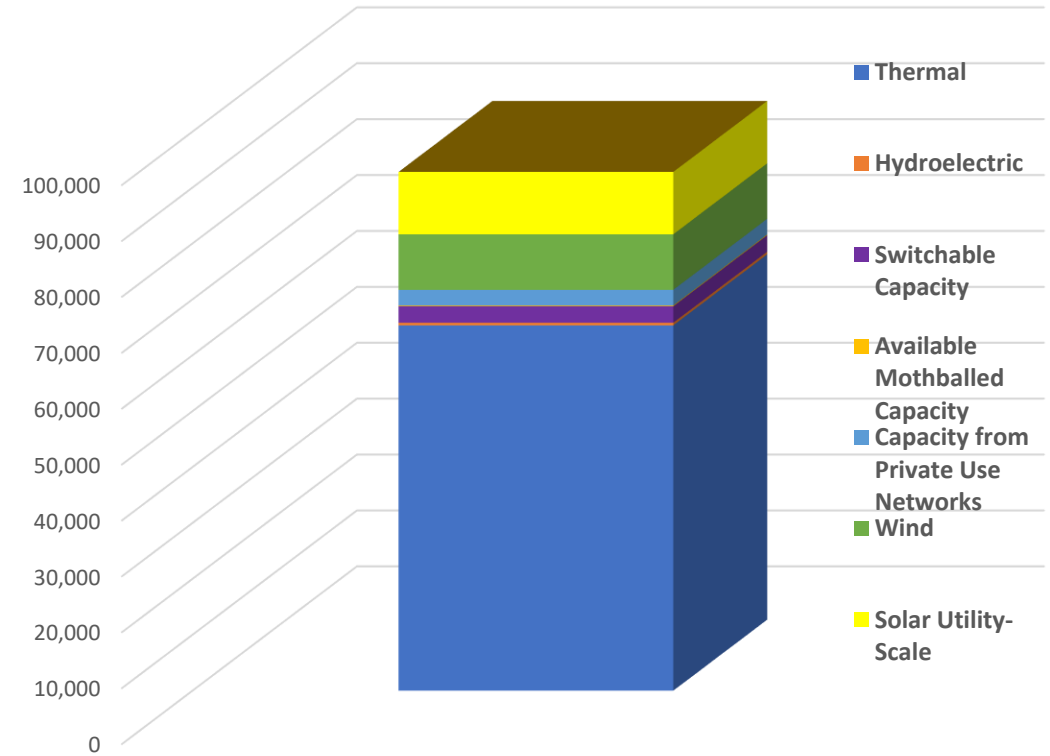
Capacity and Demand (ERCOT)

2008



Installed Capacity 72,416 MW

2023

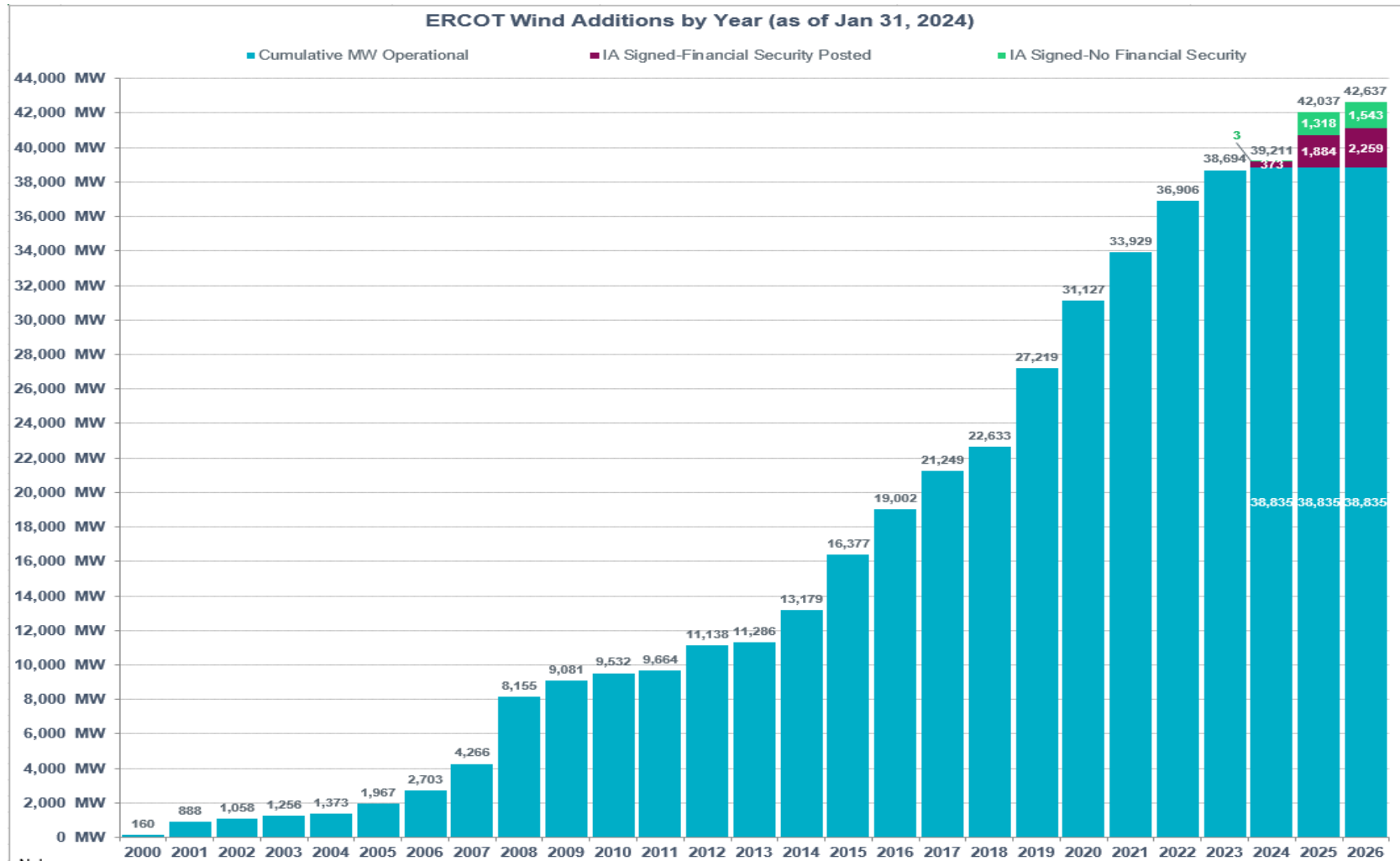


Installed Capacity 92792 MW

System demand increased by 37.5 %



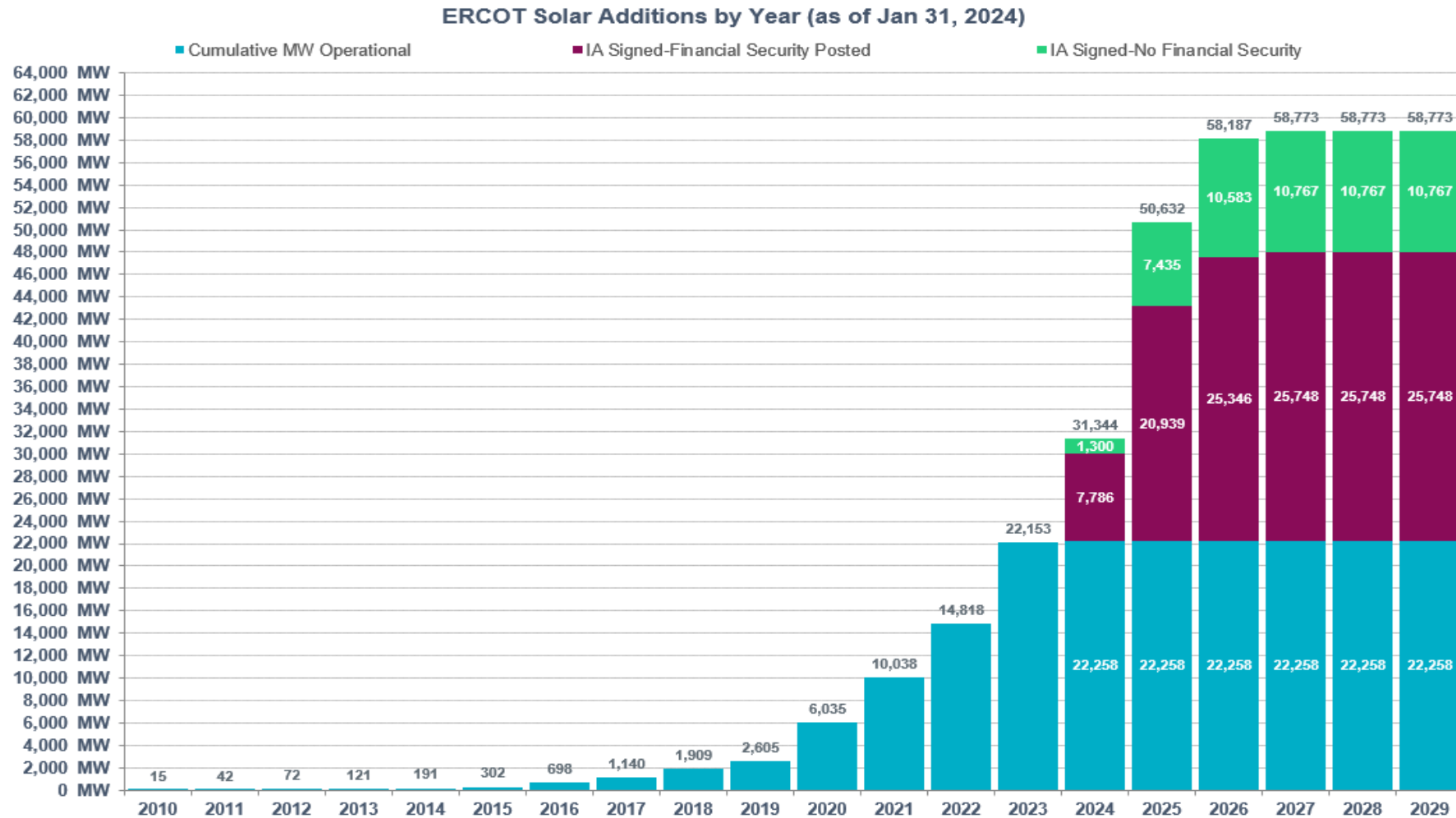
Wind Generation Trend (2000-2026)



Source Data: ERCOT Website



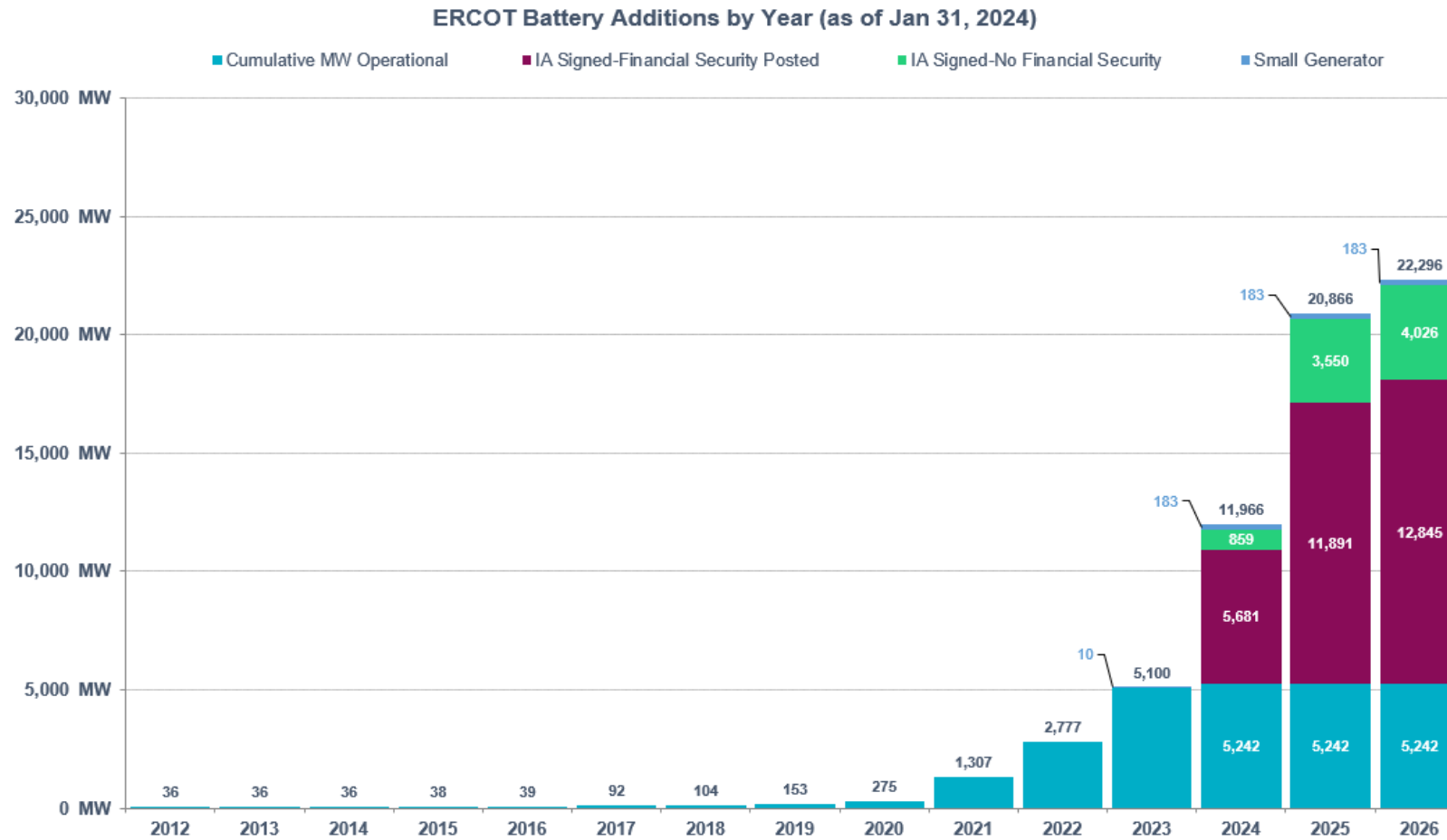
Solar Generation Trend (2010-2029)



Source Data: ERCOT Website



Battery Generation Trend (2012-2026)



Source Data: ERCOT Website

Challenges and Opportunities

Changing Resource Mix

- Traditional based generation to intermittent renewable generation
- Unpredictable generation capacity levels due to intermittency

Distributed Energy Resources

- Distribution connected (rooftop solar, small diesel generators, etc.)

Load Forecasting Challenges

- Distributed Energy Resources
- Typically load forecast is based on historical data, getting harder and harder to predict due to weather changes
- Electric vehicles, energy efficiency

Batteries

- Charging/discharging cycles

Other Emerging Technologies

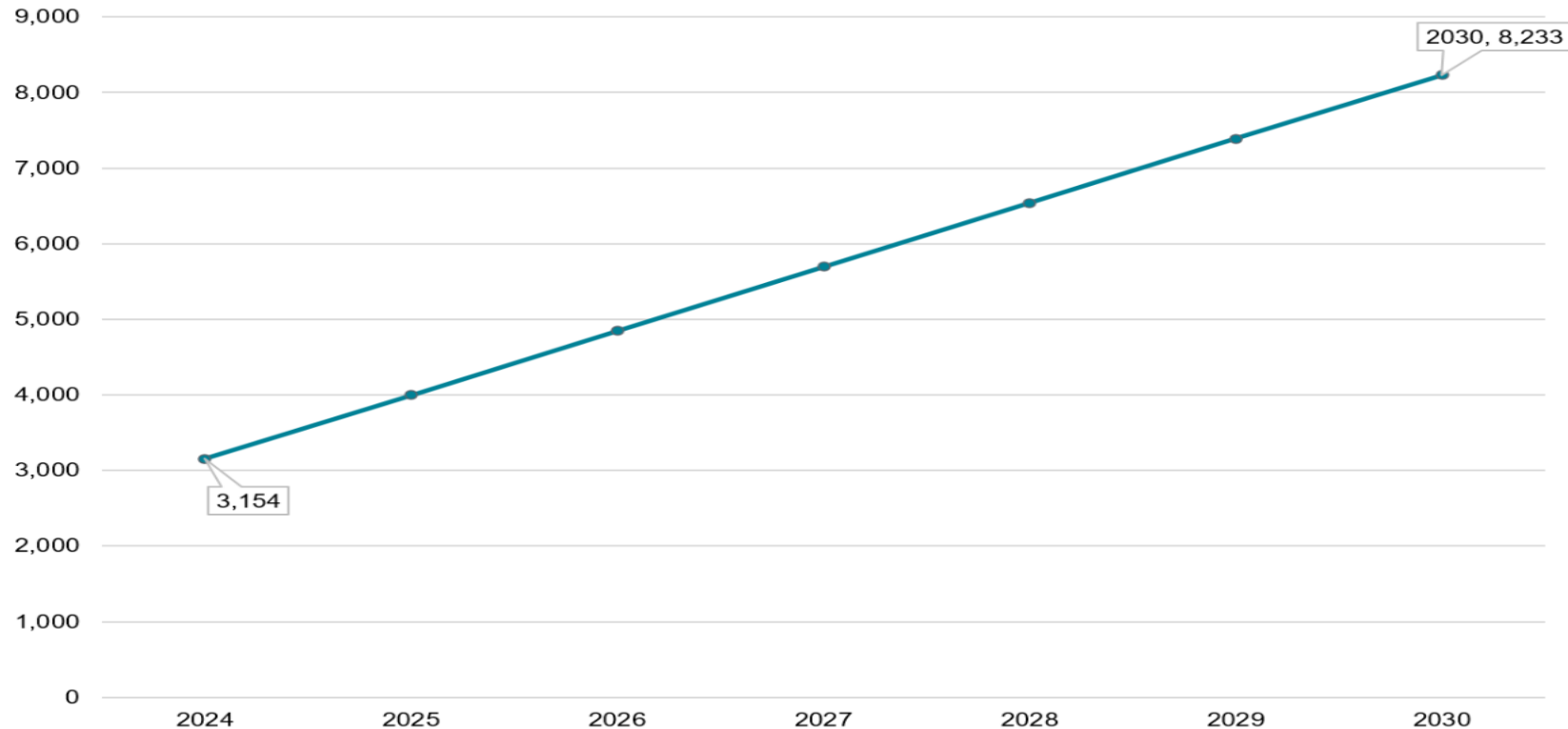
- Virtual power cells
- Electric vehicles charging and discharging (batteries can be turned into generation – power the house)



Generation and Load

Flexible Load:

LFL Peak Growth



ercot

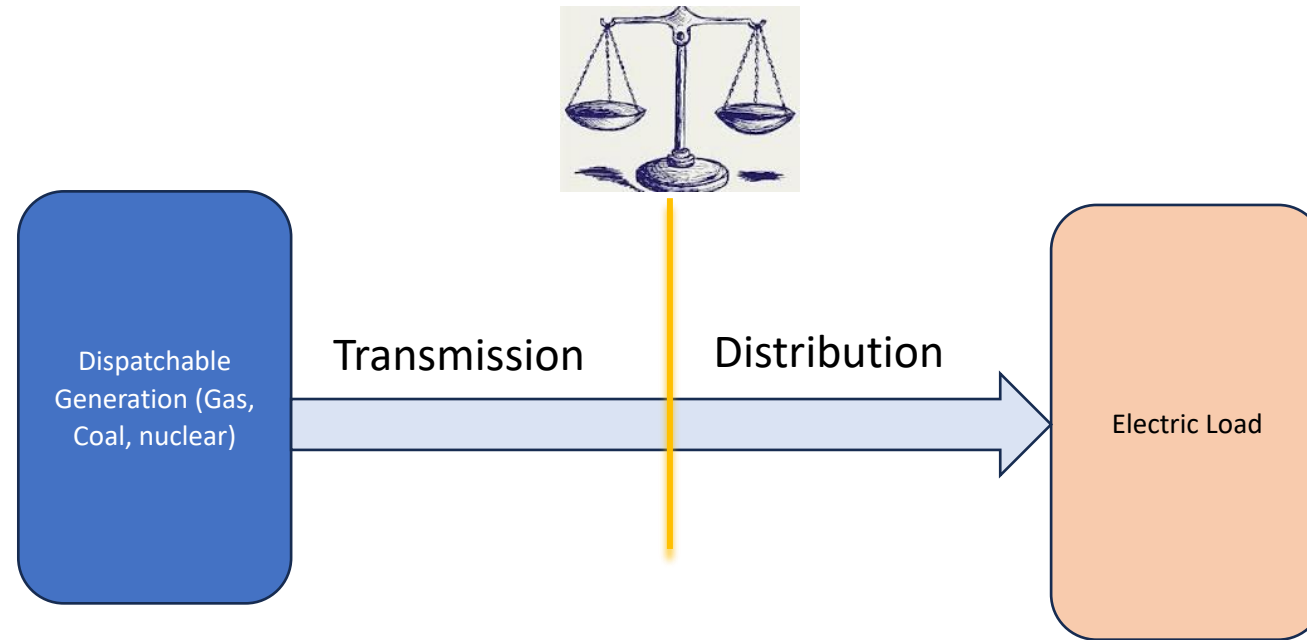
Demand Response

Lowering electric load when grid conditions are tight (Emergency Response Services – ERS, voluntary reduction, etc.)

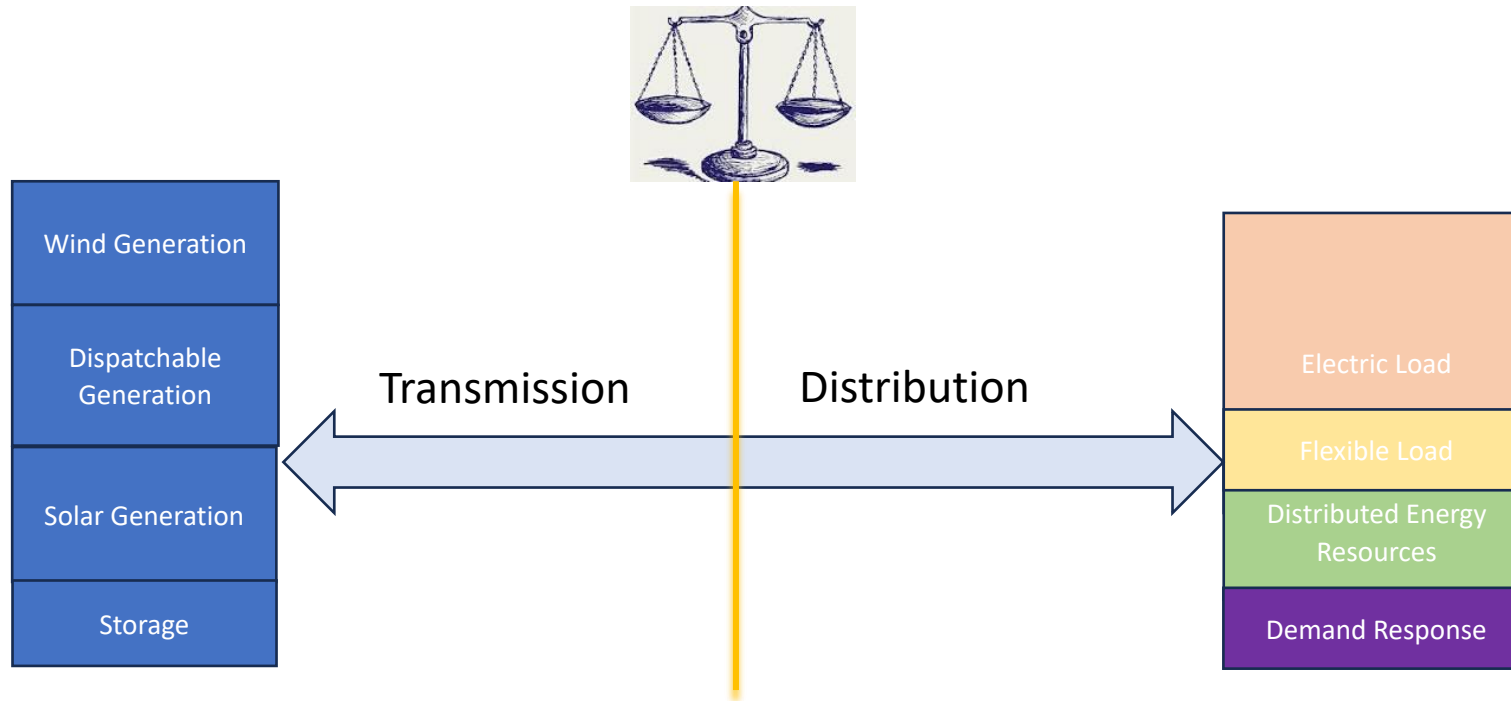
Source Data: ERCOT Website



Generation and Load Balancing: 2008



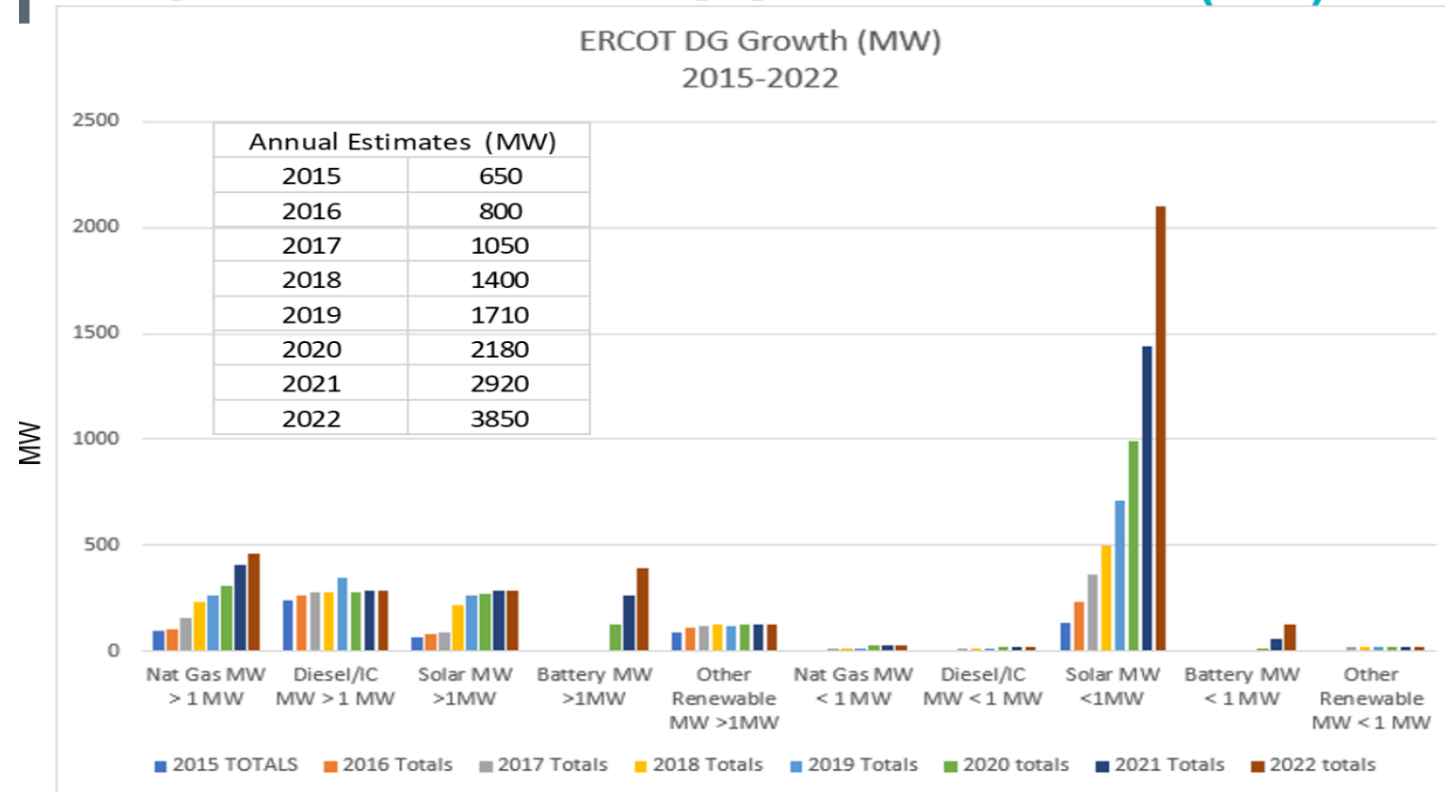
Generation & Load Balancing: Current Conditions



Distributed Energy Resources: Challenges

Roof top solar, settlement only distributed generators (SODG),
Distributed Generation resources (DGR – dispatched by ERCOT)

ERCOT Estimated Total DG Growth 2015-2022 (MW)

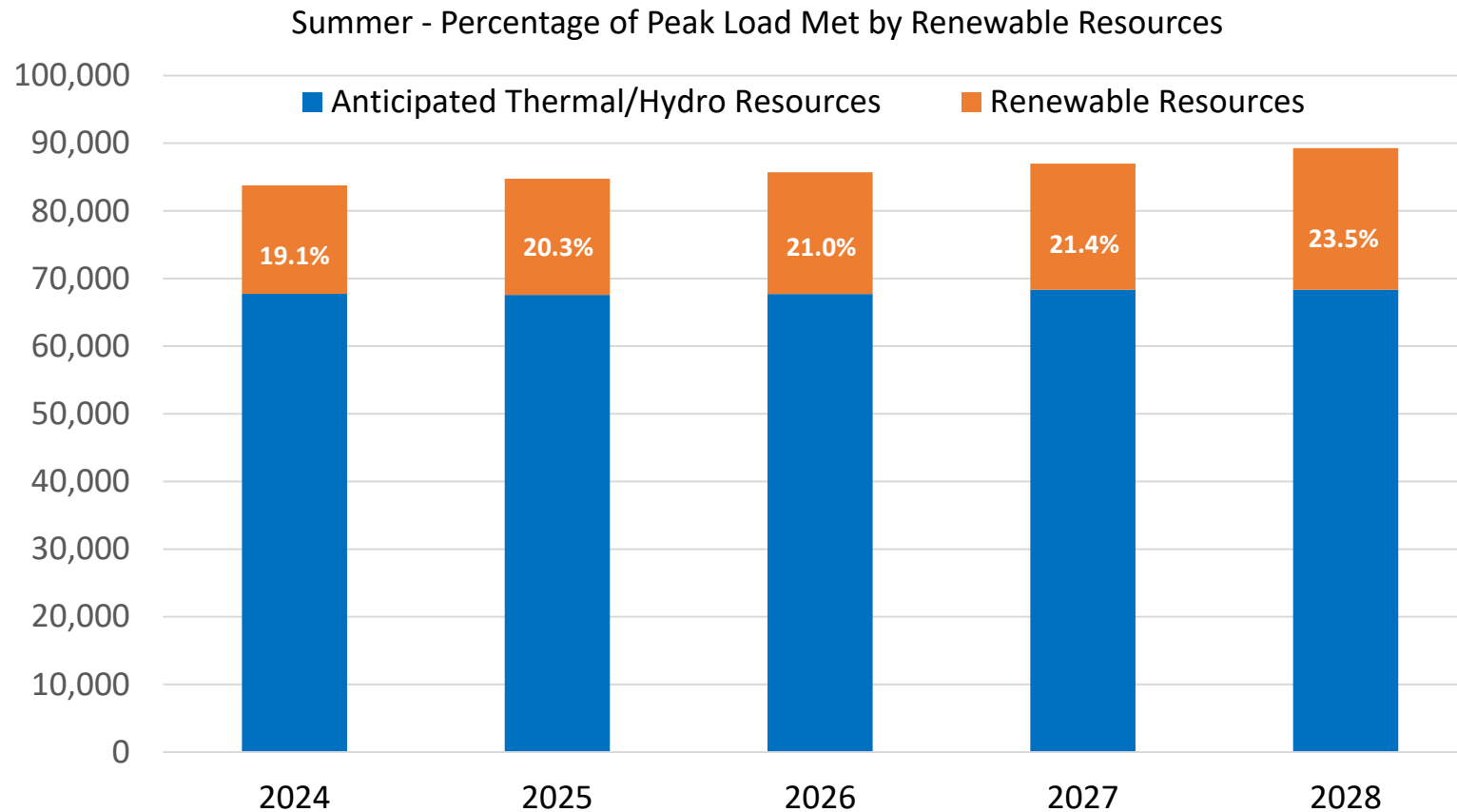


Source Data: ERCOT Website



Challenges

2024-2028 ERCOT System Load and Generation Outlook



Modeling/Planning Assessments

Predictive performance models are necessary

- Intermittent Resource Models
- Distribution Connected Resource models
- Load Models
- Flexible Load connection behaviors
- Storage charging vs discharging

Technical resources needed to study different technology needs



Opportunities

Planning Engineers

Plant/Facility Engineers

Distribution Engineers

- Utility Company
- Manufacturing Company

Market Analysts

Meteorologists



The background of the slide features a blurred Texas state flag on the left and a target with several darts on the right. The darts are clustered in the center of the target, suggesting a focus on a specific point.

Questions?



TEXAS RE

Ensuring electric reliability for Texans



Proven Compliance Solutions Inc.

CIP 101:
NERC Compliance and Cloud Services

Alice Ireland, Sr. Reliability Compliance Manager



March 5, 2024

Personal Background/Experience:

- Utility Industry - Regulatory Compliance Experience:
 - 5 years: Market Monitoring and FERC Standards of Conduct program management
 - 15 years: NERC Reliability Standards compliance program development and oversight
 - > 6 years at Xcel Energy
 - > 8 years at Tri-State Generation and Transmission
 - > 1 ½ years (and counting!) at Proven Compliance Solutions
- Certified Compliance and Ethics Professional since 2015
- Current member of NERC Compliance and Certification Committee
- Current member of NERC Security Working Group; subteam lead for BCSI in the cloud
- Former member of: NATF RCC Steering Committee, NERC Standards Committee, NERC Critical Infrastructure Protection Committee, Western Interconnection Compliance Forum Steering Committee

- **BES Cyber System Information (BCSI):** Information about the BES Cyber System that could be used to gain unauthorized access or pose a security threat to the BES Cyber System.
- **Cloud:** Off-premises servers that are accessed over the Internet, and the software and databases that run on those servers¹.
- **Cloud Service Provider (CSP):** Third-party or parties involved in hosting the Responsible Entity's BCSI service in an off-premises cloud. This can be the application/software provider, the cloud platform provider, the underlying infrastructure host and/or third-party services. In some cloud implementations, there is more than one CSP involved.

¹ For more detail, please refer to this Cloudflare, Inc. article: <https://www.cloudflare.com/learning/cloud/what-is-the-cloud/>

Common Cloud Services (1 of 3):

Software as a Service (SaaS) – The capability provided to the consumer is to use the provider's applications running on a cloud infrastructure. The applications are accessible from various client devices through either a thin client interface, such as a web browser (e.g., web-based email), or a program interface. The consumer does not manage or control the underlying cloud infrastructure including network, servers, operating systems, storage, or even individual application capabilities, with the possible exception of limited user-specific application configuration settings.

Examples include:

- Web-based email services such as Outlook and Gmail
- Microsoft 365 (includes apps such as SharePoint Online, Exchange Online, OneDrive, Teams, etc.)
- ServiceNow Enterprise CX

Common Cloud Services (2 of 3):

Platform as a Service (PaaS) – The capability provided to the consumer is to **deploy onto the cloud infrastructure consumer-created or acquired applications** created using programming languages, libraries, services, and tools supported by the provider. **The consumer does not manage or control the underlying cloud infrastructure** including network, servers, operating systems, or storage, but has control over the deployed applications and possibly configuration settings for the application-hosting environment.

Examples include:

- Microsoft Azure
- ServiceNow Now Platform
- SAP Cloud
- AWS Elastic Beanstalk
- Google App Engine

Common Cloud Services (3 of 3):

Infrastructure as a Service (IaaS) – The capability provided to the consumer is to provision processing, storage, networks, and other fundamental computing resources where the consumer is able to deploy and run arbitrary software, which can include operating systems and applications. The consumer does not manage or control the underlying cloud infrastructure but has control over operating systems, storage, and deployed applications; and possibly limited control of select networking components (e.g., host firewalls).

Examples include:

- Amazon Web Services (AWS)
- IBM Cloud
- Microsoft Azure
- Backup storage such as: Commvault and Faktion

Cloud Services – BCSI versus BES Operations

BCSI

SharePoint Online

ServiceNow (CMBD/tickets)

Server Backups

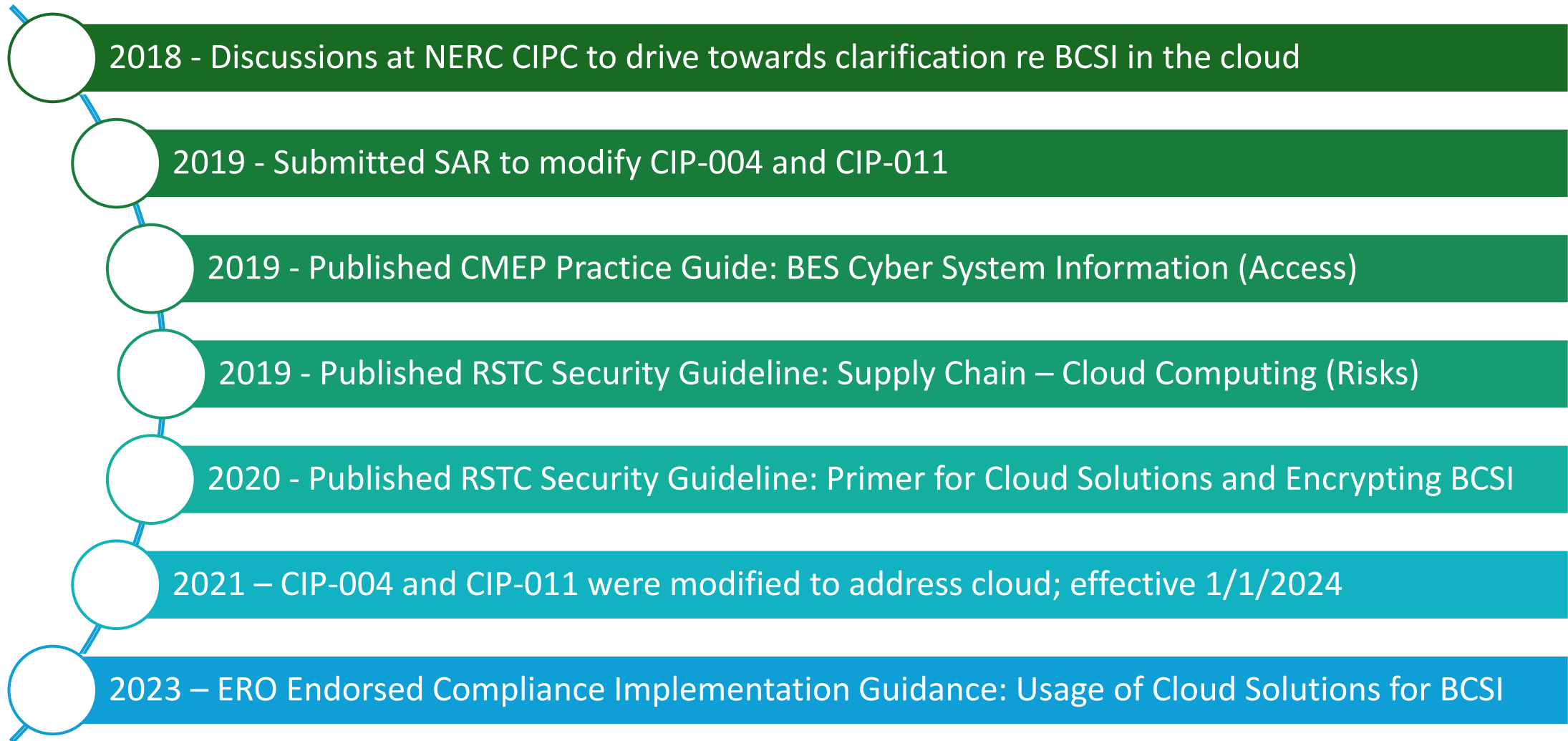
BES Operations


SCADA

Event Monitoring

Multi-Factor
Authentication

Regulatory Journey Towards BCSI in the Cloud



The background of the slide is a blue-tinted photograph of three people standing on a balcony or walkway, looking out. The image is partially obscured by a large white curved shape on the right side of the slide.

Let's take a look at some of the key concepts from the Implementation Guidance: Usage of Cloud Solutions for BCSI

NOTE: The concepts and examples in this guidance should not be construed as the only way to approach and demonstrate compliance.

Relationship between CIP-011 and CIP-004

Figure 1 illustrates the high-level relationship between CIP-011-3 R1 and CIP-004-7 R6, and explains why you will see guidance on CIP-011-3 R1 before CIP-004-7 R6 within this document:

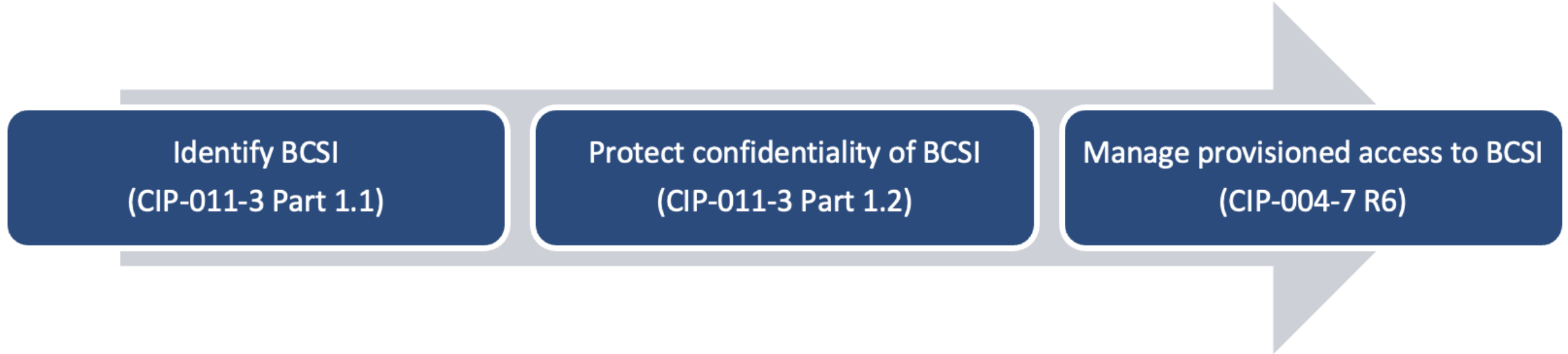


Figure 1 - Relationship between CIP-011-3 R1 & CIP-004-7 R6

Shared Responsibility Model

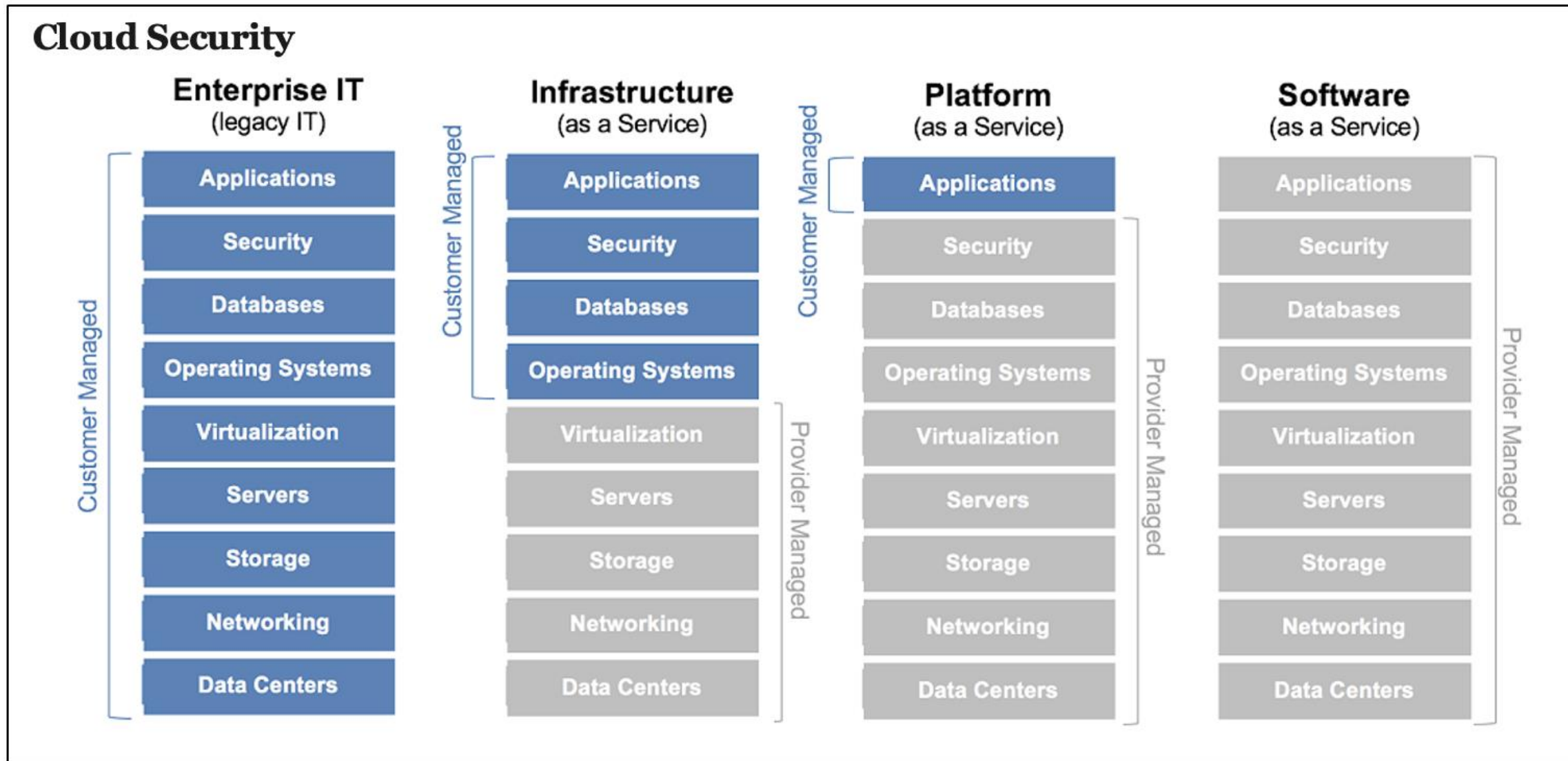


Figure 2 – Security responsibilities by cloud service model

Overlay vs. Underlay

Depending upon a Responsible Entity's implementation and specific services, its BCSI may reside within the Overlay (as is more common with SaaS) or may reside in the Underlay (as is more common in a PaaS or IaaS implementation).

Figure 3 is a generalized diagram of a cloud environment depicting the division between the Overlay and Underlay.

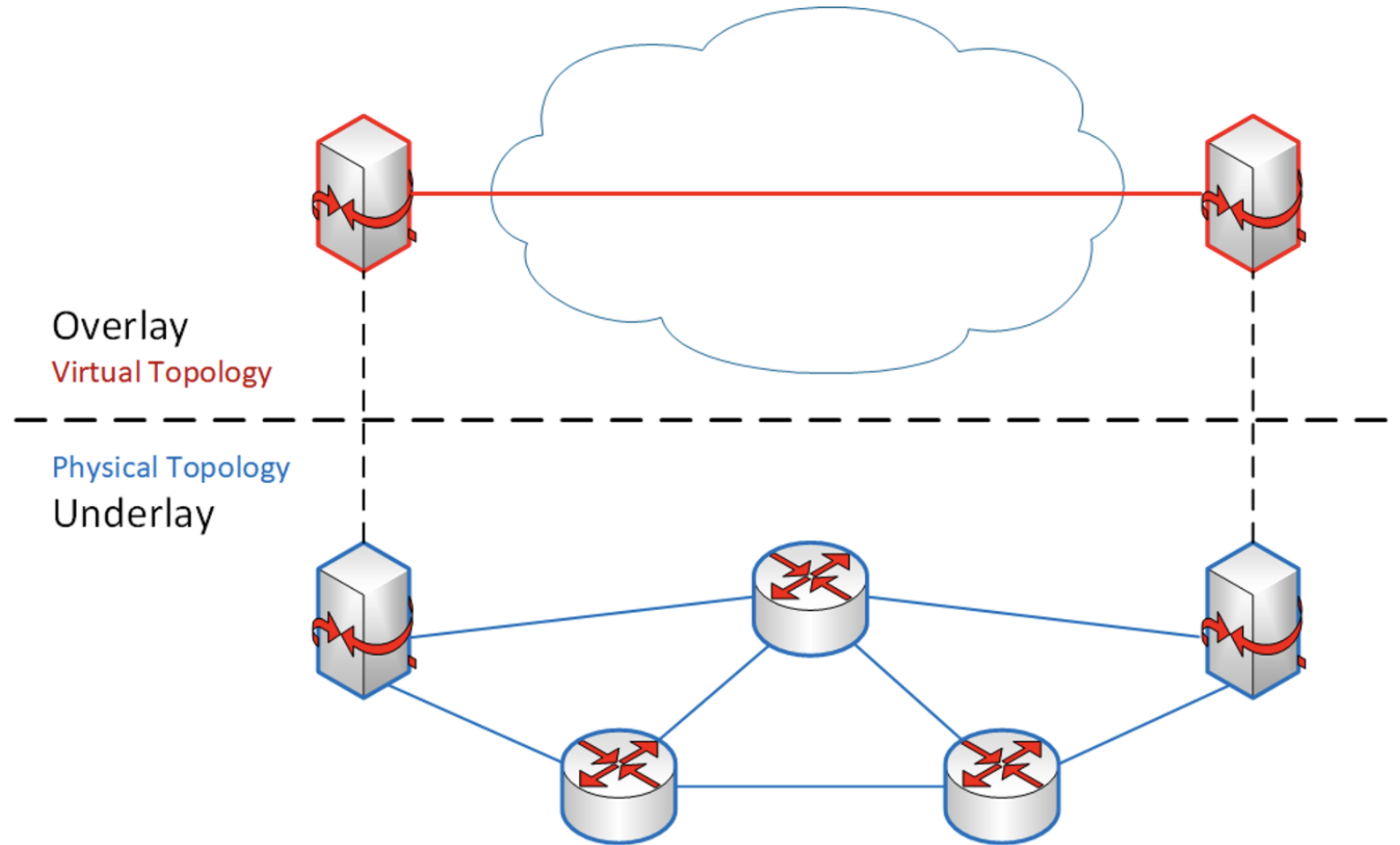
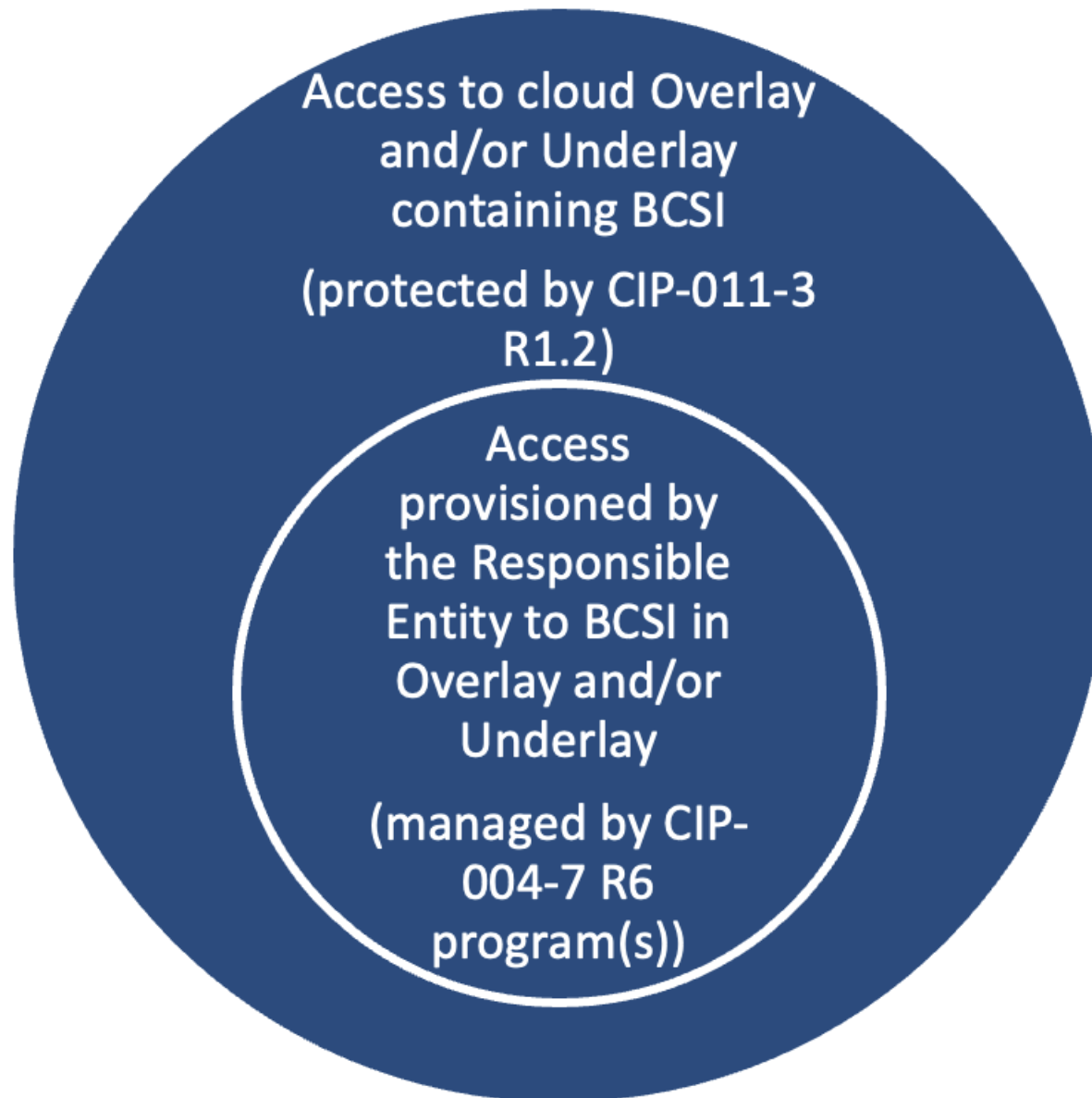


Figure 3 – Example diagram of a cloud environment to depict the division between the Overlay and Underlay

Access versus Provisioned Access



Methods to protect and securely handle BCSI to mitigate risks of compromising confidentiality (in an off-premise/cloud) can be **TECHNICAL** or **ADMINISTRATIVE**.

Examples of Technical methods:

- Encryption
- Electronic key management. Depending upon where they keys are stored and who manages the keys, additional controls may be needed such as:
 - Notification when keys are utilized by an unauthorized user
 - Notification when key vault is accessed by an unauthorized user
- Just-In-Time access controls
- Access Control Lists
- Multi-factor authentication
- Data loss prevention controls (e.g. scanning of email attachments, etc.)
- If the BCSI is not encrypted, masked, ciphered, etc., need to address physical protections such as whole disc encryption, distributed storage, etc.

Examples of Administrative methods:

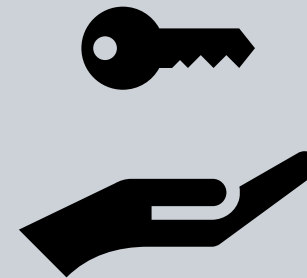
- Vendor service agreements or Vendor risk assessments that specifically address:
 - How confidentiality of the entity's information is maintained by the CSP, or
 - The cloud service provider's access management controls/obligations
- CSP's certification(s) relevant to the entity's environment, including security controls that reduce the risks of compromising the confidentiality of the entity's BCSI + third party audit reports of the relevant security controls (access revocation, training, etc.)
- Electronic banners upon entry to a system, folder, etc. to remind personnel of certain handling requirements

CIP-004-7, R6: What is “provisioned access”?

To be considered access to BCSI in the context of this requirement, an individual has both the ability to obtain and use BCSI.



Provisioned access is to be considered the result of the specific actions taken to provide an individual(s) the means to access BCSI (e.g., may include physical keys or access cards, user accounts and associated rights and privileges, encryption keys).



CIP-004-7, R6: What is “provisioned access”?

Each entity may further define what this means as it pertains to their specific cloud environment(s). For example, an entity may document that “provisioned access” is access to BCSI that only they authorize. They may further clarify that this does not include:

- Access to information in the overlay and/or underlay, including BCSI, that is authorized by the CSP for their personnel.*
- Access to the underlay that may be needed by CSP personnel for maintenance of the infrastructure.*

*This access should be addressed by the entity’s CIP-011 program.

Use of 3rd Party Audit Reports as Evidence

- Addressed in the Practice Guide – Using the Work of Others
- Listed as potential evidence in the Implementation Guidance – Cloud Solutions for BCSI

Caution... the report must contain sufficient detail to demonstrate the security controls that were tested and the results.

- [Implementation Guidance – Cloud Solutions for BCSI](#) (published 12/11/23)
- [CMEP Practice Guide – Using the Work of Others](#) (published 3/14/23)
- [CMEP Practice Guide – BES Cyber System Information](#) (published 4/26/19)
- [RSTC Security Guideline: Primer for Cloud Solutions and Encrypting BCSI](#) (published 6/10/20)
- [RSTC Security Guideline: Cloud Computing](#) (published 12/10/19)



Questions?



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Return: 12:45 p.m.

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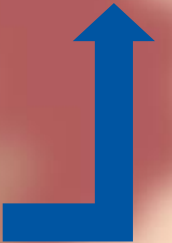
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Q&A | Polls

Type your question 😊 160

Your name (optional) Send





TEXAS RE

Welcome to Enforcement

**Ashley Nwonuma
Enforcement Attorney**

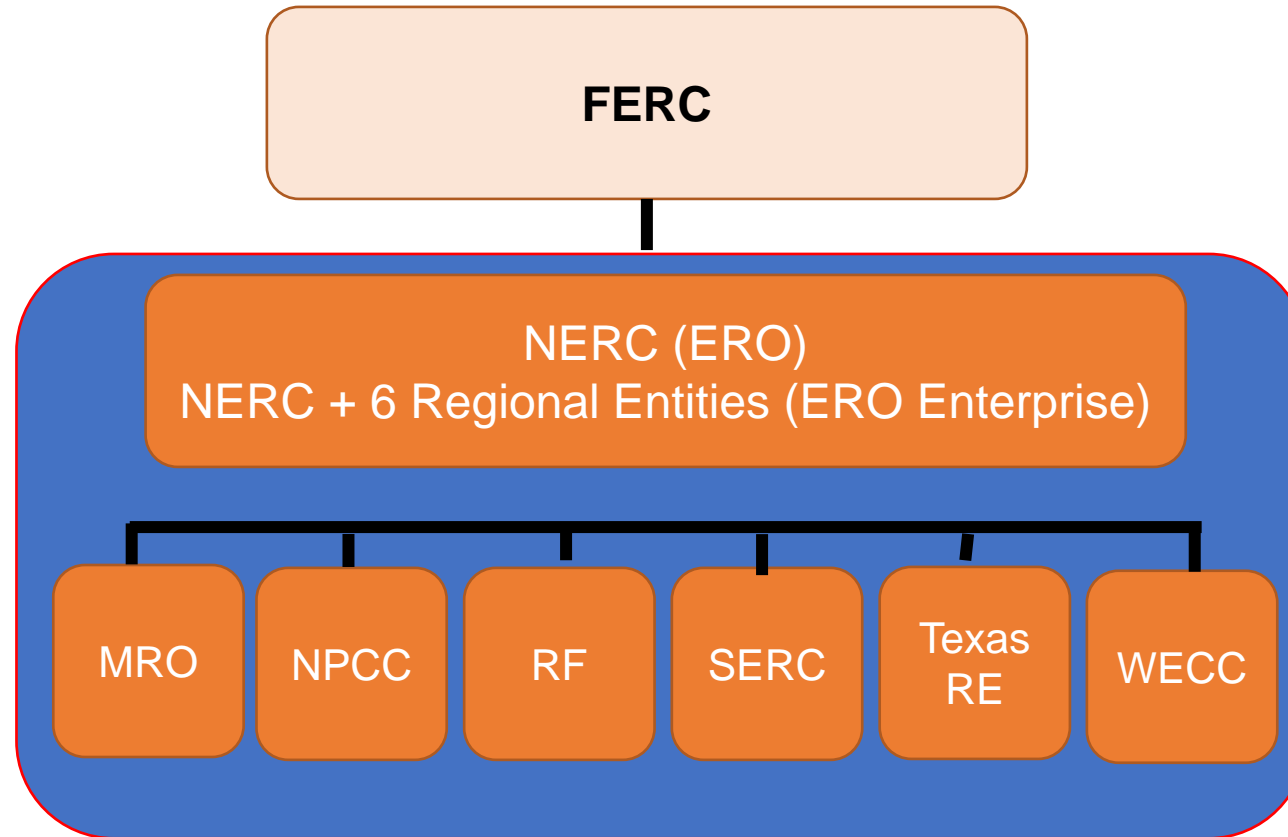
Why Are We Here Today?

I will be talking about my onboarding process here within the Electric Reliability Organization (ERO) Enterprise and at Texas RE

This presentation is intended to be helpful for those interested in the industry, those new to the industry, and organizations that wish to retain and attract talent



What Does Enforcement Do?



Enforcement resolves issues pertaining to the NERC Reliability Standards by considering the facts and circumstances and the degree of risk, and helps ensure noncompliance issues are mitigated to address risk and prevent reoccurrence.



Texas RE Onboarding

The onboarding process was smooth and thoughtful. I have worked at a wide variety of different organizations ranging from government agencies, law firms, and private companies

Clear process for ensuring success after orientation

Frequent check-ins from different levels in the organization

True opportunities to provide feedback and ask questions

Defined metrics and goals



Technical Training Processes

ERO Enterprise Training and Education – Learning Management System (LMS)

Multi-pronged approach to training:

- Training through the LMS to ensure consistency throughout the ERO Enterprise
- Conversations with counterparts in other Regional Entities
- Direct training with Enforcement Department at Texas RE



Support given by Enforcement Department

- Every team member was involved in the onboarding process
- Monthly 1:1s with Enforcement Manager



Takeaways for Individuals

There are a multitude of skills that would be useful in the industry:

- Engineering, tech, or law background
- Policy development, regulatory background, those skilled with problem-solving

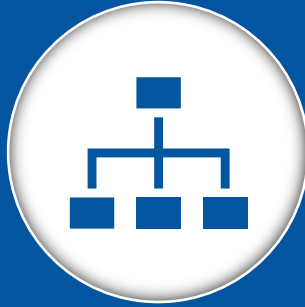
There is constant support and touchpoints with everyone in the organization



Takeaways for Organizations



More frequent touchpoints for those onboarding – communication is key



Structured approach to getting to know the organization and duties



Setting expectations for onboarding process



Helpful Enforcement Information

Reliability Standards (nerc.com)

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Reliability Standards

- One Stop Shop
- US Reliability Standards
- Complete Set of Reliability Standards
- VRF VSL Matrix
- Functional Model
- US Effective Date Status Functional Applicability
- Glossary of Terms
- Balloting & Commenting**
- Reliability Standards Under Development**
- Drafting Team Vacancies
- Project Tracking Spreadsheet
- Projected Posting Schedule
- Regional Standards Development
- Reliability Standards Development Plan
- Requests for Interpretations (RFIs)
- Standard Authorization Requests (SARs)
- Archived Reliability Standards Under Development**
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- Webinars
- Workshops
- Resources

Home > Program Areas & Departments > Standards > Reliability Standards

Reliability Standards

Reliability standards are enforceable in all interconnected jurisdictions in North America: the continental United States; the Canadian provinces of Alberta, British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario, Quebec, and Saskatchewan; and the Mexican state of Baja California Norte. Following adoption of a standard by the NERC Board of Trustees, NERC files the standard with the appropriate authority in each jurisdiction. In the United States, NERC petitions the Federal Energy Regulatory Commission (FERC) for approval of standards. Please see the [provincial summaries](#) for an overview of the processes for making standards enforceable in Canadian jurisdictions.

Please select a jurisdiction from the table on the right for information on Reliability Standards and their status in that jurisdiction.

Regulatory Jurisdiction	
Alberta	Ontario
British Columbia	Quebec
Manitoba	Saskatchewan
New Brunswick	United States
Nova Scotia	

All Reliability Standards		
Name	Standard Name	Status
<input type="checkbox"/>	(BAL) Resource and Demand Balancing (43)	
<input type="checkbox"/>	(CIP) Critical Infrastructure Protection (100)	
<input type="checkbox"/>	(COM) Communications (12)	
<input type="checkbox"/>	(EOP) Emergency Preparedness and Operations (39)	
<input type="checkbox"/>	(FAC) Facilities Design, Connections, and Maintenance (40)	
<input type="checkbox"/>	(INT) Interchange Scheduling and Coordination (35)	
<input type="checkbox"/>	(IRO) Interconnection Reliability Operations and Coordination (62)	
<input type="checkbox"/>	(MOD) Modeling, Data, and Analysis (55)	
<input type="checkbox"/>	(NUC) Nuclear (6)	
<input type="checkbox"/>	(PER) Personnel Performance, Training, and Qualifications (13)	
<input type="checkbox"/>	(PRC) Protection and Control (102)	
<input type="checkbox"/>	(TOP) Transmission Operations (47)	
<input type="checkbox"/>	(TPL) Transmission Planning (35)	
<input type="checkbox"/>	(VAR) Voltage and Reactive (26)	



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Rules of Procedure

NERC and NERC members shall comply with these Rules of Procedure. Each Regional Entity shall comply with these Rules of Procedure as applicable to functions delegated to the Regional Entity by NERC or as required by an appropriate governmental authority or as otherwise provided.

Each bulk power system owner, operator, and user shall comply with all NERC Rules of Procedure that are applicable to such entities by approval pursuant to applicable legislation or regulation or pursuant to agreement.

Any entity that is unable to comply or that is not in compliance with a NERC Rule of Procedure shall immediately notify NERC in writing, stating the rule of concern and the reason for not being able to comply with the rule.

NERC shall evaluate each case and inform the entity of the results of the evaluation. If NERC determines that a rule has been violated, or cannot practically be complied with, NERC shall notify the applicable governmental authorities and take such other actions as NERC deems appropriate to address the situation.

NERC shall comply with each approved Reliability Standard that identifies NERC or the electric reliability organization as a responsible entity. Regional Entities shall comply with each approved Reliability Standard that identifies Regional Entities as responsible entities. A violation by NERC or a Regional Entity of such a Reliability Standard shall constitute a violation of these Rules of Procedure.

Rules of Procedure in Effect

Type	Appendix Number	Title	Effective Date
		Rules of Procedure (with Appendices)	11/28/2023
		Rules of Procedure (without Appendices)	11/28/2023
	Appendix 2	Definitions Used in the Rules of Procedure	5/19/2022
	Appendix 3A	Standard Processes Manual	11/28/2023
	Appendix 3B	Election Procedure for Members of NERC Standards Committee	8/25/2022
	Appendix 3D	Registered Ballot Body Criteria	8/25/2022
	Appendix 4A	Audit of Regional Entity Compliance Programs	10/4/2013
	Appendix 4B	Sanction Guidelines	1/19/2021
	Appendix 4C	Compliance Monitoring and Enforcement Program	5/19/2022
	Appendix 4D	Procedure for Requesting and Receiving Technical Feasibility Exceptions to NERC Critical Infrastructure Protection Standards	7/1/2016
	Appendix 4E	Compliance Certification Committee Hearing Procedures, Hearing Procedures for Use in Appeals, and Mediation Procedures	3/1/2019
	Appendix 5A	Organization Registration and Certification Manual	1/19/2021
	Appendix 5B	Statement of Compliance Registry Criteria	1/19/2021
	Appendix 5C	Procedure for Requesting and Receiving an Exception from the Application of the NERC Definition of Bulk Electric System	1/19/2021
	Appendix 8	NERC Blackout and Disturbance Response Procedures	7/1/2014

Proposed Changes to Rules Of Procedure

Type	Title	Date
	Final Posting - Proposed Inverter-Based Resource Registration Revisions (11)	
	Initial Posting - Proposed Inverter-Based Resource Registration Revisions (8)	



Postings of Dispositions

Enforcement and Mitigation (nerc.com)

NERC
NORTH AMERICAN ELECTRIC RELIABILITY CORPORATION

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Enforcement and Mitigation

The Enforcement and Mitigation page provides a consolidated and sortable listing of monthly filings to the Federal and Regulatory Commission. This information is provided for informational purposes only. In the event of a conflict between information on this page and filings, the filings govern.

Additional Resources

- URLs
- Registered Entity Self-Report and Mitigation Plan User Guide
- Risk-Based CHEP
- Self-Logging Program User Guide
- Violations Themes - CIP Violations (presentation)
- Violations Themes - CIP Violations (webinar)

Templates

Type	Title	Date
	Drafting Templates for CEs, FFTs, and SNOs	8/1/2023

Individual NERC Noncompliance Filings to FERC

Click the year for individual NERC noncompliance filings to FERC. All regulatory file documents listed are posted in descending order by filing date.

2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008

Enforcement and Mitigation - Current Year

Type	Title	Date
Compliance Exceptions (CEs) (1)		
Find, Fix, Track, and Reports (FFT) (1)		
Searchable Spreadsheet (1)		
Spreadsheet Notice of Penalty (SNOs) (1)		

Enforcement and Mitigation - Previous Years

Type	Title	Date
Compliance Exceptions (CEs) (7)		
Find, Fix, Track, and Reports (FFT) (7)		
General (1)		
Searchable Spreadsheet (1)		
Spreadsheet Notice of Penalty (SNOs) (7)		



Resource Summary

[Reliability Standards \(nerc.com\)](#)

[Rules of Procedure \(nerc.com\)](#)

[Enforcement and Mitigation \(nerc.com\)](#)

Things to know about Enforcement for entities

- Contact the general email for any questions you have: Enforcement@TEXASRE.org
- Align & SEL are new tools – contact the general email
- Can always contact Enforcement if unsure whether there is a violation of a Reliability Standard



The background of the slide features a blurred Texas state flag on the left and a target with several darts on the right. The darts are clustered in the center of the target, suggesting a focus on a specific point.

Questions?



TEXAS RE

Ensuring electric reliability for Texans

Recruitment & **Retention**

Karla Schiller (MRO)

Ally McKenna (WECC)

Christine Byer (SERC)

Filloreta Bicaaj (NPCC)

Hue DeLuca (ReliabilityFirst)

Kara Murray (Texas RE)

ERO Enterprise Career Sites



MRO



SERC



NERC



Texas RE



NPCC



WECC



RF





Women's Leadership in Grid Reliability & Security Conference



Return: 2:10 p.m.

Welcome and Instructions

Executive Welcome

Keynote

Women of the ERO Enterprise

Changes in the Resource Mix

CIP 101: NERC Compliance and Cloud Services

Welcome to Enforcement

Recruitment & Retention

Harnessing Women in the Workplace Roundtable

Mentorship & Career Development

To submit questions during the workshop, please visit [slido.com](https://www.slido.com) and enter today's participant code: **TXRE**



Q&A | Polls

Type your question 😊 160

Your name (optional) Send



Harnessing Women in the Workplace Roundtable

Suzanne Spaulding (Texas RE Board of Directors)

Kate Davis (Texas A&M University)

Rhonda Jones (Invenergy)

Tammy Cooper (Austin Energy)

Julie Peterson (MRO)

Mentorship & Career

Development

Holly Peterson (NERC)

Holly Hawkins (SERC)

Tammie Henderson (NERC)

Tim Gallagher (ReliabilityFirst)

Kellie Macpherson (Radian Generation)

Wrap Up

