



# The Transmitter

## WINUP'S MISSION

Provide a link for developing and recognizing professions involved with utility business trends, issues, products and services.

## WINUP'S OBJECTIVES

1. Opportunities for professional development
2. Networking and mentoring among members
3. Recognition and visibility among members

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For additional information,  
please visit our website  
[www.winupoh.org](http://www.winupoh.org)



## Message from the Chair

Kristen Thompson, Ohio Chapter Chair

Dear WiNUP Ohio Chapter Members,

It's hard to believe that 2013 has come to a close. I want to thank the officers, committee chairs, committee members and all of the members for making 2013 such a successful year.

Reflecting back on the past year, there are a few special accomplishments and acknowledgements I want to share with all of you.

The fall clothing drive was a huge success with nearly 1,500 items collected at various locations. Thank you to the clothing drive committee chaired by Rosa Jankowski and to everyone that participated in helping us to donate professional items to help women in need who are re-entering the workforce.

The mentoring committee led by Krista Tillman is in full swing. I was pleased to hear that they were pleasantly overwhelmed with individuals volunteering to mentor members. They have established nine official program matches and as one of those matches, I can personally speak to the benefits of the program. I encourage you all to take advantage of this great opportunity next year. Thank you Krista and your committee for all your hard work this year.

The Historian committee has made great success in organizing and documenting our chapter history under the direction of Nan Zhang and Sandy McCormick. A preliminary Historian page has been added to the Ohio Chapter website and I encourage all of you to check that out. Thank you Sandy and Nan for all your hard work.

I am pleased to announce that the Ohio Chapter's own Vikki Michalski accepted the Honorary Life award at international conference in Fort Wayne, IN this past October. Congratulations Vikki on being awarded WiNUP's most prestigious award.

Also at conference this year, the Ohio Chapter was awarded 2<sup>nd</sup> place for Newsletter Award. Thank you, Amy Russell and Shirley Adkins for all of your work on the newsletters this year.

The Ohio Chapter was awarded the Achievement Award, which is based on our Chapters accomplishments for 2013. A big thank you to all of our members for their leadership and participation in making this organization a success.

As I exit the office of Chair, I wish you all the very best for 2014 and I look forward to working with you in my new role as immediate past chair.

Sincerely,

Kristen Thompson

2013 Ohio Chapter Chair

# Joe Hamrock Speaks at November Meeting

By: Michele Jeunloet

Joe Hamrock, Executive Vice President and Group CEO for NiSource's Gas Distribution segment, spoke to a sold out crowd on Monday November 18, at NiSource headquarters. Hamrock, who has ties to both NiSource and AEP, shared his perspectives on development, leadership, and career management with WINUP attendees. He shared these lessons starting with the beginning of his career as an engineer with AEP and included tips such as not allowing a predetermined career plan constrain your options and having conversations with people, no matter how small, can lead to big opportunities. Hamrock told the story that at one point in speaking with his leadership he mentioned that a particular job looked interesting, and sure enough, when an opening became available in that role, they immediately thought of him. As he presented further tips, he moved the audience along his personal career path, tying each one to personal experiences, which made it very meaningful.

Hamrock also shared the story of being faced with a tough decision regarding several prospective job opportunities. His engineering background led him to develop a complex matrix considering each position and weighing the positive and negative aspects of each job. At the end of the day, he still could not decide which job to take, until he spoke to a very well-regarded family friend regarding his quandary; she simply asked him who was the better person to work for. He stated that at that point the decision of which position he would take was clear, and although he never considered that aspect in his matrix, it is now something he considers is key to career management (see item # 6 below).

Mr. Hamrock shared this list with WINUP and mentioned that it is always changing and developing as he continues on through his career.

## Perspectives on Development, Leadership, and Career Management

1. A career plan should not constrain your options
2. Little conversations can lead to big opportunities
3. Leadership is not about having all the answers
4. Don't be afraid to move sideways (or even to lower positions) to gain experience
5. Continuing education is not just about degrees and certifications
6. Who you work with/for may matter more than what you do
7. Courage to try things outside comfort zone leads to greatest learning
8. You have "position power" whether or not you know/want it
9. Helping others to learn and grow is greatest responsibility and most rewarding aspect of leadership
10. Still learning... and making choices



# 2013 Annual Conference Summary

By: Kristen Thompson

Congratulations WINUP on 90 wonderful years of supporting women in the utility industry! 2013 marks the 90 year milestone for the organization as well as the 61<sup>st</sup> annual conference. This October, over 100 guests traveled to Fort Wayne, Indiana to attend the 2013 International Conference titled, "Connecting Power and Knowledge." I was fortunate to be one of those guests and enjoyed the benefits of the networking, personal and professional development opportunities.

The conference kicked off with a warm welcome by Fort Wayne's Mayor Tom Henry. Astonished by the number of women in the utility industry, Mayor Henry proclaimed utilities to be the unsung heroes in communities. When disaster strikes, step one in the rebuilding process is restoring basic utility service to all of the businesses and homes. Following the mayor, keynote speaker Paul Chodak, President & CEO of Indiana Michigan Power, captivated the audience by speaking on both a personal and professional level. Chodak noted that strong women influence the world, yet less than 20% of top corporate jobs are held by women. He spoke of several women who have personally influenced his life including his three daughters Jordan, Riley and Bailey. Chodak shared that his daughter's names were intentionally chosen to be gender neutral so that they would not be subject to gender discrimination when applying for jobs. He closed with these words, "Change the world WINUP, so it is no longer necessary for fathers to consider gender neutral names for their daughters."

The first industry speaker Lisa Fritz, Safety and Health Supervisor at Rockport Plant, shared her admirable career path including a history of non-traditional roles for women. She presented, "The Power of Safety," an upbeat and personal presentation on the behavioral science behind safety practices. Our decisions are based on our perceived truth. Belief is key and we must align our conscious and subconscious mind to bring emotion into the decision making process.

Duke Energy's General Manager of Fleet Services, Bob McCall, brought energy and excitement to the conference with his Leadership 101 presentation. McCall stressed the importance of leaders being respectful and genuine.

In addition to hearing from speakers on the topics of energy, safety, and leadership, guests were given the opportunity to interact with a panel three influential women who shared their experiences and the importance of investing in yourself and your industry.

A wellness discussion with AEP's Health, Wellness and productivity Manager, Cassandra Helwig focused on the importance of balance in life and left us with this thought provoking quote, "You juggle five balls in life, the first four family, friends, health and integrity are made of glass, the 5<sup>th</sup> ball is rubber, it represents your career and it will bounce back."

Other presentations included renewables, understanding strengths and opportunities of women in the workplace, wealth management and generational differences.

The annual awards banquet offered food, friends and dancing. Attendees were given the red carpet treatment quite literally with the opportunity to make their way down the red carpet upon arrival. Guests enjoyed posing for pictures with friends at the photo booth and spent time dancing the night away.

The 2013 WINUP Conference in Fort Wayne, Indiana was a success! Not only did guests benefit personally and professionally, they also helped to raise over \$2,000 that will be donated to the Vera Bradley Foundation for Breast Cancer Research. I think I speak for everyone when I extend my sincerest thanks to the ladies of the Northern Indiana Chapter.



## Save the Date

**2014 WINUP Conference in Dallas, TX  
October 6-8, 2014**

**"WINUP– Your Brand for the Future"**

# International WiNUP Updates

## Congratulations to the 2014 International Officers:

President: Janet Rehberg, Ohio Chapter

Vice President/President Elect: Carolyn Gordon, Virginia Chapter

Treasurer: DeCoffette Ward, West Virginia Chapter

Secretary: Trena Riffle, West Virginia Chapter

Immediate Past President: Donna Campbell, West Virginia Chapter

## Congratulations to this Years Award Winners:

Power Award: Holly Huffman, Indiana Chapter

OAK Award: Virginia Clark, Nashville Chapter

Honorary Life: Vikki Michalski, Ohio Chapter

## Congratulation to the Following Chapters that Received Awards:

### Newsletter

1st - Indiana

2nd - Ohio

3rd – West Virginia

### Chapter Achievement

Category 2 Indiana

Category 3 Ohio



# In Our Own Backyard

By: Hillary Sheffer

## Who invented electric Christmas lights?

Why Thomas Edison, of course. In 1880, Edison strung strands of lights outside his Menlo Park Laboratory and railroad passengers travelling got their first look at an electrical light display. A friend of Edison's, Edward H. Johnson put the very first string of electric lights together for his tree in 1882, when he hand-wired 80 red, white, and blue lights bulbs and wound them around his tree. However, it would take almost forty years for electric Christmas lights to become a tradition. Before electric Christmas lights, families would use candles to light up their trees. This practice was often dangerous and led to many home fires.

Still, the world was not quite ready for electrical illumination. There was a great mistrust of electricity and it would take many more years for society to decorate its trees and homes with lights. Some say that President Grover Cleveland spurred the acceptance of indoor Christmas lights. In 1895, President Cleveland requested that the White House family Christmas tree be illuminated by hundreds of multi-colored lights.

In 1923, President Calvin Coolidge began the country's celebration of Christmas by lighting the National Christmas Tree with 2,500 electric lights on the Ellipse located south of the White House.

The first breakthrough in popular holiday lighting was in 1903 when General Electric made Christmas lighting kits affordable. Until that time, lighting a Christmas tree with lights required a bit of electrical savvy and a budget that would equal \$2,000 in today's US money. Albert Sadacca further popularized Christmas lighting with his company NOMA Electric Company in 1925. NOMA licensed its name to fifteen smaller firms to sell their lights. NOMA was responsible for innovations like fused safety plugs (1951), all-rubber cords (1940), and Bubble Lites (1946).

While Noma went bankrupt in 1965, Christmas light technology remained relatively static until just recently with the introduction of LEDs. The new LED strings use 80% less electricity while burning much cooler. LEDs also offer programmability and virtually unlimited color and design capabilities. Just think what the Griswolds from National Lampoon's Christmas Vacation could do with LEDs!

## How much electricity do Christmas lights use?

A 100-count string of incandescent mini-lights runs at 40 watts, while a 70 count of 5mm Wide Angle LEDs uses approximately 4.8 watts total. In fact, because incandescent wattage is 80-90% more than LED wattage, the cost to power an incandescent light string can be up to 90x greater than powering an LED string.

Based on the average price of electricity of 11.3 cents per kilo-watt hour, from EnergyStar.gov, typical light usage cost of an incandescent set would be 635 watts=\$10.78/season, while an LED set would be 96 watts=\$1.63/season.

Sources: <http://www.loc.gov>, <http://www.christmaslightsetc.com>

"In Our Own Backyard," is included in each newsletter to inform you of energy related news, current events and tips. If you have a suggestion for next quarters' topic, please email Hillary Sheffer at [htsheffer@aep.com](mailto:htsheffer@aep.com).



## December Holiday Social

By: Kristen Thompson



The 2013 WiNUP Social was held on December 20th at AEP (after a snow storm forced the cancellation of the event on the originally scheduled date of December 6th). Thanks to all of our members for your understanding and patience as we worked through this unforeseen delay. The evening began with networking and a collection of gifts for teen girls that was donated to the AEP Toy Drive. Toy Drives so often focus on the little kids, so it is nice to have something families can give to their teens as well. The collected items will be distributed to families in need throughout central Ohio. A big thank you to all who donated!

Kristen Thompson presented each outgoing officer with a gift of thanks for serving on the board and installed the 2014 officers. Special guest, Glenda Bumgarner, Director of the Office of Jobs and Commerce at the Ohio Department of Transportation, addressed the audience for a few moments. Everyone gathered around Glenda for an intimate discussion on the importance of transformation and realizing that time is finite. The two-time breast cancer survivor, has a new outlook on life which includes keeping family and friends close and an appreciation for time. Attendees enjoyed door prize drawings throughout the night and ended the evening with line dancing led by Ebony Tidmore. Many thanks to the Carolyn Martin and her committee for putting together such a fun and festive event.

## Welcome 2014 Ohio Chapter Officers

Chair: Michele Jeunelot

Vice Chair: Krista Tillman

Treasurer: Doreen Hohl

Secretary: Sherry Hill

International Representative: Bethany McCrea

Immediate Past Chair: Kristen Thompson

## 5 Tips for Keeping your New Year's Resolutions

It's tough to keep the momentum going on New Years resolutions beyond the first month or two of the year. For 2014, try the 5 tips below to stick with and follow through with your goals.



1. Tell your friends and family about your goals.
2. Get your friends involved.
3. Write everything down: your goals, your progress, how you're feeling etc.
4. PLAN! Planning ahead will help you stay on track and make your goals.
5. Reward yourself for "good behavior," with things that help you to relax.

## The Power of Kindness By: Kristen Thompson

There was an underlying and quite unintentional theme at the international conference this past October. Kindness. There was a diverse number of speakers with a broad range of topics, yet each speaker offered the same piece of advice - treat others with kindness and respect.

Society today has been guided by the belief that attaining power requires force, deception, manipulation and coercion. A recent article titled, "Greater Good," by Dacher Keltner argues that these notions are wrong. Power is most effectively gained when people are attuned to and engaged in the interest of others. Social intelligence, including reconciling conflicts, negotiating, and smoothing over group tension prevails over social Darwinism.

Lisa Fritz's presentation at the WinUP conference was titled, *The Power of Safety*. Fritz explained that being genuine and personally relating to employees, colleagues and co-workers is the best way to get them on board with a new safety program and ultimately sustain zero injury. Bob McCall's presentation, *Leadership Knowledge 101*, focused on motivation and awakening the leader within you. McCall encouraged everyone to, "Be Human." A leader is not made by a title or what you know, it's how you treat people. Strive to make people feel good about themselves and make it genuine. Leaders do not change people, people change themselves. Being polite and respectful will encourage others to do the same. Violet Sistovaris, panelist for the *Talk to Me* portion of the conference, also commented on kindness in reference to her leadership roles as Senior Vice President & CIO at NiSource saying that "please" and "thank you" go a long way. Panelist Mayor Suzanne Handshoe has a long resume of non-traditional roles for women, from enlisting in the Marine Corp to running for mayor. Mayor Handshoe faced many opponents in her run for office that felt women had no place in politics. Being subjected to public ridicule and embarrassment by her opponent, she chose to take the high road and treat her opponent with respect, regardless of his actions. She attributes her winning the election to those actions.

Whether it is in leadership, safety, setting and obtaining goals, or obtaining buy-in on new programs, these speakers gave us real world examples of just how powerful kindness is.

# Member Spotlight

By: Shirley Adkins



**Our Member Spotlight introduces Renee Shumate, AEP Community Affairs Manager, who provides insights into the mission of her department.**

## **What is the primary mission of AEP's Community Affairs department?**

**RS:** The primary mission of Community Affairs is to be committed to the communities in which we serve. We strive to play a critical part in the quality of life, and in the economic development of our communities, the region, and the state. In addition, we are the AEP Ohio liaison with governmental entities and other public organizations for AEP Ohio Distribution, Transmission, and Generation Services.

## **How does your role fit into the department's mission?**

**RS:** My role within the department's mission is to help build and maintain strong relationships with city officials, Commissioners and the business community.

My role also expands into other areas including: assistance with local government officials on public policy initiatives, collaborating with community and business leaders to promote economic development, coordinating AEP emergency response efforts during major storms and outages, managing contributions and memberships, working with local schools on education initiatives, coordinating the Speaker's Bureau to provide speakers for local events, and managing economic development activities.

## **What are the areas of primary focus for Community Affairs?**

**RS:** My primary areas of focus are serving as AEP's Community Affairs and Economic Development contact in the company's Columbus District's Gahanna office. My duties include supporting the business activities of a variety of AEP and AEP Ohio organizations through key external relationships in Columbus and other central Ohio communities.

## **Do you anticipate the department's role in the community changing or evolving in the future?**

Due to the separation of Generation, there was some impact on my position during the last year; however, due to the dynamic changing environment, I am uncertain as to how the role might change in the coming years.

**Thank you for the interview Renee.**



# Recipe

## Holiday Cranberry Punch

Submitted by: Kristen Thompson

### Ingredients:

- 1 (64 ounce) bottle of cranberry juice
- 1 cup orange juice
- 2 cups lemon lime flavored soda
- 1 orange, sliced
- 1 lime, sliced

### Instructions:

1. Place slices of orange and lime in the bottom of a large punch bowl.
2. Mix all punch ingredients together and pour on top of the slices.
3. Serve with ice.



**TIP:** To prevent the punch from getting watered down, use ice cubes made with punch instead of water.

## Cookbooks for Sale

WiNUP Cookbooks are a keepsake that feature recipes representing each chapter.

There are a limited number of books available for purchase.



If you would like one, please contact  
Michele Jeunelot ([mijeunelot@aep.com](mailto:mijeunelot@aep.com))

1 for \$15  
2 for \$25

*Sponsored by the International Ways and Means Committee*

## 2013 WiNUP Ohio Chapter Leadership

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If you know someone that  
should be recognized,  
please let us know by  
submitting the information in  
the "Contact Us" section on  
our website [www.winupoh.org](http://www.winupoh.org).

*For corrections, comments,  
and suggestions for the  
newsletter please contact  
Shirley Adkins  
([sdadkins@aep.com](mailto:sdadkins@aep.com))*

# WANTED FOR 2014

We are currently looking for engaged members to join or chair these committees. If you are interested, please contact Krista Tillman at [kdtillman@aep.com](mailto:kdtillman@aep.com).

- Website
- Scholarship
- Ways & Means
- Community Outreach
- Hospitality

## Welcome to our New Members

Cassandra Helwig

Jill Lukehart

Kim Jenkins

Lisa Napier-Garcia

Amy Jeffries

