



The Transmitter

Empowering Women in Utilities Since 1923



Message from the Chair

Krista Tillman, Ohio Chapter Chair

Welcome WINUP members to the new year of 2015!

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

INSIDE THIS ISSUE:

Message from the Chair	1
Member Spotlight	2
Meeting Recap - Oct	4
Meeting Recap - Nov	6
Sisterfriends	7
Meeting Recaps - Jan and Dec	8 - 9
Pulse, Community	10
Seeds of Mentoring	11
In Our Own Backyard	12
Empowering Moments	13
Buckeye STEM (New !)	14
Recipe Corner, International Update	15
Ohio Chapter Updates	16

I am honored to serve the Ohio membership as the 2015 Chapter Chair. I am looking forward to experiencing another great year in WINUP with exciting events for programming, networking, and community involvement. This year I will encourage the members to get involved with WINUP. We have so many opportunities for members to get to know each other, develop mentoring relationships, and to practice or acquire skills with leadership, organization, and time-management. This year we have a total of sixteen different committees that all offer a different level of time commitments. Please reach out and ask questions to find out which committees are a good fit for you!

In January we had two kick-off meetings where I shared some of my goals for this year. I have three very specific goals which are:

- ✓ Chapter Growth
- ✓ STEM Involvement
- ✓ Technology Improvement

As a growing chapter, we are always looking at ways to increase and retain our membership. My focus this year will be getting to know the current membership and inviting in new potential members to see the value that is offered. You should see, and will hopefully experience, valuable networking and social activities this year that will offer the opportunity get to know each other on a more personal level. Last year it was announced that the Ohio Chapter would support the International philanthropic mission of encouraging young women in pursuing STEM careers. This year will see activities in our chapter that support this mission. Finally, I would like to look at ways to improve our website and email technology. The website committee will transform into a website/technology committee. My goal is that by the end of this year our chapter will have a plan of action to implement changes in 2016 to revamp our website and implement an email platform that will be open to members such as Committee Chairs and everyone on our leadership team.

I hope everyone experiences a wonderful 2015. We are already off to a great start! Please feel free to reach out to me with any questions or feedback at kdillman@aep.com.

Sincerely,
 Krista Tillman
 2015 WINUP Ohio Chapter Chair

For additional information, please visit our website www.winupoh.org

Member Spotlight: Meet the 2015 Ohio Board



Krista Tillman (Chair) is a Functional System Architect for AEP. Krista received an Associate degree for Computer Information Management from the International Academy of Design and Technology and received a B.S. of Science in Business Administration from Franklin University In May 2012. She is currently working on her MBA from Franklin University. Krista started her utility career in 2003 in the Allegheny Power call center located in Fairmont, West Virginia in March of 2003, and later relocated to Marietta, Ohio as a meter reader and specialist.

In 2006, AEP acquired the Ohio territory of Allegheny Power and the transition resulted in a job change. Krista accepted her new position as a Customer Service Representative for AEP in Marietta, Ohio. In 2010, Krista applied for and accepted a position for a Functional System Analyst for AEP and was promoted to a Functional System Architect in 2013. Through this position she enjoys the experience of learning and growing in her leadership skills. Krista grew up in the small town of Sistersville, West Virginia where she enjoyed participating in athletics such as cheerleading and gymnastics. She now resides in Columbus, Ohio with her husband, TJ, and step-daughter, Tierra.

Orawan Wells (Vice Chair) began her career with AEP in 2000 as an Administrative Associate in Corporate HR and Employment. She then worked in the Underground Damage Prevention Group - for Ohio Power where she handled the 811 tickets that locate and mark lines for "DIG IN" emergencies. She returned to the Human Resources Department in April 2013 as a Sr. Administrative Associate, where she provides support to the Corporate/Field HR, and Benefits & Compensation teams. Orawan joined WiNUP in 2012 and she has served as Chair for the Hospitality committee, volunteer for the Holiday Social event, and provided photography and registration support for the 2012 WINUP conference held in Columbus, Ohio. Orawan has been married for 15 years and has two daughters that keep her very busy. In her 'spare' time she enjoys staying healthy by working out several days a week, gardening, and various other outdoor activities.



Tina Monnig (Secretary) is new to her role as Manager Supply Planning, responsible for supply planning and demand forecasting for six of NiSource's LDCs including Columbia Gas of Ohio. Tina's experience in the gas industry encompasses supply planning, daily operations, forecasting, regulatory and project management. Tina previously was Co-Chair for WiNUP's Hospitality Committee and has served on the Social Committee. Tina holds a B.S. in Industrial Management from Purdue University. She enjoys gardening and fitness activities.



Doreen Hohl (Treasurer) has been with AEP since 1985, working many areas within the Accounting organization and currently working in Regulatory Services supporting fuel related issues for rate cases and other regulatory matters. She is a CPA, with an active license in the State of Ohio and is a member of the American Institute of CPAs. Doreen graduated from the Ohio State University, with a major in Accounting. She has been married 30 years and has two grown children; a daughter and a son. Her daughter and son-in-law have four children, which keeps everyone busy! In addition to spoiling her grandchildren, Doreen enjoys reading and traveling.



Cynthia Helenthal (International Board Representative) graduated from The Ohio State University in 2000 with a bachelor's degree in Accounting. Her first job out of college was as a Staff Accountant at Bridgestone Firestone in Brook Park, Ohio. She then moved to Columbus, Ohio and started her career at NiSource in 2002, then was married to her husband, Brian. During her career at NiSource, she worked in the State and Local Tax Department, then was promoted twice up from Tax Analyst to Lead Tax Analyst. She began her career working on the Gas Distribution Companies and is currently working on the Gas Pipeline Companies. She currently reviews Sales and Use tax returns for ten companies in approximately fourteen states, and prepares over fifteen property tax returns each year. Other duties include working



on various audits, account reconciliations, forecasting state, and local taxes, preparing other local tax returns and researching tax laws in various states. Cynthia, has two children, Zach who is 8 and Julia who is 5; and is active in church where she teaches religion to 2nd graders. Cynthia and her husband also coach youth basketball together in the winter and they love the Buckeyes.



Are OTC Nasal Sprays Safe?

By: Amy Russell

I was browsing the internet recently and saw an article on Yahoo! that Kaley Cuoco-Sweeting (of Big Bang Theory fame) confessed her “addiction” to decongestant nasal spray on the Ellen Show. I thought, “what an odd and silly thing to say”, but as my curiosity was now aroused, I decided to look into the matter a little closer. Cuoco-Sweeting explained that she underwent nose surgery as the result of repeatedly misusing the common OTC treatment for nasal congestion (like Afrin ®) for years. Continuous use of decongestant spray every day for years, results in repetitive restriction of blood vessels and eventual loss of blood supply to the nose.



People reach for nasal sprays when they are battling winter colds and chronic sinus infections, or when home or seasonal allergies run their lives – leaving them suffering with itchy noses, watery eyes, and nasal congestion.

A quick search on WebMD, revealed that an “estimated 7% of the United States population, relying too much on decongestant nasal sprays, can actually cause more congestion -- a drug-induced condition called rhinitis medicamentosa”. Rhinitis medicamentosa occurs when a decongestant nasal spray is used repeatedly for more than three to five consecutive days, leading to nasal passage damage and the inability to respond to the decongestant. The chemical in these sprays relieves congestion quickly by constricting the blood vessels in the nasal lining, but they tend to wear off in under an hour. At that point, the person experiences a “rebound”, where the congestion worsens more than before the spray was used.

If you are overusing nasal spray (i.e. you have been using the spray for over three to five days), doctors recommend patients to stop altogether – “cold turkey” - and to seek medical help in relieving the symptoms. They may also suggest counseling to help address the behaviors that led to overuse. It is also important to note that these sprays may be masking the actual cause of your symptoms, and are correlated with increased risks for sinus infections, headaches, coughing, nasal passage swelling, and congestion, and -- rarely -- septal perforation, in which the membrane dividing the nostrils develops a tear. Seeking help from a medical professional is necessary because they can prescribe prescription nasal sprays that last longer and provide specific treatments that relieve the symptoms in different ways. For example nasal corticosteroids provide all day relief by controlling the allergic immune response. (Two steroid sprays, Nasacort and Flonase, are available over the counter). Nasal antihistamines block histamine, which is causing the inflammation. One dose lasts about 12 hours, but antihistamines do not “calm down the immune cells responsible for the symptoms”. Other patients opt to use Neti pots to treat congestion, but there are still risks associated with dried nasal passages or the use of impure water.

Back to Ms. Cuoco-Sweeting. Referring to the rebound effect of nasal sprays as “addiction,” is a misnomer because true addiction is a compulsive physiological need for and the use of a habit-forming substance known to be physically, psychologically or socially harmful. Over-the-counter nasal sprays don't cause the physiological cravings that mark an addiction. Regardless, the damage can be done. Keep yourself and your friends and family safe and do not use OTC nasal sprays beyond the time recommended on the label.

✓ WiNUP Your Brand For the Future

By: Michele Jeunelot



Several Ohio Chapter Members traveled to Dallas, Texas for the 2014 WiNUP International Conference. The weather was warm and the people of Texas could not have been more friendly last October as the conference kicked off to a very big Texas welcome. Attendees of the conference were welcomed first by the Mayor's Office and then by the 2014 International President, Janet Rehberg.

The Keynote speaker of the conference was Jim Greer, Sr. VP and COO of Oncor Electric Delivery. Mr. Greer spoke about what his company was doing to advance a better electric future in an environment in which his company is a 'Wires Only' company. He discussed how his company was engaging customers by using advanced outage mapping software during storms to keep customers better informed, and planning for the future using new technology such as distribution automation. The company's vision is customer focus, and Oncor created a program known as Ask Oncor in which every customer question is answered within 24-hours. This customer focus has helped Oncor connect with their customers and increase customer satisfaction. Mr. Greer also spoke about working with the Texas Commission to help them understand Oncor's vision for the future and the importance of utilizing new technology to move them to the next level of service.

Carolyn Lucas, a Sr. Director of Mary Kay Cosmetics, spoke to the group about her inspiring personal career journey as well as that of Mary Kay. Mary Kay Cosmetics is headquartered in Dallas, Texas and Ms. Lucas shared the story of Mark Kay starting out as a single mother with children trying to work and support her family. Mary Kay was a true business woman and developed a simple business plan which is still taught at Harvard today. The Mark Kay business follows the simple rule of life's order... God, Family, and Career.

On the first day of the conference, attendees were ushered onto comfortable buses to tour the Dallas Cowboys Stadium and the George W. Bush Presidential Library. At the Dallas Cowboy's Stadium, the group was welcomed by the head engineer of the building and the Oncor engineer who worked on the design to feed power to the massive stadium. Both gentlemen spoke about the power it takes to run the stadium and the challenges they faced in building a stadium of that size with nothing else to compare it to at the time. The head building engineer spoke about the needs of the cooling system and also that of replacing existing lights with more energy efficient versions. The group toured the building, including several electric facilities rooms (which most visitors never get to see). We also toured the Cowboy's Locker Room and got to run out into the field just like the players do. The groups received a picture of them standing on the 50-yard line as a souvenir of the tour.



WiNUP Your Brand For the Future (continued)

The second half of the tour was visiting the George W. Bush Presidential Library which was full of stories from the timeframe while President Busch served. While we were able to have our pictures taken in an exact replica of the oval office at the time the President served, the most memorable room was dedicated to the events which occurred on September 11, 2001. President Bush was in office at the time of the attacks on the Twin Towers in downtown New York, and as part of a display, the Library held steel structures which were part of one of the towers. Visitors could touch the steel in remembrance of that day. The library also housed stories from that timeframe and simulations in which you could decide what to do if you were in charge on that day in history.

On the second day of the conference, Sandra Bennett, VP of Regulatory and Finance for SWEPCO spoke to the group about 111(D) rules - the rules around the regulation of Carbon Dioxide under the Clean Air Act. Ms. Bennett shared with the group that the proposed plan is a state based plan which includes emission rate targets for each state, and provides guidelines for the development and implementation of each state plan. The plan itself is built around four items to achieve the results. These are: improving existing coal-fueled power plants, increasing utilization of natural gas combined cycle plants, expanding renewable energy sources, and increasing energy efficacy. Attendees also learned about expected timeframes around the rules, as well as what might happen if states chose not to comply with the rules.

Robert (Bob) McCall made a second appearance at a WiNUP Conference because he was so well received at last year's conference. Mr. McCall leads the fleet services group for Duke Energy in Charlotte, North Carolina. He shared how to get to the next level of Safety Performance within your organization, and spoke about how leaders should expect their employees to take an active part in supporting a safety culture, with an emphasis on 'active.' He suggested that leaders need to find people who are doing the right things and praise them. Another tip he shared was to develop a partnership with employees which clearly states not only the expectations of the employee, but also what an employee can expect from their leadership. A last piece of advice from Bob was to actively care enough to step in or speak up when something is not right, even for the small stuff, since routine work can still lead to injuries.

On the last day Debbie Dennis, Sr VP of HR & Corporate Affairs from Oncor, spoke to the group about creating a personal Development Strategy. Ms. Dennis reinforced the importance of mapping out a career path both for short term and long term goals. She also suggested not to limit goals to just your career but to include an approach that can include finance, social, personal, physical, or spiritual goals as well. In order to have a successful plan it must have measurable results, and she emphasized that you need to keep track of your objectives, actions, and timelines, as well as record your progress as you reach your deadlines. She also mentioned that plans need to be flexible and to expect setbacks at times, but to always recommit to your plans.



Calendar

January 21, 2015 (AEP)	2015 WiNUP Kick Off Meeting	<i>Already kicked!</i>
January 26, 2015 (NiSource)		
February 9, 2015	“Leadership Experience“ Lisa Barton, AEP EVP Transmission	Dinner at AEP
March 12, 201 5	“Balance of Your Well-Being” Cassandra Helwig (Health Wellness & Productivity Mgr.)	Lunch at AEP
April 7, 2015	“What is STEM” Janet Rehberg, Buckeye Power Director of Marketing	Dinner at NiSource

By: Amy Russell

✓ Dinner with Pablo Vegas

WINUP members crowded into the NiSource Auditorium along the river one last time on November 11, 2014 to have dinner and discussion with Pablo Vegas, President and Chief Operating Officer of AEP Ohio. Mr. Vegas chose this time to share his “leadership journey” and to dispel the myth that “leaders are born, not made”. He said that a leader is not defined by the position they fill, the title on their business cards, nor the style of management they use, but by their character. More importantly, character is not the quality you are born with, but rather a sum of all the forces, people, and experiences that shape our lives and is a reflection of the beliefs and values that fill your soul and drive your actions. In order to understand the purpose of your leadership – what drives you, what is your “True North” – you have to look at the story of your life. Not just the story you tell people when someone asks you to “Tell me about yourself”. That version of your story is filled with glorious tales, overcoming challenges, and other positive narratives. Your story – and how it influences your purpose, your journey, your motivation – includes these grand tales, but also the episodes of failure, times of fear, remnants of regret.

Mr. Vegas continued with two chapters in his life and then shared how these events defined his leadership style. Pablo’s parents were divorced when he was eleven years old and he was most impacted by witnessing his mother, who did not attend college, and who was afraid and vulnerable and wholly dependent on his father to continue to support her and their family. This ignited his deep desire to become self-reliant – entering the work force as a teenager, gaining full scholarship to attend college, and choosing a consulting career early on, where he was dependent on no one and worked independently from the companies he served. On the flip side of self-reliance, Pablo struggled with the concept of delegating work, even when he was in a position of authority.

Next, Mr. Vegas relayed the time in his life when he accepted the position to lead AEP Texas about six years ago. Coming from AEP’s IT department where he directed technology-based business process changes, as well as experience in finance and human resources, this foray into a regulated Texas business was a risk that both terrified and thrilled him. His new focus would be in government affairs, distribution, safety, customer service; and he could not ensure the outcome, nor rely on his own experience to make decisions. He admitted that he made a lot of mistakes and underestimated some issues and over-estimated others. When some of the issues facing his business unit lingered, the culture of the employees began to suffer. Instead of throwing in the towel, Pablo learned from these mistakes and internalized what he learned into his evolving leadership style.

The first thing he learned was that each person is given a finite amount of time and that you must use this time to face the important issues first, then fill in use of your time with issues of decreasing importance. He learned that you cannot delegate leadership and that as a leader, you have accepted the responsibility to relay important communications and to be visible and present. Next, he realized that it is critically important to surround yourself with those better than you (and who do not want your job). Being surrounded by a supportive and ambitious team improves your decision-making and the productivity of your team, and may help others grow into better roles. Finally, he understood the power of appreciation and recognized that many people helped him move up through his career and the only thing they expected was a simple thank you.

Mr. Vegas shared that establishing your leadership style is a never-ending journey and you will flourish once you are able to understand the burning fire within your being - what made you, and what drives you. He closed with some final thoughts on why some leaders fail, despite their knowledge, their skills, or the assistance they are provided. Isolation leads to failure as the leader becomes disconnected from reality and becomes surrounded by people who simply tell them what they want to hear, rather than the truth. Mistakes do not necessarily lead to failure, but not learning from your mistakes is a sure fire way to reduce your credibility and your chances at becoming a leader. Finally, not allowing oneself to be vulnerable leads to failure as a leader should be self-aware and open to genuine feedback. In this way, you understand your weaknesses and are able to connect with people.

Continued on next page

Dinner with Pablo Vegas (continued)

Mr. Vegas then entertained questions from the audience, from pointed assessment of natural disasters he managed in Texas and Ohio, to what he learned from other leaders. Most notably, he noted there is a parallel between parenting and leadership, in which both should demonstrate support, recognize the true value in the individual, and learn to listen. He stated that what he learned from his three children is what they most want is to do things together and to just spend time together. What an insightful and wonderful message.

Pablo Vegas was recently featured in Hispanic Engineer, one of Career Communications Groups' online magazines. In the article, Vegas shares the five rules he considers his guiding principles of leadership:



One -- Always know what the "big rocks" -- the things that really matter -- are in your life at home and at work.

Two -- Never delegate accountability.

Three -- Lead by example. Always be willing to do yourself what you ask of others.

Four -- Surround yourself with people who are better than yourself, and/or do not want your job.

Five -- Say thank you often, publicly, and genuinely.

✓ A Day of Empowerment with Your Sisterfriends

Last October, the Ohio Chapter was invited to attend an event called "A Day of Empowerment" in Gahanna, Ohio. This event was part of a national tour and a movement to empower women across the country designed by Your Sisterfriends (YSF). YSF was founded by a diverse group of everyday, relatable women seeking to support, inspire, and encourage other women. The event was filled with unique workshops, trainings, vendors, and life experiences. WINUP had the great opportunity of setting up a booth and sharing what WINUP is to other women organizations and companies in central Ohio. I can honestly say this is the most unique event I have ever attended. I did yoga, meditation, Zumba, salsa dancing, and listened to some very motivational speakers. Here are the key points I walked away from this event with:

- ♥ **You GLOW girl!** What does it mean to GLOW? "To GLOW is to use your gifts and talents to achieve your goals, while serving others, and always presenting your best self!" (Toni M. Cunningham)
- ♥ **Letting Go.** "Your circle of relationships should reflect who you are and where you are going!" (Sandra Lopez) Sandra talked about how too often we focus on our "haters" instead of our allies. She provided some guidance on how to identify who has your best interest at heart and that those women will help you get to where you want to be.
- ♥ **Find Your "Amazing" Purpose.** "Purpose is what gets me out of bed each morning. Passion is what keeps me up!" (The "Amazing" Teri Street). Teri spoke about living and walking in your purpose. She provided guidance and advice on discovering your purpose and then what you should do next, live in it!

By: Krista Tillman



2015 Ohio Chapter WiNUP Kick Off

By: Amy Russell

The Ohio Chapter's first meeting of the year was so good that it was held twice! The January Kick Off was held as an informal, yet informative, lunch at the AEP headquarters on January 21 and at NiSource headquarters on January 26. Krista Tillman, the 2015 Ohio Chapter Chair, presented new, potential, and loyal Ohio WiNUP members a summary of all that WiNUP has to offer in programming, newsletters, networking, membership value, committees, community outreach, and special events.

The WiNUP motto is "Empowering Women in Utilities Since 1923" and the International WiNUP Mission and Objectives are printed on the first page of our newsletter. The 2015 Ohio Chapter Goal is printed on the last page of this newsletter and is "To operate an organization that offers its diverse membership a variety of opportunities for networking, professional, and personal development." Tillman also iterated three specific goals she created to better the Ohio Chapter under her leadership:

- ✓ Develop a plan to upgrade the website and new email functionality by 2017
- ✓ Implement STEM involvement in Central Ohio communities
- ✓ Partner with PJM chapter to plan a 2017 Annual Conference near Columbus, Ohio

The Ohio Chapter offers regular monthly programming of meetings at various venues and times of day. We also plan special events and community outreach events to provide networking, engagement, and a chance to give back to the community. This newsletter is published quarterly and is here to keep you informed of what is going on throughout the chapter – summaries of events you many have missed, upcoming events, and Ohio Chapter and International updates. There are also insights into our membership in Member Spotlights, shared recipes in the Recipe Corner, notices of members' professional and personal achievement in the WiNUP Pulse, updates on the chapter Mentoring Program in the WiNUP Seeds of Mentoring, energy-related articles in Our Own Backyard, and inspirational articles in Empowering Moments. New this year is a section called Buckeye STEMs which will inform you of the chapters' STEM related news in accordance with the WiNUP national philanthropic platform.

Tillman also shared the value that WiNUP membership provides to women professionals in the utility industry. As an Ohio Chapter WiNUP member, you are given reduced meeting costs and RSVP priority over non-members attending these events and may attend "Members Only" events which have limited capacity and high interest. The Mentoring Program allows members to seek mentors to improve themselves or to offer mentoring to others who may benefit from our experiences. The Scholarship opportunities are available if you are in school or are considering going back to school to improve your career or yourself. The volunteer opportunities at various community events are rewarding, yet are fun when working with your fellow WiNUP members. Members often cite the networking, friendship, and professional improvement opportunities they enjoyed at the Annual Conference. This year's conference will be held in Charleston, West Virginia, so many more of us have the option to go without costly airplane tickets. Finally, you can get involved, get engaged, get networked and get leadership skills while serving on one of the many Committees available at Ohio WiNUP. Serving as chair (or co-chair) is a great way to get your feet wet, in a comfortable and non-judgmental environment. The committees needing volunteers and those still in need of a chair/co-chair are listed. Contact Krista Tillman (kdillman@aep.com) or Orawan Wells (owells@aep.com) for more information on what the committee responsibilities or frequency of meetings are. You may also refer to the winupoh.org website to see a description of each committee and last year's chair names.

WiNUP Ohio Committees - members needed (* Committee still looking for Chair/Co-Chair)

Award Nomination	Membership
Annual 2017 Conference	Mentoring
Clothing Drive	Newsletter
Community Outreach	Officer Elections *
Finance Committee	Records Management
Historian *	Scholarship *
Holiday Social	Special Events *
Hospitality *	Website/Technology *

Continued on next page

2015 Ohio Chapter WinUP Kick Off (continued)

Changes in the Ohio WinUP chapter are being implemented this year based on the feedback received from previous meetings. There will be more advanced notice for meetings, and they will be opened with some sort of icebreaker for the membership to get to know one another better. The 2015 Ohio Board plans to continue adding value to membership; to implement more networking activities, such as community outreach and special events; and to provide a focus on STEM (Science, Technology, Engineering and Mathematics).

Tillman closed with the following advice:

- ✓ **Committee Involvement:** Do whatever you can to get involved, because this is how relationships are built and how you get more value out of your WinUP membership.
- ✓ **Network and Build Relationships:** Come to meetings and get to know the people there.
- ✓ **Take risks:** You would be surprised how open our Ohio membership is to helping each other and how rewarding our committee involvement can be. Step outside your comfort zone.
- ✓ **Seek Mentors:** You can join the Mentoring Program or just start an informal mentoring with someone you respect (or respects you!).
- ✓ **Attend Annual Conference in West Virginia:** Start planning now to let management know you are interested in this personal and professional development opportunity.
- ✓ **Continue Learning:** Never stop learning! Attending our meetings, reading the newsletter, and networking are all ways to continually grow and improve yourself and those around you.

Feedback Request

- Ideas for programming
 - Suggested improvements
 - What to keep the same
-  **IDEA:** A regional meeting with the WV & IN chapters
- Would you be able to attend a 3-hour event in Columbus with our sister chapters ?
 - What type of programming would you be willing to pay for?
 - What cost would be acceptable?

✓ Holiday Social and Philanthropy

By: Amy Russell



The Ohio WinUP Social was held on December 3 at the new NiSource location and partnered with the YWCA of Columbus, Ohio to create a gift bag for each of the 104 women in residence. Elfi Di Bella, CEO & President of YWCA, shared the traveling exhibit entitled, "Faces of Courage" which depicted the portraits of twelve women clients, offering a "glimpse at the character and fortitude of these women". The stories of these women's lives described how YWCA's Women's Residency Program helped them

overcome adversity, abuse and other disadvantages so that they can rebuild their lives and futures. According to YWCA statistics, 96% of the women residents remain involved in mental health or alcohol and drug treatment programs during their stay at the YWCA and 95% move into permanent housing. This exhibit highlighted the mission of the YWCA: Eliminating Racism, Empowering Women. You can go to www.ywcacolumbus.org to continue to support our local YWCA.



WiNUP Pulse



Janet Rehberg has accepted the position as the Marketing Director at Buckeye Power and left AEP on December 12, 2014. Ms. Rehberg was the 2010 WiNUP Ohio Chapter Chair and the 2014 WiNUP President. According to Janet, "This was not an easy decision to make. The past ten years

have been very rewarding at AEP. I have worked alongside some excellent colleagues, and have had so many opportunities to grow and develop in my career field. I am very excited that my new company will support my commitment to WiNUP. This will be a great opportunity for me to recruit more members from Buckeye Power to join WiNUP next year!" Good Luck in your new position, Janet!

On September 14th 2014 **Kelly Spencer** had the honor of marrying her best friend on the beach, in front of all their family and friends. They were very blessed that their destination wedding had over 70 guests; 20 of them being a part of the wedding party. Josh and Kelly have been together four years and we have two children. Kelly is in the process of getting her name changed from Spencer to Stroud, which will make the other Kelly Spencer that is employed with AEP very happy; he will finally stop getting her emails and vice versa. Kelly said the "not only am I lucky to have married my soul mate, but also that my monogram will not change!"



“WiNUP Pulse,” is used to keep membership informed of life-changing events - professional and personal achievements, celebration of marriage, birth, adoption, etc., as well as remembering those we have lost. If you have an event you would like to share with others, please send the information to Amy Russell (acrussell@aep.com).

✓ Ronald McDonald House Baking

By: Amy Russell

WiNUP held a Community Service Event on November 24, 2014, meeting at the Ronald McDonald House of Central Ohio to tour of the house and bake chocolate chip and sugar cookies for the families staying there. WiNUP members volunteered their time and supplies to meet in fellowship, to serve the community, to make over ten dozen cookies, and to have fun! The Ronald McDonald House houses families who have children that need to be seen at Nationwide Children's Hospital, for a check-up, surgery, or treatment for a terminally ill child. The families who stay have to live outside of Franklin County and the Columbus location is the largest in the world! They house an average of 350 people daily and are always filled to capacity.





In Our Own Backyard: Energy Choice

By: Amy Russell

According to the Public Utilities Commission of Ohio (PUCO) website, Ohioans have had the ability to choose their electric and natural gas suppliers for over a decade.



The “Energy Choice” option is available to homeowners and manufacturers of all sizes and allows consumers to choose from a variety of offers and determine the plan that is right for them. Depending on your priorities, you can choose the lowest price to reduce energy costs, or a fixed rate plan to assist in predictable budgeting, or a supplier that invests in renewable products to satisfy your social conscience. Although you have the option to choose an alternative electricity or natural gas supplier, you are under no pressure or obligation to switch providers at any time. PUCO’s “Apples to Apples” comparison charts provide the information necessary to research your options and make an informed choice. With the PUCO tool, you can compare prices, contract

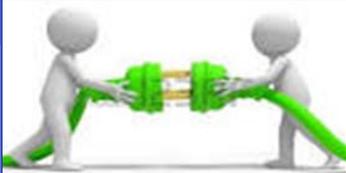
terms, and other plan differences. You should also understand that your electricity or natural gas service will not change, and that you will continue to receive the same reliable energy and billing services from your current utility.

Another option to consider when choosing an electric or natural gas supplier is joining a government aggregate, which is a group that buys electricity or natural gas for its members. Having a large group of customers creates “buying power” which is used to get a better rate than you could get on your own, and may be used to negotiate for additional benefits for the group’s members such as consolidated billing, energy management services, and energy use analysis. Buying groups may be formed by existing organizations, or new groups may be formed solely for the purpose of buying electricity or natural gas for their members. Ohio’s law also allows for local government aggregation by cities, townships or counties, with “opt-in” or “opt-out” provisions for their consumers. “Opt-in” aggregation is a program that permits each resident to sign up individually to participate. “Opt-out” aggregation is a program that automatically enrolls all local residents, unless they individually opt-out of the program and choose not to be included. All aggregators must be certified by the PUCO to make sure they are qualified to provide electricity or natural gas in Ohio. Refer to PUCO’s website for government aggregator maps for electric or natural gas. When choosing an aggregate, consider the goals set forth by the buying group and the number of group members, which relates to its buying power.

Regardless of whether you are considering an aggregate or another certified supplier, understand the length of the contract and how it will be renewed; and the terms and conditions, such as how you will be billed and any additional fees; whether the price is fixed or variable and if there are built-in price changes; whether a budget plan is available; and if there is a switching fee, a fee for ending the contract early, and allowed exceptions (i.e. if you move).

More information is available on the Energy Choice website (energychoice.ohio.gov).

“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 Amy Russell at acrussell@aep.com.



EMPOWERING MOMENTS:

By: Amy Russell

Moms, Put on That Swimsuit

I recently viewed Jessica Turner's The Mom Creative blog entitled "Put on That Swimsuit." Here is an abridged excerpt:

You've got two choices every summer -- to put on a swimsuit or to skip it. I have a lot of friends who do the latter. They go to the pool with their kids, but they only put their feet in the pool. They sit on the sidelines, too concerned about what they look like and what others will think to embrace the joy of swimming with their kids. Or they go to the beach, but stay under the umbrella instead of running into the ocean. And it makes me incredibly sad. Because when women stay on the sidelines because of insecurity, we are modeling unhealthy behavior to our children and we are missing out.

Your swimsuit does not define you. That soft tummy you are trying to hide? Has stretched and grown life. Those thighs that have long lost their gap? Gave you the strength to carry that beach ball for nine months, then walk with life hanging on your hips for years after.

You are a mother. You are beautiful. Don't wear a veil of shame this summer. Put that swimming suit on. When we went to the beach in April, I weighed a few pounds more than I wanted to. But you know what? I put my swimsuit on anyway and RAN INTO THE OCEAN with my kids. We laughed and splashed and had the best time. Spending that time IN THE WATER with my children made such a difference. That night, I asked my son what his favorite part of being at the beach was, and you know what he said? "Running on the beach with you and Daddy."

I refuse to miss my children's high-pitched, pool-induced giggles because of my insecurities.

I refuse to let other women's judging eyes at the pool prevent me from exposing my kids' eyes to the wonder of the sun glittering on the water.

I refuse to let my self-image influence my children's.

I refuse to sacrifice memories with my children because of a soft tummy.

Because at the end of the day, it is not just about me. It is about my kids.

I want them to remember **twirling in the water with their mom.**

I want them to remember **splash fights together.**

I want them to remember **jumping off the edge of the pool into my arms.**

I want them to remember **that their mom was there, with them.**



Today, I hope to encourage you to push your insecurities aside. Put on that bathing suit. Run through the sprinkler. Jump in the pool. Splash. Have fun. Your child will remember those moments and your freedom – not how you looked in your swimming suit.

I don't know about you, but this hits home. Join me in taking Jessica's challenge to put on that bathing suit and have some fun!

<http://www.themomcreative.com/2014/06/put-on-that-swimsuit.html>

Safety of Triclosan in Anti-bacterial products

By: Amy Russell

Triclosan is the chemical used in numerous antibacterial personal care products. Researchers from the University of California, San Diego School of Medicine claim that triclosan could have long-term repercussions for health – causing liver fibrosis and cancer in mice. “Mice exposed to triclosan for six months—the equivalent of 18 human years—were more susceptible to liver tumors, and their tumors were larger than those in mice who were not exposed to the chemical. The results provide clues as to how triclosan may affect human health, since liver toxicity affects humans and mice in a similar way.” Studies have shown that triclosan alters hormones in animals, and a CDC study found that 75% of humans have traces of the chemical in their urine, and it is present in the breast milk of most lactating women. The FDA started looking at whether it was going to allow triclosan to be used in these products in 1978, but never actually finalized that decision.

Today, more than three-quarters of soaps contain an antibacterial ingredient, and manufacturers have added antibacterial chemicals to toothpaste, socks, kitchenware, and even toys. To make matters more confusing, many scientists agree that triclosan isn't even more effective than washing hands with simple soap and water. Antibacterial ingredients do not kill viruses, including colds, flu, and stomach bugs. Antibacterial ingredients in hospital-strength soaps are up to 10 times the concentration of store-bought soap, and may be effective in protecting vulnerable patients. Early evidence shows that antibacterial ingredients may promote more resistant bacterial strains; and that ingredients from antibacterial cleansers are building up in the environment at an alarming rate. Here are some ways to maintain cleanliness without anti-bacterial chemical:



Wash your hands thoroughly, frequently, and vigorously for at least 20 seconds at a time, especially especially in the spaces between fingers, wrists, and under nails.



Avoid toxic ingredients such as triclosan or triclocarbon, as well as the following ingredients: chlorine, lye, glycol ethers, and ammonia.



Disinfect objects that come into contact with raw meat, fish, or eggs, such as cutting boards and utensils. A dishwasher may be used if it reaches 171 degrees F. Spray cutting boards and counters with a non-toxic disinfectant (See home-made recipe)



Disinfect sponges and rags: Microwave for 30 seconds on high power if dry, longer if wet -- for one minute, and rags for three minutes.



Clean bathrooms and kitchen hard surfaces using a nontoxic disinfectant (See home-made recipe)

Non-Toxic Disinfectant Recipe: Mix ½ cup of Borax,

½ cup of vinegar,

and ½ cup of hydrogen peroxide
into 1 gallon of water.

Borax disinfects but is milder than bleach, and is also effective on mildew, when combined with vinegar. Hydrogen peroxide will reduce microorganisms on surfaces.

Refer to the FDA Health Information bulletins for ongoing information and WebMD.com for more information.



Buckeye STEMs

The 2015 International WiNUP President, Carolyn Gordan, stated that “the movement to engage girls with the sciences, is gaining traction across the nation — and laying the foundation for a stronger economy. The WiNUP international organization continues to encourage chapters to participate in STEM (Science, Technology, Engineering and Math) programs in their communities.” In accordance with these philanthropic ideals, the Ohio WiNUP chapter plans to implement STEM involvement in Central Ohio communities. If you would like to share your ideas and suggestions, contact the Community Outreach committee, chaired by Jacque Knight (jknight@nisource.com).

“Buckeye STEMs ,” is NEW and will be included in each newsletter to inform you of the chapters’ STEM related news in accordance with the WiNUP national philanthropic platform.

WiNUP International Update

By: Cynthia Helenthal

The WiNUP International Board (IB) held its first phone conference of 2015 in January. The International Board and the International Representatives from all the chapters are invited to attend conference calls every other month and when special meetings are scheduled. This meeting, in particular, was a special meeting to review and vote on new guidelines for WiNUP Awards. A committee was created in 2014 to review the appropriateness of the current minimum number of membership years for eligibility for Honorary Life Member (HLM). The committee members understand and appreciate the time, energy, and effort nominees must demonstrate to receive this honor. In fact, most of the members of the committee had received the HLM award in the past. It was determined that no change was needed and the requirement of "at least" 15 years with WiNUP remain the same for this award. This same committee also reviewed the OAK award, which currently requires a minimum of 6 years of membership. After careful review, it was recommended by the committee to increase the minimum membership eligibility requirement for the OAK Award to "at least" 10 years. The committee looked at the guidelines needed to qualify and determined that it would be very difficult to achieve all the milestones needed to be eligible for this award in less than 10 years. The average number of membership years of recipients is currently 14.25 years. One other slight change was that the wording of the Power Award was changed, replacing "... the year before the award is to be presented" to "at least", this was changed after the board was given feedback from members that the wording was not clear.

Congratulations on the newly chartered WiNUP chapters in Metro Chicago and Mid-Atlantic! The Metro Chicago chapter was formed by a group of NIPSCO/NiSource women in the Chicago area and the Mid-Atlantic chapter was formed by a group of PJM women in Philadelphia. (PJM is a regional transmission organization, RTO, governing parts of 14 states including Pennsylvania, Jersey and Maryland).



Curry Rice Noodles with Shrimp and/or Chicken

RECIPE CORNER

By: Katharine Walsh

Serves: 4

Prep: 20 minutes

Cook time: 10 minutes

Ingredients:

- 1 pkg. Mai Fun Rice Noodles
- 1 pkg. Matchstick Carrots
- 4 Teaspoons Madras Curry Powder
- 1 Celery Stalk, julienne
- 3 Scallions, sliced
- 1 Egg, beaten
- 1/8 – 1/4 Cup Peanut or Vegetable Oil
- 1 lb. 16-20 Count Shrimp (can use raw frozen, thawed)
- 6 oz. Boneless Skinless Chicken Breast, sliced thin



1. Boil 2 qt water in medium saucepan, once it has boiled add noodles and turn off heat source. Stir noodles once and allow to rest until stir-fry time.
2. Prepare vegetables and peel shrimp (if not already peeled).
3. Heat a wok or heavy bottom skillet for a few minutes without oil.
4. Drain noodles
5. Add oil to wok or pan, add in shrimp and cook 2 minutes. Flip the shrimp and move to one side of pan.
6. Add all remaining ingredients and move rapidly with tongs for 3-4 minutes.
7. Toss in rice noodles and coat them well.

2015 Ohio Goal

To operate an organization that offers its diverse membership a variety of opportunities for networking, professional and personal development.

2015 WiNUP Ohio Chapter Leadership

Krista Tillman, Chair
kdtillman@aep.com
614-716-3604

Orawan Wells, Vice Chair
owells@aep.com
614-716-1862

Tina Monnig, Secretary
tmonnig@nisource.com
614-460-6387

Doreen Hohl, Treasurer
dwhohl@aep.com
614-716-2661

**Michele Jeunelot, Immediate
Past Chair**
mjjeunelot@aep.com
614-883-6870

**Cynthia Helenthal,
International Representative**
chelent@nisource.com
614-460-4892

*If you know someone that should be recognized, or for corrections, comments, and suggestions please contact the Newsletter Editor
Amy Russell
acrussell@aep.com*

Stock up for the Spring and Fall Clothing Drive Dates!

Spring
Drive:
April
6 - 10



Fall
Drive:
October
5 - 9



WELCOME NEW MEMBERS!

Stacey Duling (AEP)
Jennifer Fox (AEP)
Andrea Lane (NiSource)
Amanda Owen (AEP)
Kernesa Samana (AEP)
Lori Zemba (NiSource)

✓ Ohio Chapter Updates

- ✓ Congratulations to us! The Ohio Chapter took home both the Chapter Achievement Award and second place for the Newsletter Award at the 2014 International Conference.
- ✓ Next year's conference is a short drive to Charleston, West Virginia. Start talking to management now and planting those seeds!
- ✓ The website committee has been renamed the website/technology committee which has tasked with redesigning the website and updating our email process to include all member utilities. If you have a technology background, this is a great opportunity to get involved and make a difference! Contact Krista Tillman at kdtillman@aep.com for more information.