INSIDE  Your Open Enrollment questions answered; deadline to make changes is Nov. 16  ■
Safety excellence: CGS Operations wins Mickey Fine Award  ■
47 employees celebrate 715 years of service

THURSDAY NIGHT LIGHTS

While shooting aerials with Flight Services on Oct. 18, Senior Photographer Michael McNamara captured State Farm Stadium lit up for the Arizona Cardinals vs. Denver Broncos game. SRP powers the Glendale stadium, which has hosted major events such as the Super Bowl and the Final Four.
Pulse is published weekly for employees like Matthew Russo, Senior GIS Analyst, Cartographic & GIS Services. Matt’s interests are many — from watching cricket at the local park to investing in the duck decoy market. When he’s not playing hockey or a round of golf, you might see him cruising around on his scooter with his goggle-wearing dog, Dwight. The frequent traveler is always ready with a pun, and even though they often don’t land like he wishes they would, he says, “That’s showbiz, baby.”

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Groups from across the company will showcase Geographic Information Systems (GIS) applications they use to make a difference at SRP. In addition, you’ll be able to explore the interactive SRP Summer Photo Map for the first time and see employees’ summer photos from around the world. Register on SuccessFactors Learning, course code SEMGISDAY.

Mobile On-Site
Mammography (MOM)
MOM is offering no-cost, confidential 15-minute mammograms for employees, retirees and spouses covered under SRP’s medical plan. Call MOM at (480) 967-3767 or (800) 285-0272 to schedule an appointment on one of the following dates:

- Nov. 12, 7 a.m.–5 p.m., PAB
- Nov. 13, 7 a.m.–5 p.m., ISB
- Nov. 19, 7 a.m.–5 p.m., EVSC
- Nov. 20, 7–10:30 a.m., POB
- Nov. 20, 7 a.m.–5 p.m., PAB
- Nov. 27, noon–4 p.m., WVSC
- Nov. 27, 7 a.m.–5 p.m., PAB
- Nov. 28, 7 a.m.–5 p.m., ISB
- Nov. 29, 7–11 a.m., PAB
- Nov. 29, 1–5 p.m., ISB

A full calendar of events can be found on the home page of insideSRP. Items for Events can be sent to Heather.Albert@srpnet.com. Events and activities must be SRP-sponsored or SRP-sanctioned.

FY19 EPIC Progress Report (As of Sept. 31, 2018)

0% • Projected award*  KEY  Making satisfactory progress toward goal achievement

• EPIC combined net revenue  Achieving goal requires additional effort

• Customer satisfaction
• Direct costs
• Safety

*An additional 1% award is available for EPIC Individual/Team goals achieved by April 30, 2019.

For more information about our progress, including detailed charts, select the link from the EPIC Status box on insideSRP (lower left on the home page).

Read Pulse early on insideSRP: The newest issue is ready by 6 a.m. Wednesday.

Need to change the number of issues you receive? Contact Mail Services at (602) 236-0582.
Benefits Open Enrollment is underway and you have until Nov. 16 at 11 p.m. MST to make your selections. It’s easy to do. Visit insideHR and click on the SRP Benefits Portal link to review your benefits and make any changes.

To help you make the most of your choices, we’ve included the most frequently asked questions from our Benefits team.

Do I have to log in? Won’t my benefits stay the same?

Your benefits will stay the same if you do not make any changes; however, you must re-enroll in a flexible spending account (FSA) each year during Open Enrollment. This is the only time you can add or change selections for short-term disability or group legal. It’s also a good idea to review your dependents and make any changes. In the Benefits Portal, you will be able to see your current benefits and future benefits side by side as you make your selections.

Is Alliance going to include my doctors and hospitals?

The Alliance network is the new, bigger, better Acclaim network for 2019. This means additional hospitals, medical centers, physicians and more are available to you. In total, Alliance will give you access to 16 hospitals and medical centers.

Alliance includes all current Acclaim providers and, beginning Jan. 1, 2019, adds in the HonorHealth system (formerly John C. Lincoln and Scottsdale Healthcare). Want to know if your provider is part of the Alliance network? Go to azblue.com/SRP, select the Alliance network and click on “Find a Doctor.”

Why would I want an HSA?

An HSA, or health savings account, helps you manage your day-to-day health-related expenses, but it also is one of the best retirement tools available. By choosing the CCP+ plan, you are eligible for an HSA. The IRS raised HSA maximum contributions for 2019; now you can set aside $3,500 for singles and $7,000 for families. You can change your contribution amounts throughout the year, but remember to look at your annual contributions during Open Enrollment to ensure you are comfortable with your 2019 levels.

HSAs also come with additional perks. On Jan. 4, 2019, SRP contributes generously to your HSA — $750 for singles and $1,500 for families. By participating in WellSMART, you also earn $125 (or $250 if you and your spouse participate) to your HSA. This amount will be added to your HSA the week of Jan. 18, 2019. Complete your WellSMART screening with your doctor by the end of the year to be eligible. Want to learn more? Go to insideHR to watch a video on HSAs and review your current HSA contribution in the SRP Benefits Portal.

Do I need to make life insurance decisions now?

You can enroll in or change your life insurance benefit all year long; however, increases in coverage are not immediate. You will need to fill out evidence of insurability (EOI) and wait for approval before any coverage and changes will go into effect. A link to the EOI is conveniently located in the Benefits Portal. Don’t forget, SRP pays for basic life insurance and basic long-term disability (LTD), so you will see $0.00 as the premium when you review your selections in the Benefits Portal.

Learn more and see everything in one place

Visit insideHR to:
• Find the link to the SRP Benefits Portal.
• Visit the Benefits Open Enrollment page.
• Check out ALEX, your automated benefits adviser.
• Binge watch your Benefits with a series of quick helpful videos.
• Find links to the 2019 Benefits Open Enrollment Guide.

Please contact the SRP Benefits Team if you have additional questions at hrbenexp@srpnet.com.
About Mickey Fine

Mickey Fine was a Senior Safety & Health Specialist in Safety Services from 1988 until her death in 2001. Shortly after her passing, the General Manager’s Staff approved an award in her honor to recognize safety excellence in smaller SRP work groups. The trophy inscription reads, in part, “(Mickey) was passionate about her profession, and her extraordinary gifts touched all of our lives. Her goal was to inspire all of us to work safely and care about the task at hand. Mickey’s enthusiasm, determination, energy level and optimism made her extremely successful. This trophy was designed to keep Mickey’s spirit alive.”

Walking the Safety Talk: CGS Operations Celebrates Mickey Fine Award Win

BY JULIE WILSON

Amid the heat and the hubbub of the loud equipment at Coronado Generating Station (CGS), 54 CGS Operations employees are laser-focused on the task at hand. Some are operating and monitoring turbines and generators. Others are managing coal deliveries to keep the boilers going and running the pumps in the water treatment area of the plant. Still others are taking equipment readings and grinding limestone to use in the scrubbers. These and countless other tasks must be performed around the clock to keep CGS humming along.

What’s even more remarkable than this bustling scene is that this team surrounded by potential hazards achieved zero preventable vehicular accidents, OSHA recordables and lost-time accidents in FY18, earning them the coveted Mickey Fine Award.

“To get through the year clean is difficult to do,” admitted Jeff Rhees, O&M Manager, CGS Operations. “Someone is here 24 hours a day, seven days a week, 365 days a year. We have constant risk.”

These risks come from high-pressure and high-temperature steam, rotating
equipment, electrical circuit breakers and devices, conveyer belts and caustic chemicals, among other possible threats.

A culture of safety
A safe environment doesn’t just happen. The focus on safety has to be ingrained in everything the team does. “Culture is huge,” said Rhees, who has been with SRP for 38 years. “Safety culture is an attitude. CGS Operations lives by the baseload core safety values, and the employees truly care about their own welfare and the welfare of their co-workers.”

This begins with strong communication. Supervisors lead their teams through daily safety meetings where they review the safety measures that are in place and when to use them. During their tailboard meetings, teams walk through the steps they will take to complete the day’s tasks in the safest way possible.

“Tailboarding is a pretty effective way to avoid accidents,” he said. “You can anticipate things that could go wrong and take steps to mitigate them.”

CGS also has an employee-led safety committee that empowers team members to take ownership of creating a safe working environment for everyone.

Celebrating their success
All of these measures, coupled with a commitment to safety by the entire team, led CGS Operations to win the Mickey Fine Award, an honor this team hasn’t had since 2009.

“When I was told that we won, I was surprised. It wasn’t something I had been thinking about. I just think about if we’re staying safe day to day,” Rhees said.

John Coggins, Associate General Manager & Chief Power System Executive, was on hand to present the trophy to Rhees and his team. Afterward, there was a plantwide lunch celebration for all CGS employees. Former plant manager Dan Bevier came out of retirement to add his congratulations. He was plant manager for part of fiscal year 2018.

“We all feel that winning the Mickey Fine Award is an honor, and we are proud of what we were able to accomplish,” Rhees said.

In the end, it’s a simple sentiment that has led to CGS Operations’ successful safety record.

“We won’t make decisions that put people’s safety at risk to generate power,” Rhees said.

CGS Stats in FY18
- Generated 4,402,470 MW of electricity
- Burned 2,390,551 tons of coal
- Burned 26,443 gallons of fuel oil
- Softened (treated) 144 million gallons of water

Safety Takes Us Home – Commitment-Based Safety

Rudy Navarro
DIRECTOR, CORONADO GENERATING STATION

Decades of research has shown that a personal commitment to safety significantly reduces injuries in the workplace.

“Commitment-Based Safety is when you walk the walk. It’s what makes safety a meaningful and personal choice rather than an afterthought. It’s what helps us personally contribute to workplace safety at SRP. "Make a commitment to set a safety goal you can work on each day. One of my commitments is to work and live distraction-free. We have a lot of outside distractions, and this means that we need to reduce or eliminate these distractions and focus on the task at hand.”
Solar Coming to PAB and PERA

After several months of planning, SRP is moving forward on the installation of new solar arrays at PAB and the Valley PERA Club.

By April 30, 2019, SRP will install solar arrays on the top floor of the PAB garage, on covered surface parking in the PAB visitor lot and at the PERA Skills Training Center.

In addition to providing on-site solar in support of SRP’s 2035 Sustainability Goals, these projects help us meet our LEED goals for the PAB Betterments and PERA Skills Training Center developments.

PAB solar arrays will generate an estimated 765,000 kilowatt-hours (kWh) per year. PERA Skills Training Center solar arrays will generate an estimated 31,000 kWh per year.

Questions? Email facilities411@srpnet.com.

Are Your Goals on Track? It’s Time to Check Your FY19 Progress

We are halfway through FY19, so it’s a perfect time to check the progress of your goals. Here are some ways to make sure you are on track.

### Employees

- Go to SuccessFactors to check your goals.
- Document your progress.
  - Click the “edit” link found immediately after the goal title.
  - Enter your update in the Q2 box.
- Meet with your manager or supervisor to review and create plans to ensure you complete your goals.

### Managers/Supervisors

- Go to SuccessFactors to review your team members’ goals.
- Schedule a time to meet with your employees to provide quality feedback on their goals.
- Work with your employees to develop plans to ensure their goals are met.

If you have questions or need additional assistance, check out the Goals page on insideHR or email perfmgmt@srpnet.com.
**Angel Acres**

San Tan Valley area  
Every Saturday, 9 a.m.–noon

A limited number of volunteers age 14 and older are needed to support children during a short horse ride, interact with the children and help them play games while they ride. Volunteers are also needed for an art table and a goat petting zoo. Lunch is served. Visit srpvolunteers.com to sign up.

**Other volunteer opportunities**

- **NorthBridge Run for College Success — Volunteers and Team SRP:** Nov. 10
- **Natural Restorations — Green Friday:** Nov. 23
- **Natural Restorations — Gila River Base & Meridian Wildlife Area Cleanup:** Dec. 1

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**In Memoriam**

**Judith Amman,** 83, died Nov. 3. Amman joined SRP in 1985 and retired in 1994 as an Administrative Clerk, Power Services.  
She is survived by her daughter Wendy Petersen.

He is survived by his wife, Alice; daughter Deborah; and sons Wesley and Keith.

He is survived by his daughter Heather and son Ron.

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**‘In the Know’: Safety**

In this second episode of the In the Know video series, General Manager and CEO Mike Hummel explains why safety is so important to him and why it is crucial for management to make safety a priority at SRP. View the video on the insideSRP home page today.

**MIKE HUMMEL**  
General Manager and Chief Executive Officer

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**VALLEY**

**Creative Fall Centerpiece Flower Class**  
Nov. 10, 10–11:30 a.m.  
$65 (all supplies included)

The deadline to register is Nov. 8. Contact Yvanna.Villela@srpnet.com, (602) 236-5705.

**Veterans Day Kids Camp**  
Nov. 12, 8:30 a.m.–5 p.m. (early/late pickup available)  
Cost: $60 for members (those eligible for SRP benefits); $70 for guests (grandkids, friends, cousins, etc.)

To sign up, contact Emily.Rogers@srpnet.com, (602) 236-5757.
Congratulations!

November Service Anniversaries

40 years

Art Redhair
NGS MAINTENANCE

35 years

Annette Kelly
METER OPERATIONS

Pam Skowronek
OPERATIONS & MAINTENANCE

30 years

Janice Cacioppo
STRATEGIC BUSINESS DEVELOPMENT

Nelson Ross
ORGANIZATION CHANGE MANAGEMENT

25 years

Mary Dickner
FUNDS ADMINISTRATION

Gerald Engelhardt
WATER CONSTRUCTION EAST

Randi Korte
SAFETY SERVICES

Steve Robinson
TRANSMISSION LINE CONSTRUCTION

Randy Steers
TROUBLESHOOTING SOUTH

20 years

Kendrick Begay
NGS MAINTENANCE

David Glass
EAST VALLEY METERING

Stephen Mellentine
OPERATIONS PLANNING

Gil Mills
WEST VALLEY METERING

Sandra Rodriguez
BLUE STAKE WEST VALLEY

Joseph Sabijon
EAST VALLEY METERING

Steve Sandrolini
MOBILE MAINTENANCE CREW

Cynthia Scott
TRAINING MANAGEMENT SYSTEMS

Andrew Smith
DLM WEST

15 years

Arthur Casillas
CUSTOMER INSPECTION SERVICES

John Crow
FACILITIES SERVICES O&M

Dorraine De la Trinidad
CCS&E

Michael Leonhard
DESERT BASIN OPERATIONS

Germaine Sloan
NGS OPERATIONS

Michael Unser
TELECOM INFRASTRUCTURE

10 years

Adam Brogdon
FAULT LOCATING WEST

Ruben Hinojos
DISTRIBUTION IMPROVEMENTS ENGINEERING SERVICES

Jerod Hood
TRANSMISSION LINE CONSTRUCTION

5 years

William Barrett Jr.
SECURITY SYSTEMS ENGINEERING

Michael Boussu
CUSTOMER CONSTRUCTION

Jeremy Denton
DESIGN GROUP CENTRAL

Heath Fuller
CUSTOMER CONSTRUCTION

Gary Grant
SECURITY SYSTEMS ENGINEERING

Katie Hicks
GRAPHIC RECORDS

Scarlett Lott
DESIGN GROUP EAST

Jakob Madril
WATER ENGINEERING

Timothy Mccullough
DESIGN GROUP WEST

Stefanie Moore
CUSTOMER IMPROVEMENTS

Isabella Ortega-Osorio
IT INFRASTRUCTURE

Mark Pauken
FACILITIES SERVICES O&M

Scott Persons
DESIGN GROUP WEST

Craig Stradling
PERA CGS

Anniversary announcements compiled by Audria Trapp