

South Texas Electric Cooperative

SPRING

Newsletter

April 2022 Newsletter

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After a long cold winter, spring welcome relief. The warmer days of spring inspire us to shake off the dust—both literally and figuratively. Most often, rituals of refreshing one's home are paralleled by a refreshed perspective and revitalized spirit.

As the days grow longer and we all feel a bit more energized to spend time in our gardens, taking walks or just being out in the sun. Position yourself to succeed by doing the "other things" in your life that rejuvenate you. Exhaustion affects your quality and productivity. Take time for you!

Enjoy the Spring Newsletter.

Mission Statement

South Texas Electric Cooperative's mission is to provide the infrastructure and services to deliver reliable and economical electric power to a diversified membership.



MANAGER'S MESSAGE By Mike Kezar

Although the first day of summer does not officially arrive until June 21st, you would be hard pressed to convince Texas residents that summer is not already upon us. Temperatures from the mid 90's to triple digits just to our north, coupled with an extended period of dry weather, have worked to make the landscape look like we are in the middle of July, rather than the middle of May.

The hot weather has also impacted the electric grid. Just last Friday, May 13th, a shortage of available generating capacity pushed prices above \$2,500/Mwh across the state. Clearly, and despite the efforts of the Texas Legislature, the Public Utility Commission, and ERCOT, available electric generating capacity remains a significant concern in Texas.

And the Federal government is not helping the situation.

In March, the Environmental Protection Agency (EPA) proposed a new "Good Neighbor Rule" that is targeted at reducing power plant emissions in upwind states, when the calculated effect of those emissions is creating compliance problems for downwind states. In the case of Texas, EPA has determined that Texas power plant emissions of oxides of nitrogen (NOX) are impacting counties in Wisconsin. And while even a liberal interpretation of a map of the United States would indicate that Wisconsin is not a neighbor of Texas, EPA is proposing to significantly limit the amount of NOX emissions that Texas can produce on an annual basis. As a result, we estimate that approximately 12,000 MW of coal-fired generating capacity in Texas will retire in the next few years, and 8,000 MW of that total will take place within ERCOT's footprint.

So, at a time when legislative and regulatory initiatives in Texas are targeting an increase in electric generating capacity to meet the power demands of the state, the Federal government is pursuing policies that would force the early retirement of existing generating capacity and make the challenge of maintaining grid reliability exponentially harder.

STEC has been, and continues to be, engaged at both the State and Federal levels on policies that impact the Members. I am travelling to Washington DC today (May 16th) to meet with members of the Texas Congressional Delegation and explain the negative impacts that EPA's proposed Good Neighbor Rule will have on Texas' electric grid reliability. Our hope is that the EPA can be convinced to slow the progress of their rulemaking long enough for organizations like ERCOT to evaluate the impacts the rulemaking will have on reliability and to provide meaningful comments.



SOUTH TEXAS ELECTRIC BOARD OF DIRECTOR NEWS

- Mike Ables was elected as the new Director representative for San Bernard Electric Cooperative, Inc.
- The Board met in Pearsall, TX on March 23rd for a tour of the Pearsall transmission building, truck stalls, and the power plant. The Committee and Board Meetings took place at La Luna Venue outside of Pearsall.
- Final status reports on the Corporate and Division Goals for 2021 were presented by staff. The Board approved the 2022 Corporate and Division Goals.
- The Preliminary Year-End Margins & Patronage Capital Allocations were presented to the Board by Jane Krause.
- Mike Kezar discussed the December Member Billing and Year-End Financial Performance report. The Board ratified management's recommendation for the year-end billing.
- The Board approved revisions to Board Policy No. 101 – Organizational Chart and reviewed STEC Board Policy No. 207 – Whistleblower Policy.
- The Board approved the 2021 - 2022 Employee Incentive Plan.
- Mitch Davis provided the Year-End Safety Review for 2021 with a focus on Lessons Learned. Wendy Ohrt presented the NERC and Texas RE Compliance Report.
- Clif Lange presented ERCOT's Capacity Demand and Reserves (CDR) report and STEC's analysis of the data.
- Keith Kaderly, with Inside Information, presented results from the December 8, 2021 Employee Survey.
- The Board approved membership to the Texas Economic Development Corporation.
- The 2021 Annual Outage Report was provided to the Board.
- Cory Allen reported on the PUCT's approval of STEC's transmission cost of service interim rate.
- Jane Krause presented Karl Stover's revised STEC 2021 Financial Forecast to the Board.
- The presentation on STEC's Member Rate Components and Cost Drivers was given by Jane Krause and Clif Lange.
- John Packard discussed fuel oil engineering services for Sam Rayburn. The Board approved executing an agreement with Black & Veatch.
- The Board approved the purchase of land for the Loxley Substation and plans to move forward with the property expansion at the Castroville Substation.
- Jane presented CoBank's Patronage Capital Allocation and Special Patronage Distribution.
- The Board approved Don Gray's recommended approach to receive proposals for property and liability insurance coverage.
- Resolutions to change the Load Resource Service (LRS) and Emergency Response Service (ERS) tariff schedules were approved by the Board.
- Mike Kezar, Clif Lange, and legal counsel provided updates on implementation of legislation approved during the Texas 87th Legislative Session including STEC's Reliability Service Proposal.

The Board of Directors of South Texas Electric Cooperative, Inc. are rural electric leaders who have either been elected to the Board of their distribution system or are managers of their distribution system. The Board consists of two representatives from each of its eight Member Cooperatives.

BOARD OF DIRECTORS

Barbara S. Miller	President
Ron Hughes	Vice President
Paul T. Brysch, Jr.	Secretary/ Treasurer
Larry Huesser	Asst. Secretary/ Treasurer
Bobby Bauch	Director
Brad Bierstedt	Director
James Coleman	Director
Bruce Elliott	Director
Ricky D. Graff	Director
Brian Acosta	Director
Donald Herrmann	Director
Varzavand "Avan" Irani	Director
Gary Raybon	Director
Trey Grebe	Director
Blaine Warzecha	Director
Trey Ruschhaupt	Director
Mike Ables	Director
Sammy Condra	Director



HUMAN RESOURCES

A Continued Focus on Recruiting

The world is undergoing a massive demographic transformation. Exacerbated by the COVID-19 pandemic and an aging population, the scarcity of skilled workers has employers feeling the crunch. Globally, the number of people age 60 and over is projected to double by 2050. We are currently in the era of the “great resignation.” Nearly 20 million Americans left their jobs in 2021. As employers scramble to fill the open positions, millions of capable candidates struggle merely to be considered.

Why such a disconnect and how employers bridge it? A study by Harvard Business School finds a major reason for the gap: the use of automated platforms, which systematically screen out



candidates who might well fit the bill but never reach the hiring company. With today’s tight labor market, STEC has had to rethink its recruiting methodologies.

Proactive Approach

Soliciting supervisor feedback regarding the job expectations prior to starting the candidate search.

STEC is teaming up with local universities and technical colleges to seek candidates.

Employee Referrals

Helpful in aiding the search for the right candidate. By far, referrals continue to be our best recruiting method.

Onboarding

By formalizing the onboarding process new employees are integrated into STEC and its culture. Higher employee engagement, better employee retention, and increased productivity are all benefits of this process.



Welcome to STEC:

John Rodriguez – Apprentice Lineman

Mellinda Brzozowski – Environmental Coordinator

Clayton Klekar – Apprentice Lineman

Jaime Perez – Office & Warehouse Coordinator

Rebecca Rice – Safety Specialist

Klayton Pavliska – Substation Technician

Brandon Cremeens – Operator

Alberto Leal – Relay Technician

Demetrio Garza – Relay Technician

Teddi Flessner – Transmission Planning Engineer

Carlos Tijerina – Sr. Operator

ACCOUNTING & FINANCE

STEC's auditors, Bumgardner, Morrison & Company, have completed the annual financial audit and issued an unqualified opinion which is the best opinion a company can receive. We would like to thank everyone who assisted in the audit and thank you all for following STEC's financial policies and procedures which helps ensure the integrity and accuracy of the financial statements.

Year-end activity has been a primary focus for the division. Closing the books for 2021 is just the start of the reporting activities. Once the audit is completed, information needs to be accumulated for the annual Form 12 due to National Rural Utilities Cooperative Finance Corporation the last day of April and the annual report that is issued in May. Information was provided to Fitch Ratings Agency in April during a call for the annual rating update. By the end of April, compliance information and reporting are due to all the bond holders and lenders.

Insurance renewals are currently underway. STEC policies renew July 1st each year and a great deal of information must be provided to the insurance companies well in advance of the renewals to ensure our property information is properly recorded and insured for the correct values.

Congratulations to Joshua Munoz, son of Ysidoro and Mary Jane Munoz for winning a \$2,000 STEC Scholarship!

DATES TO REMEMBER

- **STEC Easter Egg Hunt (Sam Rayburn & Pearsall) - April 13th**
- **Lineman Appreciation—April 14th**
- **Good Friday Holiday—April 15th**
- **Committee & Board Meetings—May 25th**
- **Annual Meeting—May 26th**
- **Employee Luncheon- May 27th**
- **Service Awards Luncheon- July 1st**

REMINDE



CORPORATE & MEMBER SERVICES

Compliance

In early February this year, STEC was notified by Texas RE that they were concentrating on the risks associated with Facility Ratings as defined by FAC-008. This would be a single engagement that will enable proper focus by STEC and Texas RE's Compliance Monitoring and Enforcement Program (CMEP) staff. The en-

gagements would be risk based with an emphasis on entities that have not had a CMEP activity related to Facility Ratings since 2017. STEC was chosen along with twelve other registered entities.

The compliance department and Subject Matter Experts (SMEs) have been working diligently to collect evidence and submit in response to the single requirement audit. Texas RE will perform the audit between May 16—May 20th; however, may request additional information prior if needed.



Along with the single requirement audit, the Compliance department and SMEs continue to work with IN-POWERD, a compliance consultant, to review and enhance our current program.

Environmental

The first quarter has been busy in the Environmental Department. In February, The Texas Commission on Environmental Quality (TCEQ) conducted an on-site Title V audit at the Sam Rayburn Power Plant. This audit was to review records on the maintenance, calibration, certification, and operation of the continuous emissions monitoring system. The auditors also toured the facility and asked questions as needed.

Another one of our achievements was that the Sam Rayburn Power Plant's Prevention of Significant Deterioration Permit renewal application was submitted in March. The permit goes under renewal every ten years and has a 30-day comment period to allow the public to be notified and contact TCEQ if there are questions. The notice appeared in the Victoria Advocate and the Revista de Victoria. The application is also available for review in the Victoria Public Library for those who are interested.

Data for the annual 2021 air inventory was compiled for all three of South Texas Electric Co-op's power plants. Annual emissions inventories are required by National Ambient Air Quality Standard implementation rules and the Clean Air Act. All facilities must report regulated pollutants from point sources by the end of March, which was completed successfully. Air quality is important to everyone, as it can affect our health in many ways. That's why South Texas Electric Co-op strives to comply with our permits and reduce emissions where possible.

POWER DELIVERY



Camera installation at the Sodville Substation

Sodville Security Cameras

At the Sodville substation, several security cameras and a video recording server were installed, allowing surveillance of the station by the Security department during the recent station upgrades.

Franklin's Camp Upgrades

The power line carrier replacement project at Franklin's Camp was completed. End to end level and function testing with Center Point Energy was performed and SCADA alarms were wired and verified with System Operations. The system was placed into service.

3G Modem Replacement

Technicians completed installation of new cellular radios to replace obsolete AT&T 3G modems used for meter data retrieval at several substations. The replacements were necessary due to the AT&T 3G service being discontinued. The new equipment supports the FirstNet service available to utilities and first responders.

Southmost Feeder Addition

Work continues at the Southmost station for the installation new distribution feeder and 34.5 kV step up transformer. The station RTU was wired and programmed to add new alarms, fiber cables were terminated to the new feeder relay and end to end checks of station metering values were completed.



Dwain Garber verifying carrier alarms at Franklin's Camp



Shawn Diebel replacing a cellular modem at the Botines Substation



Southmost Substation— Mobile David Installation

POWER DELIVERY



Red Gate Fiber Termination

At the new Red Gate autotransformer station, technicians prepared the optical ground wire (OPGW) for splicing onto the fiber cables that will run to the control building. These cables will carry RTU, network and phone data.

The aluminum cable must be cut, exposing the fibers which are then separated and spliced using a high temperature fusion machine. All this work is performed inside an enclosed trailer to minimize any dust that could contaminate the connections.



Amos Brown programming the RTU at Southmost

Valley News

Lasara-East Raymondville-AEP Raymondville # 2 138kV Line

Axis Power has completed replacing wood poles with concrete poles from Raymondville Tap Switch-Las Pulgas-East Raymondville Substation. The line section was re-energized on March 9.

Southmost Substation

Substation construction of the permanent 35kV installation began in March. Mobile David was energized, serving load by March 25. A ERCOT clearance was approved to de-energize the 138kV Southmost bus from March 28-April 27.

The temporary 35kV installation will be complete and ready to energize by mid-April

Red Gate Switch Station

Relay commissioning began March 8 with the testing of the wiring, relaying and function testing of equipment. Breaker testing and CCVT testing will begin April 4. Bushings and arresters on the auto-transformer will be replaced by April 15.

Raymondville Tap Switch

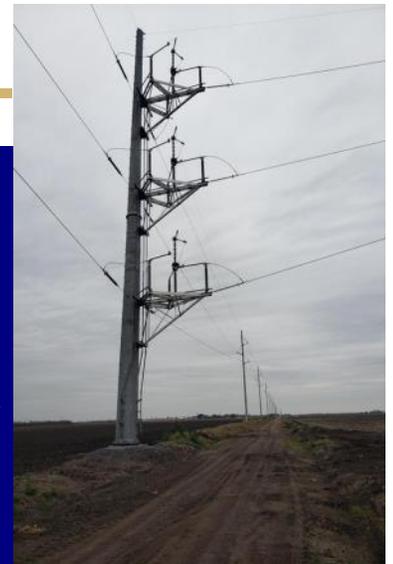


Fiber splice enclosure at Red Gate

Faysville Substation

This project is to upgrade the 69kV station to 138kV, increase the transformer size from 10/14MVA to 15/28MVA and add four, 25kV distribution feeder breakers and one, 25kV distribution transfer breaker.

On March 1, load was transferred to adjoining substations and Lambda Construction began demolition of the station. On March 11, two 10/14 MVA transformers (the station transformer and a spare transformer) were transported from Faysville to Red Gate Switch Station for storage. Site expansion work began in late March.



POWER DELIVERY



North Batesville

At the North Batesville substation, the C phase regulator faulted causing an outage. The regulators were bypassed, and the load was restored. The faulted regulator was replaced and taken back to the shop for repairs. Shown below, Substation Technicians, Joseph Martinez and Cory Hernandez make the necessary repairs to the faulted C phase regulator.



Hondo Substation

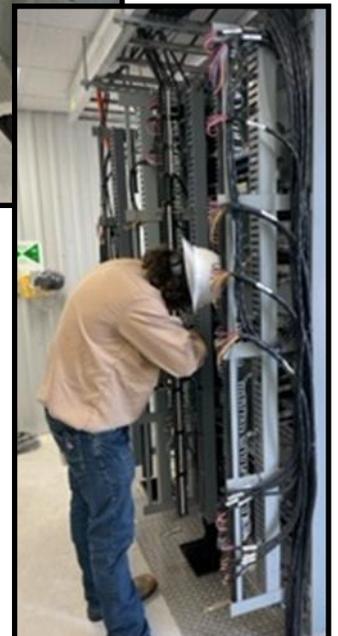
Substation Technician, Cory Hernandez, is repairing a hot spot that was found during the Biannual infrared inspection.

Vanderbilt Substation

George Filley IV and Dustin Novak performing the preliminary work at the Vanderbilt substation. This work is going to change the protection scheme from the existing Vanderbilt to Danevang with power line carrier to Vanderbilt 138 to Vanderbilt Sub Line Differential scheme and Vanderbilt Sub to Danevang with mirror bits over microwave. This job has three scheduled outages spread out over seven weeks and will be completed before the Planned Transmission Outage Restrictions set by ERCOT.

Pawnee 345/138 Substation

Relay Technicians, John Schneider and Doye Bethke are performing relay maintenance at the Pawnee 345/138 substation. Relay maintenance is done on the microprocessor relays every 10 years.



POWER DELIVERY

System Operations

For Compliance purposes, System operations reviewed, revised and submitted the STEC Emergency Operations Plan to ERCOT as required by NERC Standard EOP-011, the STEC Geomagnetic Disturbance (GMD) Plan to ERCOT as required by NERC Standard EOP-010, the STEC Operating Plan for Backup Functionality to ERCOT as required by NERC Standard EOP-008, the fourth quarter Vegetation-Related Outage Data Submittal form to the STEC interim Compliance Officer for review and submittal to the Texas Reliability Entity (TRE) in accordance with Requirements 1 and 2 of NERC Reliability Standard FAC-003-4 and the fourth quarter Transmission Availability Data System (TADS) equipment outage report to NERC.

We have a newly NERC certified System Operator (Mark Hanson) preparing for the exam to become ERCOT certified and should be ready to enter the shift rotation soon. The two System Operator trainees (Brett Kasper and Bobby Fojt) are progressing very well, learning the controls, communication skills and requirements necessary to operate the system safely.

The Operators have been busy with Transmission and Substation projects that are underway along with required maintenance and testing, submitting model updates to ERCOT via the Network Model Management System (NMMS), that is governed with a strict timeline, to add new or temporary equipment and retire/remove old or temporary equipment, also managing the ERCOT Outage Scheduler to reflect the current system configuration and are tasked with the switching operations necessary to keep the workforce (to include STEC, Member Cooperatives, Contractors and TSPs we are contracted to provide TO services for) moving forward with their daily activities and providing one-on-one instruction for the trainees.

Allen Moeller and Matt Bernhard participated in substation training provided for San Miguel EC employees at the San Miguel Power Plant station that included (but not limited to) basic station layout, three-part-communication, and hands on switch operation.

The System Operations team compiled the 2021 Annual Outage Report and the Engineering department assisted with printing the books for distribution at the February Board of Directors meeting.

The 2022 Black Start training will be conducted remotely again this year and 7 sessions beginning with a Pilot session have been scheduled to start in April.

Engineering

The Engineering Department gave presentations on EEA Load Shedding with all Member Cooperatives during the month of January.

Victoria Infinium personnel received substation training by Derek Merta and Allen Moeller at the Loop 463 substation. Three-part communication, personal protective equipment, and procedures for entering and exiting a substation were reviewed.

On February 28, members of the Engineering Department, participated in the Habitat for Humanity Build framing a new home.

IT Reminder on Privacy Settings

If our private information becomes public, it can affect our credit ratings, employment options, and even our safety. For social media accounts protect those accounts by using long, unique passphrases, multi-factor authentication (MFA), and updating operating systems.

While it's almost impossible to remain anonymous in 2022, there's no rea-

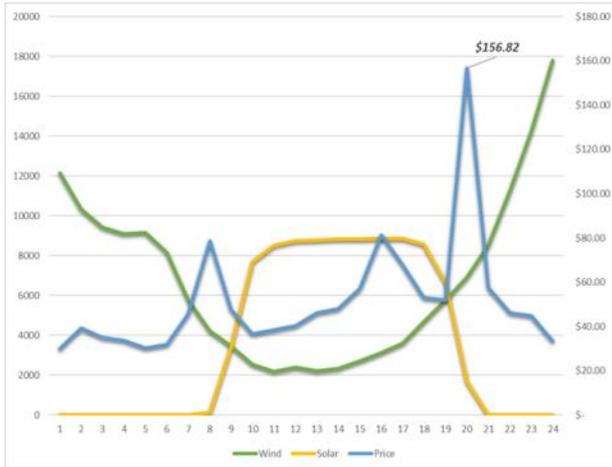
New employees in the Engineering Department are Zach Davis, Engineering Assistant and Teddi Flessner, Transmission Planning Engineer. Chris Beard was promoted to Construction Superintendent and Long Tran moved from Distribution Engineer to Transmission Planning Engineer.

son to make it easier for criminals to take advantage of you. Information you share online, even if it's restricted today, may go viral tomorrow. The best way to protect yourself is to avoid posting anything you wouldn't want your grandmother to read in your local paper. You can't regret a photo you never take. More information can be found at National Cybersecurity Alliance: Data Privacy Week, FTC: Protecting Your Privacy Online and CISA: Online Privacy Tips.

POWER SUPPLY

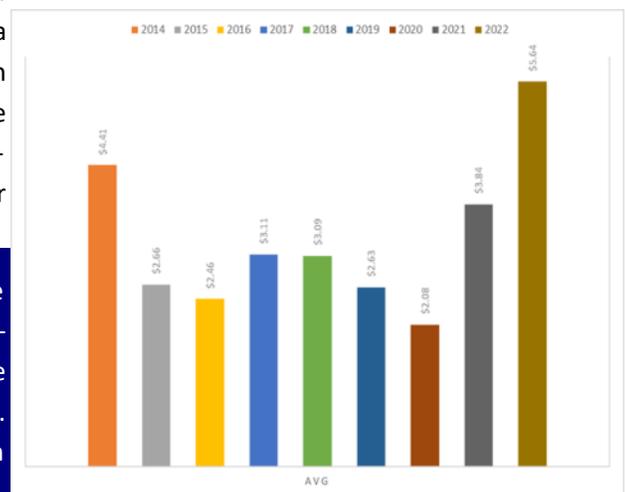
Wholesale/Marketing

The first few months of this year for STEC QSE were much milder compared to the same time last year with Winter Storm Uri. There were bouts of cold throughout the winter season into early spring including the ice storm event in early February. The cold seen was significant but the more conservative operating posture of the grid, a somewhat stronger natural gas backbone, along with moderate wind production (as compared to production in Feb. 2021) provided enough support to keep things a non-event. However, the ongoing conservative approach at ERCOT does come with excessive costs, mainly the undercutting of market solutions that were developed for the energy-only market construct in place. Without the opportunity for cost recovery plus a margin, conventional resource adequacy will remain in limbo. As well, the issue of wind and solar variability remains as the two act like baseload supply at the bottom of the resource offer stack leading to cheaper power at the expense of adequacy and reliability which the two lack compared to conventional resources. Solar has penetrated the ERCOT market up to approximately 9000MW of working output. This source, too, has demonstrated the variability the market will need to adjust to, mostly in the ramp down of production as the sun fades into nighttime. As



you can see in the graph to the left, there is a marked increase in the price of power around 8PM as sun production ramps offline as well as a smaller price spike earlier in the day at 7AM as the wind is ramping down prior to the solar ramping up. Given the square-peg/round-hole aspect of intermittent resources, volatility in the energy market will remain elevated, and until the volatility can be predicted, if ever, conventional resource adequacy will likely suffer. STEC has offered a solution to the market to improve conventional resource adequacy through a Reliability Service that encourages dispatchable generation development and allocated the costs not only to Load customers, but also to wind and solar resources, and underperforming thermal assets and achieves a cost-causation principle found in Senate Bill 3. The PUCT is currently vetting STEC's solution.

Natural gas prices are still a top story for 2022. Cold weather and increased LNG demand with the backdrop of lower production and recent turmoil in Ukraine have been the driver of higher prices. Natural gas prices are at their highest levels on a monthly basis since 2014 averaging \$4.28/mmbtu through March 31st and the current futures prices for the remainder of 2022 are \$5.89/mmbtu which is approximately \$2.00 higher than the 12-month settle for 2021. Higher natural gas prices equal higher power prices.



Outside of the markets, STEC QSE remains active in the STEC-wide interests. Rebecca is actively involved in Employee Standing Committee, Scholarship Committee, and Easter event. Kafia is on the board of the STEC Credit Union and helps them in a variety of ways. Also, Habitat for Humanity is a main source of paid-release hours in the QSE.

POWER SUPPLY

Pearsall Power Plant

Pearsall Power Plant Operators have been training our new hire team members Brandon Cremeens and Carlos Tijerina. Operators are currently preparing for ERCOT black start compliance testing schedule on April 7, 2022.

Pearsall Power Plant Maintenance consumes most of their time preparing for upcoming maintenance schedules and performing preventative maintenance plant equipment. Our maintenance team is continuing with a 4K maintenance interval that falls in between the major overhauls. This 4k maintenance involves changing out the main oil pump for each engine, performing multiple functionality checks and providing measurement records for the gensets. The Pearsall Plant employees also started the first of twelve 24K maintenance overhauls scheduled for this year. Engine 24 was started on March 22, 2022 and plan to have this genset release to QSE on April 8, 2022. The 24K maintenance involves reconditioning the two turbochargers, performing multiple functionality checks and providing measurement records for the gensets. The whole team is involved in making sure all equipment and jobs are completed safely and accurately by performing LOTO to ensure the maintenance is safe to start

and following procedures to perform the work correctly.



Carlos Tijerina (senior operator), Wesley Nixon (senior operator), and Brandon Cremeens (operator) viewing the control center



Tanner Rice and John Garza, maintenance technicians are preparing to maintenance turbocharger

Sam Rayburn Power Plant

In early April, the Sam Rayburn Power Plant successfully completed annual testing to verify Black Start Capability. This year's test included a Line Energization test in addition to the Basic test for Units 7, 8 and 9. The Basic test requires that the Operators start up the Black-start Unit while disconnected from the ERCOT grid using a standby diesel generator to power the equipment required for start-up. Once the Unit is online, the Operators have to synchronize it with the standby generator, transfer the load onto the Black-start Unit and carry the load for 30 minutes. The Line Energization test requires the Plant Operators to coordinate with the System Operators to energize a line that is also isolated from the ERCOT grid and carry it on the Black-start Unit for 30 minutes.



Operator, Jason Mares performing during Black-start testing



EMPLOYEE STANDING COMMITTEE



VOLUNTEER



The ESC wants to share photos of you volunteering at your chosen qualifying organization. Please take pictures and email them to Lionel Gandara at lgandara@stec.org.

Giving Back to Our Communities

Employee Volunteer Hours as of 3/26/22	Charitable Giving & Corporate Support
97	\$10,750



STEC Director Sammy Condra and Mike Kezar volunteering in Nashville, TN for the Touchstone Energy Community Service Project.

Are YOU looking to volunteer? Let ESC help you find a qualifying organization in your area. Contact your ESC Representative for more information. Each employee has 24 hours of paid release time allocated for use in 2022.

The ESC continues to review applications for the Charitable Giving and Corporate Support program each month.

SAFETY COMMITTEE

Preparation and Prevention Make Sense

Fire Extinguisher

We've all read about and heard on the news stories regarding grass fires breaking out throughout areas of Texas and in other States. And have received alerts from our local Office of Emergency Management issuing out Red Flag Warnings and reminding citizens of Burn Bans that are in effect.

Just this morning, I was following a Sweeper Truck that had sparks coming out from the side due to its brushes being too low. He pulled into a gas station where I was able to get his attention and alert him to the hazard.

We spend a great deal of time talking about fire prevention. If you smoke, do so in a designated smoking area and discard of our cigarette butts in an approved container. Any hot work must either be done in a hot work approved area or a hot work permit must be requested and approved prior to beginning the task. Do not forget a Fire Watch if working under a hot work permit. If you're in an area where there is a combustible gas, such as acetylene, then you'll want to refrain from open sparks in that area. For all of you cold-natured STEC employees, remember that your floor heaters must have tip-over protection. Take note of the environmental conditions around you when in open fields with dry grass or areas with combustibles where sparks can result in a fire breaking out.

Additionally, make sure that your equipment is maintained and that any loose chains or other devices that can generate a spark while travelling down the road, are secured and addressed prior to beginning your journey.

In regards to responding to a fire, we must consider it's class, location, and size. The extinguishers around our facilities and in our vehicles are either rated for a class A/B/C fire or class B/C.

Remember, class A fires involve your combustibles, such as paper, wood, and plastic (Ash). Class B fires consist of oils and greases (Boil). And, class C fires involve electrical systems (Current).

The location and size of a fire go hand-in-hand. If a fire is beyond its incipient stage, then we must contact 9-1-1 and our focus then turns to ourselves and getting to safety. If the fire could spread to chemical storage areas, then we will want to be sure to go upwind from those chemicals, taking note of wind direction via the wind socks.

If you decide to fight a fire in its incipient stage, then remember the P.A.S.S. acronym and your hands-on training. **P**ull the pin. **A**im at the base of the fire. **S**queeze the lever. And **S**weep from side to side.



STEC employees are encouraged to discuss any safety concerns or suggestions with any Safety Committee Member, and the members will update their departments in a timely manner of what the Safety Committee discussed in the past meetings. All STEC employees can also use the suggestion boxes around each facility and email concerns and suggestions to safetycommittee@stec.org.

“Safety is something that happens between your ears, not something you hold in your hands.” - Mike Kezar

UPCOMING MEETINGS

April 2022

HR/Health & Wellness (Substation, SYSOP, Power Plant, Tech Services Transmission & Wholesale Marketing– Sam Rayburn Location)	Apr 5
HR/Health & Wellness (Admin, CMS, Acct & Finance, and Engineering -Sam Rayburn Location)	Apr 5
HR/Health & Wellness (Red Gate Power Plant & Donna)	Apr 6
HR/Health & Wellness (Pearsall Location)	Apr 7
Employee Standing Committee	Apr 7
Safety Committee	Apr 7
Safety Meeting (Power Supply, Engineering, SYSOP & Administration -Sam Rayburn Location)	Apr 18
Safety Meeting (Transmission, Substation & Tech Services— Sam Rayburn Location)	Apr 19
Safety Meeting (Red Gate & Donna Location)	Apr 20
Safety Meeting (Pearsall Location)	Apr 21
Committee / Board Meeting	Apr 27-28
Supervisor Meeting	Apr 28



Upcoming Meetings

May 2022

HR/Health & Wellness (Substation, SYSOP, Power Plant, Tech Services Transmission & Wholesale Marketing– Sam Rayburn Location)	May 3
HR/Health & Wellness (Admin, CMS, Acct & Finance, and Engineering -Sam Rayburn Location)	May 3
HR/Health & Wellness (Red Gate Power Plant & Donna)	May 4
HR/Health & Wellness (Pearsall Location)	May 5
Employee Standing Committee	May 5
Safety Committee	May 5
Safety Meeting (Power Supply, Engineering, SYSOP & Administration -Sam Rayburn Location)	May 16
Safety Meeting (Transmission, Substation & Tech Services— Sam Rayburn Location)	May 17
Safety Meeting (Red Gate & Donna Location)	May 18
Safety Meeting (Pearsall Location)	May 19
Committee / Board Meeting	May 25
STEC Annual Meeting	May 26
Supervisor Meeting	May 26

