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## Lineworker fitness and lifestyle is topic of NEPPA conference & expo

Keoki Kamau, a former trainer for the Washington Redskins and the San Diego Chargers football teams, led off NEPPA's 2009 Safety & Operations Conference, June 23, at the Boxborough Holiday Inn in Boxborough, Mass.



Keoki Kamau

Kamau, who presently runs a fitness program for lineworkers at the San Diego Gas & Electric "Flex Center," spoke on the importance of stretching, exercise and fitness training for "industrial athletes" such as utility lineworkers. At San Diego

Gas & Electric, Kamau teaches lineworkers how to maximize their performance and minimize their risk of injury through proper care, training and treatment of their bodies.

Kamau was joined by John McRae, performance support analyst and lineworker trainer at San Diego Gas & Electric and former general foreman at Taunton Municipal Lighting Plant.

A full breakfast was provided by The Okonite Company before and during the session.

After participants had an oppor-


tunity to visit with NEPPA equipment and service providers in the exhibit hall and outside, Linda Calderiso highlighted the benefits of proper ergonomic training for utility field staff, referring to points made by Kamau regarding the unique nature of line work and ergonomics.

A discussion of meter safety followed presented by John Kirkland of PowerTech Associates, inc.

After lunch Bill Hesson and David Fabrizio, NEPPA trainers, addressed the importance of keeping safety in the forefront during crisis situations. Attendees viewed safety films and joined in safety discussions before returning to the exhibit hall and participating in raffle drawings.

*See photos on page 6*





*A professional training program for public power field supervisors*

# Crew Leadership

*Oct. 7 - 8, 2009 - Sterling, Mass.*

# Executive Director's Report

## *The Importance of Recognition*



by Patrick Hyland

For many years, a national consulting firm which specializes in employee development and motivation has conducted surveys to determine what makes them tick. Specifically, they ask employees at all different levels of their organizations to describe the things that really motivate them to perform at a high level. Consistently, year after year, the responses are the same. For most employees, the opportunity to grow, to use their skills, and to be recognized for their contributions, far outrank compensation as motivational factors.

Among these factors, recognition is frequently the most overlooked by supervisors and managers. While opportunities abound for recognizing outstanding performance, they are not often taken in many organizations for a variety of reasons. Often, supervisors and managers are simply unaware of how meaningful recognition is for most employees, and focus instead on the traditional "carrots" of compensation, benefits, working conditions, etc.

Each year, NEPPA provides a wonderful opportunity to its members to recognize outstanding employees and commissioners. This is done at our Annual Conference, where a public presentation is made to individuals who have been nominated by their managers in several different categories. These include "Distinguished Service" to a NEPPA utility, "NEPPA Service" for contributions to the association, "Commissioner Service" to recognize Light Board members, and the "Person of the Year," which honors an individual "for sustained, outstanding service and contributions to NEPPA and to public power."

Having witnessed the reaction of many individuals to receiving an award from an association of their professional colleagues, I believe strongly that public recognition can profoundly affect employee's feelings about themselves, their jobs, and their organizations. It may be a small gesture for some people, but for many others it is a moment that they remember forever.

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The Northeast Public Power Association is an organization representing and serving consumer-owned electric utilities in New England.

Continued from  
previous page

So, please take some time to consider whether an employee or an official in your organization is worthy of recognition for their work or their contributions. We invite any NEPPA general manager to submit nominations for NEPPA awards until August 7th, at which time the NEPPA Executive Committee will meet to review

and approve all awards. Award categories and criteria have been sent to all member managers, and are listed below. Also, previous award recipients may be seen on the NEPPA website.

Take this opportunity to say thanks for a job well done.

### ***The award categories are as follows:***

#### **Person of the Year**

for sustained, outstanding service and contributions to NEPPA and to public power

#### **Francis "Skip" Willey Individual Achievement Award**

for an employee of a NEPPA system who demonstrates a professional commitment to public power through personal development and participation in NEPPA's educational programs and other association activities

#### **Distinguished Service**

for outstanding service to a NEPPA utility

#### **NEPPA Service**

for significant contributions to the association

#### **Commissioner Service**

for Commissioners or elected Light Board members who have provided outstanding leadership to their public power systems for three full terms or at least 10 years

#### **Century Award**

for member systems which celebrate their 100th anniversary during the year

We welcome written nominations for any of these awards, along with a brief description of the individual's contributions or achievements. Please feel free to nominate more than one individual for Distinguished Service, NEPPA Service, or Commissioner Service, as multiple awards can be made in these categories. For your information, past recipients of NEPPA awards can be found on the NEPPA website ([www.neppa.org](http://www.neppa.org)).

Please send nominations to the NEPPA office by no later than Aug. 7.

FAX: 508-482-0932; email: [sboone@neppa.org](mailto:sboone@neppa.org). We look forward to receiving your nominations.

# CMMEC receives Energy Innovator Award from APPA

The American Public Power Association has honored the Connecticut Municipal Electric Energy Cooperative with its prestigious Energy Efficiency and Environmental Award. This award, sponsored by APPA's Demonstration

to achieve the highest return and savings to customers per dollar spent. The joint action agency's measurement and verification program (approved by ISO New England) identifies conservation programs that achieve the most savings.



*APPA Board Chair Maude Grantham-Richards presents award to Jeff Brining of Norwich Public Utilities and George Adair, director of public utilities, Town of Wallingford.*

of Energy-Efficient Developments (DEED) program, recognizes innovative programs that help utilities provide better service to electric customers or increase the efficiency of utility operations.

Connecticut Municipal Electric Energy Cooperative

and its utilities offer a broad range of energy-saving programs and rebates for residential, commercial, and industrial customers. The programs are customized to benefit the demographic and business needs of each municipality. CMEEC focuses on easy-to-understand, locally run programs that are clearly identified with the local utility

CMEEC, with its members, experimented with different methodologies and programs to distribute compact fluorescent light bulbs to their customers in a coordinated manner. The agency's Home Energy Savings program, launched last fall, helps homeowners to reduce energy consumption, and the Energy Key™ theme increased awareness of the systemwide portfolio of energy efficiency initiatives available to customers.

In 2008 the program achieved life-cycle economic and environmental benefits including an overall benefit-cost ratio of \$5.20 for every \$1 spent; overall effective capacity equivalent reduction of approximately 3,000 kW; approximately 175 million kWh saved; 133,000 tons of CO2 avoided; 12.6 million gallons of oil equivalent avoided; and electricity savings equivalent to 20,000 homes for one year.

## ***Hyland receives APPA service award***



*APPA Board Chair Maude Grantham-Richards presents Hyland with his award.*

Patrick J. Hyland, executive director of the Northeast Public Power Association (NEPPA) in Milford, Mass., received the American Public Power Association's (APPA) Harold Kramer-John Preston Personal Service Award at the Association's national conference in Salt Lake City, Utah. This award recognizes service to APPA through substantial contributions toward Association goals.

Hyland has served as the executive director of NEPPA since 1989. In that capacity, he is responsible for overall plan-

ning and management of programs and services to 75 public power utilities in the six New England states. Prior to his appointment as NEPPA executive director, he served as town manager of Stoughton, Mass., and budget director of Arlington County, Va. Hyland served on APPA's Legislative and Resolutions, Nominations and Awards, and Advisory committees. He also participated in the Ad Hoc Task Force on Tax-Exempt Financing and is on the PowerPAC Board of Directors.

# 2009 Annual Conference

## *The Winds of Change*

### ***Massachusetts' Energy Future***

Secretary of the Executive Office of Energy and Environmental Affairs, **Ian A. Bowles**, will address Massachusetts' energy future at NEPPA's 2009 Annual Conference. Bowles oversees the Commonwealth's six environmental, natural resource and energy regulatory agencies, and also serves as chairman of the Massachusetts Water Resources Authority and chairman of the Energy Facilities Siting Board.

He brings nearly 20 years of experience in the energy and environmental sectors. He was a director or advisor to three early stage clean energy technology companies and has broad leadership experience in environmental policy. He served in the Clinton Administration as associate director of the White House Council on Environmental Quality and as senior director of the Global Environmental Affairs directorate at the National Security Council.

A Cape Codder, Bowles grew up in Woods Hole and is a graduate of Falmouth High School. He holds an A.B. in Economics cum laude from Harvard College and a Masters degree from Oxford University, where he remains an adjunct member of the teaching faculty at the Graduate School of the Environment and Geography.

### ***Smart Grid***

**Marcy L. Reed**, senior vice president, public affairs at National Grid, will discuss Smart Grid and the Utility of the Future at NEPPA's Annual Conference.

She is responsible for all government relations in the U.S., as well as the corporate giving programs & community relations for National Grid. She is deeply involved with policy development, advancing the company's climate change agenda, and ensuring the tie between the company and the community is strong. Marcy joined National Grid over 20 years ago and has held various positions in finance, merger integration, and corporate affairs. She also spent 3 years living in London as the National Grid Head of Investor Relations.

She is the global executive sponsor for National Grid's Women in Networks affinity group. She sits on the Boards of The Partnership, the Massachusetts Business Roundtable and the United Way of Central Massachusetts, and she is extremely active in community programs in New York and Massachusetts.

She is a graduate of Dartmouth College and holds a Masters degree from Northeastern University. Married with two children, she lives in Concord, MA.

**Ocean Edge Resort, Brewster, Mass. September 20-23**

# 2009 Safety and Operations Conference & EXPO

**NEPPA's 2009 Safety and Operations Conference and Expo featured a trade show with over four hours of time reserved for participants to spend with exhibitors. Exhibitors were as follows:**

- |   |                                 |
|---|---------------------------------|
| ABB Inc.  | James A. Kiley                  |
| Accurate Controls CRS.                                    | Lincoln Hoist                   |
| ALTEC Industries  | McFarland Cascade               |
| Arthur J. Hurley  | mPower Innovations              |
| Cal-Tek   | Mohawk, Ltd.                    |
| Cembre  | North American Equipment        |
| Cooper Power Systems                                      | Upfitters                       |
| D.C. Bates Equipment Co.                                  | NOVINIUM                        |
| E.L. Flowers & Associates with<br>Preformed Line Products | Omnilite                        |
| EDI (with Maloney Electric)                               | On Target Utility Services      |
| Fleet Electrical Service                                  | Osmose Utilities Services, Inc. |
| GE Energy   | Power Sales Group               |
| HasGo   | Powertech Associates            |
| Hassett Utility Sale, Inc.                                | Shamrock Power Sales            |
| Hawkins Safety Equipment                                  | Southeastern Transformer        |
| Hendrix Wire & Cable                                      | Stuart C. Irby Co.              |
| Hometown Connections (with<br>Milsoft)                    | TCI of NY, LLC                  |
| Hubbell Power Systems                                     | The Okonite Company             |
| Hydron, Inc.  | Three C Electric                |
|   | Wesco                           |



*Leah Moreschi of Middleton Light confers with Kevin Sullivan of Cembre.*



*Lincoln Hoist and Three C Electrical were represented at the event.*



*Mike McManus of Hydron and Wayne Lottman of Power Tech demonstrate their products.*



# How a “Sarbanes Oxley mindset” can benefit municipal energy buyers

*Operating to a  
higher standard  
while saving  
money*



By Tom Hawes, Vice  
President, Wholesale  
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Municipal energy buyers are among the most resourceful in the industry. Long before the mantra of “doing more with less” became a staple of corporate America, “munis” prided themselves on their efficiency and thrift, working with limited resources to provide great value and stewardship to their customers. After all, munis are the communities they serve. Owned by their bill-paying members, munis are highly motivated to deliver energy to their customers at attractive rates.

That’s why I’m suggesting that munis today have an opportunity to both deepen their commitment to their constituents AND save money by embracing best practices currently transforming energy procurement in the larger public sphere. Just as private utilities are adopting Internet procurement to maximize their supply pool, test market pricing, reduce costs and meet the transparency, fairness and documentation demands of Sarbanes Oxley, munis, too, can tap the power of the Net to both safeguard and advance their role as their community’s energy stewards.

Online energy procurement offers a host of benefits without placing unrealistic demands on small staffs. While many munis rely on existing broker relationships and paper based processes to buy their energy today, the power of an Internet procurement to attract more suppliers, increase competition (often through real-time, online auctions), test various product structures and terms, and automatically document the entire process, is an undeniable asset. Simply put, best practices in online energy procurement can help your organization “play big” and “play fair,” without adding headcount or overhead.

When multiple suppliers bid for your business, the muni wins, and by extension,

so do your rate payers. When that process is conducted online, you also have a well-documented paper trail to support your contract award and decision-making process, streamlining future approvals with your governing board and arming you if ever questioned about the legitimacy of your method or results.

So, do you really need all this firepower for your next energy procurement? Didn’t your broker get you a pretty good deal last time? I’ll answer these lines of inquiry with even better questions, the ones you should be asking. Do you know with certainty that you got the best deal the market could offer? More importantly, do you have the evidence to convince your customers, Board and, potentially, your critics? Would more competition help you secure lower prices?

While munis are not held to the Sarbanes-Oxley rigors of their private-utility cousins, they can benefit from a like mindset to achieve operational excellence and uphold something sacred – the trust of their communities. Online energy procurement has its roots in the efficiency and economy that have always guided munis, while delivering new tools, inexpensively, that help make good decisions better.

And that’s all on the record.

## **About the Author**

*Tom Hawes is Vice President of Wholesale Markets, Northeast, at World Energy Solutions, Inc. ([www.worldenergy.com](http://www.worldenergy.com); NASDAQ: XWE). Headquartered in Worcester, MA, World Energy runs online exchanges for energy and green commodities. The Company, an associate member of NEPPA, helps numerous government and private-sector entities around New England with their strategic energy procurements. Hawes can be contacted at [thawes@worldenergy.com](mailto:thawes@worldenergy.com); or 610-496-9527.*

# PURMA Risk Management Report

## *New Rules Affecting Liability Insurers AND Self-Insurers*

*by Diane Belanger  
CEO, PURMA*

*PURMA (The Public Utilities Risk Management Association) is a regional association serving the risk management and insurance needs of public power systems throughout New England. As affiliated service providers to the northeast public power community, PURMA and NEPPA collaborate on a variety of informational and educational activities.*

Section 111 of the Medicare, Medicaid, and SCHIP Extension Act of 2007 (MMSEA) includes a requirement for liability insurers, including self-insurers, and providers of workers' compensation and no-fault insurance to provide information to the Centers for Medicare and Medicaid Services (CMS) that would assist CMS in identifying and securing its secondary payor position on claimants who may be receiving Medicare and other benefits. While insureds can be assured that insurers, including captive and risk retention groups will be responsible to assure compliance with these new rules, utilities self-insured for claims which may involve potential payment for medical related expenses for an occupational, bodily injury, or personal injury need to act.

The rules require the applicable Responsible Reporting Entity (RRE) to register on-line by logging into the CMA website by September 30, 2009, begin a data testing phase on January 1, 2010, and begin required quarterly submission of claims data on April 1, 2010. A test to determine if your company is the RRE is whether or not your account is funding the payment to the claimant. Any company self-insured for liability under Excess Liability retention is considered an RRE. You may also qualify as an RRE if pay-

ment of a retention or deductible under a General Liability policy is paid first from your own account, rather than your insurer.

At the time the RRE registers with CMS, the RRE must identify two key and different individuals: an Authorized Representative, who completes the registration process and has ultimate responsibility for the RRE's compliance under MMSEA reporting requirements, and an Account Manager, who controls the administration of the RRE's account and manages the overall reporting process. The RRE may also designate a Reporting Agent, such as a third-party administrator, to perform the quarterly claim reporting; however, the RRE retains ultimate responsibility for compliance.

This report is intended to raise awareness of these impending requirements and their timelines and to motivate those affected to take action. Additional details and guidance is available directly from the CMS website at <http://www.cms.hhs.gov/MandatoryInsRep/Downloads/NGHPUserGuide031609.pdf>.

PURMA Members may also contact PURMA for information and assistance in addressing MMSEA Section 111 reporting compliance concerns.



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## *It's lonely at the top*



By Rick Dacri,  
Dacri & Associates, LLC

*Rick Dacri is a management consultant, executive coach and expert in human resources. He is the author of the forthcoming book: *Uncomplicating Management: Focus on Your Stars & Your Company Will Soar*. Rick helps NEPPA members improve individual and organizational performance. Dacri & Associates is a NEPPA member and consults to many members. Rick can be reached at 800-892-9828, rick@dacri.com or www.dacri.com*

The axiom "it's lonely at the top" is often so very true. Today many general managers find themselves in a world filled with isolation, uncertainty and challenge with no one around to lend support. Recognizing that they can't do it alone, successful general managers are turning to someone whom they can talk to and who will carefully listen - an executive coach.



General managers often find it difficult or nearly impossible to discuss certain issues with their staff. They need to speak with someone candidly, confidentially, without being concerned about what it sounds like and without the fear of offending.

As one general manager told me, "Sometimes I just need a reality check... I can't get that from my direct reports. My people are often so concerned about what they think I want to hear and I just don't need that! Frankly, I'm just not comfortable telling them certain things. I want to be able to formulate my ideas first and I need to be able to bounce them around...to get different perspectives without being encumbered by the politics of the organization. As an outsider, you give me this."

So what are executive coaches? Coaches are consultants, confidants, or friends with whom general managers can turn to talk through issues, strategize on critical issues, bounce ideas off, tell intimate thoughts, or merely someone with whom they can just vent. Coaches can help general managers think through problems, clarify issues, provide candid

feedback, and formulate strategic goals.

Coaches help the general manager to look at issues objectively. Sometimes general managers are encumbered by various issues, personalities, and political agendas. The coach can help him/her to sort through the issues so that the general manager can be

objective and reach a better decision.

How often have you been sucked into the dynamics of your organization losing all perspective on the issues and problems? In fact, it is often the case that in the process, you become part of the very problem you are trying to solve! You can no longer see the problem - you get pulled into the day to day issues at hand and the dynamics of the situation, and your perspective is eroded. You can lose sight of the big picture - the very essence of your role. Effective coaches help general managers to "step off the merry-go-round" and step back from the problem in order to recapture their objectivity - allowing them to once again see the big picture.

The coach's role should not be to swing a general manager in a particular direction, nor to provide the general manager with the answers. Merely it is a trusted individual who helps the general manager to reach his/her own answers. Coaches can be tough and direct, but their role is to listen intently, ask thought provoking questions, and thereby help the general manager to think through the issues in a clear, objective and unencumbered manner.

# Training and Education Update

## *Time to "cowboy up"*

For the first time in four years, it didn't rain. And that wasn't the only new thing at NEPPA's Skills Assessment Rodeo in Pascoag, Rhode Island this year.

Under two days of sunny skies in early June, more than eighty students in the Apprentice Lineworker Program were put through their annual paces on a variety of events designed to test their technical and climbing skills. Speed was important (where appropriate) in these events, but under the watchful eye of NEPPA instructor Steve Socoby, who now directs the Apprentice program, the more critical focus was on safety and proper technique.

In order to emphasize the importance of proper technique, Steve put in a new wrinkle with the fourth-year students, who in the past had acted as timers for the first-, second-, and third-year apprentices. This year, Steve made them "crew leaders," arming them with scoring sheets and asking them to rate the less experienced apprentices according to specific performance criteria he had created for each event: "Hurt Man Rescue Timed Event," "Cross Arm Change Out," "Transformer Change Out," "Obstacle Course," and "Free Climb/Bucksqueeze Climb."

The result was a wealth of data on each student: what they did well and areas where more instruction might be needed. NEPPA administrative assistant Sharon Davies, who works closely with the Training and Education Department, entered all the data from the scoring sheets for Steve.

"This year the specific data will be used for the students' mid-year evaluations, which will be sent to the utilities," said Davies.

Another new feature of this year's Rodeo was the presence of various General Foremen who traveled to Pascoag to observe their apprentices in action. Steve is

a big proponent of inviting the GF's to the two-day event so that they can witness the skills the students are developing. And in addition to the GF's, Sharon Staz, general manager at the Kennebunk Light and Power District, came all the way down from Maine to see what was going on.

For all the newness, however, some traditions remained. Hands-on vendor demonstrations were provided by representatives of Hydron Incorporated, who coached the new apprentices on climbing with the Bucksqueeze, and by Shamrock Power Sales, who displayed various safety products. And the cooperation of the Pascoag Utility District was once again in evidence. Whether it was operating bucket trucks, running errands, or flame-broiling lunch-time hamburgers and hot dogs on an industrial-sized grill, Pascoag employees helped out everywhere.

No matter who was asked, the verdict was unanimous: the Rodeo was a great success - and it promises to be even better next year!



*By Rockie Blunt  
Director of Training  
and Education*



# Training and Education Update



The sun came out for apprentices participating in NEPPA's Skills Assessment Rodeo. The event, part of the Apprentice Lineworker Program, was held at the NEPPA Training Facility in Pascoag, R.I. in June.

Participation is mandatory and students competed in timed events which included Pole Top Rescue, Transformer and Cross-Arm Changeout.



# Energy Efficiency Ideas

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From the American Public Power Association's Energy Efficiency Resource Central (EERCnet.org)

## ***Federal tax credits can pay for 30 percent of cost energy efficiency measures***

Consumers who want to save energy by adding insulation, reflective roofing or installing more energy-efficient windows, doors or heating systems, can get the federal government to pay for 30 percent of these home improvements via a federal tax credit authorized by the stimulus bill passed by Congress earlier this year.

Consumers can receive a tax credit of up to \$1,500 for efficiency improvements made this year and next year. That means a household that makes \$5,000 worth of energy efficiency improvements by the end of 2010 can get the maximum tax credit of \$1,500, or 30% of the cost.

Some equipment—notably solar panels and other home energy systems that use renewable energy—qualifies for the same tax credit, but with no upper limit. People who install solar water heaters, solar panels, geothermal heat pumps, small wind systems or fuel cells are eligible for a federal tax credit that will cover 30% of the cost of these systems. The systems must be in place by 2016.

For the following types of projects, the installation costs, as well as the cost of the

equipment, are covered by the tax credit:

- HVAC systems
- biomass stoves
- water heaters
- solar panels
- heat pumps
- wind energy systems
- fuel cells.

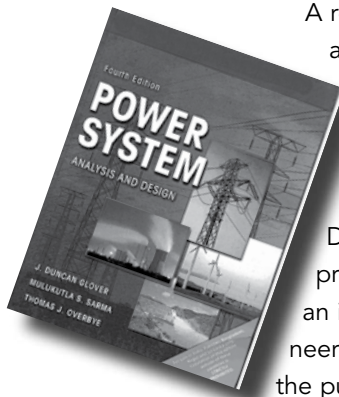
Tax credits of between \$2,500 and \$7,500 are available for plug-in hybrid electric vehicles. Tax credits also are available for hybrid vehicles, for both personal use and for business use.

Home builders are eligible for a \$2,000 tax credit for a new energy-efficient home. A tax deduction of up to \$1.80 per square foot is available to owners or designers of new or existing commercial buildings that save at least 50% of the heating and cooling energy of a building that meets ASHRAE Standard 90.1-2001.

More information about the tax credits is available from the Environmental Protection Agency's Energy Star program.

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## ***NEPPA offers power systems review program***



A refresher program on the practical aspects of electric power systems for public power engineers, technicians and system operations personnel is planned for November 5-6 at the New England Center in Durham, N.H. This two-day intensive program has been designed to fill an important need for electrical engineers and other technical personnel in the public power industry. It will provide an opportunity to review basic electrical

theory and its practical applications to the world of electric distribution utilities.

The format of the program is two consecutive days of classroom instruction, presentations and discussions, complemented by informal group meetings to discuss the practical aspects of utility engineering challenges. Watch your mail for details or go to [www.neppa.org](http://www.neppa.org) to register.

# Around New England

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## *Energy Efficiency Engineer Jared Carpenter joins RMLD*



Conscientiously encouraging the growth of alternative fuel generation and increasingly being recognized as an energy-conscious company, Reading Municipal Light Department (RMLD) has hired Jared Carpenter as an energy efficiency engineer. He will be responsible for carrying out energy conservation and efficiency programs, renewable energy projects requiring special expertise and the application of new energy technologies and procedures. These projects can range from performing energy audits for residential, commercial and industrial customers to interacting with RMLD's customers, contractors and architects.

"We are delighted to have Jared on staff and are excited about his reaching out to our customers," said General Manager Vinnie Cameron. "RMLD is com-

mitted to promoting green energy programs and the creation of this position is a big step in that direction."

Prior to joining RMLD, Carpenter worked as a sales engineer providing design and selection choices related to heating, ventilation and air conditioning (HVAC) and worked as an acoustical engineer managing highly technical projects from design to installation. Most recently Jared was a New England regional engineering sales manager for Delta T in Boston where he calculated potential HVAC energy savings, performed building analyses, trained customers on building standards, designed specific solutions and managed installations and start-ups. At Delta T, he also performed energy audits and worked with customers to assist them in obtaining rebates.

## Member Notes

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### **ElectriComm, Inc**

ElectriComm, Inc., of 4327 Kencrest Drive, Syracuse, NY has joined NEPPA as an associate member. The main contact is Robert Miller, Sales Engineer. He may be reached at (315) 673-4343. ElectriComm is a manufacturers representative for high voltage electrical equipment.

### **mPower Innovations**

mPower Innovations has joined NEPPA as an associate member. They are located at 1051 N. Lynndale Drive, Suite 2A,

Appleton, Wisc. The firm is a GIS and Mapping solutions provider. With mPower Integrator, users can:

- integrate maps and data- and access them from anywhere
- Collect, query and report from any data source
- Utilize trace flow analysis and transformer load analysis
- Efficiently manage outages and prepare compliance reporting

Tom Smock can be reached toll free at (877) 269-6971.

## Employment

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*For employment opportunities, go to [www.neppa.org](http://www.neppa.org) and click on Employment on the navigation bar. Employment ad listings are free to members and should be emailed to [mharrington@neppa.org](mailto:mharrington@neppa.org).*

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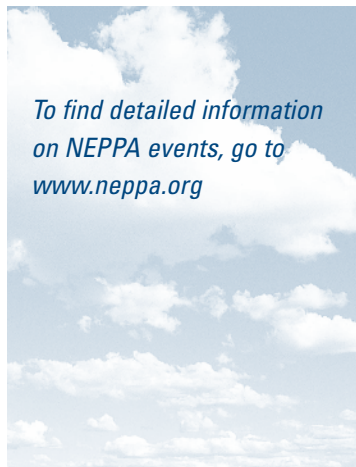
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# NEPPA Calendar

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To find detailed information  
on NEPPA events, go to  
[www.neppa.org](http://www.neppa.org)

*September 20-23*

**Annual Conference**

Ocean Edge Resort  
Brewster, Mass.

*October 20, 27, November 3*

**Supervisory Skills**

Golden Eagle Resort  
Waterbury, Vt.  
9:30 am to 3:30 pm

*October 7 - 8*

**Crew Leadership Program**

Chocksett Inn  
Sterling, Mass.

*November 5, 6*

**Power Systems Review Course**

New England Center  
Durham, N.H.

*November 20*

**Membership Meeting**

The International  
Bolton, Mass.