

Commission Meeting
MINUTES
August 8, 2023
2:00 P.M.

8/8/23 40

Present:

COMMISSIONERS:

Britta Gross, President
Larry Mills, First Vice President
Roger Chapin, Second Vice President
Cesar E. Calvet, Commissioner
Mayor Buddy Dyer

Clint Bullock, General Manager & Chief Executive Officer
Attila Miszt, Chief Operating Officer
Mindy Brenay, Chief Financial Officer
W. Christopher Browder, Chief Legal Officer
Linda Ferrone, Chief Customer & Marketing Officer
Latisha Thompson, Chief Employee Experience Officer
Michael Murtagh, Chief Transformation & Technology Officer
LeMoyne Adams, Luz Aviles, Wade Gillingham, Jenise Osani, & Ken Zambito, Vice Presidents
Frances Johnson, Recording Secretary

The August 8, 2023 Commission Meeting was held in person at the Orlando Utilities Commission's Reliable Plaza Commission Chambers.

* * *

President Gross asked Vince Preston to provide the Safety and Security protocols for the meeting.

Moment of Reflection

President Gross asked Alyson Byrne Escribano to provide the moment of reflection.

Pledge of Allegiance

President Gross asked Derek Hudson to lead the Pledge of Allegiance to the Flag.

Call to Order

The Commission Meeting was called to order at 2:04 P.M. President Gross noted a quorum was present.

Consideration of the Minutes

MOTION: On a motion by Commissioner Mills; seconded by Commissioner Calvet and unanimously carried, the reading of the July 18, 2023 Budget Workshop Meeting minutes was waived and the minutes were approved.

MOTION: On a motion by Commissioner Chapin; seconded by Mayor Dyer and unanimously carried, the reading of the July 18, 2023 Commission Meeting minutes was waived and the minutes were approved.

Service Awards

Ken Zambito presented a 30-year service award to Melvin Liwag, Senior Engineer – Operations.

LeMoyne Adams presented a 25-year service award to Raymond (Bruce) Miller, Water Technician I.

Affirmative Items

Erick Rocher, Director of Chilled Water presented on Affirmative Item A-5, International Drive District Chilled Water Improvement Project. Commissioner Calvet inquired about the process to execute the easement agreement. Mr. Rocher replied that it has been a long process but expects for the easement agreement to be signed in the next few weeks. Mr. Bullock added that the process ensures the customer's needs, as well as OUC's needs, are addressed. President Gross asked how common chilled water districts are across the country. Mr. Rocher explained that some cities in the United States and Europe have chilled water districts, while other cities have different solutions such as steam districts. Mr. Bullock and Mr. Rocher described options to meet financial target, including a clause in the request for proposal that allows for a second request for proposal if initial responses are higher than estimate. Refer to the Appendix for more information.

Jenise Osani presented on Affirmative Items A-28, Project AWESOME and Exhibit Partnership. There were no comments from the Commissioners. Refer to the Appendix for more information. President Gross acknowledged the importance of this project to educate students on critical thinking.

Public Comments

JoAnn Newman, President and CEO of the Orlando Science Center expressed her gratitude for the fourteen-year partnership between OUC and the Orlando Science Center.

* * *

President Gross presented the Affirmative Items for approval.

MOTION: On a motion by Commissioner Calvet and seconded by Commissioner Mills, Affirmative Items A-1 through A-32 were approved as follows:

1. Ratification of the fuel procurements to the most responsive and responsible bidders in April 2023 in the aggregate amount of \$13,644,435.97 as follows:

NATURAL GAS PURCHASES ⁽¹⁾:

April 2023	City of Lakeland	\$ 227,655.00
April 2023	Clarke-Mobil Counties	\$ 288,000.00
April 2023	ConocoPhillips	\$1,018,643.60
April 2023	EDF Trading	\$1,250,625.49
April 2023	Macquarie Energy	\$ 203,311.10
April 2023	Mansfield Power & Gas LLC	\$ 167,949.28
April 2023	Municipal Gas Authority of Georgia	\$ 863,940.00
April 2023	Pathpoint Energy	\$ 663,081.00
April 2023	Southwest Energy	\$ 228,088.62
April 2023	Tenaska Marketing Ventures	\$1,196,320.95
April 2023	Texla Energy Management	\$1,483,421.08

COAL PURCHASES:

April 2023	Crimson Coal Corporation	\$5,696,466.20
April 2023	Foresight Coal Sales, LLC	\$ 356,933.62

2. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Daikin Applied America Inc d/b/a Daikin Applied in the amount of \$293,537 to provide additional heating, ventilation, and air conditioning equipment, increasing the total Purchase Order amount to \$323,930;
3. Approval of an OUC initiated scope change and conforming Change Order No. 2 to Classic Controls, Inc. in the amount of \$101,505 to continue providing natural gas supply pressure regulating station maintenance services associated with the Stanton Energy Center Units 1 & 2, Combined Cycle Unit B, the Indian River Plant Combustion Turbines, and the Osceola Generating Station, increasing the total Purchase Order amount to \$316,505;
4. Approval of an OUC initiated scope change and conforming Change Order No. 4 to Veolia WTS Services USA, Inc. in the amount of \$1,400,000 to continue providing materials, services, and equipment for the Stanton Energy Center Portable Reverse Osmosis & Filtration Systems, increasing the total Purchase Order amount to \$5,745,000;
5. Approval of a Capital Expenditure Estimate for the International Drive District Chilled Water Improvement Project, including the cost of potable water and wastewater lines in the amount of \$50,808,500, contingent upon the execution of the Chilled Water Service Agreement. Approval of a single source Purchase Order to Universal City Development Partners, LTD. for installation of potable water and wastewater lines in the amount not to exceed \$750,000, contingent upon the execution of an easement agreement;
6. Approval of RFP #5302 – Contract award to J Gray & Associates, Inc. d/b/a Gray & Associates, Inc the lowest, most responsive, and responsible proposal for installation of new fill material in the Mall at Millenia Chilled Water Plant's cooling towers in the amount of \$175,955, and to CT/HX Services LLC, the lowest, most responsive, and responsible proposal for installation of new fill material and drift eliminators in the Sheraton Vistana Resort Chilled Water Plant's cooling towers in the amount of \$335,990;
7. Approval of a Purchase Order to TEi Construction Services, Inc. to provide labor and equipment to perform inspections and repair services, for the Stanton Energy Center Unit 2 and Combined Cycle Unit B steam generators; emergent work for the Stanton Energy Center Unit 1, if necessary, and labor for the Stanton Energy Center Unit 2 Selective Catalytic Reduction Catalyst Replacement Project during the 2023 Fall Outages in the amount of \$2,950,622. Approval of a Purchase Order to Southern Environmental, Inc. to provide labor and equipment to perform inspection and repair services for the Stanton Energy Center Unit 2 Electrostatic Precipitator during the 2023 Fall Outage in the amount of \$518,019. Approval of a sole source Purchase Order to Siemens Energy, Inc. to provide inspection and repair services for the Stanton Energy Center Unit 2 Steam Turbine Generator during the 2023 Fall Outage in the amount of \$951,553;

8. Approval of Change Request No. 1 to the Capital Expenditure Estimate in the amount of \$1,405,000 for the Stanton Energy Center Unit 2 Selective Catalytic Reduction Catalyst Replacement Project, increasing the total project cost to \$1,500,000. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Ceram Environmental, Inc dba Ceram USA, Inc. in the amount of \$839,650 to provide catalyst material, increasing the total Purchase Order amount to \$934,650;
9. Approval of a Capital Expenditure Estimate for the Stanton Energy Center Unit 2 Cooling Tower Columns Repair Project in the amount of \$650,000. Approval of a Purchase Order to Pullman Power LLC to provide Unit 2 cooling tower columns repair services in the amount of \$620,000;
10. Approval of RFP #5308 - Contract award to Garrison Enterprises, Inc. and Rangeline Tapping Services, Inc., the most responsive and responsible proposals, to provide water line stop contractor services in the aggregate amount of \$199,669;
11. Approval of the Capital Expenditure Estimate for the installation of the underground electric distribution system to serve the Poitras Subdivision – Phase 1 in the amount of \$608,569.36, with a customer contribution in the amount of \$124,689;
12. Approval of the Capital Expenditure Estimate for the installation of the underground electric distribution system to serve the Mahogany Pointe Logistics Park - Phase 1 in the amount of \$573,344.11, with a customer contribution in the amount of \$302,154;
13. Approval of the Capital Expenditure Estimate for the installation of the underground electric distribution system to serve the Bridgwalk Subdivision – Phase 2C in the amount of \$503,835.53, with a customer contribution in the amount of \$118,320;
14. Approval of the Capital Expenditure Estimate for The Crossings Subdivision – Phases 1 & 2 for the installation of lighting facilities in the amount of \$629,485.17;
15. Approval of a Capital Expenditure Estimate for the Change Data Capture Software Solution Project in the amount of \$629,995. Approval of RFP #5241 – Contract award to International Business Machines Corporation, the lowest, most responsive, and responsible proposal for implementation, licenses, training, and maintenance and support services in the amount of \$806,414;
16. Approval of a sole source Purchase Order to Asset Management Solutions, LLC for CAMPlus software maintenance and support in the amount of \$237,500;
17. Approval of a sole source Purchase Order to ESRI for enterprise software license, maintenance, and support agreement in the amount of \$555,000;
18. Approval of an OUC initiated scope change and conforming Change Order No. 3 to Salesforce.com, Inc. in the amount of \$165,221.28 for annual licenses and support, increasing the total Purchase Order amount to \$503,663.61;
19. Approval of Change Request No. 1 to the Capital Expenditure Estimate in the amount of \$1,118,184 for additional internal and external labor required for the Customer Care & Billing and Meter Data Management Applications Technical Upgrades Project, increasing the total project cost to \$12,901,675;

20. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Yash Solutions, LLC to continue providing system authentication professional services in the amount of \$57,600, increasing the total Purchase Order amount to \$153,600;
21. Approval of an OUC initiated scope change and conforming Change Order No. 4 to OpenText Inc. in the amount of \$30,950.22 for annual AXS-One Archive Records Manager software maintenance and support, increasing the total Purchase Order amount to \$122,406.89;
22. Approval of a sole source Purchase Order to Keyrus USA Inc. for Meter Data Platform and Enterprise Data Analytics Platform software maintenance and support in the amount of \$735,757. Approval of a sole source Purchase Order to Snowflake Inc. for Meter Data Platform and Enterprise Data Analytics Platform database software maintenance and support in the amount of \$726,000. Approval of an OUC initiated scope change and conforming Change Order No. 1 to Amazon Web Services in the amount of \$158,400 for Meter Data Platform hosting, increasing the total Purchase Order amount to \$256,075;
23. Approval of a sole source Purchase Order to Presidio Networked Solutions LLC for WebEx Enterprise licenses and services in the amount of \$244,851;
24. Approval of a Capital Expenditure Estimate for the Pershing Operations Building HVAC Chillers Replacement Project in the amount of \$584,049. Approval of RFP #5309 – Contract award to Shaw Mechanical Services, LLC, the lowest, most responsive, and responsible proposal to remove, furnish, and install two new energy efficient chillers in the amount of \$574,049;
25. Approval of additional funding in the amount of \$150,000 with conforming Changer Order No. 1 to DynaFire, LLC to continue providing fire extinguisher inspections, maintenance, and replacements, increasing the total Purchase Order amount to \$235,000;
26. Approval of RFP #5209 – Contract award to PA Consulting Group, Inc., the most responsive and responsible proposal to provide consulting services for an outsourced payroll and employee benefits solution roadmap in the amount of \$150,000;
27. Adoption of the Orlando Utilities Commission Pension Benefit Plan revisions and authorization for the General Manager & CEO to execute the Third Amendment to the Orlando Utilities Commission Pension Benefit Plan;
28. Approval of a Sole Source Purchase Order to the Orlando Science Center to provide an education outreach program to Orange and Osceola County fifth grade students in OUC's service territory in the amount of \$824,600. Approval of a Sole Source Purchase Order to the Orlando Science Center to develop, design, and produce an interactive exhibit in the amount of \$250,000;
29. Authorization for the General Manager & CEO to sell easement rights and execute an easement agreement with Yucatan CFN Homes, LLC, located within the OUC electric transmission property north of Yucatan Drive and east of North Alder Drive, subject to final legal review and receipt of the agreed purchase price;
30. Authorization for the General Manager & CEO to execute a Release of Easement for Boggy Creek Improvement District, for property located within a portion of Lake Nona Boulevard and Veterans Way;

31. Authorization for the General Manager & CEO to execute the Release of Easements for property located east of north Hiawasse Road and south of Silver Star Road; and
32. Authorization for the General Manager & CEO to execute the Subordination of Easement Agreement to Osceola County for easement property located north and south of Neptune Road, east of Florida's Turnpike and west of East Irlo Bronson Memorial Highway (US 192).

New Business

Mindy Brenay provided a brief overview of the 2024 Annual Budget & Pricing Workshop, outlining New Business Items 1-3 and the Regulatory Action under Presentation-1. There were no comments from the Commissioners or the public. Refer to the Appendix for more information.

Motion: On a motion by Commissioner Chapin and seconded by Mayor Dyer, New Business Item 1 was adopted and accepted as follows:

NB-1 Adoption of the proposed 2024 Operating Budget and acceptance of the 2024-2028 Capital Plan.

Motion: On a motion by Commissioner Calvet and seconded by Commissioner Mills, New Business Item 2 was adopted as follows:

NB-2 Adoption of the proposed electric prices effective October 1, 2023, pending Florida Public Service Commission review. Adoption of the proposed water prices effective October 1, 2023. Adoption of the proposed conventional lighting prices effective January 1, 2024, pending Florida Public Service Commission review.

Motion: On a motion by Commissioner Mills and seconded by Commissioner Calvet, New Business Item 3 was adopted as follows:

NB-3 Adoption of the proposed recurring annual amount of up to a 1.0 percent increase in retail electric revenues to support the Electric Integrated Resource Plan, effective October 1, 2023, pending Florida Public Service Commission review. Adoption of the proposed recurring annual amount of up to a 12.0 percent increase in developer-assessed system development charges, effective October 1, 2023.

Presentations

There were no comments from the Commissioners or the public regarding Presentation 1.

Motion: On a motion by Commissioner Chapin and seconded by Commissioner Calvet, Presentation 1 was approved as follows:

PRES-1 Approval to defer revenues collected from the up to 1.0 percent increase in annual retail electric revenues and subsequent recognition of the deferred revenues to support the Electric Integrated Resource Plan's cost recognition.

Approval to internally designate funds collected from the up to 1.0 percent increase in annual retail electric revenues with the subsequent release of funds as Electric Integrated Resource Plan costs are incurred.

* * *

Mindy Brenay presented the preliminary Financial Report. Refer to the Appendix for more information.

General Manager's Comments

Mr. Bullock provided brief remarks about the 2023 Emerging Talent Internship Program and asked Latisha Thompson to provide an overview of the program. Ms. Thompson also presented a video of the experience. There were no comments from the Commissioners or the public. Refer to the Appendix for more information.

Commissioners' Comments

Mayor Dyer left the meeting at approximately 3:19 P.M.

Commissioner Calvet emphasized how fantastic the Emerging Talent Internship Program is and hopes it continues to grow. He expressed his appreciation for the electric price decrease and the service awards. He stated he enjoyed the International Drive District Chilled Water Improvement Project presentation and appreciates Project AWESOME, he looks forward to being invited to the Innovation Exhibit.

Commissioner Mills highlighted Ms. Newman's comment related to Project AWESOME stating, "It is all about engagement" and referring to OUC's mentoring program, the chilled water partnerships, and financial activities which focus on giving back to the customer. He encouraged OUC to continue its engagement efforts.

Commissioner Chapin expressed he sees the value in hearing about service awards, learning about employees' progression throughout their careers, and learning about the next generation through the internship program.

President Gross echoed everything that was said and thanked OUC for a great meeting.

President Gross adjourned the meeting at 3:24 P.M.


President


Secretary


Recording Secretary

APPENDIX

Affirmative Item

A-5 International Drive District Chilled Water Improvement Project

A-28 Project AWESOME and Innovation Exhibit Partnership

New Business 1 – 3 & Presentation1

2024 Annual Budget & Pricing Workshop Recap

Presentation 2

PRES-2 Financial Report.

General Manager Comments

Emerging Talent Internship Program

<https://youtu.be/9okaYM45-ss>

Affirmative Item

A-5 International Drive District Chilled Water Improvement Project

International Drive District Chilled Water Improvement Project

OUC100

A Century of Reliability

Erick Rocher, Director Chilled Water Services	Agenda Item A-5	08/08/23
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OUC Chilled Water: Great for our Customers



- Chilled Water is produced at central energy plants and distributed through underground pipe networks to a wide range of air conditioning applications such as commercial, industrial, institutional, hospitality and healthcare.
 - Creates economies of scale by aggregating the cooling load from multiple buildings.
 - Drives energy efficiency and water conservation while reducing environmental impact.
 - Reduce the capital investment and maximizes the commercial rentable space.
- OUC provides design, construction, operation and maintenance of chilled water plants and distribution systems.

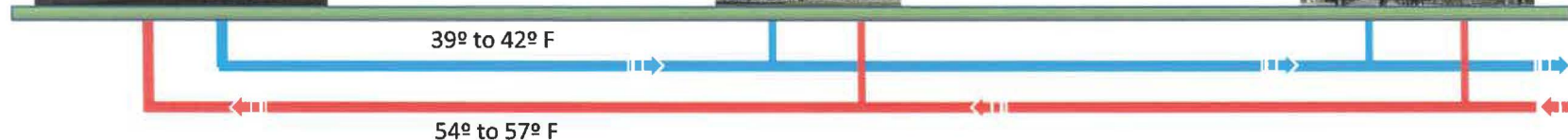
Downtown South
Chilled Water Plant



CNL I



Hotel Grand Bohemian



- [illegible]

International Drive Chilled Water District Historical Milestones

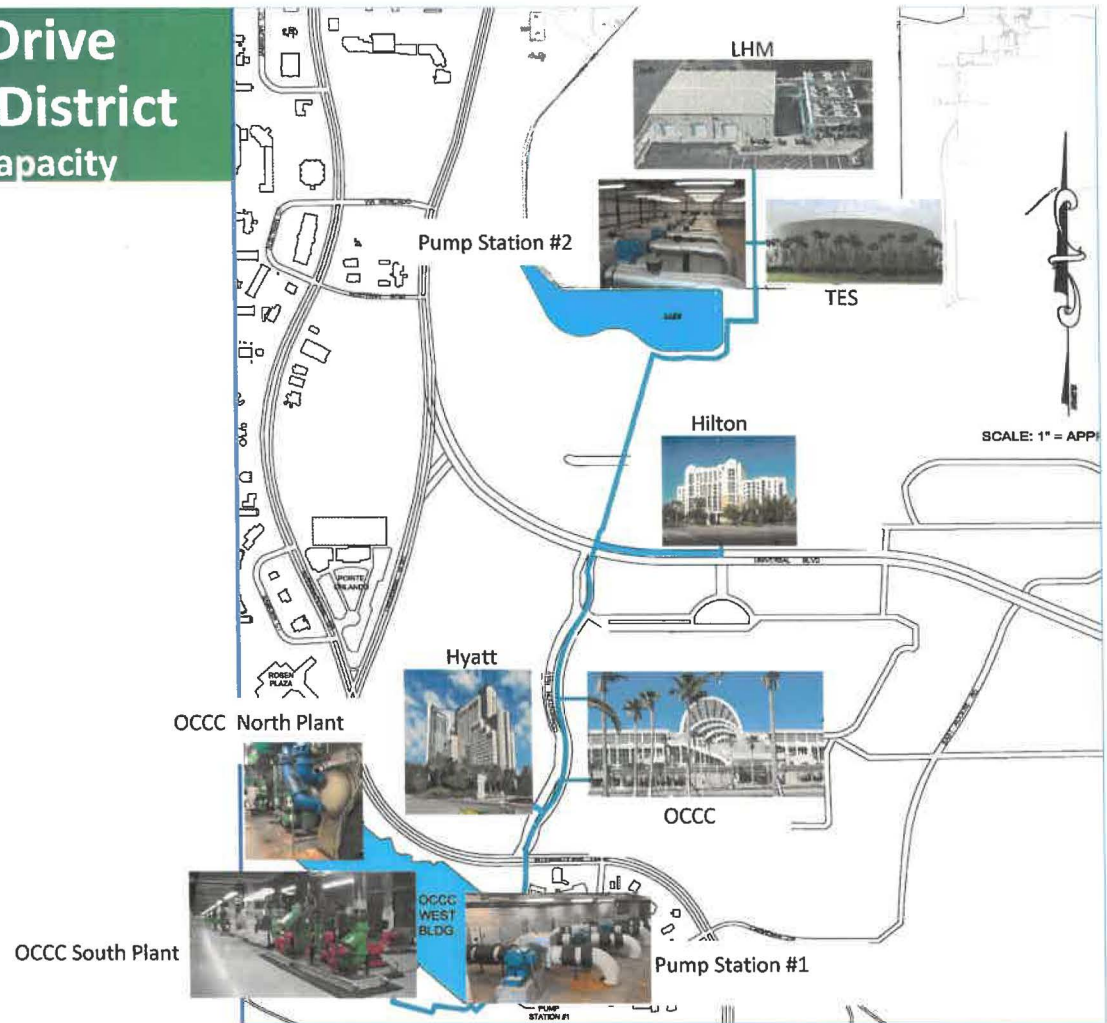
- **1997:** First chilled water plant built at Lockheed Martin
- **2000:** Orange County Convention Center (OCCC) chilled water service agreement executed
- **2002:** Commencement of OCCC initial 20-year term
- **2003:** Commissioning of the Thermal Storage Tank
- **2008:** Hyatt Regency (Peabody) chilled water service agreement executed
- **2017:** Hilton Grand Vacations (Village of Imagine) chilled water service agreement executed
- **2022:** OCCC chilled water service agreement extended three years
- **2023:** OUC and OCCC reached verbal agreement for a new 20-year term





International Drive Chilled Water District Current Production Capacity

- **District Production Capacity**
 - 17,200 Tons
- **OCCC North Plant (stand-alone)**
 - 3,050 Tons
- **Thermal Storage Tank and Pipeline**
 - 17 million gallons at 39° F
 - 1.8 miles of trenching pipe



Orange County Convention Center Second Agreement

- **Second Chilled Water Service Agreement**

- Initial Term: 20 years
- OCCC Commission approval: September 2023

- **General Scope of Construction Work**

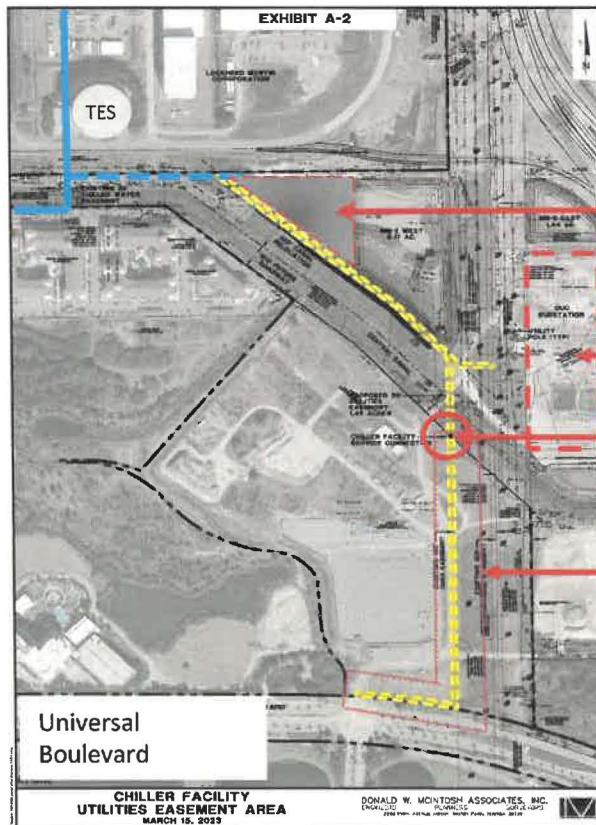
- RFP for design and build turnkey services
- Universal-OUC potable and wastewater services

- **Estimated completion date:** FY 2026

- **Construction Budget: \$50,808,500** (including OUC – OCCC negotiated 20% contingency)



District Chilled Water Plant Proposed Site

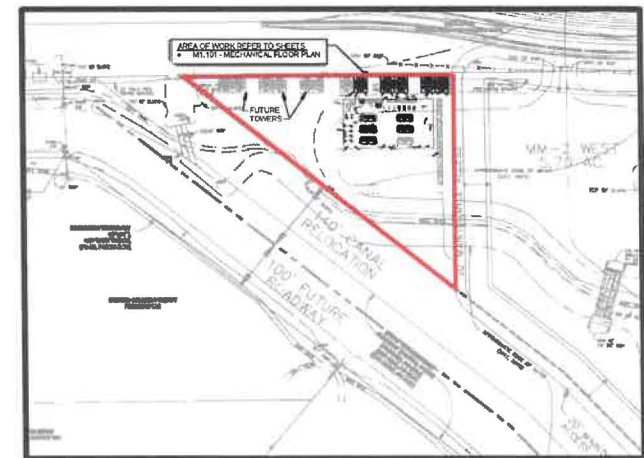


District Chilled Water Plant Site
(Universal easement agreement ~2.3 Acres)

OUC Substation

Chiller Facility Service Connection
(Potable & Wastewater)

Universal - OUC Shared
Potable and Wastewater Service



- **A-5: International Drive District Chilled Water Improvement Project**

Commission approval of a Capital Expenditure Estimate for the International Drive Chilled Water Improvement Project, including the cost of potable water and wastewater lines in the amount of \$50,808,500, contingent upon the execution of the Chilled Water Service Agreement with the Orange County Convention Center.

Commission approval of a single source Purchase Order to Universal City Development Partners, LTD. for installation of potable water and wastewater lines in the amount not to exceed \$750,000, contingent upon the execution of an easement agreement.

Affirmative Item

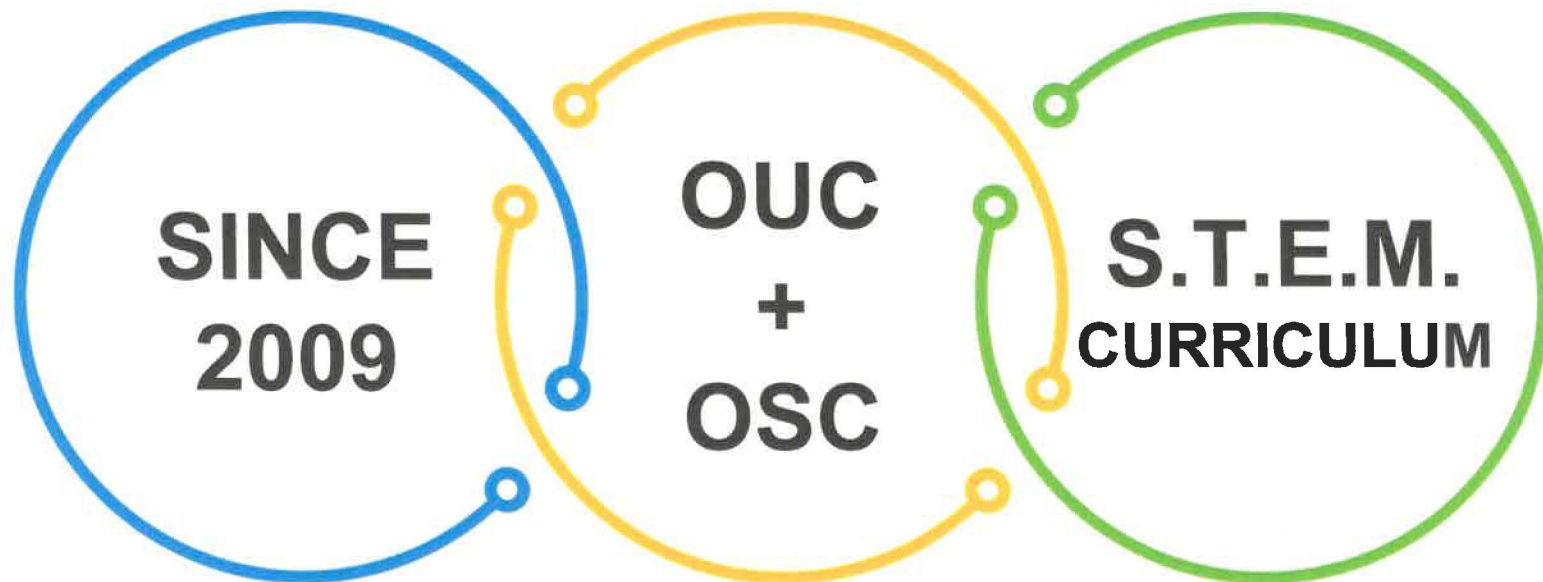
A-28 Project AWESOME and Innovation Exhibit Partnership

Project AWESOME and Innovation Exhibit Partnership



Jenise Osani, Vice President of Marketing & New Products	Agenda Item A-28	08/08/2023
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ALTERNATIVE WATER & ENERGY SUPPLY, OBSERVATION, METHODS & EDUCATION



Program Description

- Educational outreach program to more than 10,000 Orange and Osceola county fifth-grade students every year in OUC's service territory.
- Includes two 90-minute classroom workshops for students as well as hands-on labs and pre-and post-classroom activities.



FALL:
Renewable
Energy & Energy
Efficiency

SPRING:
Water Efficiency
& Alternative
Sources of
Water

Project AWESOME Reach

														<i>Projected</i>		Total
Year	09-10	10-11	11-12	12-13	13-14	14-15	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	
Students Reached	7,637	8,627	7,876	8,016	7,894	8,729	8,929	10,338	10,804	11,028	6,268	7,073	9,831	10,512	10,800	134,362
Workshops	362	366	388	399	415	445	536	577	573	469*	363*	435	497	584	600	6,177

**virtual programming offered*

Teacher Comments

"The students said this was 'the best science eve.' I have to agree. There was 100% engagement and learning. Thank you. "

Weatherbee Elementary (Osceola)

"I always look forward to having this activity in my classroom. It is very engaging and well thought out. My students love it. Thank you."

Cheney Elementary (OCPS)

"The staff did an outstanding job! They were prepared, did a great job engaging the students, and made the learning fun. This is one of the best presentations I have seen brought to schools. Thank you for the opportunity!"

St. Cloud Elementary (Osceola)

2022 Gold Brick Award - Project AWESOME



Proposed Project AWESOME Enhancements

- Updated Student Curriculum
- Innovation Exhibit
- Celebrate Science Nights



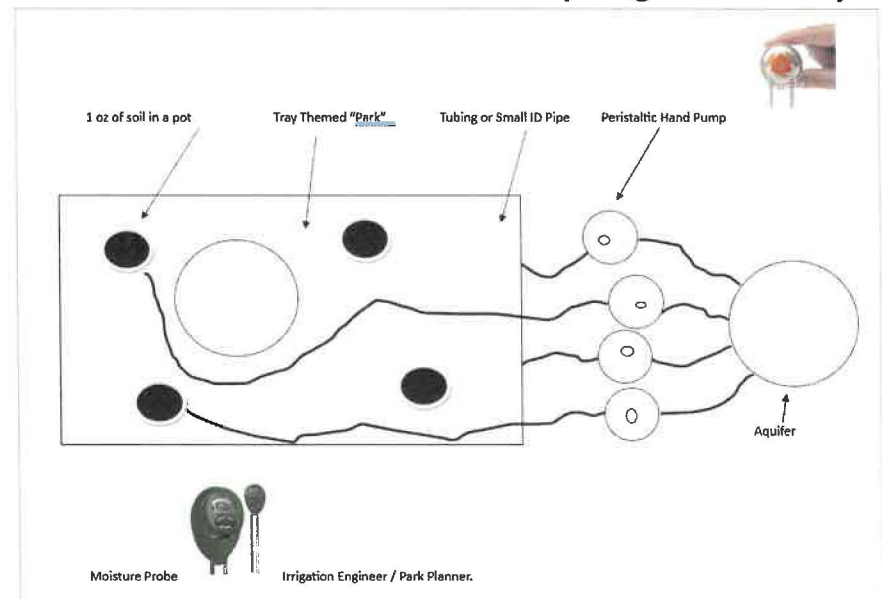
Design-based activities and curriculum will cover:

- ✓ Alternative Water and Energy Supply
- ✓ Sustainable Water Management
- ✓ Smart Grid Technology

Balance the Grid Activity



Model Drip Irrigation Activity



Two Interactive Exhibits:

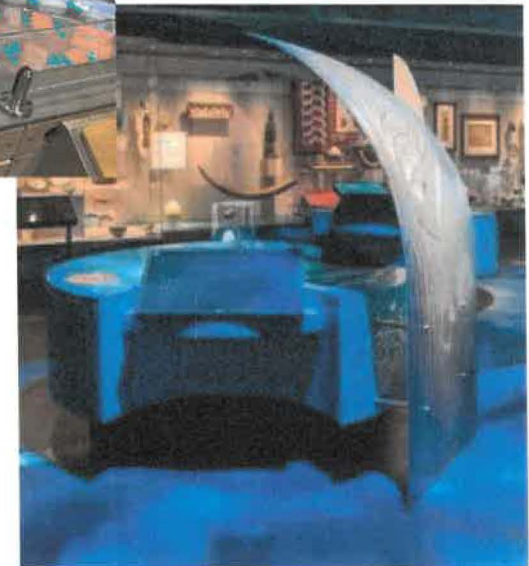
Energy: Guests can learn and make choices about the “Grid” (energy supply and demand) technologies that determine various outcomes.

Water: Guests can learn and make choices about how Floridians get their drinking water, alternate water supplies, and OUC’s future-focused approach to water sustainability.

The exhibit will be hosted at the Science Center for two years and then relocate to a permanent OUC facility for site tours.



Concept Examples



Celebrate Science Nights

- Project AWESOME 5th grade classes and their families will be invited to attend OSC for a private building-wide event in the fall and spring.
- Water and energy conservation activities along with OUC's exhibit will be available for families to engage in together.
- OUC representatives will attend the Celebrate Science Night to meet families, share STEM and OUC career opportunities and educate on energy and water efficiency programs.



Description	Amount
Project AWESOME Year 1 and 2	\$824,600
Innovation Exhibit	\$250,000
Total Request	\$1,074,600

Project AWESOME and Exhibit Partnership

Commission approval is requested of a Sole Source Purchase Order to the OSC to continue to provide an education outreach program to Orange and Osceola County fifth grade students in OUC's service territory for a two-year period in the amount of \$824,600.

Commission approval is requested of a Sole Source Purchase Order to the OSC to develop, design, and produce a interactive exhibit at the Science Center for a two-year period in the amount of \$250,000.

New Business 1 - 3

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Presentation 1

2024 Annual Budget & Pricing Workshop Recap

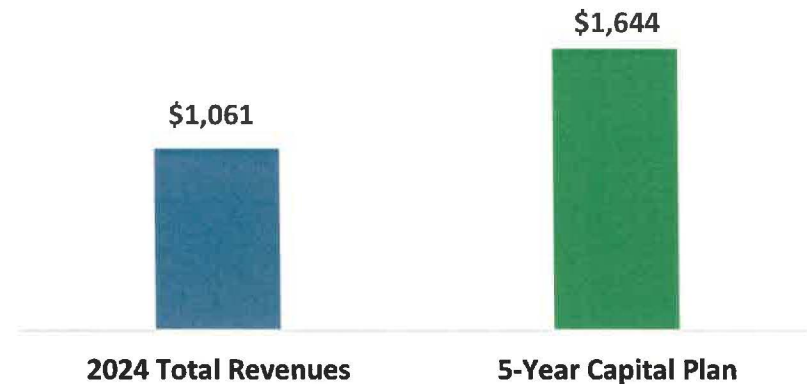
2024 Annual Budget & Pricing Workshop Recap

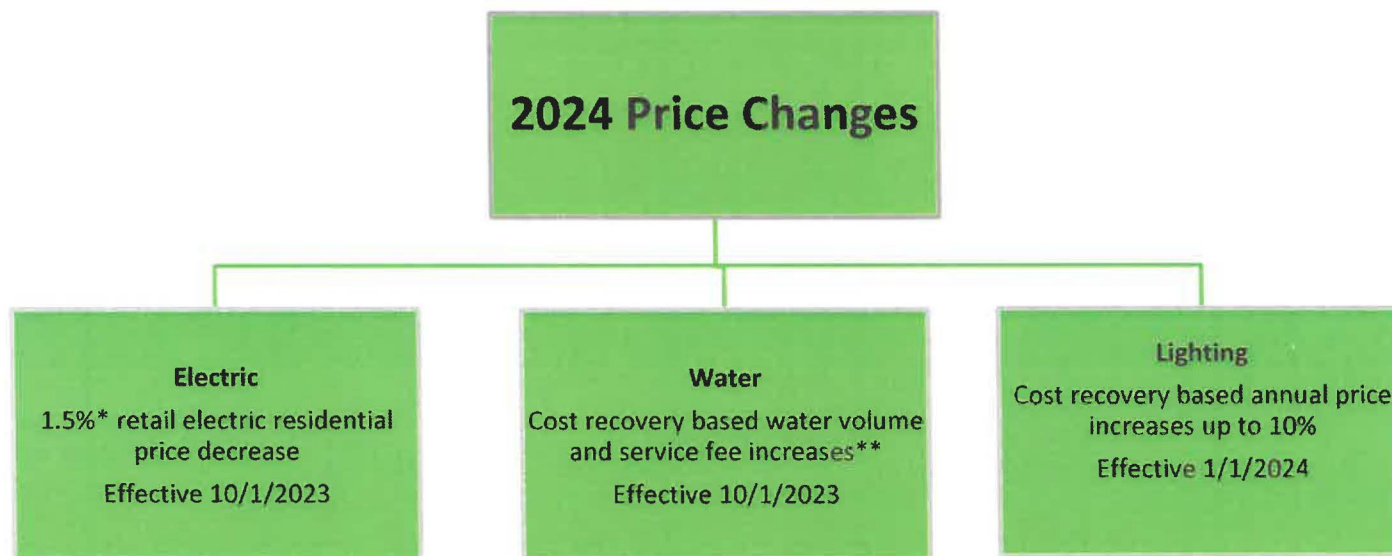


Mindy Brenay – Chief Financial Officer	08/08/23
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- **Commission Actions**
 - **Adopt 2024 Operating Budget**
 - **Accept 2024-2028 Capital Plan**

2024 Proposed Financial Overview (dollars in millions)



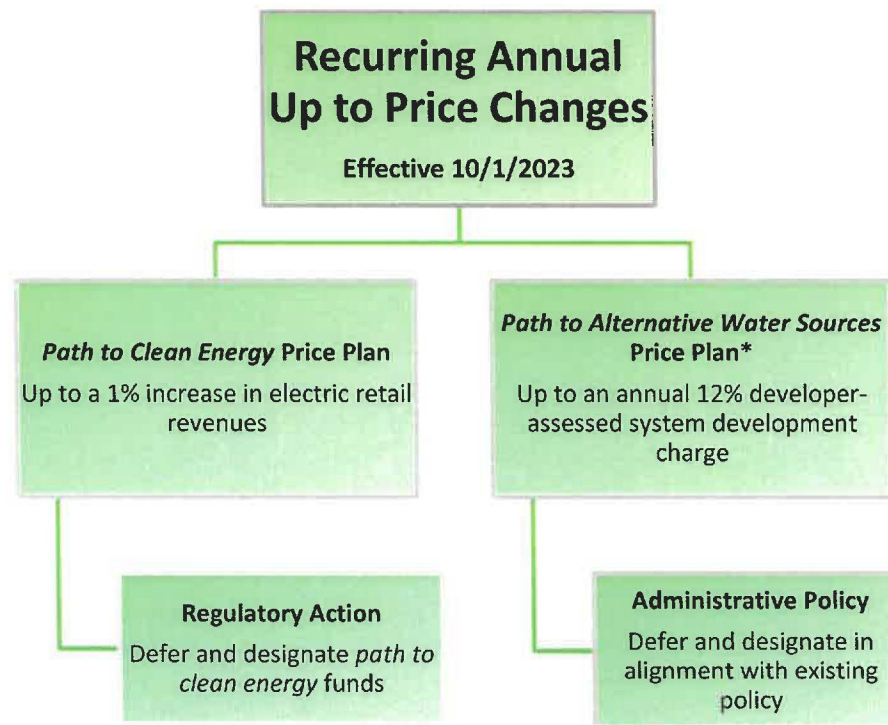


* Average monthly bill for retail electric residential customer using 1,000 kWh proposed to decrease \$2.00 with similar changes for retail electric commercial customers

** Average monthly bill for an inside-city residential customer using 10,000 gallons proposed to increase by 4.3% or \$0.95

New Business – 3

Presentation – 1



* Leverages existing system development pricing charges

Presentation

PRES-2 Financial Report.

Financial Report

\$ in millions	July 2023			
	Actual	Budget	\$ Δ	% Δ
Retail and Wholesale Electric Revenues	\$ 440.6	\$ 441.7	\$ (1.1)	-0.2%
Water, Chilled Water and Other Revenues	149.3	145.6	3.7	2.5%
Total Revenues, excluding Fuel Revenues	589.9	587.3	2.6	0.4%

Overview

- Total Revenues, excluding Fuel Revenues were \$2.6 million higher than Budget.
 - Unexpected wholesale revenues of \$8.7 million substantially offset the impact of the retail electric base price reduction approved by the Board in October 2022
 - Stronger than anticipated billed chilled water revenues from customer-site facilities
- Lower fuel costs have allowed the fuel reserve to increase to \$38.4 million

RELIABLE • AFFORDABLE • SUSTAINABLE



General Manager Comments

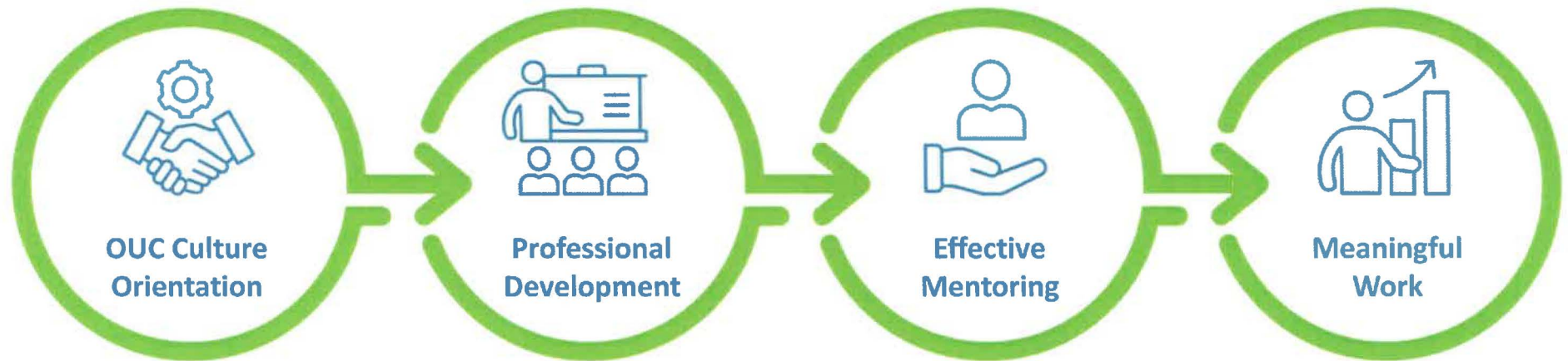
Emerging Talent Internship Program

2023 Emerging Talent Internship Program



Latisha Thompson– Chief Employee Experience Officer	08/08/23
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Emerging Talent Development Program



Mentor Development

10%

Structured Learning

- 6 Critical Practices for Leading a Team
- Coach Potential
- Discovering your Leadership Style (DISC)
- Franklin Covey's Jhana Resources

20%

Learning with Others

- Peer coaching
- Leader support

70%

On-the-Job Application

- Performance Planning Meetings
- Coaching and Feedback through 1:1 and Check-Ins
- Recognition
- Post-Program Review

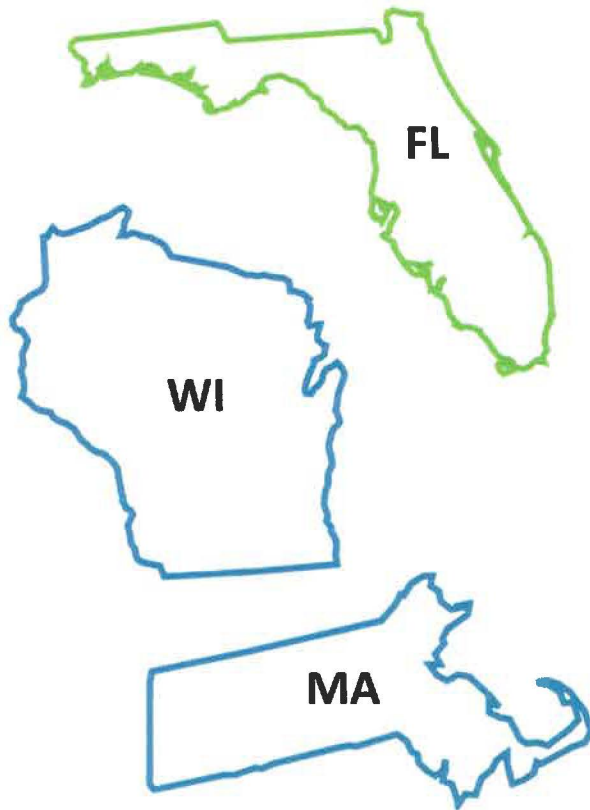
New Webpage Highlights

- Program Overview & Benefits
- Eligibility Requirements
- Internship Calendar
- Former Interns' Testimonials
- Videos and Articles



Building a Talent Pipeline

Recruiting Metrics



1,236
Applications

22
Interns

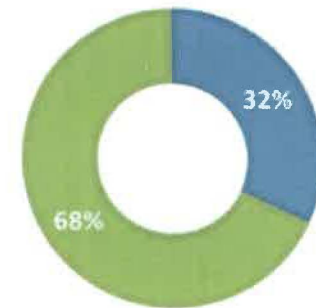
14
Fall Session
Extension



59%



41%



■ Non-Minority
■ Minority

ouc100

A Century of Reliability

College and University Representation

Aligning Business Needs with Diverse Skill Sets





Closing Ceremony

PROGRAM

- 8:45 AM** Arrival
- 9:00 AM** Welcome, Val SanMarco, Talent Acquisition Manager
- 9:05 AM** Clint Bullock, General Manager and CEO
- 9:10 AM** 2023 Emerging Talent Internship Program Video
- 9:15 AM** Intern Presentations
- Marc Heinrich**, EWP Engineering
"Inhibiting Flow-Accelerated Corrosion in Feedwater Piping"
 - Dylan Vaughan**, Digital & Technology
"The Value of LeanIX"
 - Jacob Mann**, Digital & Technology
"MyOUC Internationalization"
- 10:00 AM** Testimonial
Jayssa Williams, Business Support Specialist (Former Intern)
- 10:05 AM** Intern Presentations
- Payden Knettles**, Marketing & New Products
"Fleet Electrification"
 - Justin Rojas**, Residential Customer Service
"Residential Water Leaks High Usage Notification"
 - Ben Kopen & Stephanie Balgobind**, Corporate Strategy
"A Summer in Strategy"
 - Emilee Carder**, Electric & Water Production
"Water Loss: The Three Billion Gallon Mystery"
- 11:00 AM** Closing Remarks
Latisha Thompson, Chief Employee Experience Officer
- 11:05 AM - 11:30 AM** Certificate Ceremony
- 12:00 PM - 1:00 PM** Project Exhibit & Light Refreshments

EXHIBIT HALL PRESENTATIONS

- Alyssa Marie Casamento**, Marketing & New Products
"Enhancing the Empowerment Experiment"
- Braulio Roque Martinez**, Business Procurement Management Opt.
"BPMO Summer Internship"
- Eliana Goodman**, Employee Experience, DEI & Engagement
"Preview of the Inclusive Engagement Toolkit"
- Hayley Dove**, Residential Customer Service
"Customer Satisfaction Survey Analysis"
- Jonathan Valleclillo**, Financial & Support Services, Materials Demand
"Material Demand W9 Cleanup"
- Juan Restrepo Diaz**, Transmission Planning & Reliability
"Substation Breaker Diagrams"
- Naomi Paz**, Customer Experience & Sales, Sustainability
"Customers with Consistent Water Disconnections"
- Prajwol Lamichhane**, Emerging Technologies
"Analyzing Key Factors Impacting Driving Patterns and Charging Behavior of Plug-In Electric Vehicles"
- Rafael Pulg**, EWP Engineering
"My Internship Experience at Stanton"
- Sarah Tse**, Lighting
"A Reliable Streetlight Design"
- Sebastien St. Hilaire**, EWD Engineering
"The Engineering Process"
- Thais Lopez Miranda**, Marketing & New Products
"My Summer at OUC"
- Vincent Qiu**, Digital & Technology, Enterprise Integration
"Bulk Content Migration"



- Identifies talent for future needs
- Increases employee engagement and retention
- Demonstrates OUC's commitment to development
- Accelerates assimilation of interns into the workforce
- Advances development of mentors
- Transfers and maintains organizational knowledge
- Enhances OUC's brand

<https://youtu.be/9okaYM45-ss>