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Page 5: General Body Meeting features panel on market disruptors



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## Did You Know....

The Virginia Chapter had four (4) new executive members join in 2018, which brings our total to sixteen (16). Visit [www.aabe.org/Virginia](http://www.aabe.org/Virginia) to read their executive bios.



**Brent Archer**  
*President—*  
Columbia Gas of Virginia



**Lawrence Jones**  
*Vice President—*  
International Programs  
Edison Electric Institute



**Becky Merritt**  
*Vice President—*  
Human Resources  
Dominion Energy



**Ronald White**  
*Vice President—*  
Members & Public Relations,  
Southside and Electric Cooperative

### IN CASE YOU MISSED IT:



*River City Roll*

On July 19, the Membership Committee hosted a networking social at River City Roll, a new bowling alley in Richmond.

## Member Recognition

**Carlos Brown** (Dominion Energy) — named one of Savoy Magazine's 2018 Most Influential Black Lawyers

**Lloyd Eley** (Dominion Energy) — promoted to Renewable Energy Asset Project Manager—Merchant Operations Support

**Catherine Epps** (Dominion Energy) — promoted to Supervisor—IT Applications Support

**Terra Everette** (Dominion Energy) — promoted to Senior Counsel—State Regulatory Law

**Drexel Harris** (Dominion Energy) — appointed Mid-Atlantic Regional Director—AABE Board of Directors

**Shaye Jarvis** (Dominion Energy) — hired as Associate Business Systems Analyst—IT DEV Distribution

**Ann Jones** (Dominion Energy) — promoted to Director—Power Generation Station II—Contracted Assets and Simple Cycle Combustion Turbines

**Rachel Snead** (Dominion Energy) — promoted to Manager—Environmental—Power Delivery & Gas Infrastructure

**Alexander Stanley** (Dominion Energy) — promoted to Supervisor—Nuclear Training

**Katie Taylor** (Dominion Energy) — promoted to Commercial Solutions Strategy Analyst—Federal Energy Solutions

**Javon Whitehead** (Dominion Energy) — hired as a Customer Billing Specialist—Customer Billing

**Venessa Woodson** (Dominion Energy) — promoted to Enterprise Administrator—ITBA

## Chapter Membership is Growing

Membership has doubled since 2016 with 131 members. The Membership Committee would like to express its appreciation to ALL members, the leadership serving on our Board of Directors, and the awesome committees dedicated to providing creative content, facilitating valuable programs, and coordinating exciting events throughout the year.

As 2019 approaches, we encourage new members to serve on a committee, as well as, remind existing members to start planning accordingly for membership renewal for next year!

If you have ideas on how we can better serve our community and members, contact the Membership Committee's chair, Sharon Edwards at [sharon.edwards@dominionenergy.com](mailto:sharon.edwards@dominionenergy.com).

## Member Spotlight

### What made you decide to join AABE?

I decided to join after attending an informational meeting at Chesterfield Power Station. Ann Jones spoke to us about the organization and invited us to join. It was the first time that someone explained to me what AABE was all about. I had heard of it before, but Ann made it sound interesting. I then decided to go to a general body meeting and enjoyed it and was excited to join.

### What benefits do you see in being an AABE member?

Networking. A lot of networking and meeting new people through work in the community and events. The organization has also created opportunities for me to interact with AABE leadership as well as leadership within my own company, opportunities that I would not have normally had outside of AABE.

### What brought you to the energy industry in the first place?

A former professor reached out to me to let me know that he had a recruiter coming from Dominion Energy. I sat down with the recruiter and he talked about different opportunities that Dominion Energy offered, including IT and other technical positions. So I put in for everything that I thought I qualified for, including IT and groundsman positions. I also applied for positions at Southside Electric Co-op. After not having a lot of success, I put in for a laborer position with Dominion Energy that I really did not want, but I looked at it as a way to get my foot in the door. I ended up getting the job in June of 2015. I worked for 6 months and was offered a spot in the mechanic trainee program. I was in that program for a year and a half when I interviewed for my current position, maintenance coordinator at the power station. I've been in this role for 18 months.

### What has been your favorite part of AABE so far?

It has been meeting new people. Seeing how many members we have in AABE and the diversity we have in the company. There are so many avenues and opportunities in the company that I did not know existed. Working in the power station we're kind of shut off from everything, so it has been really cool learning the whole company. Everyone is so diverse in their backgrounds and different parts of the company. You can learn something from everybody. I also really enjoyed getting to know people at events like the Field Day RVA. The Executive Roundtable was really eye-opening, sitting down and talking to leadership. For an executive to sit down and take the time to talk, that was really cool to have that interaction. We see them as pretty much untouchable and it showed me that they are just like us.

### What would you tell someone who is looking to get in a leadership role and navigating challenges in the workplace?

Set goals, network, and communicate with people. Work hard, enjoy the people and working with people. You deal with so many different people and sometimes you are the only diverse one in the room. Try to change the culture. Let your work speak for you.



Eric Trent is a maintenance coordinator at Dominion Energy's Chesterfield Power Station. He is responsible for planning and supervising daily and outage activities of maintenance and contractor crew activities at the station. He joined AABE in May 2018.

*"Some of the biggest challenges I face are balancing my personal life with my professional life. I've realized the importance of time management and priority. In doing this, it may require long days and nights in order to learn the system and people, but I understand that I have to set an example for those that look up to me—like my younger siblings. I do this for them more than anything."*

- Eric Trent

## Professional Development Workshop



Professional Development hosted a workshop August 7<sup>th</sup>, featuring Erica Burgess and John Waddill of Progressive Design, Inc. (PDI). The workshop included 15-20-minute sessions where participants résumés were reviewed and they received constructive feedback on all phases of the interview process. PDI has also been a sponsor of the AABE Charity Golf Tournament since its inception.



Members stand in fuel receiving area as wood is being received

Members recently took a tour of Dominion Energy's Virginia Hopewell Power Station, which produces 51 megawatts and powers ~13,000 homes. The Station was converted from coal to renewable biomass (wood chips) in 2013.

## Professional Development



Members learned about advanced grid solutions and the utility of the future

**Dominion Voltage, Inc. Talks Smart Grid Solutions.** On July 18<sup>th</sup>, the Professional Development Committee hosted a lunch and learn featuring Todd Headlee, Director of Dominion Voltage Inc. (DVI), a subsidiary of Dominion Energy. More than 20 members attended the event where Todd described EDGE, a DVI software suite, and discussed emerging smart grid technologies. EDGE is voltage optimization software that utilizes Advanced Metering Infrastructure (AMI) meters to perform conservation voltage reduction, Volt/VAR optimization, demand voltage reduction and voltage stability. Todd provided reasoning for grid modernization, which included enhanced resiliency, reliability, security, and grid efficiency. So far, DVI has deployed EDGE at 16 utilities across the country and Canada.



**Columbia Gas hosts AABE for Professional Development Lunch & Learn.** The Leadership & Education for African American Development (LEAD), one of Columbia Gas of Virginia's employee resource groups, sponsored a lunch and learn on August 10<sup>th</sup> featuring Dr. Jamelle Wilson, Dean of the School of Professional and Continuing Studies

at the University of Richmond. The topic included Education & Leadership, focusing on "How to become a more valuable employee." The event provided employees tools for professional growth. Dr. Wilson discussed the values of leadership, including being a servant leader, building authentic and genuine relationships, challenging oneself, and leading by example through knowledge base, passion, and caring for others.



## Community Outreach

Register Your Support for  
AABE Virginia



AABE Virginia and Dominion Energy volunteers come together for Olympics of the Mind

On July 26<sup>th</sup>, AABE members and Dominion Energy employees collaborated to support Higher Achievement's "Olympics of the Mind" competition. Students from Binford, T.C. Boushall, Thomas H. Henderson, and L. Douglas Wilder Middle Schools all came together at the end of their six-week summer program to showcase their academic talents through field games, brain quests, and a math bowl. After competing in an intense "chant and banner competition," students went off to conquer skilled challenges to test lessons learned throughout the program.

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Kroger Community Rewards Program -

[Create a Digital Account and Link your Kroger Plus Card and Alternate ID](#) using the NPO number for AABE- VA Chapter: 94243. Please contact [Karen Jones](#) with questions or requests for assistance.

## Third Quarter General Body Meeting

Companies are constantly facing disruptors that change the way they are able to conduct business. AABE hosted a panel of leaders representing companies throughout the Richmond area to discuss how companies are evolving to successfully navigate the impacts of customer service disruptors.

The panel was moderated by Jason Holland (AABE member). Panel members included Kelly O'Keefe, Professor & Head of Creative Brand Management – VCU Branding Center; Gina Slaunwhite, Major Account Manager – Columbia Gas of Virginia; and Frank Hinckle, Director, Electrical Customer Account Management – Dominion Energy.



Anthony Moore providing updates as panelists look on

***Sometimes the best customer service is no customer service***

— Kelly O'Keefe on evolving customer expectations

The diverse panel provided members an opportunity to learn more about how the various companies are using programs, social media, and technology to overcome the customer service disruptors. Kelly O'Keefe also provided great insight on trends and successful techniques implemented by the VCU Branding Center to navigate its clients through the changes.

AmazonSmile Program -

Visit [smile.amazon.com](http://smile.amazon.com) and select [Virginia Chapter of AABE](#). Please contact [Jesse Myrick](#) with questions or requests for assistance.

The Grants & Foundation Committee continues to actively research grants within the state of Virginia and complete the necessary applications and other requirements for evaluation to receive donations.

Please contact [Sonya Benavides](#), Chair – Grants & Foundations, if you are interested in joining the committee!



(Left) Shaye Jarvis and Greg Sye listening as panelist discuss changing customer expectations (Right) Katie Taylor, Venessa Woodson, Darius Johnson and Lloyd Eley networking

## Raven Witherspoon Making the Most of Her Dominion Energy Internship



(Left to right) Raven Witherspoon receiving 2017 Scholarship Award from Teresa Vaughan, 2017 Student Relations Chair



(Left to right) Lisa Walls, Mid-Atlantic representative and VA Chapter member, providing Raven Witherspoon with the mid-Atlantic Regional Scholarship Award



Raven showing her school spirit in VCU attire

## Student Relations: Paying It Forward

**Raven Witherspoon** is a rising sophomore at Virginia Commonwealth University and currently majors in Physics with a double-minor in Mathematics and International Social Justice. Before entering college, Raven was the proud recipient of AABE's (Mid-Atlantic) Regional Scholarship Award and one of three recipients of the Virginia Chapter's Scholarship Award in 2017. Impressing several Dominion Energy executives during the awards reception, Raven was offered an opportunity to intern at Dominion Energy's Surry Nuclear Power Station this past summer in their Health Physics department.

### How has receiving the AABE scholarship and Dominion Energy internship impacted your first year in college?

The AABE scholarship helped tremendously in covering a large portion of my tuition. In addition, AABE members, such as Drexel Harris, were also deeply involved in my internship experience by providing mentorship throughout the process even when I doubted my qualifications.

### What was the most exciting experience interning at Dominion Energy?

There were so many exciting aspects of interning at Surry. Living in a new place and attending all of the various intern events were all enjoyable. However, learning the culture within Nuclear, performing inspections, lab testing, and attending departmental meetings were overall the most exciting.

### Do you feel the internship provided a great amount of exposure and awareness into the Energy industry?

YES! I believe that I received a well-rounded view of the industry and a greater understanding of the company by having the opportunity to visit Cove Point Liquefied Natural Gas (LNG) facility, be exposed to the development of the Atlantic Coast Pipeline project, learn more about Bath County's Hydro-electric Pumped Storage Station, and renewables such as wind turbines. The combination of working inside a power plant along with the activities within the internship programs fostered growth for my development.

### How has the internship strengthened your confidence or career aspiration in the Energy industry?

This summer has absolutely strengthened my confidence in the field of Energy! Beyond Surry, Dominion Energy has enabled me to meet with executives, engage with employee resource groups, and develop my professional skills. The internship has been invaluable for both my personal development and my future endeavors. This summer has solidified my interests in energy field and inspired me to seek out other resources. I've begun watching documentaries, listening to nuclear podcasts, and researching methods to improve radiation sciences. I'm so grateful for the opportunity to explore my passions and expand my horizons; I can't wait to return Dominion Energy and AABE's investment in me.

# Women in Power: Shaping Dominion Energy for Diversity and Change



AABE, in collaboration with We<sup>3</sup>, Dominion Energy Women's Employee Resource group, recently hosted a Women in Power panel discussion moderated by **Charlene Whitfield**, Chapter Vice President—Programs and Dominion Energy Vice President—Distribution Operations.

The panel included:

- **Angela Jones**—Supervisor—Staffing
- **Celeste Moore**—Manager—Customer Account Management
- **Ruth Prideaux**—Director—Generation Projects, Renewables
- **Tanya Ross**—Vice President & General Auditor
- **Anne Bomar**—Senior Vice President—Pipeline Services & Optimization

Each panelist introduced themselves in their own creative, meaningful way— a highlight of the event. Charlene asked the panelists questions about leadership, aspirations, recognizing a readiness to become a leader, and fostering a culture of respect, diversity and inclusion. In addition, audience members had the opportunity to ask the panel about their experiences as women in leadership.

Those in attendance learned how to successfully lead at work and at home. Angela and Tanya opened up about their parenting experiences and the example they strive to be for their children. Ruth shared how to feel included when one's work environment consists primarily of male peers and male leadership, and Celeste helped one audience member discover how to approach a conversation with their supervisor when personal issues are emerging that could potentially impact work performance. Tanya shared how she prepares her group of contributors to understand her leadership style and each panelist talked about the not-so-glamorous parts of leading others.



***You can have it all, just not all at the same time.***

*—Ruth Prideaux advising on the importance of work-life balance*



## Highlights from the Panel



***Bring your whole self to work— Person. Experience. Viewpoint.***

*—Tanya Ross expressing what women bring to the table at the workplace*



***If you think that you can or you can't, you're right!***

*— Anne Bomar quoting Henry Ford to address being confident in your role in the workplace*



***Assert your views, trust your instincts... Go ahead and play golf.***

*— Anne Bomar describing how she networks and builds relationships in a male-dominated environment*

## Independence Golf Club



**\$1500 Hole Sponsor**

**JMI** johnsonmarketing.com

**\$1000 Hole Sponsor**



**\$500 Hole Sponsor**



**Team Sponsor**



**Member Challenge Participants**

Ed Shaw	Linda Hanson	Orville Shores	Mark Taylor
Walter Baker	Marionna Hardy	Terrence Shores	Terresa Vaughan
Carole Brown	Paula Kinloch	James Mitchell	Link Wilson
Sharon Edwards	Debra Johnson	Ronan Smith	Cherlene Whitfield
Marlene Grier	Juliana Johnson	Patrick Engel	Chris Wright
Terrell Grier	Marlene Lawrence	Charles Lee	
David Harris	Marcia Miles	Karla Taylor	

Special thanks to all of the corporate sponsors and individual contributors!



Check out Facebook to view more photos from the golf tournament!

<https://www.facebook.com/AABE.VA>

## 2nd Annual Charity Golf Tournament

The Chapter hosted its 2nd Annual Charity Golf Tournament at the Independence Golf Club in Midlothian, Virginia on August 3rd. Approximately 136 golfers participated in a day filled with fun, food, and camaraderie. Thanks to the generosity from more than 50 corporate sponsors and 26 Member Challenge participants. We exceeded our goal of \$25,000.



All proceeds from the fundraiser will go directly to our Scholarship program which provides financial assistance to high school seniors entering college in a STEM-related field, as well as, book stipends to prior award recipients. This program increases students awareness of careers within the energy industry and has provided several former recipients with opportunities to obtain internships with sponsoring companies.



Unfortunately, all of the "Hole in One" prizes on par threes proved elusive and remained unclaimed. However, many great prizes and complimentary gifts were given throughout the day:



1st Place Team: Round of golf at Independence Golf Club

2nd Place Team: Round of golf at Willow Oaks Country Club

3rd Place Team: Round of golf at Magnolia Green Golf Club

Top prizes from raffles included an autographed Washington Capitals Hockey puck, 32" television, \$800 Butler Portrait certificate, Calloway Golf Bag with an Odyssey Pro Putter, custom corn hole set, Couples Massage from Massage Envy, gift cards, and many more!



# Legislative Issues in Public Policy

## Grants & Foundations Welcomes Nicole Leggett

Mid-term elections are coming up November 6, 2018. The deadline to update your address or register to vote for the November Election is **October 15, 2018**. The following seats are up for election with their perspective candidates:

### U.S. Senate

CANDIDATE NAME	PARTY
Corey A. Stewart	R
Timothy M. Kaine	D
Matt J. Waters	L

### U.S. House of Representatives

DISTRICT	CANDIDATE NAME	PARTY
District 1	Robert J. "Rob" Whitman	R
	Vangie Williams	D
District 2	Scott W. Taylor	R
	Elaine G. Luria	D
District 3	Robert C. "Bobby" Scott	D
District 4	Ryan A. McAdams	R
	A. Donald McEachin	D
	Peter J. "Pete" Wells	L
District 5	Denver Riggleman, III	R
	Leslie C. Cockburn	D
District 6	Ben L. Cline	R
	Jennifer Lynn Lewis	D
District 7	Dave A. Brat	R
	Abigail A. Spanberger	D
	Joseph B. Walton	L
District 8	Thomas S. Oh	R
	Donald S. Beyer, Jr.	D
District 9	H. Morgan Griffith	R
	Anthony J. Flaccavento	D
District 10	Barbara J. Comstock	R
	Jennifer T. Wexton	D
District 11	Jeff A. Dove, Jr.	R
	Gerald Edward Connolly	D
	Stevan M. Porter	L

The Grants & Foundations committee welcomes its newest member: Nicole Leggett!

Nicole is a Senior Staffing Specialist in the Human Resources Staffing Department at Dominion Energy. She is also a member of the Society for Human Resources Management (SHRM) and is a SHRM Certified Professional. Prior to joining Human Resources in 2008, Nicole spent several years in the Customer Service organization where she worked in Customer Account Management, Customer Billing Services, Customer Credit Services and Customer Relations.

Nicole is an active member of the Dominion Energy African American Resource Group and recently became a member of AABE. She is passionate about serving the under-served and at-risk youth and strives to make positive impacts in her community. She enjoys volunteer work, mentoring young girls/adults, and her goal is always to be an inspiration to others.

Nicole enjoys spending time with her family, singing, cruise/beach vacations and serving others. One of her favorite quotes is: "Live Laugh Love. Live your best life, Laugh while doing it and always show Love towards one another."



Nicole Leggett

Check your current voter status at the Virginia Department of Elections website at [www.elections.virginia.gov](http://www.elections.virginia.gov).

## Upcoming 4<sup>th</sup> Quarter Events

B.E.A.M. Activities

**Throughout October**

Volunteer of the Year  
Nominations

**October 1—12**

Executive Board Meeting  
**October 11**

Chamber RVA: Mission  
Tomorrow

**October 18—19**

#HashtagLunchbag Humanity  
Service

**October 20**

Senior Holiday Baskets  
**November 1—30**

Executive Board Meeting  
**November 8**

Angel Tree Family  
**November 13—30**

General Body Meeting  
**November 14**

RTC Clothing Drive  
**December 1—31**

Leadership Strategy Session  
**December 6**

Holiday Social w/ AIM-IRS,  
NABA, NSBE  
**December 7**

Newsletter  
**December 14**



## Safety Message from Communications

The holiday season is approaching and we're all gearing up for delightful food, fellowship with our loved ones, vacation, travel, and most of all— shopping! It is the busiest time of the year, and many of you will opt to buy your gifts online in an attempt to avoid the holiday crowds. But beware, scammers are on the prowl for shoppers like you. Don't be a victim— protect your information and your holiday joy with these helpful tips and reminders from the Communications team.

### DO:

- *Ensure your anti-virus software is active and updated on your computer to track and catch phishing attempts by scammers.*
- *Be aware of fraudulent e-mails after making a purchase online. They may include risky links waiting for you to click.*
- *Make purchases using a credit card or PayPal. Debit cards linked to a checking account lack fraud protection and may be unsafe.*

### DON'T:

- *Use public Wi-Fi to make purchases. Hackers can break through these systems fairly easily.*
- *Make purchases on websites that display "http://". They are not very secure. Instead, shop at sites that display "https://". They are secure and protect your payment data.*
- *Save your credit card information. Yes it's more timely to re-type your credit card information for every purchase, but you're less likely to be a victim if that retailers system is hacked.*

We hope these tips will keep you safe so you can focus on what truly matters during the holiday season — Giving.

## Thank you from the Newsletter Committee!



**Nikki Taylor**  
Chair



**Lloyd Eley**



**Terrence Moore**



**Tin Myint**



**Jesse Myrick**



**David Price**



**Lashay Solomon**

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