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## Slate of 2019 Officers

Congratulations to the new officers of 2019!

**Jason Holland**  
President  
Dominion Energy

**Lloyd Eley**  
VP—Programs  
Dominion Energy

**Philip Coleman**  
VP—External Relations  
NiSource

**Cyril Coombs**  
Secretary  
Dominion Energy

**Sonya Benavides**  
Treasurer  
Dominion Energy

**Greg Sye**  
Treasurer-Elect  
Dominion Energy

Ann Jones, the outgoing chapter president, has done a phenomenal job growing the organization and providing worthwhile programming for its membership. At the last general body meeting of the year, Ed Baine, AABE Virginia's executive sponsor, took a moment to thank Ann for all of the hard work she put in the last two years.

*"When I think of the work that Ann has done as president, it's been incredible. When you think about leadership attributes like vision and purpose, and the courage to lead, driving for results—Ann has embodied that each and every day in AABE and within Dominion Energy."*

- Ed Baine

All of membership would like to thank Ann for her leadership, vision, and the occasional motivational kick in the behind that has put this chapter on the map and made it a model for others across the nation! We look forward to your continued contribution!



Ed Baine presents Ann Jones with a token of appreciation

## Members on the Move

### Dominion Energy Executive Changes



**Darius Johnson**, director – Electric Distribution Design – Project Management & Federal Solutions at Dominion Energy, was promoted to vice president - Employee Engagement & Development, a new role for the company, effective January 1, 2019. From his new post, Darius will oversee the design and implementation of policies and programs aimed at talent acquisition, employee and leader development, and engagement, as well as diversity and inclusion. Johnson joined Dominion Energy as director – Cash Management in 2016 after a 20-year career in banking. He holds a bachelor's degree in psychology from the University of Virginia and an MBA from the University of Richmond.



**Carlos Brown**, vice president and general counsel at Dominion Energy, was promoted to senior executive leadership effective January 1, 2019. He will continue to perform his respective duties. Brown has been at Dominion Energy since 2007 after years of private law practice. He has served in various capacities at the company, including in the Law Department, Alternative Energy Solutions group and Power Generation unit – including senior counsel, director-Alternative Energy Solutions Business Development & Commercialization and director-Power Generation Station II at Power Generation. Immediately prior to being named vice president and general counsel in January 2017, Brown served as deputy general counsel-Litigation, Labor and Employment. He holds bachelor's and J.D. degrees from the University of Virginia.

## 4th Quarter General Body Meeting Features

### Dominion Energy's Carter Reid

On December 18, the Chapter welcomed Carter Reid, executive vice president, chief administrative & compliance officer, and corporate secretary of Dominion Energy as its guest speaker. Carter oversees the corporate services provided to Dominion Energy's operating companies, including Information Technology, Human Resources, Facilities and Supply Chain Management, as well as, the corporate secretary, compliance and environmental groups.

In her address, Carter provided membership insight into sustainability and what companies need to think about in order to have a sustainable business model for the future. Industry stakeholder expectations are rapidly changing, and customers are demanding more choice from their energy providers.

Carter announced a new role in her organization with the promotion of Darius Johnson as vice president - Employee Engagement & Development. Diversity and inclusion (D&I) will be added to the strategic plan to focus on workforce diversity, workforce inclusion and an inclusive culture.

Carter also spoke about the Dominion Energy Board creating a new Sustainability and Corporate Responsibility (SCR) Committee. The new committee will review and oversee the policies, programs, activities, and strategies that will go into the long-term sustainability of Dominion Energy such as environmental policies and programs, D&I, talent management and supplier engagement, community stakeholder engagement, environmental justice, and community relations.



*Carter Reid, Dominion Energy*

## Member Spotlight: Courtney Young



Courtney Young, Dominion Energy

Courtney Young is a Supervisor in the Customer Account Management (CAM) group at Dominion Energy's Norfolk office, managing the "D-mail" team that handles e-mail communications with external customers and supports with escalated calls. Courtney started with the company in 2007 as a customer project designer in Electric Distribution before being promoted to her current in 2011.

### What drew you to the energy industry?

*I am originally from the Virginia Beach area, but moved to New Orleans shortly after receiving my MBA degree from VCU in 2005. Following [Hurricane] Katrina, I worked as a claims adjuster and really enjoyed the face-to-face customer interactions. It gave me confidence that if I could deal with a customer on their second worst day (with Katrina being their first) and help to restore a sense of peace, then I could do anything.*

*When looking to transition back home, I looked for companies that provided both job growth and stability, while also allowing me to*

*continue to work in the front line with the public. The role of a designer and customer service supervisor were a perfect fit.*

### Why did you join AABE?

*Specifically, Charlene Whitfield!!! When I came to CAM, she always spoke highly of AABE and encouraged me to join. Although I didn't totally understand what it was all about, I trusted her judgement. I was motivated by the organization's focus on professional development and the opportunities it afforded me to network with others outside of my group.*

### Do you find it difficult to balance working within customer service in Norfolk and being actively involved in AABE?

*My current role allows me flexibility to manage my scheduled workload and attend organizational events [in Richmond]. I lead a great team that takes pride in delivering quality work while handling the most complex customer issues. I am fortunate to have an amazing leadership team that is engaged in promoting professional and leadership development to its employees.*

*I've always sought opportunities within the company that allowed me to combine my passion for community with personal growth. Over the years, I've been the Diversity Lead for Norfolk and the Volunteer Coordinator for Eastern. I was surprised to be recognized by Dominion Energy as the company's Volunteer of the Year award in 2016. It was very rewarding and one of my most admired accomplishments.*

### What are some highlights that you've enjoyed in AABE?

*I've enjoyed all of the programs I have attended; however, the Executive Roundtable, Women in Power, and National Conference are my top three for this year. All of the events are well-planned and executed. In all honesty, the friendships I've developed and my exposure to leaders outside of the Norfolk area are the greatest aspects that I take away from these experiences.*

### What advice would you give a new member or someone showing interest?

*Join a committee. Go to as many AABE events as your schedule allows. Introduce yourself and get to know the people within the organization. Involvement is the best way to learn about AABE and get the most value.*

### So what's next for you in 2019?

*I still consider myself a "new" member; therefore, I have a desire just to do more [within the chapter] and attend more [events] next year, and share more with my team. I am excited for the opportunity to chair the Communications Committee in 2019. In addition, I feel there are opportunities to continue expanding AABE's footprint in the Eastern Region. I will continue to reach out to other employees to tell them about AABE and why they should become a member. I would like to see us recruiting more within other energy companies locally, like Virginia Natural Gas.*

**"...If I could deal with a customer on their second worst day (behind Katrina) and can restore a sense of peace, then I can do anything!"**



## In Case You Missed It...



Alex Stanley and Terion Griffin with an Oscar Smith High School student

On November 17, AABE participated at the Community Block Party in Chesapeake hosted by Dominion Energy's African American Resource Group (AARG). The event exposed students from Oscar Smith High School to careers and internship opportunities at Dominion Energy, including AABE's 2019 scholarship program.



Raven Witherspoon addressing AABE and AARG members

On October 8, AABE and Dominion Energy's African American Resource Group (AARG) co-hosted a lunch-and-learn "Diversity of Race and Culture Through the Perspective of Contemporary Music" featuring Raven Witherspoon. Raven, a former AABE scholarship winner and Dominion Energy intern, talked about the ability of black music to reveal important themes in the evolution of racism as experienced by African Americans.

## Black Energy Awareness Month (B.E.A.M)

### Student Relations Committee visits Franklin Military Academy with the Safety Village

AABE visited the Franklin Military Academy and spoke to approximately 40 high school seniors. Members shared information on possible career paths within the energy industry. The students were given tips on how to prepare for behavioral interviews and how to create effective résumés. The students had many career exploration questions including preparation, education, internships, and salary. The presentation ended with a demonstration of the Dominion Energy Safety Village simulator. The simulator highlights potential threats to the electric distribution system and the resulting safety hazards for the public.



Shawn Sampson educating Franklin Military Academy students on electrical hazards



AABE and AARG volunteers at Barack Obama Elementary

### LIPP and Professional Development partner on a new pilot program designed to increase members' business acumen and energy awareness in the community

The LIPP and Professional Development Committees taught third graders at Barack Obama Elementary all about energy. Students were given an overview on energy, including its basic definition, different types energy resources used to power homes, and things they can do to conserve energy. Students participated in activities that reinforced energy concepts. The activities included:

- A game that identified which characteristics went with which energy resource;
- An activity that identified opportunities in a house diagram where they could conserve energy;
- A game that explained how their actions use or conserve energy; and
- Building a pinwheel out of craft materials.

At the end of the lesson, students came together to talk about what they learned. Everyone received goodie bags that included coloring books, colored pencils, and other utility-branded materials as well as certificates naming them Energy Experts.

This activity is a pilot for more activities that LIPP and Professional Development plan to develop to educate the community on the field of energy.



**TOP:** Katie Taylor leading a pinwheel craft activity illustrating how wind resources work

**BOTTOM:** Teirra Everette (left) and Quinton Johnson (right) leading students through activities reinforcing energy concepts

## Lucille Brown Middle School

AABE member, Drexel Harris, met with about 30 Lucille Brown Middle School students. The students were exposed to the different ways that Dominion Energy produces electricity with a discussion of the pros and cons of each method. They talked about the ways power is produced, and basic safety rules they should follow when they encounter downed power lines. The students also learned about the types of jobs that are available and some of the common causes of power outages.



*AABE volunteers gather before the students arrive*

## Mission Tomorrow

Once again, AABE members answered the call to volunteer for ChamberRVA's 2018 Mission Tomorrow event, a two-day career exploration fair that hosts more than 12,000 eighth grade students from the greater Richmond metro area. Through an interactive series of activities and discussions with employers, Mission Tomorrow encourages students to explore career interests with in-demand jobs from over 140 businesses across the region.



*AABE members at the general body meeting*

## AABE attends the general body meeting of National Association of Black Accountants at VCU

On October 30, Darius Johnson returned to his roots in finance to speak to students at the VCU Chapter - National Association of Black Accountants (NABA) general body meeting. Darius expressed the importance of being well-rounded in one's career. The discussion was centered around aligning core values and prioritizing them to meet both personal and professional goals and objectives.

## Lisa Walls Competes at the Charity Classic



*Lisa Walls in front of the scoreboard at the DEC Tournament*

On October 18, our very own Lisa Walls was part of a team of four golfers that placed 2nd at Dominion Energy's Charity Classic Pro-Am Golf Tournament. As part of this unique experience, Lisa and her teammates played golf with PGA Tour Champion Larry Mize. The event took place at the Country Club of Virginia. This is the tournament's third year. Each year the tournament raises money for Virginia Values Veterans and the Richmond Fisher House—Both organizations offer services to military veterans and their families.

## AABE Gets in the Spirit of the Holidays



*AABE members attending the Holiday Social*

AABE partnered with the National Association of Black Accountants, the National Society of Black Engineers, and the Association for the Improvement of Minorities in the Internal Revenue Service for a joint Holiday Social December 7 at the ChamberRVA offices.



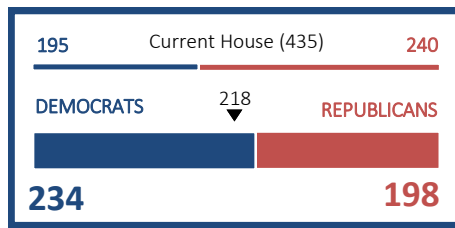
*"Baskets of Cheer" collected by AABE members ahead of the holidays*

Continuing the tradition of years passed, AABE partnered with Family Lifeline for a donation drive for stationary, toiletries, non-perishable food, cold weather items, and large print activities to fill "baskets of cheer" for seniors in the community experiencing loneliness and isolation this holiday season. This year AABE members assembled 9 baskets of cheer.

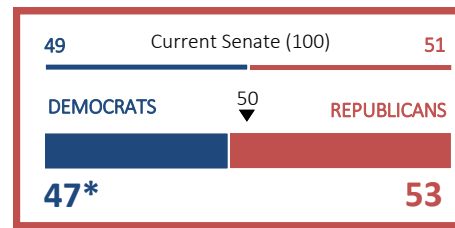


# High-Level Summary of the Freshman of the 116th Congress

## Midterm Election Results



Three races remain too close to call as of 12/10/18:  
CA-21, NY-27, NC-9



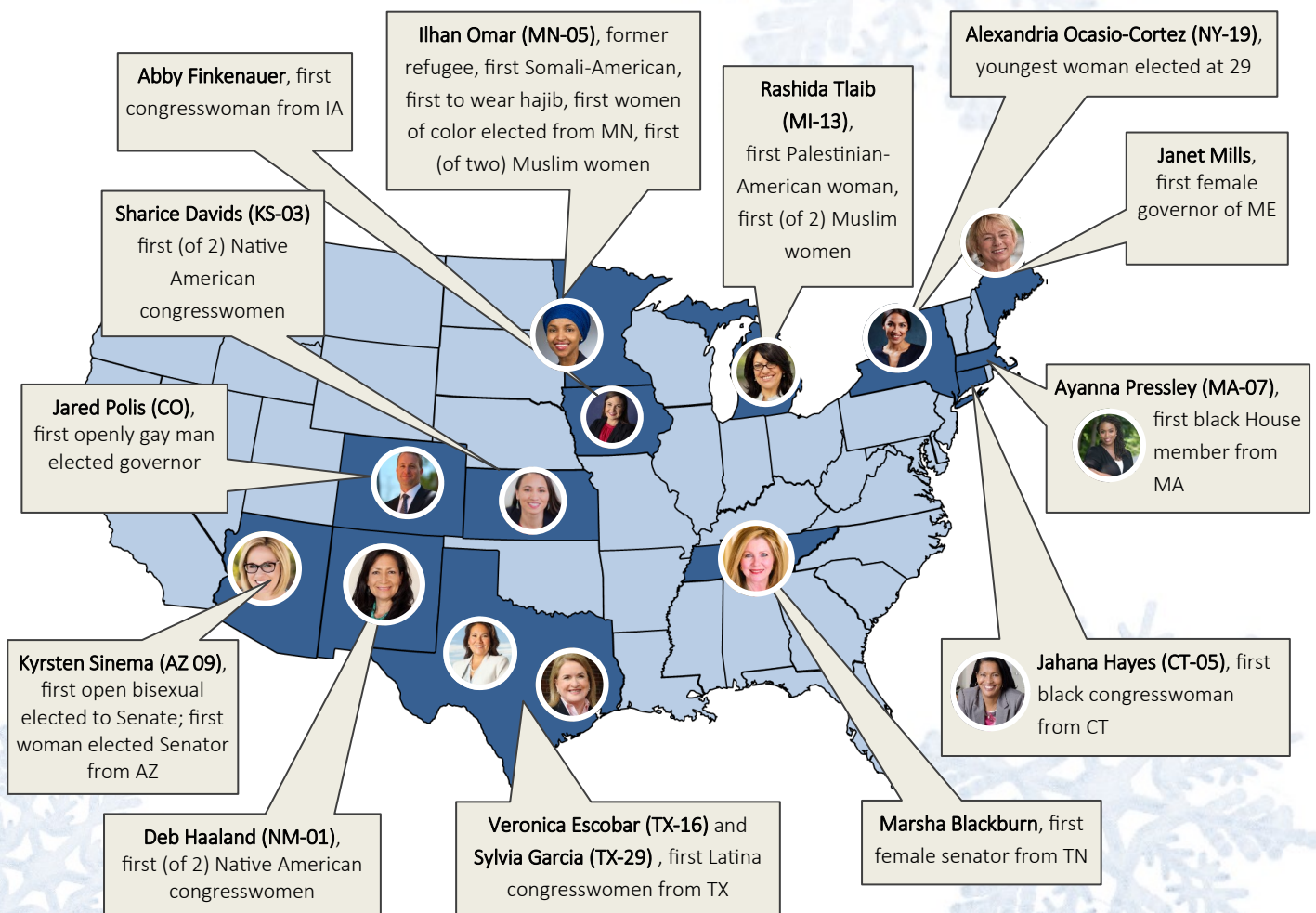
\*Includes two independents that caucus with Democrats

Of the **110 new members**, 66 are Democrats and 44 are Republicans,

**42 are women**—bringing the total number to 126 (up from 107) — a new record

At least **23 members**, or **21 percent**, of the incoming Congress are **Hispanic, Native American, and people of color** —a new record

## “Firsts” from the Midterm Elections



The Virginia General Assembly session will begin January 9, 2019. Legislation is already being filed. For more information about legislation being submitted, visit the Virginia General Assembly website at <https://viriniageneralassembly.gov/>

# Year in Review 2018

## Chapter Highlights and Accomplishments

**96** members...



1st Qtr. General Body Meeting with Dave Craymer

### First Quarter



**21** attendees

AABE 2018 National Conference



**19** Executives

Participated in first annual Executive Roundtable

### Second Quarter



Bath County Pumped Storage Station Tour



Higher Achievement's Field Day RVA

### Third Quarter



Members Golf Clinic at First Tee



**\$24,000**

in scholarships awarded to 8 deserving students

Second Annual Charity Golf Tournament

### Fourth Quarter

**\$40,425.78**

raised for AABE VA scholarships



Hopewell Biomass Power Station Tour



4th Qtr. General Body Meeting Panel Discussion



Women in Power Panel Discussion

...**135** members