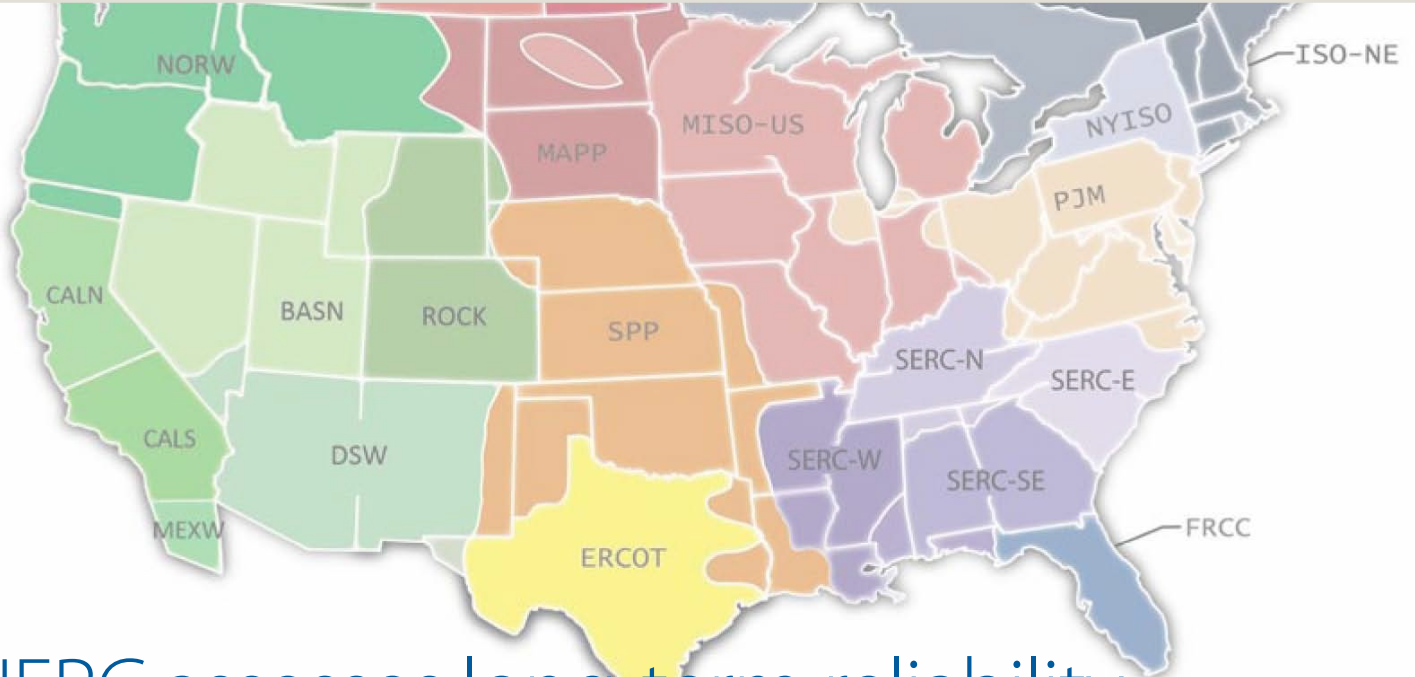


Powerlines

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NERC assesses long-term reliability

The North American Electric Reliability Council (NERC)'s 2011 Long-Term Reliability Assessment predicts electricity demand will grow by 90,000 megawatts in the next decade, despite a decline in commitments to build new generation.

The NERC report assesses long-term electricity supply and demand and transmission reliability in North America for the next decade. It also discusses key issues and trends affecting the reliability of future electric supplies and transmission systems.

To reach its findings, NERC evaluated key reliability indicators, including peak demand and energy forecasts, resource adequacy, transmission development, changes in overall system characteristics and operating behavior, and other influential or regulatory issues that may impact the reliability of the bulk power system. However, for the 2011 assessment, significant effort was also made to identify possible impacts due to pending environmental regulations.

Six key issues and risks were identified.

Reserve margins — A decrease in projected future generation resources. While most regions are projected to have adequate margins, Texas is an area of concern.

Gas-electric interdependency — There is a growing dependence on natural gas as a primary fuel for on-peak capacity. Natural gas, wind, and some solar generation are projected to be the primary source of new generating resources being integrated into the bulk power system.

Demand-side management — DSM programs, including conservation, energy efficiency and demand response programs, provide the ability to reduce peak demand. Significant increases in the use of DSM are expected to offset some generation resource needs.

Environmental Regulations — Existing and proposed regulations may significantly affect the bulk transmission system.

"One of the greatest risks identified by the NERC Planning Committee is the potential impacts of future environmental regulations," said Jay Farrington, PowerSouth T&D Planning and Reliability Manager. "There are many uncertainties associated with understanding what the actual impacts will be, so it's hard for our region, or even the country to know what the final outcome will mean to reliability as electricity demand continues to grow."

Variable generation — A significant growth in the use of wind and solar power is expected. However, tools, training and transmission capacity will be key to their integration and operation.

Transmission — The number of miles is expected to increase significantly responding to new generation resources. Roughly 506,000 miles of line are expected in the NERC assessment area, with about 28,000 in the SERC-SE area.

The complete assessment is available at www.nerc.com. ■



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Coffee Baking Company

Served by



**Covington Electric
Cooperative Inc.**

A Touchstone Energy® Cooperative



The frosting used for Coffee Baking Company's cakes is made daily in the baking facility from fresh ingredients to ensure the company's trademark homemade taste.

Don Holley always had a dream of running his own business. With some encouragement from his father, in 1996 he began baking cakes in his grandmother's old home on County Road 476 in Kinston, Ala., using family recipes.

"I'd been tinkering around with a few of the recipes, and before long we had a small-scale operation going," says Holley. "We'd bake on Monday and Tuesday, then we'd sell the cakes Wednesday through Friday."

Before long, Holley's "tinkering around" got noticed. Mitchell Grocery Company called about selling his cakes as a frozen product in its stores. Soon after, Piggly Wiggly and Food Lion started buying cakes, and Coffee Baking Company was born.

In 1999, Mark Parker from Covington EC, Victor Wyatt from PowerSouth and Tom Solomon from the Southeast Alabama Regional Planning Commission worked with Holley on a rural economic development loan through Covington EC. The loan funds allowed Coffee Baking Company to expand from Holley's grandmother's house into a new, 14,500-square-foot building that includes office space, a baking facility, freezer and warehouse.

"We recognized Don's need for a larger facility, and we wanted to help," says Parker. "Under the rural economic development loan program, we were able to provide Coffee Baking with a zero-interest loan to promote growth and employment in the Kinston area. The growth has been tremendous; we're very pleased."

With a maximum manufacturing capacity of 13,000 cakes a day, Holley's operations have come a long way from his bake-two-days and sell-three-days.

"We when started I was limited to cooking about 48 cakes at a time," says Holley. "Today, we have 22 employees and we're able to cook 1,056 cakes at a time, which has certainly helped meet distribution."

Coffee Baking Company's largest customer is in Baton Rouge, La., however, the company also ships its frozen cakes to Memphis, Nashville, Charlotte, Atlanta and two warehouses right here in Alabama.

Even though the manufacturing capacity has improved, Holley is quick to point out that the quality of his cakes has not been negotiated to cut costs. All his recipes – 14 cake varieties in all – come from either old church cookbooks, Southern Living magazine or recipes his grandmother cooked when he was a kid.

"We started as a small, family-owned business, and God has really blessed us," Holley says. "We're proud of where we came from and where we're headed. Tell everybody to give us a call at (334) 565-9067 when they need a cake, we'll ship anywhere!" ■



Most of the employees working at Coffee Baking Company are from the rural community surrounding the company's facilities.

Why is cyber security a problem?

You've heard the news stories about credit card numbers being stolen and email viruses spreading. Maybe you've even been a victim yourself. One of the best defenses is understanding the risks, what some of the basic terms mean, and what you can do to protect yourself against them.

What is cyber security?

It seems that everything relies on computers and the Internet now — communication (email, cellphones), entertainment (digital cable, mp3s), transportation (car engine systems, airplane navigation), shopping (online stores, credit cards), medicine (equipment, medical records), and the list goes on. How much of your daily life relies on computers? How much of your personal information is stored either on your own computer or on someone else's system?

Cyber security involves protecting that information by preventing, detecting and responding to attacks.

What are the risks?

There are many risks, some more serious than others. Among these dangers are viruses erasing your entire system, someone breaking into your system and altering files, someone using your computer to attack others, or someone stealing your credit card information

and making unauthorized purchases. Unfortunately, there's no 100% guarantee that even with the best precautions some of these things won't happen to you, but there are steps you can take to minimize the chances.

What can you do?

The first step in protecting yourself is to recognize risks and become familiar with some of the terminology associated with them.

Hacker, attacker or intruder — these terms are applied to the people who seek to exploit weaknesses in software and computer systems for their own gain.

Malicious code — Malicious code, sometimes called malware, is a broad category that includes any code that could be used to attack your computer. Viruses and worms are examples of malicious code.

Vulnerability — In most cases, vulnerabilities are caused by programming errors in software. Attackers might be able to take advantage of these errors to infect your computer, so it is important to apply updates or patches that address known vulnerabilities.

Sources: *McDowell & Householder; Carnegie Mellon University.* ■

Company reaches calendar year safety milestone

For the first time in company history, PowerSouth employees achieved a full calendar year with no lost-time accidents.

The safety achievement represents 365 days – over 1.2 million hours – worked safely by more than 500 employees.

"Our employees demonstrated a superior level of safety during 2011, as evidenced by reaching a full calendar year without lost time injury," says Buddy Manring, PowerSouth Safety Manager. "They deserve much praise for accomplishing this feat."

"I commend all employees for their dedication to safety," said Gary Smith, PowerSouth President and CEO. "Going a full year without a lost-time accident is a tremendous accomplishment, especially for our industry, but adding to it the accomplishment of the calendar year 2011 makes it extra special."

Plans are under way for a special event honoring all employees for their safety achievements. ■

PowerSouth pays Washington County taxes



PowerSouth is the largest taxpayer in Washington County, paying more than \$2.4 million in 2011, which will be used to fund county schools, hospitals, fire departments, roads and bridges. It also contributes to the general county fund. McIntosh Plant O&M Superintendent Dwight Dunn (far left), Director of Power Production David Powell (middle) and Lowman Plant Manager Brian Matheson (far right) present Washington County Revenue Commissioner Laura Lee Taylor and Washington County Probate Judge Charles Singleton with a tax check. PowerSouth employs 207 people in Washington County.

verbatim: If the lights go out

Source: Wall Street Journal, Nov. 6

Say what you will about Obama Administration regulators, their problem has rarely been a failure to regulate. Which makes the abdication of the Federal Energy Regulatory Commission (FERC) especially notable—and dangerous for the U.S. power supply.

During a conference late last year, FERC discussed the wave of new Environmental Protection Agency (EPA) rules that are designed to force dozens of coal-fired power plants to shut down. Despite warnings from expert after expert, including some of its own, the FERC Commissioners refuse to do anything about this looming threat to electric reliability.

The latest body to sound the EPA alarm is the North American Electric Reliability Corporation (NERC), which recently released its annual 10-year projections (see story on front page). “Environmental regulations are shown to be the number one risk to reliability over the next one to five years,” the report explains.

NERC’s forecasts are the gold standard for the U.S. power system because they are built from the bottom up, starting with finely grained data from individual plants. NERC has been doing this work since 1967, and since 2005 it has operated under the FERC umbrella as an “electric reliability organization.”

The threat is that the EPA is triggering what NERC calls “an unprecedented resource-mix change,” with utilities switching to natural gas from coal. For the first time in U.S. history, net coal capacity is in decline. On top of the 38 gigawatts of generation that is already being run below normal levels or slated for early retirement, NERC predicts another 36 to 59 gigawatts will come offline by 2018, depending on the “scope and timing” of EPA demands. That could mean nearly a quarter of all coal-fired capacity.

According to the report, “the nation’s power grid will be stressed in ways never before experienced” and reliability depends on building new power plants to cover the losses.

Replacing power is not like replacing a lost cellphone. There are bottlenecks in permitting, engineering, financing and building a new plant and then tying it to the electricity network. Over the next three years, NERC

estimates that between 576 and 677 plants will need to be temporarily shut down to install retrofits like scrubbers or baghouses.

All of this has been obvious to anyone paying attention. In its draft utility rule the EPA itself warned that “sources integral to reliable operation” may be forced to shut down, before it sanitized these concessions from the final proposal. Twenty-seven states say their regional reliability is at risk, concerns echoed by FBR Capital, Credit Suisse, Fitch, Bernstein Research and several grid operators. FERC’s own Office of Electric Reliability produced an alarming study, before its work was disowned by Chairman Jon Wellinghoff, as we reported in the September 26 editorial “Inside the EPA.”

Southern Co., the utility that covers states from Mississippi to Georgia, says the EPA’s timeline can’t be met “at any cost” and that in its region “reliability cannot be maintained without load shedding”—that is, rationing power to large industrial consumers. American Electric Power, which operates in 11 Midwest states, says that option may be a “last resort” as well. This is the kind of political overhang that harms economic growth.

Keep in mind that the EPA estimates that the benefits to society from the mercury reductions in the utility rule max out at \$6.1 million, total, while imposing \$11 billion in compliance costs annually. That is a crazy tradeoff even if it didn’t endanger the electric grid.

The best option would be to kill the utility rule and put the EPA on probation, but second best is a longer phase-in to give utilities more time to comply. FERC could do some practical good by formally issuing a “215 finding” that the EPA utility rule endangers reliability. Or the White House budget and regulatory office could require the EPA to repropose the rule with more flexibility. Or President Obama could declare that the rule endangers national security. Or Congress could block the rule, though that would take more fortitude than Senate Democrats have shown so far.

None of this is likely to happen because it would interfere with the larger Administration priority to kill as much coal power as rapidly as possible to serve the global warming agenda. But when the brownouts and cost-spikes occur, don’t blame the utilities. Blame their regulator. ■



There one day and gone the next

Construction is under way at PowerSouth’s headquarters campus, and demolition of building four paves the way for a new two-story, 19,000-square-foot complex that will include a walk-thru to building one and an adjoining hallway to the main lobby. According to Joe Armstrong, PowerSouth Principal Engineer, the demolition resulted in an estimated 680 cubic yards (about 1,020 tons) of brick and concrete and 71,300 pounds of scrap metal being recycled. The project is the largest headquarters building project since the mid-1980’s expansion that included the three-story main building.

PowerSouth hosts new trustee orientation



Manager Tim Hattaway (left) orients new PowerSouth trustees to the Energy Control Center.

As a general contractor, Greg McCullough is accustomed to managing and coordinating building projects. However, as a PowerSouth Board Member elected last November to represent Wiregrass EC, McCullough admits he has a lot to learn about generation and transmission cooperatives like PowerSouth.

That’s why McCullough joined other board members at PowerSouth’s New Trustee Orientation Jan. 13.

“I know the basics about how electricity is made, but the orientation really opened my eyes to how important it is that we

plan long-term to ensure future reliability and generation,” McCullough said. “I also understand better how many people it takes to keep an organization the size of PowerSouth going.”

The trustees received operational reports from Vice President of Power Delivery Larry Avery and Vice President of Power Supply Damon Morgan.

“Seeing what we have to do to comply with Environmental Protection Agency mandates and the cost factors involved is enlightening,” said Leigh Grantham, Orientation attendee

and CHELCO CEO and General Manager. “It’s unfortunate that targets keep changing. We need some certainty rather than changing requirements that force higher costs.”

McCullough, Grantham and the other orientation participants toured PowerSouth’s Energy Control Center, as well as Central Generation.

“Seeing firsthand how PowerSouth maintains power at substations simply amazed me,” McCullough said. “We cover such a large service area, so when we were shown the wall full of lights representing the different delivery points, it brings home the importance of ensuring everything works like clockwork.”

In addition to generating electricity and delivering power through an extensive transmission network, PowerSouth provides a variety of value-added services to our members including demand side management, key accounts and economic development, planning, engineering and rates, training, marketing and communications assistance.

President and CEO Gary Smith welcomed the trustees to Andalusia. He emphasized the company’s mission to provide reliable, competitively priced wholesale power while promoting the communities we serve. ■

FERC, NRECA comment on latest regs

FERC issues white paper on advisory role on Utility MACT extensions

The Federal Energy Regulatory Commission (FERC) is preparing industry comments on a white paper proposing a process by which FERC could provide advice to EPA on utility applications for a one-year extension to comply with the new utility Mercury and Air Toxics Standards (commonly known as utility MACT) rule.

EPA has the final decision on granting any utility requests for extensions, but FERC wants to provide information on which facilities are critical to electric grid reliability. The white paper emphasizes

the commission’s legal authority over reliability issues and wants to ensure that no FERC-approved reliability standards are violated.

The white paper recommends that utilities file the same information with FERC and EPA, and the commission send EPA its comments on each request. NRECA is determining if it will submit comments, and if so, whether it will do that jointly with other trade associations.

NRECA supports EPA proposal in RICE Rule lawsuit settlement

NRECA sent comments to EPA supporting the agency’s proposed

settlement agreement in an industry lawsuit challenging the new Maximum Achievable Control Technology and New Source Performance Standard regulations for reciprocating internal combustion engines (RICE).

NRECA is supporting the proposed settlement because EPA has previously said it will address petitions to reconsider provisions on peak-shaving. NRECA would like to see the 100-hour operating limit expanded to include using RICE units for demand response. Under the agreement, EPA would propose new RICE regulations no later than April 20, and a final rule by Dec. 14. ■

enviroUPDATE

2012 Youth Tour winners selected

Eight high school students from Andalusia, Elba, Opp and Pike County high schools have been selected as PowerSouth's 2012 Youth Tour winners and runners-up.

Will Parker and Jennifer Botta from Andalusia High School, Mason Sims and Daulton Messer from Opp High School, Ashley Foster and Korie Machado from Elba High School and Zandra Mency and Tyliyah Hooks from Pike County High School will join hundreds of other Youth Tour winners from across Alabama in Montgomery to learn more about government, the legislative process and the rural electrification program.

As Youth Tour winners, Parker, Sims, Foster and Mency will receive an all-expense paid trip to Washington, D.C., in June to participate in the National Rural Electric Cooperative Association's (NRECA) Youth Tour to visit the nation's capitol and meet with government leaders, along with thousands of other high school students from around the country.

The top 10 students from all four schools joined area Youth Tour Program participants at Point A Lodge on Feb. 15 to learn more about PowerSouth and the electric industry, while interacting with their peers.

The students were chosen based on their performance on written essays, written tests and an interview competition at PowerSouth's headquarters in Andalusia.

PowerSouth has participated in the Youth Tour program for more than 20 years. The Electric Cooperative Youth Tour has brought high school students to Washington, D.C., every June since the late 1950s, and more than 40,000 students from across America have participated in this unique program. ■

Need for organ donors hits close to home

"Give 5 — Save Lives" is the theme of the 2012 ad campaign used by the U.S. Department of Health and Human Services to promote organ and tissue donations. It only takes about five minutes or less to actually sign up to be an organ donor.

Organ donation is a deeply personal commitment — just ask Barbara Whitehead and Ricky Coxwell from PowerSouth's Lowman Plant. Both are recipients of donor kidneys. However, their donors represent two different types of donors — a family match and a non-family match.

"I was diagnosed with polycystic kidney disease (PKD) in 2000," says Coxwell, PowerSouth Operations Supervisor. "I was lucky — I was 45, had never been on dialysis, and I had a younger brother who was willing to give me a kidney as a birthday present."

After six weeks recovery, Coxwell returned to the Lowman Plant full time, and he admits he's lucky — he's never felt better. However, when Whitehead learned in 2000 of her PKD diagnosis, she went through two years of dialysis before her husband's sister, who was not a blood relative, called with wonderful news — she was a donor match.

"My sister-in-law had told me she was going to get tested, but I honestly wasn't optimistic because finding a non-family match for an organ donor is hard," Whitehead admits. "But when she called me at my desk here at the plant, I just couldn't believe it. She proved you can be a match and not be related."

Every 11 minutes someone is added to the organ donation list. Each day about 77 people receive organ transplants. However, 19 people die each day waiting for transplants that can't take place because of the shortage of donated organs.

"I believe the reason more people aren't signed up as an organ donor is because they think they have to go to the drivers license division and change their license to get this changed," says Cheryl Weeks, PowerSouth Financial Services Department Secretary. "It is way more simple than that. There is a website — www.organdonor.gov — that can help them see the statistics and information they need in order to help them make this decision."

Weeks is passionate about organ donation because she sees first-hand the real need for donors. At PowerSouth, two families await donors for their loved ones. Weeks' Finance and Accounting coworker Charlee Dunn awaits a liver donor for her husband, Benny. In addition, George Mangus, employee at PowerSouth's McIntosh Plant, awaits a liver donor for his daughter, Ansley.

Currently, organs of the body that can be transplanted include kidneys, heart, lungs, liver, pancreas and intestines. Kidney/pancreas transplants, heart/lung transplants, and other combined organ transplants also are performed. Organs cannot be stored and must be used within hours of removing them from the donor's body. Most donated organs are from people who have died, but a living individual can donate a kidney, part of the pancreas, part of a lung, part of the liver, or part of the intestine.

"I'm sure some people consider organ donation scary or even gross, but for a recipient, it is something different...it's hope, it's life," Coxwell said. "Talk to me, Barbara, Charlee or George and we'll tell you what being an organ donor means. It's a deeply personal issue with a very public need."

For more information about organ donation, visit www.organdonor.gov. ■



McIntosh units 4 and 5 put to the test



At the peak of testing, 20 Siemens personnel were on site at the McIntosh Plant. Shown above are various data specialists who were on site to interpret data from our Unit 4 combustion turbine.

PowerSouth's newest simple-cycle combustion turbines — Units 4 and 5 at our McIntosh Plant — have been put to the test in recent months, but not due to generation peaks. Siemens, manufacturer of the turbines, is testing the units as part of integrated product development of hardware designed to improve engine performance.

The McIntosh Plant's two Siemens SGT6-5000F combustion turbines and generators are the only ones currently being tested by the company. As is the case with all combustion turbines, performance degrades over time due to a variety of factors. Siemens is testing ways to minimize that degradation with changes to the clearances between blades and seals within the turbine itself, as well as a combination of new hardware and improved break-in and operating procedures.

"We hope the end result of the hardware we're developing is the same performance year-after-year that you got from units 4 and 5 you received with initial use," says John Gish, Siemens Engineering Test Lead for the project.

share data," says Barton Pepperman, Siemens' Design Lead for the project. "After the units were fully operational at the McIntosh Plant, we contacted PowerSouth to see if they were willing to work with us, and you've all been very cooperative."

The McIntosh units are simple-cycle, which offers a quick start. In addition, they are the latest model engines offered by Siemens, which means they include the latest hardware and are the easiest to incorporate new hardware.

Testing began on unit 5 in February and on unit 4 in September 2011. The initial testing was complete this January, however, the hardware will remain attached to unit 4 while Siemens evaluates all the data collected. Additional testing may be performed before final improvements are made.

"We showed up with certain criteria that we hoped to meet, and we've met those criteria," Pepperman said. "We have positive results, and our next step will be to fine tune those results into an affordable option for our customers." ■

"Companies are always asking for ways to improve the performance of their combustion turbines, and we were looking for an operating power plant willing to work with us and

"Having Siemens on site testing our newest generation units has been a 'win-win' for both companies. The opportunity to test new hardware is a way of ensuring we can best supply the needs of energy control, while optimizing the life of the units."

Lee Davis
McIntosh Plant Manager



newemployeeprofile: Brock Wallace



Brock Wallace worked many places during his high school and college years. When he received his college degree, he kept a close lookout for IT jobs

close to his hometown of Andalusia. When his new position of Network Support and Security Analyst opened, he found what he was looking for.

"Since I have become a father it has dramatically increased my desire for my family and myself to spend more time with my parents and my sister's family," said Wallace. "Since both of them are here in Andalusia, it naturally made us want to move here also."

A graduate of Straughn School and Lurleen B. Wallace Jr. College, Wallace received a Bachelor's degree in Management Information Systems from Auburn University in Montgomery. Prior to PowerSouth, he worked with AT&T as an Outside Plant Design Engineer.

"Since I've been at PowerSouth I've learned that I have a lot to learn about network security," Wallace admits. "I am enjoying the learning process, and the power plants I've visited so far are very impressive."

In his free time, Wallace loves to work on just about anything, whether it be a computer, motorcycle, old truck or just a light switch.

"I like to know how things work. Probably one of the most rewarding things for me is when my little girl will bring one of her toys to me and say, 'Daddy it's broke,'" he says. "When I can sit down and fix that toy and give it back to her and see her face light up, that is an awesome moment for me."

Wallace is married and has two children. ■

Memories of the Sears catalog

When I was young, the second best day of the year was the day the Sears Roebuck & Co. Christmas catalog arrived. I still remember the glossy pages of Christmas joy wrapped in a brown paper mailer.

Gary Smith
President and CEO
PowerSouth



My brother and I would fight over who had the first look and would continue to fight for days over whose turn it was to pour over the toy section to advise Santa Claus. We would ignore the clothes and turn down the corners of the pages where our favorite toys were located for quick reference to show Mom what we wanted. Those are some of my favorite Christmas memories, where the anticipation and excitement of Santa Claus was even better than the thrill of the toys (clothes in my house) of Christmas morning.

On Christmas morning, after the frenzy of opening presents, Mom would take a few pictures. I think her camera was an Instamatic, but the brand was a Kodak, because all cameras were Kodaks back then. I am not sure anyone else made cameras or film - just Kodak.

The camera was a small box that film had to be threaded into and could not be trusted to young boys for fear of 'exposing' the film. Individual flashbulbs were required that had to be switched in and out with every picture. We might have had film, but we were nearly always out of flash bulbs. The smell of burnt Kodak flashbulbs is still a strong memory of Christmas morning.

While the Sears catalog and single flash bulbs have been gone for years, Sears and Kodak are also close to extinction. Sears recently reported that 2011 sales dropped to a level that many analysts think unsustainable, operating losses have become regular, and it is thought that Sears will soon be forced to file for bankruptcy protection. Kodak should have filed for bankruptcy protection by the time you read this article and should soon start liquidating assets.

What could have happened to these great companies? After all, didn't Sears have a monopoly of Christmas, tools, appliances and everything else we needed when I was young? Didn't Kodak control the camera and film markets?

Sears apparently failed to keep up with what people wanted to buy, especially our younger generation that is by far the largest consuming group within our economy. While they still have outstanding tools and good appliances,

their clothes don't have the style and impart the message young people want to portray. Apparently, the sale of tools, appliances and lawn mowers is not strong enough to keep the company afloat.

Kodak, after monopolizing the camera market for decades, didn't have the foresight to make the change from film technology to digital technology. Who could have imagined 10 years ago that every cell phone would have a high-definition camera - if not a video camera - built-in as a normal application? You might think that technology passed Kodak by. But you should know that Kodak labs have been and continue to be one of the most creative institutions in our country. After all, Kodak labs created digital imaging and the digital cameras that will now force Kodak into bankruptcy. The approximately 1,100 patents are about Kodak's only profitable assets.

This brings me to think about PowerSouth and the electric utility industry, and should also have you thinking about your business and life. Have we missed a vision of the future? Have we under-estimated innovation and change that will dramatically affect the way we live, what we sell and buy and will change the face of business into the future?

Fifty years ago, who could have imagined a world without Sears Roebuck and Kodak? Who would have imagined that a company later formed - Apple Computers - would have a net worth approaching the value of the U.S. government? Who would have thought everyone would have a cell phone with a digital camera and would communicate the way we communicate today? If we want to survive through the next wave of technology, we must anticipate the future or we will be left reading our Sears catalogs and loading film in our cameras.

All this gets me to thinking about countries and civilizations. Next month, I will have some thoughts on how cultures have changed. I hope you have a great month. ■

Internal job postings now available on intranet site

For years, PowerSouth employees interested in internal job postings available at the cooperative were able to check the information boards within their work area's break room. However, as technology provides easier access to information, the Human Resources Department is utilizing the internet and intranet (Portal) as well.

Beginning March 1, employees may access internal job postings via portal. The link to access job listings is located at the bottom left hand corner on most employee screens (see photo at right).

"When an employee clicks on the words 'Job Postings', they'll be taken to a page with a list of available openings," said Lynda Carnley, PowerSouth Human Resources Coordinator. "If the employee clicks on a particular job opening, additional information pulls up on the job's description and procedures that need to be followed to apply for the job."

Recognizing that some PowerSouth employees do not have access to a computer, all job announcements will continue to be posted in break rooms, however, Carnley and Vivian Douglass, also a PowerSouth HR Coordinator, look at the portal listings as another avenue to access information about a specific job opening.

"We want our information to be readily available to any employee that needs it," says



Douglass. "We enhance recruitment when we welcome technology into our communication plans."

For several months the Careers page on PowerSouth's website (www.powersouth.com/careers) has listed external job postings, however, the portal listings will include only internal postings, meaning jobs available to applicants already working for the Cooperative.

"We have a strong workforce here at PowerSouth, and sometimes a manager will elect to hire from within for a job opening in lieu of looking outside," says Carnley. "Our presence on portal and our website is our way of trying to be more proactive. We want to get the word out about PowerSouth and our job openings as quickly and effectively as we can." ■

Summer worker applications accepted in month of March

PowerSouth's Human Resources department will begin accepting applications for 2012 summer employment March 1.

In order to serve as a summer worker, an applicant must be 18 years of age and a high school graduate.

Applications may be picked up at the Receptionist Desk or in Human Resources.

Applications will be accepted March 1 through March 30.

Please contact Lynda Carnley, PowerSouth Human Resources Coordinator, at extension 3465 with any questions or comments regarding summer employment.

System Summary

January 2012

System peak (unadjusted):
1,956 megawatts — Jan. 4

Minimum temperature: 28 degrees
Maximum temperature: 81 degrees
Average temperature: 58 degrees
Gantt rainfall: 3.30 inches for the month

Quick Facts

December 2011

Average Cost of Service — 82.67 M/KWh
Average Cost of Service YTD — 74.15 M/KWh

CP Demand Billed — 1,661,472
CP Demand Billed YTD — 20,782,924
MWh Sold — 640,961
MWh Sold YTD — 8,367,656

Service anniversaries

 Tom Noble Lowman Plant 34 years, Feb. 20	 Kenny Mitchell T&D Eng. & Const. 34 years, Feb. 27	 Bruce Monk Lowman Plant 33 years, Feb. 9	 Rick Kyle Financial Operations 33 years, Feb. 19	 Tommy Kervin Energy Control 33 years, Feb. 26	 Jeff James Western District 31 years, Feb. 9	 Bobby Cobb Substation O&M 30 years, Feb. 10	 Bernie Bracewell Central Generation 29 years, Feb. 28
 PHOTO NOT AVAILABLE	 Roy Guy Lowman Plant 28 years, Feb. 27	 Max Smith T&D O&M 27 years, Feb. 11	 Benny Jo Sasser Purchasing 26 years, Feb. 24	 Abb Riley Corp. Real Estate 25 years, Feb. 2	 Angela Nelson Information Systems 25 years, Feb. 23	 David Goldman Lowman Plant 25 years, Feb. 23	 David Horton Lowman Plant 25 years, Feb. 23
 Mike Brown Lowman Plant 25 years, Feb. 23	 Milton Williams Lowman Plant 25 years, Feb. 23	 Mitch Beasley Lowman Plant 25 years, Feb. 23	 Bill Garris McIntosh Plant 24 years, Feb. 8	 Willie Jackson Lowman Plant 24 years, Feb. 22	 Bernard Pace Lowman Plant 23 years, Feb. 6	 Kenneth Jones Information Systems 23 years, Feb. 6	 Carol Bray Bulk Power 23 years, Feb. 27
 Keith Ramer T&D O&M 22 years, Feb. 26	 Stevie Anderson McIntosh Plant 20 years, Feb. 3	 A.J. Johnson Fleet Services 19 years, Feb. 15	 Steve Stephenson Central Generation 16 years, Feb. 6	 Lisa Wiggins Bulk Power 16 years, Feb. 19	 Randy Cagle Central Generation 16 years, Feb. 26	 Chris Salter T&D O&M 15 years, Feb. 24	 Dale Martin Central Generation 13 years, Feb. 8
 Asa Landon Fleet Services 12 years, Feb. 14	 John Dean Communications 11 years, Feb. 25	 Amy Goodson Accounting 10 years, Feb. 4	 Daryl Beck Lowman Plant 9 years, Feb. 10	 Joey Cooper Lowman Plant 9 years, Feb. 10	 Kevin West Lowman Plant 9 years, Feb. 10	 Patrick Paul Lowman Plant 9 years, Feb. 10	 Scott Doggett Lowman Plant 9 years, Feb. 10
 Paul Ayers Telecommunications 8 years, Feb. 2	 Brad Bryan T&D O&M 8 years, Feb. 9	 Joey Short T&D O&M 5 years, Feb. 7	 DeAndra Pyron Member Services 5 years, Feb. 26	 Emily Smith Communications 5 years, Feb. 28	 Kim Springer Communications 3 years, Feb. 23	 Russell Rigdon Telecommunications 2 years, Feb. 15	

Promotions

Congratulations to **Gabe Cartee** on his promotion to Assistant Plant Superintendent at the Lowman Plant, effective Dec. 25. He was previously Principal Engineer.

Congratulations to **Kenneth Clarke** on his promotion to Energy Resources Supervisor in the Power Supply Division, effective Jan. 1. He was previously Energy Resources Analyst I.

Congratulations to **Jeff Danford** on his promotion to Operations Superintendent at Central Generation, effective Dec. 25, 2011. He was previously Plant Results Coordinator.

Congratulations to **Jonathan Ellison** on his promotion to Superintendent of Automation,

Metering and System Protection in the T&D Planning & Reliability Department, effective Jan. 8. He was previously Principal Engineer.

Congratulations to **Johnny Mack** on his promotion to Supervisor of Automation in the T&D Planning and Reliability Department, effective Jan. 8. He was previously Metering Supervisor.

Congratulations to **Taylor Williams** on his promotion to Economic Development Representative in the Business Development Division, effective Feb. 1. He was previously Economic Development Representative II. ■

Comings and goings

Welcome

Welcome to **Richard Caleb Cochran**, Co-op Engineer at Central Generation, effective Jan. 9.

Welcome to **John C. Town**, Engineer II in the T&D Planning and Reliability Department, effective Jan. 30.

Welcome back to **Charlie Garner**, Co-op Engineer at the Lowman Plant, effective Jan. 9.

Retirement

Congratulations to **Bill Rogers** on his retirement, effective Feb. 11. He most recently served as Telecommunications Services Manager.


Congratulations to **Harley Wytch** on his retirement, effective Jan. 19. He most recently served as Operating Technician at Central Generation. ■

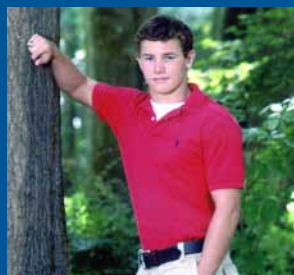
Sympathy

Our deepest sympathy is extended to **Carol Welch**. Her father, J. T. Castleberry, died Feb. 8. Visitation was Feb. 9 and the funeral was Feb. 10, both at Keahey Funeral Home in Andalusia.

CO-OP kids

Congratulations to **Anna Stephens** (Member Services) and her husband, Tyler, on the birth of their daughter, Halle Cooper on Oct. 21. Halle weighed 7 pounds and 10 ounces and was 19 inches long.



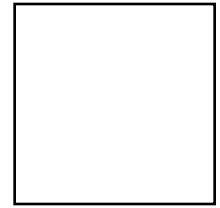


Congratulations to **Lance Robbins**, son of **Greg (Kathy) Robbins** (Building Maintenance). Lance received a baseball scholarship from Lurleen B. Wallace Junior College.

Congratulations to **Jared Pettie** (East Central Transmission Lines O&M) and his wife Stephanie on the birth of a baby boy, Camdyn Jace, on Jan. 16. Camdyn weighed 8 pounds, 10 ounces and was 21.5 inches long. Proud grandfather is **Stephen Ballard** (Central Generation).

Happy birthday to:

- February 1 Jimmy Marley
Bryan Pansing
Joey Ramey
- February 2 Fred Bryant
Jeff Danford
Diane Howell
James Long
- February 3 Chris Caraway
- February 4 Suzy Baker
Keith Ramer
Casey Thompson
- February 5 Benny Jo Sasser
- February 6 Tracey Nelson
- February 7 Clarence Bradley
Heather Cravey
Greg Goldman
- February 8 Cheryl Cotton
- February 9 Dorothy Johnson
- February 10 Bobby Cobb
Lorraine Craft
Tommy Deas
Jeff Gorum
Josh Sightler
Milton Williams
- February 11 Keith Castleberry
Bill Rogers
Cam Smith
- February 13 Donnie Tillman
- February 14 Josh Beverly
- February 15 Beth Whitehurst
- February 16 Michael Hudson
Melissa Rhodes
- February 17 Shane Booth
Darrell Smith
Wanda Woods
- February 18 Beth Woodard
- February 19 Mark Lewis
- February 20 Reggie Chestang
Mike Grimes
Cal Mullins
Anthony Taylor
- February 21 Bennie Vick
- February 22 Kenneth Baggett
David Marcum
Tom Noble
- February 23 Leslie Singleton
- February 24 Dustin Dyess
Jared Powell
Justin Sloat
Tim Sullivan
- February 25 Derick Dearmon
Waylon Dunn
Randy Elmore
Mattie Freney
Jud Patterson
Donald Richardson
James Wade
- February 26 Jim Turner
- February 27 Diane Edgar
- February 28 George Mangus



SAFETYFIRST•



PowerSouth's inside employees have again proven their awareness and dedication to safety — the company's number one corporate value — by completing a full year without a lost time injury, which means no employee within this group has missed work due to an injury suffered on the job.

Collectively, 383,638 safe hours were worked by multiple departments at the corporate headquarters in Andalusia, Ala.

"All our employees are to be commended for their commitment to safety," said PowerSouth President and CEO Gary Smith. "All our corporate values are important, but without safety, reliability and affordability don't matter much. PowerSouth employees continue to set the standard for safety excellence in our industry."

"While we are all proud of the safety record, we are even more pleased about the fact our employees go home uninjured to their families every day," he said.

PowerSouth employees receive awards for their departments' dedication to safety in 2011.

Departments celebrating the safety milestone include: Bulk Power Services, Communications, Customer Response, Economic Development, Energy Control, Energy Resources, Environmental Services, Finance and Accounting, Financial Planning, Fuels, Human Resources, Information Systems, Legal Services, Member Services, President and CEO Staff, Procurement Services and T&D Planning and Reliability.

"Our employees work together to carry out our safety program," said PowerSouth Safety Manager Buddy Manring. "Our good safety record is only possible through their combined efforts and dedication to working safely." ■

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