



Powerlines

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Safety culture and the people behind it

PowerSouth's safety culture has come a long way over the past few decades and centers on employees' dedication to keeping it **Safe365**.

Safety starts at the top

"I rarely thought about safety years ago when I joined PowerSouth's legal department," shared President and CEO Gary Smith. That changed when he attended the funeral of a co-worker who lost his life in an on-the-job accident.

"He was trying to do the best job he could as quickly as he could to get the plant online. He simply overlooked a common procedure," Smith explained. Later, swinging equipment at a substation left another employee paralyzed.

When Smith became CEO, he reviewed the number of recordable and lost-time injuries and thought back to those two incidents. He

knew safety must become *the* top priority to prevent future losses.

Today, safety is PowerSouth's most important core value, and employees' mindsets have changed from simply "getting the job done" to "getting the job done safely."

It's about the employees

"Front-line employee buy-in of safety is where the rubber meets the road," said Safety Services Manager Buddy Manring. "Employees taking ownership of their own safety and the safety of those working next to them is what makes a safety culture successful."

Smith reinforced that belief. "Working safely allows us to enjoy life with our loved ones. That's the best reason not to do something risky on the job."

The safe way is the right way

The cooperative's safety culture didn't change overnight. One challenge was the level of comfort many workers had in doing their jobs the same way they had always done them. "Just because a task has been performed the same way for years doesn't necessarily mean it's being done in the safest manner," said Manring.

..... *Safety, continued next page*

(Above) Substation Maintenance Supervisor Michael Hudson conducts a job safety briefing with Matthew Bush (Crew Leader - Substation), Tyler Gomillion (Technician - Substation) and Andrew Rabren (Technician - Substation).



Hudson said, "Safety means looking out for each other just like we look out for members of our own families."

Safety, continued from previous page

Complacency is the enemy. "Complacency is the most dangerous aspect of our jobs," said Jeff Kidd, Central Generation Plant Results and Compliance Coordinator. "The more often you do a task, the less prone you are to really think about what you're doing."

A 32-year veteran at PowerSouth, Substation Maintenance Supervisor Michael Hudson has watched the collective mindset change, "We're more safety-conscious now than we've ever been. This culture helps every employee feel like he or she can make a difference in the area of safety."

Starting on the right foot

Safety training starts on day one, with all new employees participating in a safety orientation soon after they're hired. "We make it clear that it's safety first in every task," Manring said. "We tell them they are fresh eyes in work situations, and we encourage them to ask questions."

PowerSouth employees are behind the wheel 2 million miles per year, making driving one of the most dangerous tasks they perform. Every employee is required to take Liberty Mutual Insurance's Decision Driving course that includes classroom training as well as time behind the wheel with the class instructor. "We're happy to see a decrease in the number of auto incidents and claims as a result," shared Manring.

Field and plant personnel conduct monthly safety meetings covering OSHA-required topics. Plant employees participate in a safety training day once per quarter.

"We also complete job safety briefings before performing any work, to make sure everyone's on the same page," Hudson said. During these "tailgate meetings," the team reviews job hazards, work procedures, special precautions, energy source controls and personal protective equipment (PPE) requirements.

Eyes wide open

The 60 employees at Central Generation exemplify the safety mindset. "Employees focus on how safely a task is completed rather than on how quickly — whether it's repairing a pump or getting the plant up and running," Kidd said.

Plant employees step back and review the hazards of each job. If they can't identify and mitigate risks, they feel comfortable saying, "We're not going to do this just yet, because we can't do it safely." Work halts until they can.

Hudson also agrees that every worker must take safety seriously. "When crews are working in tight quarters near energized equipment, completing jobs like changing out distribution breakers or regulators, all eyes are wide open. Everybody has to be focused and looking out for each other," he said.

The best incentive of all

In the past, field and plant employees earned a monetary incentive for each six-month period that he or she worked without a lost time-accident. Incentives are now provided once a quarter with participation requirements that give workers more "skin in the game"—including making suggestions, conducting safety audits, and reporting near misses or hazards.

"Everybody is on the lookout for hazards now. Near-miss reports are shared among working groups, so we can learn ways to be proactive instead of reactive," said Manring.

The plants have "safety stand-downs" when an incident or near-miss occurs, reviewing incidents from all angles and sharing lessons learned with other plant employees.

As incentives go, "There's no better incentive than going home to your loved ones with no injuries at the end of the day," said Kidd.

Moving forward

"The focus of our **Safe365** program is keeping our employees safe for their families and the things they love," concluded Manring.

Smith summed it up. "It's true our safety efforts are on the right track, but we've got to keep moving forward. If we can't get safety right, nothing else matters." ■

Generating classroom fun that builds understanding

How do you impact tomorrow's leaders? One exciting way is by empowering their teachers through a program that equips future leaders with balanced information about electric generation and its delivery.

When 257 Alabama and Florida teachers gathered June 13-16 for the second year of Empower Energy Education Workshops, they came prepared for hands-on activities and

in Alabama and Florida is incredibly significant. These educators are reaching students who are the future leaders that will keep Alabama and Florida moving forward, ensuring that smart energy decisions are made now and in the years to come," said Mary Spruill, NEED Executive Director.

"This balanced approach to energy education helps dispel the myths about traditional

them to be able to make informed decisions as citizens, in relation to science and other areas of STEM" (curriculum that is focused on Science, Technology, Engineering and Math).

Each attendee went home with a Science of Energy kit to help integrate creative hands-on energy units into their classroom curriculum. Designed to meet students' diverse learning styles, these resources also align with national and state educational standards.

"The free materials provided for teachers to use in our classrooms are wonderful," continued Williams. "Doing the hands-on activities at the workshops gives me a better understanding of how I can engage students in my classroom."

Sponsored by PowerSouth's distribution members, Empower began as an idea during the Board's 2016 strategic planning session. It evolved into a unique way of correcting the imbalance of energy education in classroom learning.

Attendees energetically rated Empower as an overwhelming success again this year. As these teachers share what they've learned, future leaders will be better equipped to understand what it takes to generate a bright energy future. ■



Teachers discovered the science behind thermal-to-mechanical energy transformation during a hands-on Live Wire project.

classroom sessions to help them teach their students about electricity.

What they discovered was the diverse energy mix PowerSouth and its distribution members provide. From fossil fuels to renewables, attendees gained a well-rounded knowledge of power generation and distribution. The curriculum they share with their K-12 students will help them become better-educated decision makers.

Staff from the National Energy Education Development Project (NEED), founded by scientists and educators to better inform people about the realities of energy sources and production, led the workshop.

"The investment that PowerSouth and its member systems make in the future of energy

generation and renewable energy," said Leigh Grantham, PowerSouth Vice President of Member Services and Communications.

Educators also forged new relationships and enjoyed hands-on energy exploration activities, while working in small groups based on the K-12 age groups of students they teach.

Keshia Williams, a science teacher at Robert E. Lee High School in Montgomery, Alabama, was excited to be back after attending last year's Empower workshops. She plans to integrate the knowledge into her high school's new Advanced Placement (AP) Environmental Science course curriculum.

"My goal is for my students to become more scientifically literate," Williams said. "I want



During the Energy House Challenge, teachers enjoyed building their own model houses.

The People Behind the Screens

From a short-track race car champion to a '70s music buff, the nine members of the Business Systems Services team have interesting alter egos. Their combined skills serve a common goal — supporting PowerSouth and its members.

The team's average of 21 years of service allows them to execute their jobs skillfully. These include supporting PowerSouth business applications and servers — from large enterprise class solutions to 41 in-house developed systems, which encompass 6,800+ programs that cover everything from accounting through inventory.

Each morning, Database Administrator Jeremy Hardy and Database Analyst Michael Page work together to monitor infrastructure and application health and address system alerts.

The six analysts focus on customer support tasks and shepherding ongoing projects. "But one phone call can change that, if the person on the other end has a problem that needs immediate attention," said Senior Systems Analyst Angela Nelson.



(Left to right, front row): Kim Hollinghead, Josh Sightler, Jeremy Hardy, Darren Smith
(Left to right, back row): Heath Mills, Angela Nelson, Kenneth Jones, Michael Page, Norma King

Whether it's dealing with system issues or user support, the team must find the solution and often do so under time-sensitive deadlines. "We don't leave at the end of the day until we're satisfied that any urgent issues are taken care of," added Senior Systems Analyst Heath Mills.

Recent missions

The recent Oracle Database upgrade provides the latest in performance and secure data management for business-critical transactions.

The team is also busy with upgrading and redesigning the accounts payable, work order and rebate systems.

Nelson shared something that brings her particular satisfaction: "It's very rewarding when we provide something that the end user hasn't specifically asked for, but that we know could make their job easier."

Alter egos revealed

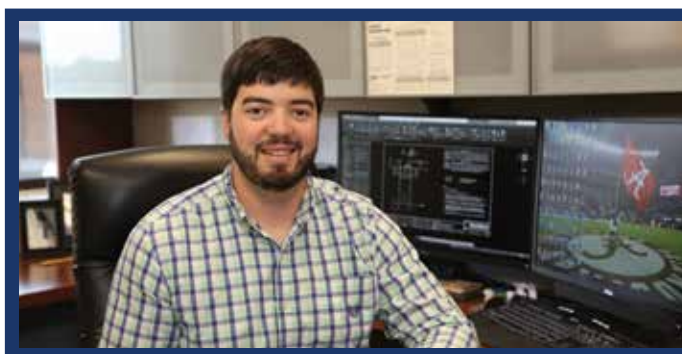
Wondering who that race car champion might be? It's Heath Mills, who has been short-track racing since 1994. Angela Nelson has a preference for '70s tunes and is also into genealogy. Jeremy Hardy is a team player even when it comes to music. His favorite genre is "... whatever my wife's listening to as we're driving down the road." ■

There's a new PE in town

Dedication and hard work paid off for Transmission Engineer Justin McDaniel. He earned his Professional Engineering license (PE), joining 15 other licensed engineers at PowerSouth.

"This was an important step for me," said McDaniel. "Signing and sealing documents or drawings is that last check before things are sent to construction. It's especially meaningful as a civil engineer to be able to do that with my license number."

This journey began for him at the University of Alabama. He took the Fundamentals of Engineering Exam before graduating in 2013 with a Bachelor of Science in civil engineering.



Transmission Engineer Justin McDaniel joins the ranks of licensed engineers at PowerSouth.

He then met the requirement of working four years under the direction of a licensed engineer with his combined time at the Alabama Department of Transportation in Montgomery and his time working at PowerSouth since 2016.

A big challenge was finding time to prepare for the 8-hour Principles and Practice of Engineering Exam. "I studied on nights and weekends while my wife played single mom to

our two toddlers," he said appreciatively. "She sacrificed a lot during those three months."

McDaniel is thankful for the support of his family and the PowerSouth team. He encourages other engineers who are considering obtaining the PE license, "The process will develop you in your career, and this license is a great thing to have. Learn all you can and study hard. You can do it!" ■

Better or Worse?

Which of the following statements would you choose as most correct?

1. The world is getting better.
2. The world is getting worse.
3. The world is neither getting better nor worse.

A team led by Hans Rosling — a medical doctor, professor of international health, and advisor to the World Health Organization — asked that question along with others to people in 30 countries. A strong majority of the respondents to the survey indicated the world was getting worse.

Responses to other questions in the survey indicated people aren't aware the world has improved. Less than 10% of the people polled knew extreme poverty in the world has declined by half over the past 20 years. Less than half the people polled knew life expectancy in the world was 72 years. People were consistently more negative in their outlook than facts dictated.

We all tend to yearn for the “good old days” when we were young, summers were endless, we had less responsibilities, and our lives were much less complicated. However, those may be the only things better about the “good old days.”

In 1800, 85% of the world's population lived in extreme poverty. Twenty years ago, 29% percent of the world population lived in extreme poverty (remember “children are starving in China”), but only 9% of the world's population lives in extreme poverty today.

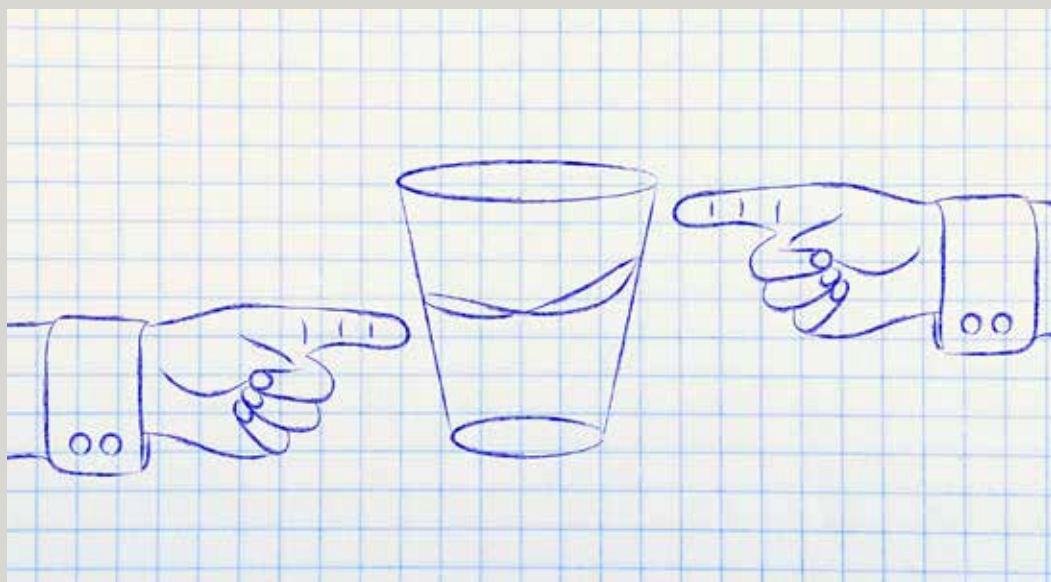
In 1800, the average life expectancy across the world was about 30 years of age. About half the children born died before their 5th birthday. By 1973, most babies survived, and the average life expectancy had increased to 60 years. Over the past 40 years, advances in health care, improved farming practices and reductions in world poverty have improved the average life expectancy to 72 years.

Other things are better, too. The percentage of people living in democracy increased from 1% in 1816 to 56 % in 2016. The percentage of 1-year-old children receiving at least one

immunization increased from 22% as late as 1980 to 88% by 2016. Deaths from natural disasters have declined from more than 1,000 per year in the 1930's to 72 per year. Child labor, ages 5-14, declined from 28% in 1950 to 10% in 2016. Undernourishment has declined from 28% from 1970 to 11% in 2016. Despite the recent school shootings and increasing calls for gun control, the number of violent crimes reported declined from 14.5 million in 1990 to 9.5 million in 2016. Finally, internet availability has increased from 0% in 1980 to 48% today. A lot of people are better off, and the world is improving.

few people can run for office without being criticized for some problem they have had.

People are emotional. If they don't like what they feel about the direction of the world, they tend to ignore objective evidence of positive things in the world. When people have negative feelings, they conclude that nothing is improving, nothing we have tried has worked, and they lose confidence in leadership. They become increasingly more negative and radical, supporting more extreme actions when things are actually very good in the world.



If so many things are better, why do so many people think the world is getting worse? One reason is selective, opportunist or exploitive reporting. We rarely hear about good things, successes or advances. Journalists, even Pulitzer Prize winning journalists, are fixated on everything wrong with our world, our businesses, or our leaders. People who have accomplished nothing in their careers constantly criticize those that are doing things — often good things. At other times, they use negative approaches and scare tactics to advance their personal agendas or beliefs.

When was the last time you read the economy is better, the tax changes have increased the standard of living, someone has served us well, or our quality of life is better? Nor do you often hear positive messages from our leaders. Politicians emphasize all that is wrong with their political adversaries instead of their own positive attributes. Very

The world is too negative. We need to take responsibility for our successes and failures. We need to think a lot more, expect more of the media, and demand more of our leaders. We need to recognize and support those people who are doing positive things and reject those who only criticize what others are doing. The world is a better place, and everyone should celebrate that success.

I hope you have a good month. ■



Gary Smith

PowerSouth President and CEO

Service anniversaries



Chuck Reeves
Lowman
41 years, July 5



Buddy Reynolds
Lowman
41 years, July 5



Kent Ikner
McIntosh
40 years, July 12



Ronnie Moore
Lowman
40 years, July 13



Doug Campbell
Lowman
40 years, July 14



Steve Grissett
Comp. Info. Services
37 years, July 27



Elvis Hennis
Lowman
36 years, July 6



Judd Patterson
Transmission O&M
32 years, July 21



Michael Hudson
Substation O&M
32 years, July 28



Lamar Williamson
Central Generation
29 years, July 17



Gary Smith
Executive Division
29 years, July 31



Rita Kelley
Finance & Accounting
28 years, July 16



Cam Smith
T&D Eng. & Const.
28 years, July 30



Robert McLaurin
Energy Services
18 years, July 10



Neal Floyd
Lowman
18 years, July 17



Buddy Manning
Safety Services
18 years, July 17



Joe Armstrong
Engineering
18 years, July 19



Dewayne Jackson
Lowman
18 years, July 24



Jeff Danford
Central Generation
18 years, July 31



Michael Glenn
Lowman
18 years, July 31



David Donaldson
Energy Services
17 years, July 23



Mark Phillips
Comp. Info. Services
17 years, July 23



Jeremy Hardy
Comp. Info. Services
16 years, July 22



Jeff Gorum
Energy Services
13 years, July 11



Sherry Jackson
Lowman
11 years, July 9



Clifton Brown
Transmission O&M
11 years, July 30



Gabe Cartee
Lowman
11 years, July 30



Derick Dearmon
Lowman
11 years, July 30



Jason Hawkins
Energy Services
9 years, July 13



Craig Anderson
Lowman
8 years, July 26



Greg Bush
Transmission O&M
7 years, July 5



Aubrey Serpas
Transmission O&M
6 years, July 30



Jason Henderson
T&D Technical Services
4 years, July 21



Heather German
Safety Services
4 years, July 28



Kenny Nixon
Safety Services
3 years, July 6



Paige Herrington
T&D Operations
1 year, July 3



Hunter Weaver
Substation O&M
1 year, July 24



Avery Driver
Safety Services
1 year, July 26



POWERSOUTH Monthly Board Meeting

Headquarters employees should wear professional attire.

Comings and goings

Welcome

Madison Buckelew, Computer Specialist II in Computer Information Services, effective May 29.

Tonya Maraman, Real Estate Specialist II in T&D Engineering & Construction, effective May 29.

Colby Sanderson, Engineer III in Engineering, effective May 29.

Ryan Williams, Engineer III in Engineering, effective May 29.

Dylan Dee, Co-op Engineer at Central Generation, effective May 17.

Jackson Thompson, Communications Intern in Communications, effective May 17.

Kaleigh Younge, Environmental Intern at Lowman, effective May 21.

Benton Hughes, External Affairs Intern in External Affairs, effective May 22.

Jacqueline Keck, Economic Development Intern in External Affairs, effective May 29.

Promotions

Joseph Baxley was promoted to Safety Coordinator from Safety Representative in Safety Services, effective May 6.

Cam Smith was promoted to Sr. Real Estate Specialist from Real Estate Specialist I in T&D Engineering & Construction, effective May 6.

Goodbye and good luck

Meri Beth Wilson, Work Study in Computer Information Services, effective May 23.

Happy Birthday!

- July 1..... Billy Rogers
Ashley Sasser
Fred Smith
Kent Younge
- July 2..... Mike Barton
- July 3..... Scott Brooks
Bo McKathan
- July 4..... Robert Long
- July 5..... Edward James
- July 6..... Fred Pringle
Chuck Reeves
- July 7..... Tyler Gomillion
- July 8..... Morgan Rogers
- July 10..... Chris Harwell
Jim Helms
- July 11..... Tracy Simpler
- July 13..... Dan Gantt
Randy Reid
Aubrey Serpas
Adam Sowell
Todd Watson
- July 14..... Chris Dunbar
Jordan Whitman
- July 17..... Mike Blocker
Kenny Nixon
Michael Stewart
Russ Vickery
Rob White
- July 18..... Mitch Beasley
Kim Springer
- July 20..... Wesley Arnold
Jeff Kidd
Dale Martin
- July 21..... Jason Henderson
Earl Strong
- July 22..... Michael Murphy
- July 23..... Lynda Carnley
- July 24..... Ralph Gunter
- July 25..... Heather German
Brenda Rodgers
- July 26..... Jason Busby
Chris Flood
- July 27..... Scotty Henderson
- July 28..... Michael Byrd
Rickey Cochran
David McDuffie
Kenny Weaver
- July 29..... Mike Pollock
- July 30..... Matthew Bush
Ronnie Chapman
- July 31..... Dawn Carnley
Angela Crittenden

Welcome summer workers

<p>Lillian Andrews Human Resources</p> <p>Alyssa Arrington Lowman</p> <p>Cody Ballard Central Generation</p> <p>Cameron Ballard Central Generation</p> <p>Sara Ballard Fuels & Energy Res.</p> <p>Bradley Barton Lowman</p> <p>Destini Benson Safety Services</p> <p>Parker Bracke Central Generation</p> <p>Regina Bradley Finance & Accounting</p> <p>Jacob Brewer Lowman</p> <p>Walker Cartee Lowman</p> <p>Abigail Curry Transmission O&M</p> <p>Katherine Dean Member Services</p> <p>Bryan Dunn Communications</p> <p>Lindsey Edgar Transmission O&M</p> <p>Matthew Fleming T&D Eng. & Const.</p> <p>Hagen Hall Safety Services</p>	<p>Jordan Hardy Environmental Svcs.</p> <p>Haley Harris Lowman</p> <p>William Johnson Transmission O&M</p> <p>Sarah Langford Financial Planning</p> <p>Holly Majors Transmission O&M</p> <p>Corey Matrullo Safety Services</p> <p>Kayla Mitchell Human Resources</p> <p>Anderson Reid Lowman</p> <p>Baylee Robertson Lowman</p> <p>Dawson Sasser Safety Services</p> <p>Sarah Shiver Central Generation</p> <p>Patrick Smith Legal Affairs & Comp.</p> <p>Larry Strickland Central Generation</p> <p>Kennedy Thompson Computer Info. Svcs.</p> <p>Taylor Turner Safety Services</p> <p>Autumn Younge Lowman</p>	
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July photo contest winner: **Alex Payne**

Congratulations to **Alex Payne** (Engineering) for winning this month's photo contest. July's photo contest theme was "**Down by the Water:**"



August's photo contest theme is "**Vacations:**"

IMPORTANT: When sending photos taken with a mobile device (cellphone), be sure to send the highest quality possible.

The submission deadline for the August contest is July 15.

Send entries to Christi Scruggs at christi.scruggs@powersouth.com or via interoffice mail. ■

Powerlines is published monthly for the employees and members of PowerSouth Energy Cooperative.

**Vice President, Member Services
& Communications**
Leigh Grantham

Communications Manager
Baynard Ward

**Media & Communications Coordinator,
Powerlines Editor**
Christi Scruggs

Communications Intern
Jackson Thompson

Photography
John Dean | Chris Flood

**Communications Department
PowerSouth Energy Cooperative**
2027 East Three Notch Street (36421)
P.O. Box 550 (36420) | Andalusia, AL
info@powersouth.com

www.powersouth.com

Send comments or story suggestions
to christi.scruggs@powersouth.com.

To request a printed version of this issue:
Lisa Haney | (334) 427-3712
lisa.haney@powersouth.com

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