



BROADCAST

***“EMPLOYEE LIFECYCLE:
FROM CRADLE TO . . .”***

Thursday, June 8, 2006

9:30 – 10:30 AM CT

10:30 – 11:30 AM ET

8:30 – 9:30 AM MT

CTN LIVE BROADCAST

EMPLOYEE LIFECYCLE: FROM CRADLE TO...

JUNE 8, 2006

9:30-10:30 AM CT / 10:30-11:30 AM ET / 8:30-9:30 AM MT

We have all heard it before. Our workforce dynamics are changing.

Workforce issues will have a definite impact on your bottom line. While these issues do not bypass any organization, energy and utility industries are at higher risk.

Why? We have three main reasons:

1. An aging workforce heading towards eligibility for retirement.
2. A smaller labor pool to pull from.
3. Generational attitudes about WORK that play a big role in retention.

It's no longer just hiring the "right" person. It's also finding and retaining the "right" person whether they are 20 years old or eligible for retirement. The old rules for hiring, retention and retirement no longer apply.

Organizations will need to understand and address these issues. The organizations that get this right will be the ones that survive and flourish in the new environment. They will be the employers of choice.



What is...?

Presented by
Wanda Reder, Vice President
Power Systems Services
S&C Electric Company



What can be done from a supervisor's and an employee's perspective?

Presented by
Diane Mansfield,
Vice President – Human Resources
Questar Corporation

BIOGRAPHIES

JUNE 8, 2006

DIANE MANSFIELD

Diane Mansfield is Vice President of Human Resources for Questar Corporation, a natural-gas focused energy company, located in Salt Lake City, Utah. She is responsible for human resources activities including compensation, benefits, employment, diversity, human resource information systems, employee relations and employee development.

Diane joined Questar as a college intern in 1980 and has held a variety of human resources related positions during her career. She has a passion for learning and teaching and is fascinated by the challenges of workforce demographics and generational diversity in the workplace.

Diane received a bachelor's degree from Millersville University and a MS degree from the University of Utah.

WANDA REDER

Wanda is Vice President of the Power Systems Services Division at S&C Electric Company. This division offers consulting and engineering services, field services, and project management to utilities and power users. In 1987 Wanda joined Northern States Power Company and held numerous leadership positions there. She was involved in the justification and deployment of distribution automation, planning for long-range delivery systems needs, and development of conservation and load management initiatives.

In 1997, Wanda started and led Ultra Power Technologies, Inc., a deregulated subsidiary of Northern States Power that performed predictive diagnostics on underground cable for utilities in the US and Canada. Later she served as VP-Energy at Davies Consulting, where she developed asset management and reliability improvement strategies for various utilities. In 2001, she joined ComEd as Vice President of Engineering and Planning. In 2003, she assumed leadership of Exelon Energy Delivery Asset Management.

Wanda has served on the IEEE Power Engineering Society Governing Board since 2002 and was elected IEEE PES President-Elect starting in 2006. She has been a distinguished lecturer at many conferences and has also served in leadership positions with EEI T&D. Most recently, Wanda has researched the maturing workforce of the power industry to prepare a "road map" for actions to be taken. She received a BS degree in Engineering from South Dakota State University in 1986 and a MBA from the College of St. Thomas in 1990.

SIGN – IN
EMPLOYEE LIFECYCLE: FROM CRADLE TO . . .
June 8, 2006

Site Coordinator _____

Company / City _____

	CPA only CPE √	Name (PLEASE PRINT)	Department	Title	Rec'd Handouts? √
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Please return this evaluation form to your site coordinator ASAP.
Site Coordinator: Please fax sign-in and evaluations to 972-620-8518 or 620-1613.



This form is provided for your convenience as a record of satisfactory completion of Continuing Professional Education through SGA

Name of Participant:

Name of Course: ***Employee Lifecycle: From Cradle to...***

Field of Study: **All Employees**

Date Attended: **June 8, 2005**

Sponsor and Authorizing Agent: **CTN/Southern Gas Association
3030 LBJ Freeway, Ste 1300
Dallas, TX 75234**

State of Texas #001245

Total CEU Credits: **1 Recommended Credit**

**This document is provided for your records.
Your signature on the Sign-In Sheet for the Program
in which you participated is record of your attendance.**

EVALUATION
EMPLOYEE LIFECYCLE: FROM CRADLE TO . . .
June 8, 2006

We would appreciate your comments and recommendations concerning the value of the information presented:

1. How will this broadcast help you perform your job duties?

2. In your opinion, what were the strengths of this program?

3. In your opinion, what were the weaknesses of this program?

4. Your observations of the instructor's effectiveness (such as organization, presentation skills, pace).

5. General comments or recommendations on how to improve this program?

Please rate the next four questions from a high of "5" to a low of "1"

- | | | | | | | |
|----|---|---|---|---|---|---|
| 6. | My overall satisfaction with the program was | 5 | 4 | 3 | 2 | 1 |
| 7. | As far as my job is concerned, the program content was | 5 | 4 | 3 | 2 | 1 |
| 8. | The extent to which my interest level was maintained was | 5 | 4 | 3 | 2 | 1 |
| 9. | The extent to which my positive expectations were met was | 5 | 4 | 3 | 2 | 1 |
10. **If you would like a follow-up Conference on this subject, please check**

Evaluators Signature: _____ Company: _____

Please return this evaluation form to your site coordinator ASAP.
Site Coordinator: Please fax sign-in and evaluations to 972-620-8518.

**CTN Engineering
WEBCONFERENCE**

**Thursday, June 22, 2006
9:30 – 11:30 AM CT**

“ENVIRONMENTAL ISSUES AND NATURAL GAS PIPELINES”

PRESENTERS:



Darrell Shier, SCANA

Norm Winter, The NLS Group



PROGRAM OVERVIEW:

Some right of way projects today enjoy broader exclusions from environmental permitting, while others are more intensely permitted than ever. Leaders in our industry will discuss the key issues related to right of way and the environment. Please join us to discuss new storm water and wetland regulations, explore case studies and effective management practices, and how to get, *or avoid* permits.

We'll cover tips on how to work with Federal, State & Local wetland and storm water permits, how to dig in and around wetlands, and how to keep your firm green.

TOPICS TO BE DISCUSSED INCLUDE:

1. Briefly discuss the environmental permitting process
2. Focus on recent changes in key environmental programs
 - Wetlands
 - Storm water

CTN UPCOMING BROADCAST

Thursday, July 13, 2006

9:30 – 10:30 AM CT

10:30 – 11:30 AM ET

8:30 – 9:30 AM MT



“Burn Brightly Without Burning Out: Work and Life Balance”

Featuring:

Richard Biggs, President of Biggs Optimal Living Dynamics

Author and Speaker who works with Fortune 500 companies, associations, government agencies and professional organizations on six core topics: leadership/mentoring, communication, teamwork, work/life balance, people empowerment and peak performance. <http://biggspeaks.com>.

Target Audience:

All employees looking for balance between work, home and play!

Program Overview:

Richard Biggs gives an overview of his 20 key principles to living a balanced, productive life. He will highlight the fundamental 3-5 principles that can put employees on a path to “burn brightly without burning out.”

Participants will be able to:

- Understand key steps to productivity and life balance
- Understand that integrity is at the heart of this plan
- Define personal goals, priorities, and plans that are in balance with career/work goals, priorities, and plans.

CTN NOTICE

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For more information, contact:
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