



Guest Speaker Biographies

Howard Gugel (NERC)

Howard Gugel is the vice president of Compliance Assurance and Registration at NERC. In this role he is responsible directing programs and processes to monitor, review, and evaluate program effectiveness of Electric Reliability Organization (ERO) Enterprise implementation of risk-based compliance monitoring and adherence to the NERC Rules of Procedure, Compliance Monitoring and Enforcement Program, and approved delegation agreements. He is also responsible for overseeing the ERO's organization registration and certification process.

In 2022, Mr. Gugel was appointed to the Department of Energy's Electric Advisory Committee by the Secretary of Energy. He also serves on the North American Energy Standards Board. Mr. Gugel has more than 34 years of experience in the electric utility industry, including management experience in transmission planning, operations, and energy marketing. He has worked for two investor-owned utilities, a rural electric cooperative, and an energy marketing firm.

Mr. Gugel earned his bachelor's and master's degree in Electrical Engineering from the University of Missouri – Rolla. He is a licensed professional engineer in the state of Missouri.

Christopher A. McKinnon (Eversource)

Christopher A. McKinnon is currently a Program Manager, Reliability Compliance at Eversource Energy. He has been in the utility industry since 2008 and has been working in the Reliability Compliance area since 2018. He has a Bachelor's Degree in Business Management from Southern Connecticut State University, Project Management Certification from the University of New Haven, and a Master's Degree in Communications and Information Management from Bay Path University.

Vicki O'Leary (Eversource)

Vicki has been working in the utility business for 27 years of which the last 16 years was focused on compliance assurance with applicable NERC Reliability Standards. Vicki currently works at Eversource Energy as Director of Reliability, Compliance & Implementation since 2017. Eversource is the largest utility in New England within the NPCC footprint. Eversource serves approx. \$4.3m customers (electric, gas & water) with approx. 9,600 employees. Vicki oversees all aspects of the NERC compliance program including (1) audit preparation and execution (2) standards development and implementation (3) internal controls monitoring & testing (4) annual risk assessment of NERC Reliability Standards (5) independent compliance assessments (internal/external resources) of high risk areas (6) leads on investigations of possible non-compliance and development of mitigation plans and (7) administrator of Archer GRC (Governance, Risk & Compliance) application that monitors and tracks compliance activity and periodic testing of control procedures. Vicki actively participates in external stakeholder engagement via (1) NPCC Compliance Committee (2) EEI REAC – Reliability Executive Advisory



NORTHEAST POWER COORDINATING COUNCIL, INC.

Committee (4) NERC Standards Committee (4) NATF – North American Transmission Forum and (5) New England, New York, and Canadian Entities - Peer Group.

Mark Waclawiak (Avangrid)

Mark Waclawiak is the Senior Manager of Operational Performance for Electric Operations in Avangrid Networks, consisting of the Data Science and Analytics, Reliability Engineering, and KPI/Dashboard Reporting departments. He has a BSc in Electrical Engineering from the University of Texas at San Antonio and a BA in English from the University of Texas at Austin.



NPCC Staff Biographies

Karie Barczak (Senior Compliance Engineer)

Karie Barczak is a Senior Compliance Engineer at NPCC and has almost 30 years of experience in the utility industry. Prior to joining NPCC in May 2023, she worked at DTE Energy – DTE Electric Company as an Expert – NERC Compliance. During her 21-year career at DTE, she was responsible for ensuring compliance with the NERC Operations and Planning Reliability Standards including providing data submittals timely and defect free to MISO, ReliabilityFirst and NERC. Karie contributed to and led multiple audit engagements in her 15 years in the NERC Compliance Organization, led the internal standards development process and maintained DTE’s entity profile with RF. Karie contributed to the NERC Standards Efficiency Review project and the NUC-001-3 Periodic Review Team. Prior to DTE, she worked as an engineering consultant addressing industrial and manufacturing facility power needs.

Karie holds a Bachelor of Science in Electrical Engineering degree from Michigan Technological University and a Master of Science in Management degree from Walsh College. Karie has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors trainings. Karie is a recent Past Chair of RF’s Reliability Committee and has held the NERC System Operator (RC and now BI) Certificate since 2012. She is also a member of the IEEE Power & Energy Society and the Institute of Internal Auditors.

Michael Bilheimer (Senior Compliance Analyst)

Michael Bilheimer is currently a CIP Senior Analyst at NPCC and has been in the electric utility industry since 2005 and working with the NERC Standards since 2008. Before joining NPCC in 2018, he worked for the United Illuminating Company and Avangrid as a NERC CIP Analyst for various departments and eventually as the Manager – NERC Compliance – CIP for Avangrid. During his time at AVANGRID he managed NERC Compliance for all of Avangrid operating companies which included UI, NYSEG, RG&E, CMP, MEPCO, and AVANGRID Renewables. He has a Bachelor’s degree in Government and Public Policy from Eastern Connecticut State University and a Master’s Degree in Environmental Policy Studies from New Jersey Institute of Technology. He has completed the NERC training on Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors. He is also a member of the Institute of Internal Auditors (IIA) and ISACA.

Arthur L. Brown (Enforcement Attorney)

Arthur Brown joined NPCC in November 2021 as an Enforcement Attorney. He is responsible for higher risk noncompliance, settlement negotiations and agreements, and enforcement hearings. Prior to joining NPCC, Arthur worked as an Assistant General Counsel at Exelon Corporation, where he represented Exelon’s six public utilities before the Federal Energy Regulatory Commission. Prior to Exelon, Arthur served as an Enforcement Counsel at NERC working on compliance and enforcement matters nationwide. Arthur’s previous work experience



also includes nearly seven years at a large Midwest law firm, where he represented public utilities in regulatory matters before state public service commission and in commercial litigation before state courts. Additionally, Arthur has represented DC ratepayers in various administrative proceedings before the DC Public Service Commission.

Arthur holds a Master of Public Administration degree from Cornell University and a J.D. from Wake Forest University School of Law.

Brian M Deckert (Senior Standard & Criteria Engineer)

Brian M Deckert joined NPCC in August 2023 as a Senior Standard & Criteria Engineer and is responsible for the monitoring of progress of key NERC Standard Drafting Teams and monitoring NERC Standards Committee and Working Groups. Brian also facilitates and coordinate the NPCC DER/VER forums as well as other program area outreach opportunities. Brian graduated from SUNY Canton with a Bachelor's degree in Systems Engineering – Alternative & Renewable Energies and has an associate degree in Electrical Engineering. Brian came to NPCC from New York Power Authority where he was a Senior I&C Planner responsible for the O&M planning for the I&C department at NYPA's St. Lawrence region; including the scheduling, coordination, and preparation for successfully completing the over 1,300 regulatory PMs and other capital equipment work.

George Dong (Senior Compliance Engineer)

George Dong is a Senior Compliance Engineer and has been with NPCC since August 2020. George has over thirty years of experience in the electric utility industry with Consolidated Edison Company of New York (CECONY) and New York Power Authority (NYPA.) At CECONY, George has twenty-two years of System Operations experience. He held several Bulk Power Operator positions each with increasing duties and responsibilities. He eventually transferred that knowledge and experience by running the Bulk Power Training program in the last twelve years at CECONY before retiring. Prior to joining CECONY, George worked at NYPA's Indian Point (IP) 3, a 1000 MW nuclear power plant, for ten years. He was a member of the Operations department holding several operator positions. He earned a Senior Reactor Operator's license during his tenure at IP 3. George holds a bachelor's degree in Electrical Engineering from New York Institute of Technology and an MBA in Finance from Pace University. He also completed the Siemen's Power Technology Transmission course and is a NERC-certified Transmission Operator. George has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors training, and is a member of the Institute of Internal Auditors (IIA.)

Gerry Dunbar (Director, Reliability Standards and Criteria)

Gerry Dunbar is the Director of Reliability Standards and Criteria for NPCC. Mr. Dunbar serves as the Chairperson of the NPCC Regional Standards Committee (RSC), promoting the cost-effective development of NERC Reliability Standards in the Northeast and the engagement of NPCC stakeholders in the activities of the ERO and NPCC. Mr. Dunbar facilitates the regional DER/VER Forums, provides oversight of the NPCC Criteria Services Program Area, and represents NPCC at the NERC Standards Committee and its Working Groups. Prior to joining NPCC in 2008, he was



employed by Consolidated Edison of New York where he held supervisory positions in control room operations and electricity supply. Mr. Dunbar holds a BA in Economics from the City University of New York at Queens College, has completed the Siemens PTI Power Technology Course, and is a Life Member of IEEE.

Cecil Elie (Senior CIP Compliance Engineer)

Cecil Elie is a Senior CIP Compliance Engineer effective September 1st, 2019 at NPCC. He is a cybersecurity and information technology professional with experience in the industry for 21+ years. Cecil comes to the NPCC from Orange and Rockland Utilities, Inc. and Consolidated Edison Company, Inc. of New York where he held the position of Cybersecurity Senior Systems Analyst. He was the SME for intrusion protection / next-generation firewall (NGFW) systems, conducting cyber risk assessments for both internal and external stakeholders, managing the protection of BES Cyber Systems in accordance with NERC CIP standards, and mitigating cyber risks on SCADA and various industries enterprise level systems.

Prior to being a Senior Systems Analyst, Cecil served as an enterprise level Network Systems Administrator and SAN Clustering Engineer at The Mount Sinai Medical Center in New York City, International Business Machines (IBM), and American Express Company's headquarters. Cecil holds a bachelor's degree of science in Information Technology Management and a graduate Certificate of Advanced Study in Information Security Management from Syracuse University. Cecil is a member of The Institute of Internal Auditors and ASIS International. Cecil currently holds professional certifications as a CompTIA Security Analytics Professional (CSAP), CompTIA Cybersecurity Analyst (CySA+), CompTIA Security+, CompTIA A+, and Trend Micro Accredited Solutions Expert Tipping Point IPS Security V2.

Francesco Elmi (Senior Compliance Engineer)

Francesco Elmi is a Senior Compliance Engineer in the NPCC Enforcement Group and is primarily responsible for recommending disposition tracks for O&P non-compliances based on risk assessment and the noncompliance history of the affected entity. He joined NPCC in October 2014 and has over forty years of experience in the electric industry in employment with LilCo (today's LIPA) and CECONY. At LilCo, Francesco assessed generation diversity scenarios on Long Island and supported LilCo's Rate Case process by developing rate moderation proposals for major system upgrades to replace the aborted Shoreham project. As a generation planner, Francesco routinely assessed the performance of LilCo-owned generating plants by optimizing real-time dispatch scenarios in terms of reliability needs, efficiency and operating costs. At CECONY, Francesco worked in Transmission Planning for 28 years holding positions of increased responsibility from Engineer to Manager of the Bulk Power System Performance group to Technical Specialist. Francesco performed and/or supervised the conduct of numerous System Reliability Impact Studies (SRIS) on behalf of the NYISO for system upgrades proposed by market participants within the NY Control Area. At NPCC, Francesco is tasked with recommending disposition tracks for O&P violations ranging from minimal to serious risk and assisting the legal team in the verification of mitigating activities completed by entities for which a Settlement Agreement has been executed.



Matt Forrest (Senior O&P Entity Risk Analyst)

Matt Forrest has been with NPCC since September 2021 and has a Bachelor of Science in Marine Engineering from Massachusetts Marine Academy. He has over thirty years of industry experience that includes nuclear generation, renewable generation, commissioning, operations, and regulatory compliance at companies such as NextEra Energy Seabrook Station, Firstwind, SunEdison, and Brookfield Power. At NextEra, Matt had twenty-two years of System Operations experience at the 1300 MW Seabrook Nuclear Power Plant. He held several Operator positions each with increasing duties and responsibilities, culminating as a Shift Manager and Training Oversight Committee Chair. He eventually transferred that operating experience to the renewables industry with FirstWind/SunEdison. During that time, the control center was certified within WECC as TO/TOP for the Milford Wind Corridor. Matt added regulatory compliance to his duties while with Brookfield Renewable. Matt has earned the following certificates and licenses: Coast Guard Third Assistant Engineer for Steam and Motor, NRC Senior Reactor Operator's License, and the NERC Balancing Interchange and Transmission Certificate.

Kimberly Griffith (Senior Compliance Engineer)

Kimberly Griffith joined NPCC in March of 2020 as a Senior Compliance Engineer. Kimberly has worked with Control Systems since 2010. Before joining NPCC, she worked for GE Renewable Energy as a FACTS control systems engineer, focusing on fixed series capacitors and synchronous condensers. Prior to GE Renewable Energy, she worked with the Naval Nuclear Laboratory as an Electrical Engineer on control and safety systems for naval nuclear power plants and related systems. Kimberly holds a Bachelor of Science in Computer Engineering from Binghamton University and a Master of Science in Electrical Engineering from Union Graduate College. She has previous auditing experience with regards to naval nuclear shipyards. Kimberly is a member of IEEE, the Institute of Internal Auditors and has completed the NERC Fundamentals of Auditing; Gathering Quality Evidence; and Find, Fix and Track for Auditors trainings.

Damase Hebert (Associate General Counsel and Director, Enforcement)

Damase Hebert serves as Associate General Counsel and Director of Enforcement, overseeing the legal and enforcement departments and providing strategic, regulatory, and policy advice and counsel to the President and CEO and senior management. He has been with NPCC since 2013 when he joined as Compliance Attorney and became Director of Enforcement in 2018. Prior to joining NPCC, Mr. Hebert worked for an energy consulting firm where he drafted and negotiated energy contracts, renewable attribute contracts, energy service agreements, and consulting service contracts. He also participated in various FERC and state public utility proceedings and on RTO stakeholder groups in a variety of energy related matters. Mr. Hebert is a member of the Energy Bar Association and the Association of Corporate Counsel. He has a Bachelor of Science in mechanical engineering from the College of New Jersey and a Juris Doctorate from Seton Hall University Law School.



Aaron Hornick (Senior Compliance Mitigation Analyst)

Aaron Hornick joined NPCC in May 2019 as a Senior Compliance Mitigation Analyst. He performs risk assessments on open enforcement actions. Prior to joining NPCC, Aaron spent the previous five years at NERC, working as a Senior Analyst as part of the NERC Enforcement team. At NERC, he provided risk analysis and data analysis of enforcement trends facing the Bulk Power System. Prior to NERC, he worked in private investigation as an Investigative Analyst and served in the United States Air Force (USAF) as an Airborne Signals Analyst, responsible for the collection and analysis of signals intelligence (SIGINT). Aaron holds a Bachelor of Arts in International Relations from Boston University and a Master's in Business Administration (MBA) from UMUC. He also completed training programs in Information Systems Security at Villanova University as well as NERC training; the Foundations of Auditing, the Gathering Quality Evidence for Auditors, and Find, Fix, and Track for Auditors.

Jacqueline Jimenez (Director, Compliance Monitoring)

Jacqueline Jimenez is the Director of Compliance Monitoring at NPCC. She has worked in the utility industry since 2005. Prior to joining NPCC in April of 2016, she worked for seven years at the New York Independent System Operator (NYISO) as a Senior Scheduling Engineer. Her responsibilities included the reliable and efficient coordination of transmission and generation facility outage requests through the development and performing of engineering studies and analysis. Prior to the NYISO, she was employed with National Grid as a Distribution Field Engineer working on the analysis and reporting of poor performing feeders. She holds a Bachelor's degree in Electrical Engineering from Union College and an Advanced Certificate in the Business of Energy from Clarkson University. Jacqueline has completed the NERC Fundamentals of Auditing; Gathering Quality Evidence; Find, Fix and Track for Auditors; Audit Team Leader; and Certification Team Leader trainings. She is also a member of the Institute of Internal Auditors.

Nicolette Kerner (Compliance Program Support Assistant)

Nicolette Kerner joined NPCC in March of 2023 as the Compliance Program Support Assistant. Her duties include tracking incoming and outgoing noncompliance, ensuring each noncompliance is evaluated for risk, filing noncompliance to each relevant regulatory authority, and assisting with the development of responses to NERC/FERC on CMEP oversight of NPCC. Prior to joining NPCC, Nicolette worked as a paralegal in both Kansas and New York (where her focus was on Federal District Court cases).

Nicolette has a Masters in Cybersecurity from Southern New Hampshire University and a BA in Legal Studies and a Paralegal certificate from the University at Buffalo; where she was also a Division I student athlete. While at the University of Buffalo, Nicolette served as the President of the Student Athletes where she was the voice for over 600 athletes.

Daniel Kidney (Senior Compliance Engineer)

Daniel has worked in the utility industry since 2013. Before joining NPCC in August of 2014, he worked at Central Maine Power as a Transmission Planning Engineer specializing in system modeling and analysis, and load flow and interconnection studies. His previous roles at NPCC include Associate Engineer of Compliance Enforcement and Registration. Daniel holds a Bachelor



of Science in Electrical Engineering from Binghamton University. In addition, he has completed NERC Fundamentals of Auditing, Find, Fix and Track for Auditors, Evidence Gathering, Audit Team Lead, and Certification Team Lead training courses. He is also a member of the Institute of Internal Auditors.

Tracy Kinsella-DeWees (Senior Entity Risk Assessment Analyst)

Tracy Kinsella-DeWees joined NPCC in March of 2023 as a Senior Entity Risk Assessment Analyst with 17 years of experience in the electric industry. Prior to joining NPCC, Tracy worked at the Midcontinent ISO (MISO) as the Manager of Operations Services providing oversight of 6 employees that supported system operations by developing proactive regulatory readiness programs versus reactive audit evidence collection and submission. The Operations Services team, led by Tracy, was also responsible for creating and maintaining operating procedures and designing and running an incident review program to reduce operational risk and recurrence of unwanted incidents.

Tracy holds a B.S. in Psychology from Minnesota State University, Mankato, a M.S. in Industrial Organizational Psychology from St. Cloud State University and was previously NERC RC Certified.

Duong Le (Senior Compliance Engineer)

Duong Le is a Senior Compliance Engineer. He has twenty years of experience in the electric power engineering field with utility and architect/engineering background. Prior to joining NPCC in 2010, Duong worked at NYPA as a Transmission Planning Engineer and Protection Control Engineer responsible for performing system reliability impact studies, short circuit studies, analyzing generation and transmission system disturbances, developing an enterprise-wide relay settings database, modifications to improve teleprotection for transmission systems, and recommendations for protective relaying performance improvement. He also worked as a key Electrical Engineer at a consultant firm responsible for the electrical design of power plants including on-site project management and technical oversight during construction.

Duong is currently a member of the compliance monitoring team that performs Audits and Self-Certifications. Previously, he participated in performing Inherent Risk Assessments of NPCC registered entities, development of Compliance Oversight Plans, pre-planning of Compliance Monitoring Audit scopes, reviewing of entity Internal Compliance Programs, administration of entity CIP Technical Feasibility Exceptions, and participated on NPCC entity Evaluations of Internal Controls. He also previously administered the NPCC entity registration activities and represented NPCC on the NERC Registration Working Group from 2011-2014.

Duong holds both Bachelor's and Master's degree in Electrical Engineering from Manhattan College in New York. He has completed the NERC Fundamentals of Auditing; Gathering Quality Evidence; and Find, Fix and Track for Auditors trainings. He is also a member of the Institute of Internal Auditors.



Quintin Lee (Events Analysis Manager)

Quintin Lee has over thirty-five years of experience in the electric utility and NERC regulatory compliance fields. He started his career working in the Public Service of New Hampshire Communications and Control department which commissioned and maintained transmission and distribution substations. He then went on to work in the Eversource New Hampshire Control Center as a NERC certified Transmission Operator and then as the Senior Administrator of Policies and Procedures. He finished his career at Eversource as the Manager of Reliability Compliance overseeing regulatory obligations to NERC, NPCC, and the ISO-NE. He served as vice-chair of the NPCC Regional Standards Committee and was a member of the EEI Reliability Technical Committee. Quintin holds an Associate Degree in Industrial Electronics from the New Hampshire Vocational Technical College.

Mujahid Mian (Senior Compliance Engineer)

Mujahid Mian is a Senior Compliance Engineer and has been with NPCC since November 2020. Mujahid has thirty-four (34) years of in-depth electric utility industry experience with Consolidated Edison Company of New York (CECONY). He held the position of Senior System Operator for his last 10 years in CECONY prior to retiring. His career included various positions within CECONY as Senior System Operator in bulk power operations, Area Manager in Protective Systems Testing department, Engineer in Substation Equipment Engineering department and Senior Electrical Technician in Protective System Testing department. He also completed the three-year rigorous and intense leadership development program, which included assignments in the Nuclear Generation, Fossil Generation, System Operations and Substation Equipment Engineering departments. Mujahid holds a bachelor's degree in electrical engineering from Polytechnic University in Brooklyn, New York. He also completed the two-year Power Technology Inc. course on Power Circuit Analysis; Transmission Line Theory; Insulation Coordination; Generation Dynamics and Control; Electric Machine Dynamics and System Stability; Power System Scheduling and Operation; Utility Economics and Finance. Mujahid is a NERC-certified Transmission Operator. He has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors training. Mujahid is also a member of the Institute of Internal Auditors (IIA).

Michael Morrow (Senior Entity Risk Assessment Engineer)

Michael Morrow joined NPCC in April 2023 with 15 years of industry experience including generation, commissioning, operations, and regulatory compliance at companies including MISO, ACES, and Pine Gate Renewables. Michael spent the bulk of his career at MISO supporting their Internal Compliance Program, developing their Internal Risk and Controls Program, and supporting NERC Audit and Certification activities. Most recently, he developed and managed the Operational Compliance department at Pine Gate Renewables focusing on solar generation. Michael graduated from Purdue University with a degree in Electrical Engineering and received his M.B.A. from the University of Indianapolis.



Catherine Nakor-Tetteh (Compliance Auditor)

Catherine joined NPCC in February 2021 and will be performing reliability compliance audits. With over 6 years of hands-on in the Information Technology industry, her prior experience includes a variety of cybersecurity auditing, mitigation, information security and risk management assessments in both federal and service organization sectors. In 2015, Catherine began her auditing career developing a Security Assessment Report (SAR) detailing the results of the assessment and creating Plan of Action & Milestones at Forever Solutions Groups (Washington, DC) as a Cybersecurity Assessor.

She then moved on to work with Interpool Inc (Princeton, NJ) in 2017 as a Cybersecurity Analyst working on identifying potential noncompliance's using PCI DSS Security Standards. Catherine is experienced in performing security assessments of client's IT environment against various industry standards and regulations including NIST Risk Management Framework and FedRamp.

Catherine also holds a Bachelor of Science degree in Computer Science from Northern Kentucky University. She has earned her CompTIA Security+, Certified Information Systems Auditor (CISA) and is currently working to become a Certified Information Systems Security Professional. In addition, she has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors trainings. She is also a member of the Institute of Internal Auditors.

Scott Nied (Vice President, Compliance)

Scott Nied is the Vice President – Compliance and has 31 years in the electric utility industry and has been with NPCC since 2010. Mr. Nied's CMEP oversight includes entity registration and certification, inherent risk assessments, compliance oversight plans, compliance monitoring, and entity outreach. Since 2017, Mr. Nied has served as the chair of the NPCC Compliance Committee. His previous positions at NPCC have included Director – Mitigation, Manager - O&P Compliance Audits, Manager - Compliance Program Development, and Senior Compliance Engineer.

Mr. Nied holds a Bachelor of Science in Electrical Engineering from Michigan State University and a Master's in Business Administration from Loyola University Chicago. He is a former NERC certified Reliability Coordinator, holds a Siemens Power Technology International certificate, is a member of the Institute of Internal Auditors, and has completed the NERC Lead Auditor and Compliance Violation Investigation training courses.

Patrick Palompo (Senior Compliance Engineer)

Patrick Palompo joined NPCC in June 2021 and has over 14 years of experience in the electric utility industry. His background includes various positions with JEA in Jacksonville, Florida where he was a SCADA/EMS engineer, Protection & Controls Specialist, and Interim Manager of the System Protection & Controls Department. He has also held previous positions with Worley as a Principal Electrical Engineer leading various utility system upgrade projects, Pacific Gas & Electric as a System Substation Automation Engineer and was with the FERC's Office of Electric Reliability Division of Cyber Security. Patrick Palompo has a Bachelor of Science in Electrical Engineering from the University of Florida and is a licensed Professional Engineer in multiple states. Patrick



has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors trainings. He is also a member of the Institute of Internal Auditors.

Melissa Persaud (Associate Counsel)

Melissa Persaud is an Associate Counsel at NPCC. She is responsible for higher risk noncompliances that require settlement negotiations and agreements. In addition, she performs risk assessments on open enforcement actions, and assists NPCC's General Counsel with various legal matters, including contract review and assessing relevant regulatory activities from FERC and other regulatory bodies. Ms. Persaud has worked in the utility industry since 2018. Before joining NPCC in 2023, she worked for the Public Service Commission for the District of Columbia (DCPSC) for two years as an Attorney Advisor. Prior to DCPSC, she worked at Consolidated Edison of New York as a Regulatory Department Law Clerk.

She holds a Bachelor of Arts in Political Science from the University of Rochester and a Juris Doctor from Brooklyn Law School. Ms. Persaud is a member of the bar in the states of New York and New Jersey as well as the District of Columbia.

Anil B. Rauniyar (Senior Compliance Analyst)

Anil joined NPCC in July 2022 as a Senior CIP Analyst. He comes with over 20 years of experience, that includes 12 years of IT experience and over 8 years in the energy sector. His IT experience includes System Admin, Network Support, Network Engineering /Architecture and Cyber Security while his energy sector experience was working with various field equipment, testing, and risk assessment.

He worked at Con Edison as a Senior System Analyst for 8.5 years understanding and supporting various technologies. Anil was part of the CIP and compliance team at Con Edison that was responsible for CIP standards for substations.

Anil has a bachelor's degree in computer science from New York City College. He has been a part of North American Transmission Forum (NATF), Electric Power Research Institute (EPRI) and other mutual knowledge exchange programs. He has also participated in Department of Homeland Security programs such as the Rapid Attack Detection, Isolation and Characterization Systems (RADICS), and the Idaho National Labs (INL). He also has certifications from Microsoft, SonicWall Firewall, Comptia Network+ and Security+. Anil has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors trainings. He is also a member of the Institute of Internal Auditors.

Brian Robinson (Manager, Entity Risk Assessment)

Brian Robinson joined NPCC in October 2022 and has been providing direct support to Registered Entities throughout North America related to their ERO Responsibilities since 2011, holding various positions within Utility Services. Brian has participated on NERC and Regional Entity Task Forces and Committees such as the NPCC RSC, TFSS and CC, the NERC Operating Committee and Vice Chair FAC-008 SAR Development Team and a member of the WECC Reliability Risk Committee Steering Committee. He has worked with Registered Entities in all phases of the ERO



life cycle from initial compliance program development and registration through CMEP activities and Entity de-listing from the NERC Compliance Registry. Within CMEP activities, Brian has participated in over 250 audits and hundreds of Self-Certifications, Spot Checks, Enforcement, and various other CMEP based activities. As the Chief Operating Officer of Utility Services, he provided managerial support and oversight for up to 14 employees and 6 subcontractors in all aspects of the ERO program and business management. He holds a B.S. in Biology from Union College, a B.S. in Cybersecurity from Champlain College, and a certificate in Project Management from Vermont Technical College.

Ruida Shu (Reliability Standards Manager)

Ruida Shu is the Reliability Standards Manager for NPCC. He coordinates and manages all aspects of the Regional Standards Committee, NPCC DER/VER forum, and State and Provincial Regulators Outreach. He is the regional coordinator for all active NERC Standards Activities. He also manages and maintains all the regional standards activities per the NPCC Regional Standards Processes Manual. He serves as a project liaison on the NERC Project Management and Oversight Subcommittee. He also served on the NERC Standard Drafting Team for Project 2007-06.2 – Phase 2: System Protection Coordination and a member of the NERC Standard Committee Process Subcommittee. Prior to NPCC, he worked at Norwich Public Utilities where he served as the primary developer of the Electric Reliability Compliance Program for NPCC/NERC. He engaged in all aspects of daily Electric Operations and administered the Electric SCADA and Fiber Conversion Projects. He served as the Technical Advisor to the company infrastructure which included hydroelectric facilities, a jet turbine generator, emergency generation for all company facilities, and electric substation controls/SCADA. He served as the Project Manager for electric operations, Dam Repair, Security and Surveillance Systems, Roofing/Building Infrastructure, CNG, Bio-Diesel station upgrades, Electric Vehicle Charging Stations, ISO-NE RIG, and various APPA Projects. He also served as the acting Safety Officer for the Engineering Department and developed various bid documents for Electric Operations. Ruida Shu holds a bachelor's degree in Electric and Computer Engineering Degree and a Master of Business Administration in Business Administration with a concentration in Management from the University of Connecticut.

Emily Stuetzle, CISA (Manager, CIP Compliance)

Emily has worked in the electric utility industry since 2008. Before joining NPCC in 2018, she worked at Orange and Rockland Utilities, Inc. where she served as a Systems Specialist. In this role she deployed and maintained the systems and related documentation that are subject to the Critical Infrastructure Protection Standards. Prior to being a Systems Specialist, she worked as a SCADA Engineer in the Energy Control Center. In this position her responsibilities involved administering the EMS and troubleshooting any issues that arose on the isolated control network. She holds the CISA certification and a bachelor's degree in Computer Engineering from SUNY New Paltz. She is a graduate of the Siemens PTI Power Academy 2015 Distribution Systems Engineering Program. In addition, she has completed the NERC training courses for Foundations of Auditing, Gathering Quality Evidence for Auditors, Find Fix and Track for Auditors, Audit Team Leader, and Certification Team Leader. She is a member of the Institute of Internal Auditors.



Travis Tate (Senior Compliance Engineer)

Travis joined NPCC in June 2021 as a Senior Compliance Engineer. He has performed a wide array of functions throughout his 20-year career in the electric utility industry. He began his electrical career in the US Navy “Seabees” as a Construction Electrician. While in the Navy, he obtained advanced base power distribution knowledge and mastered the art of pole climbing. Upon his exit from the military, he joined Duke Energy as a non-licensed Reactor Operator and then had roles as an Electric Transmission Technician and Transmission Operator. Travis later became a Reliability Coordinator at Midcontinent Independent System Operator (MISO) and assisted with integrating vertically integrated utilities into the MISO market. Travis then transitioned to PEAK Reliability as a Reliability Coordinator where he assisted in the certification of PEAK Reliability as the RC for the Western Electricity Coordinating Council (WECC) region. His interest in regulatory oversight brought him back east to SERC Reliability Corporation as a Reliability Specialist and Project Manager where he worked on a number of technical and planning committees for SERC and NERC.

Travis holds a BS in Business Management and has completed a Cybersecurity program in pursuit of obtaining a CompTia Security+ certification. In addition, he has completed the NERC Fundamentals of Auditing, Gathering Quality Evidence, and Find, Fix and Track for Auditors trainings. He is also a member of the Institute of Internal Auditors.

Kurt Wahl (Senior O&P Risk Assessment and Mitigation Analyst)

Kurt Wahl is a Senior O&P Risk Assessment and Mitigation Analyst who joined NPCC in May of 2023. He has over 8 years of experience in the electric industry. He worked 7 years as a System Operator for Duke Energy Florida. In that position he rotated between 4 desks (Transmission switching, Transmission reliability, Generation, Interchange). During this time, he had responsibilities including switching operations of transmission and sub-transmission facilities, outage response, maintaining grid reliability, dispatching generation to meet load, and monitoring interchange schedules. He is currently maintaining his NERC RC certification. At NPCC, he is primarily responsible for recommending disposition tracks for O&P non-compliances based on risk assessment and the noncompliance history of the affected entity.

Deketa Wall (CIP Risk and Mitigation Analyst)

Deketa Wall joined NPCC in Aug 2022 as a CIP Risk and Mitigation Analyst with over 8 years of experience in the electric utility industry. Her background includes various positions within Exelon Corporation in Baltimore, MD where she was an intelligence Analyst, Senior Service Analyst, and Compliance Analyst performing on a host of teams within her 8 years there. In her last role, Deketa was responsible for Leading small teams in the delivery of various CIP standards evidence, served as a CIP SME for audits, and worked on implementation of new standards for compliance. Deketa Wall has a Bachelor of Science in Mathematics and an additional one in Criminal Justice from Coppin State University. In addition, she has a Master of Professional Studies in Cybersecurity from University of Baltimore County and is ITIL v4 certified with a host of other professional trainings and bootcamps in IT.



Jason Wang (Manager of Enforcement and Mitigation)

Mr. Wang has over 12 years of experience in NERC Compliance and joined NPCC in June of 2013. Prior to NPCC, he was in NERC's Situation Awareness team and then moved to NERC's Enforcement Team. As NPCC's Manager of Enforcement and Mitigation, he is responsible for ensuring noncompliance risk assessments are consistent, fair, and impartial, and that mitigation activities are sufficient to correct noncompliance and reduce the risk of future noncompliance. Jason has a Bachelor of Science in Mechanical Engineering from Rutgers University.