



Draft Organizational Group Oversight Committee Meeting Minutes

Via WebEx

March 24, 2021, 8:33 a.m. to 10:50 a.m. Central

1. Call to Order and Determination of Quorum

Chair Keri Glitch called the meeting to order at 8:33 a.m. Assistant Corporate Secretary Jessie Mitchell conducted a roll call and determined that a quorum of the Organizational Group Oversight Committee (OGOC) was present. A list of attendees is included as [Exhibit A](#).

2. Standards of Conduct and Anti-Trust Guidelines

Assistant Corporate Secretary and Senior Counsel Julie Peterson reviewed Policy and Procedure 4 containing MRO's Standards of Conduct, Conflict of Interest, and Anti-Trust Guidelines.

OGOC members Gordon Pietsch, JoAnn Thompson and Lloyd Linke joined the meeting in progress.

3. Consent Agenda

The consent agenda included draft minutes from the OGOC's closed meeting on December 2, 2020, and a proposed special meeting date for the OGOC in the fourth quarter 2021.

Upon motion duly made and seconded, the OGOC approved the consent agenda as provided in the meeting materials.

4. CMEP Advisory Council (CMEPAC) Report

Director of Compliance Monitoring Jeff Norman provided a report on the recent activities of the CMEPAC. He highlighted the CMEPAC's new monthly call and reviewed the topics of discussion. He reviewed the CMEPAC 2021 work plan that was included in the agenda materials, and described new items added to the plan. Norman responded to questions from the committee on the work plan. He went on to report that the CMEPAC is considering whether or not MRO should conduct compliance readiness assessments with registered entities as part of outreach efforts related to new standards. Revisions to MRO's Standards Process Manual were included in the agenda materials for OGOC consideration, and Norman stated that MRO is required to have a documented regional standards procedure as part of its delegation agreement with NERC that is reviewed every five years. However, the organization maintains the position that standards should address interconnection-wide risks and does not have any regional standards. In response to a question, he clarified that the revisions are non-substantive and reflect current practices.

Upon motion duly made and seconded, the OGOC approved the CMEPAC 2021 Work Plan as presented.

Upon motion duly made and seconded, the OGOC approved recommending proposed revisions to MRO's Standards Process Manual to the MRO Board of Directors for approval.



5. Reliability Advisory Council (RAC) Report

On behalf of the RAC, Senior Vice President and Chief Operating Officer Richard Burt reviewed the council's recent activities. He provided details on work related to further development of MRO's Risk Matrix and planning of MRO's 2021 Reliability Conference, which will again be held virtually. He noted that Dick Pursley from Great River Energy was appointed as chair, and Jason Weiers from Otter Tail Power Company was appointed as vice chair of the RAC for 2021. Similarly, John Grimm from Xcel Energy was appointed as chair and Robert Soper from Western Area Power Administration was appointed as vice chair of the Protective Relay Subgroup (PRS) for 2021. He also reviewed the RAC's recommendation to add Matt Boersema, from Western Farmers Electric Cooperative, as a member on the PRS representing the Oklahoma locale.

Upon motion duly made and seconded, the OGOC approved the RAC 2021 Work Plan as presented.

Upon motion duly made and seconded, the OGOC approved the PRS membership recommendation as presented.

6. Security Advisory Council (SAC) Report

Director of Security Steen Fjalstad reported that the SAC continues to focus on security outreach across the region and is currently planning MRO's annual Security Conference and Technical Training, the Regional Security Risk Assessment, along with multiple security webinars and newsletter articles. He added that the SAC Threat Forum (SACTF) continues to meet twice weekly to discuss security threats and vulnerabilities and issues related to the COVID-19 pandemic. He highlighted that this work is done in coordination with NERC's Electricity Information Sharing and Analysis Center and the SAC remains mindful of avoiding duplicative efforts. Fjalstad reported that the SAC appointed Jason Nations from Oklahoma Gas and Electric as chair and John Breckenridge from Evergy as vice chair for 2021. The SACTF appointed Brett Lawler from Xcel Energy as chair and Jodi Jensen from Western Area Power Administration as vice chair. He reviewed challenges the advisory council is addressing, which include coordinating work between the SAC and SACTF and prioritizing risks within the work plan. Fjalstad responded to questions from the committee.

On behalf of the SAC, Fjalstad provided highlights from the SAC's 2021 Work Plan.

Upon motion duly made and seconded, the OGOC approved the SAC 2021 Work Plan as presented.

He also reviewed the SAC's recommendation to appoint Chad Wasinger from Sunflower Electric Power Corporation to a three-year term on the SAC ending in December 2023, and Tim Anderson from Dairyland Power Cooperative to fill the remainder of a term ending December 2021 on the SAC.

Upon motion duly made and seconded, the OGOC approved the SAC membership recommendation as presented.

Fjalstad reported that the SAC recently reviewed the SAC Threat Forum Guidelines and is recommending proposed revisions to the OGOC for approval. He reviewed the proposed revisions, stating they reflect more efficient processes and the maturation of the forum.



Upon motion duly made and seconded, the OGOC approved proposed revisions to the SAC Threat Forum Guidelines as presented.

7. MRO Organizational Group Diversity

Richard Burt stated that the topic of gender diversity on MRO's organizational groups was raised at the OGOC's November 2020 meeting. As a result, he engaged MRO's new Diversity, Equity and Inclusion (DEI) Committee to assist with assessing gender diversity on MRO's organizational groups and identifying opportunities for improvement. He added that females currently represent seventeen percent of organizational group membership and that all female applicants for open organizational group positions have been approved. Burt introduced Director of Human Resources Karla Schiller and Senior Risk Assessment and Mitigation Engineer Rumyana Kreidler, who both serve on MRO's DEI Committee.

Kreidler provided information on the Society of Women Engineers (SWE), of which she is a member, and outlined MRO's efforts to raise awareness and be a proponent of females in the engineering field. Working with SWE may provide an opportunity for MRO to increase awareness of MRO and the benefits of participation. Citing data from SWE, Kreidler noted women make up only 13 percent of the engineering profession, making it the most male dominated field in the United States. Schiller added that the DEI committee is considering what programs MRO could implement, such as mentorship, internships and other areas of opportunity that could highlight the engineering field for diverse populations. She said the committee is also considering adding a diversity statement to MRO's volunteer solicitation materials.

OGOC members expressed support of this initiative, but recommended staff be mindful of the scope of the project given the limited industry applicant pool of female engineers. The committee recommended that staff consider evaluating the required expertise of organizational group members, and to consider using MRO members as a resource for sharing information related to diversity and inclusion efforts and the benefits of organizational group participation. The OGOC also asked staff to consider developing metrics for this initiative to ensure its progress. Chair Glitch suggested that she meet with MRO staff to discuss the topic in more detail and bring recommendations back to the committee in June.

The OGOC recessed at 9:55 a.m. and reconvened at 10:10 a.m.

8. Staff Recommendations for Organizational Group Membership

Richard Burt explained that when MRO restructured its organizational groups in 2019, staff was tasked with providing recommendations on organizational group membership to ensure the parameters of Policy and Procedure 3 (Organizational Groups) (PP3) were met. Burt recommended this practice be discontinued now that the organizational groups and the OGOC are well established. Chair Glitch called for questions on the proposal; there were none. Burt said staff will propose revisions to PP3 for OGOC consideration at the next meeting.

9. Review of Q4 Annual Risk Meeting with Advisory Councils

Chair Glitch stated that staff conducted a survey of OGOC members to obtain feedback on the facilitation and structure of the annual joint risk meeting held in December of 2020. That feedback was included in the agenda materials and she asked for any additional comments from members. Burt



added that the responses indicate the timeframe of the meeting was appropriate, but that more discussion on the continent-wide risks would have been beneficial along with more pre-meeting materials on the full scope of risk. Upon discussion, the committee expressed overwhelming support of the timing and format of the meeting. One member recommended including in the agenda materials an explanation of why some continent-wide risks identified by NERC were not included in MRO's Regional Risk Assessment.

10. MRO Reliability Risk Matrix

Richard Burt informed the committee that MRO's Risk Matrix – initially developed by the RAC – was further matured in 2020 with input from all three advisory councils and the OGOC. As a member of the ERO Operations Leadership Team, Burt said he is working with others across the ERO Enterprise to merge MRO's Risk Matrix into the ERO Framework to Address Known and Emerging Reliability and Security Risks. He commented that the ERO transformation has led to a more cohesive culture across NERC and the Regional Entities and has been instrumental to this effort.

A white paper is planned to communicate the concepts and design of the Risk Matrix, and how it complements the ERO Framework. Burt is aiming to present that paper to NERC's Reliability Issues Steering Committee and the Reliability and Security Technical Committee later this year. Burt noted he will share the whitepaper with OGOC members and the advisory councils when it becomes available. He concluded his report by stating this is a great example of the benefits of MRO's advisory council structure.

11. MRO Support of NERC Organizational Groups

Richard Burt provided information on changes to NERC's organizational groups that might affect MRO's sponsorship of industry representatives on these committees. MRO is the only Regional Entity to reimburse travel expenses for individuals that attend NERC organizational group meetings on MRO's behalf. Historically these individuals filled Regional Entity seats on NERC committees, which were eliminated as part of NERC's committee restructuring.

Burt reviewed the budget impact of sponsoring NERC representatives, but also noted that if MRO did not sponsor someone from industry to attend these meetings a member of staff would attend in many cases. He added that an MRO staff person is appointed as liaison to the NERC representatives, and the sponsored representatives also provide reports to one of the advisory councils. Upon discussion, the committee agreed there is value to being deliberate about following NERC activities and that this participation model contributes to the overall success of MRO's organizational group structure.

12. Quarterly Report on NERC Organizational Groups

Richard Burt informed the committee that NERC's restructuring of its organizational groups is now complete. Based on the previous agenda item discussion, MRO staff will complete a review of all NERC organizational groups and provide the OGOC with a recommendation on which groups MRO should follow at the next OGOC meeting.

11. Joint Reliability Advisory Council Pre-Meeting Discussions

Richard Burt provided an overview of the discussion topics on the agenda for the joint RAC and OGOC meeting that directly follows this meeting.



12. Adjourn Open Meeting

Hearing no other items for discussion, Chair Glitch adjourned the meeting at 10:50 a.m.

Prepared by: Jessie Mitchell, Assistant Corporate Secretary

Reviewed and Submitted by: Richard Burt, Senior Vice President and Chief Operating Officer



Exhibit A – Meeting Attendees

Committee Members Present		
Name	Sector	Company
Keri Glitch, <i>Chair</i>	Transmission System Operator	Midcontinent ISO
Paul Crist, <i>Vice Chair</i>	Municipal Utility	Lincoln Electric System
Dehn Stevens	Investor Owned Utility	MidAmerican Energy
Dr. Paul Barber	Independent Director	Consultant
Gordon Pietsch	Cooperative	Great River Energy
Iqbal Dhami	Canadian Utility	Saskatchewan Power
Jeanne Tisinger	Independent Director	Consultant
Jennifer Flandermeyer	Regional Director	Kansas City Power and Light
JoAnn Thompson	Investor Owned Utility	Otter Tail Power Company
Lloyd Linke	Federal Power Marketing Agency	Western Area Power Administration
Tony Clark	Canadian Utility	Manitoba Hydro
Board Members Present		
Name	Sector	Company
Michael Desselle	Transmission System Operator	Southwest Power Pool
MRO Staff		
Name	Title	
Jeffrey Norman	Director of Compliance Monitoring	
Jessie Mitchell	Director of Communications	
Julie Peterson	Assistant Corporate Secretary and Senior Counsel	
Karla Schiller	Director of Human Resources	
Lam Chung	Vice President of Strategy, Innovation and Finance	
Lisa Stellmaker	Executive Assistant and Office Manager	
Richard Burt	Senior Vice President and Chief Operating Officer	
Rumyana Kreidler	Senior Risk Assessment and Mitigation Engineer	
Sara Patrick	President and CEO	
Steen Fjalstad	Director of Security	
William Steiner	Director of Risk Assessment and Mitigation	

The above list of meeting attendees reflects OGOC and staff members only. The meeting was broadcast live for observation only by WebEx.