



# GENerating Reliability and Resiliency

## ANNUAL MEETING & CONFERENCE

April 28-30, 2026

Georgia Power Corp HQ  
241 Ralph McGill Blvd NE  
Atlanta, GA

Special thanks to our hosts:

 Southern Company  Georgia Power

**NERC**

## Schedule of Events

### April 28, 2026

| Tuesday – April 28, 2026 |                                                                     |                                          |
|--------------------------|---------------------------------------------------------------------|------------------------------------------|
| Time                     | Event                                                               | Location                                 |
| 9:00-UTC                 | Sponsors Booth Setup                                                | Kilowatt Room                            |
| 8:00-9:00                | NAGF Board Meeting (Closed Session)                                 | Auditorium                               |
| 9:00-11:00               | NAGF Board and Advisory Committee Meeting (Closed Session)          | Auditorium                               |
| 11:00-UTC                | Conference Registration                                             | Lobby                                    |
| Tuesday – April 28, 2026 |                                                                     |                                          |
| Time                     | Topic                                                               | Presenter                                |
| 12:00-1:00               | Welcome Lunch                                                       | Kilowatt Room                            |
| 1:00-1:05                | Logistics, Safety, and how to get the most from the next three days | Dr. James Merlo, <i>NAGF</i>             |
| 1:05-1:20                | NAGF Welcome                                                        | Leigh Mulholland, <i>Kansas City BPU</i> |
| 1:20-1:45                | Welcome from Georgia Power                                          | Mike Robinson, <i>Georgia Power</i>      |
| 1:45-2:15                | Keynote – FERC Update to the NAGF                                   | Kal Ayoub, <i>FERC</i>                   |
| 2:15-2:45                | NERC Update – Reliability of the Bulk Power System                  | Zach Greene/John Moura, <i>NERC</i>      |
| 2:50-3:00                | Meet our Sponsors                                                   | Sponsor                                  |
| 3:00-3:30                | Break and Networking                                                |                                          |
| 3:30-3:40                | Meet our Sponsors                                                   | Sponsor                                  |
| 3:40-4:15                | Large Loads – Not your Grandfather's Need for More Capacity         | Michael Caravaggio, <i>EPRI</i>          |
| 4:20-4:45                | Update from the NATF                                                | Mark Smith, <i>NATF</i>                  |
| 4:50-5:00                | Meet our Sponsors                                                   | Sponsor                                  |
| 5:00-7:00                | Evening Reception                                                   |                                          |

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**RADIAN  
GENERATION**

## Schedule of Events

### April 29-30, 2026

#### Wednesday – April 29, 2026

| Time        | Topic                                                                               | Presenter                                                             |
|-------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 7:00-8:00   | Registration and Breakfast                                                          | Kilowatt Room                                                         |
| 8:00-8:10   | Logistics, Safety, and how to get the most from the next two days                   | Dr. James Merlo, NAGF                                                 |
| 8:10-8:45   | NERC Standards Update                                                               | Jamie Calderon, NERC                                                  |
| 8:45-9:20   | EOP-12 (Extreme Cold Weather Preparedness and Operations)                           | David Lemmons, Greybeard Compliance Services                          |
| 9:20-9:50   | E-ISAC Update                                                                       | Matt Duncan, E-ISAC                                                   |
| 9:50-10:00  | Meet our Sponsors                                                                   | Sponsor                                                               |
| 10:00-10:20 | Break and Networking                                                                |                                                                       |
| 10:20-10:30 | Meet our Sponsors                                                                   | Sponsor                                                               |
| 10:30-10:55 | Practical Cybersecurity Advice for Non-Cybersecurity Professionals                  | Sam Chanoski, Idaho National Labs                                     |
| 11:00-11:25 | Solving Workforce Development Challenges                                            | Dan Arczynski, Index AR Solutions<br>Dr. Anthony Gagliardo, Accenture |
| 11:30-12:00 | Human Performance                                                                   | Dr. Jake Mazulewicz, JMA Human Reliability Strategies, LLC            |
| 12:00-1:00  | Lunch                                                                               | Kilowatt Room                                                         |
| 1:00-1:20   | NAGF Annual Member Update and Voting<br>(Closed meeting, open only to NAGF members) | Dr. James Merlo, NAGF                                                 |
| 1:20-1:45   | Supply Chain Challenges                                                             | Frank Harrill, SEL                                                    |
| 1:45-2:10   | NERC Standard PRC-029-1 (Ride-through Requirements)                                 | Michael Xia, Powertech Labs                                           |
| 2:15-2:40   | Inadvertent Generator Protection Operations                                         | Rich Bauer, NERC                                                      |
| 2:40-2:50   | Meet our Sponsors                                                                   | Sponsor                                                               |
| 2:50-3:00   | Break and Networking                                                                |                                                                       |
| 3:00-3:10   | Meet our Sponsors                                                                   | Sponsor                                                               |
| 3:10-3:40   | NERC Compliance Checks – Automated and Audit-ready                                  | Ryan Larsen, Data Phleet                                              |
| 3:40-4:05   | GADS Update                                                                         | Leeth DePriest, NERC                                                  |
| 4:10-4:40   | The Darker Corners of PRC-005                                                       | Mike Gabriel, Greybeard Compliance Services                           |
| 4:40-5:00   | Breakout Summaries                                                                  | Breakout Session Leaders                                              |

#### Thursday – April 30, 2026

| Time       | Event             | Location                       |
|------------|-------------------|--------------------------------|
| 7:00-8:00  | Breakfast         | Kilowatt Room                  |
| 8:00-12:00 | Breakout Sessions | See Breakout Sessions Schedule |

# Breakout Sessions

## April 30, 2026

|            | Athens Room                                                                | Rome Room                                                                                                                                                                | Valdosta Room                                                                                                                                               |
|------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8:00 a.m.  | Room Available for Meeting<br>40 minutes                                   | <b>PRC - 28-29-30 Panel Discussion</b><br>Bryan Burch, Jerome Wiley, Scott King,<br>and David Marshall,<br>Southern Company<br>&<br>Michael Xia, Powertech<br>90 minutes | <b>EOP - 12 Panel Discussion</b><br>David Lemmons, Greybeard Compliance Services,<br>Pamela Frazier, Southern Power<br>& Richard Lutz, Ameren<br>90 minutes |
|            | Break                                                                      |                                                                                                                                                                          |                                                                                                                                                             |
| 9:30 a.m.  | <b>Threat Briefing</b><br>Sofia Weir & Elvin Ramirez, E-ISAC<br>40 minutes |                                                                                                                                                                          |                                                                                                                                                             |
|            | Break                                                                      | <b>MOD-026-2 Panel Discussion</b><br>Bryan Burch and David Marshall,<br>Southern Company<br>&<br>Michael Xia, Powertech<br>90 minutes                                    | <b>Human and Organizational Performance</b><br>Jake Mazulewicz,<br>JMA Human Reliability Strategies, LLC<br>90 minutes                                      |
| 10:20 a.m. | <b>Threat Briefing</b><br>Sofia Weir & Elvin Ramirez, E-ISAC<br>40 minutes |                                                                                                                                                                          |                                                                                                                                                             |
|            | Break                                                                      |                                                                                                                                                                          |                                                                                                                                                             |
| 11:10 a.m. | Room Available for Meeting<br>40 minutes                                   |                                                                                                                                                                          |                                                                                                                                                             |



# **GENerating Reliability and Resiliency**

## **ANNUAL MEETING & CONFERENCE**

April 28-30, 2026

# **Speaker Biographies**

**\*Speakers are listed in order of presentation**

### **Dr. James Merlo** North American Generator Forum Chief Executive Officer



**Dr. James Merlo** is a human factors engineer with a proven track record in organizational leadership from the battlefield to the boardroom. In his current role as the North American Generator Forum (NAGF) Chief Executive Officer, James' function is responsible for the day-to-day work of the NAGF and strategic activities that support the NAGF Business Plan.

Prior to Joining the NAGF, James served as a Vice President at KnowledgeVine, the leader in Human Performance Implementation and Application. Prior to that, James was at the North American Electric Reliability Corporation (NERC) as a Vice President and Director of the Reliability Risk Management department. In this role, he led the Electric Reliability Organization's efforts to assess industry vulnerabilities regarding events on the Bulk Electric System and how human performance challenges affected system reliability.

James served over 22 years in a variety of leadership roles in the US Army, including combat tours in Desert Storm and Operation Iraqi Freedom. Significant positions include Deputy Brigade Commander in Baghdad, Iraq 2004-2005 and as an assistant professor and program director at the United States Military Academy.

James earned his Bachelor of Science in Human Factors Psychology from West Point, his Masters in Engineering Psychology from the University of Illinois, and his PhD in Applied Experimental and Human Factors Psychology from the University of Central Florida. He is the author of over 50 publications on the subjects of human factors engineering and human performance. An avid snowboarder, wake surfer, and outdoorsman, when James is not working, he can always be found in or on the water.

### **Leigh Mulholland**

Kansas City Board of Public Utilities  
Chief Compliance Officer



Leigh Mulholland serves as the Chief Compliance Officer at the Kansas City Board of Public Utilities (BPU), where she oversees regulatory compliance, regulatory, environmental policy and compliance, enterprise risk management, insurance, and internal audit for both water and electric operations.

Before joining BPU, Leigh spent 16 years at Capital Power Corp (TSE:CPX), a Canadian-based independent power producer, where she served as Chief Compliance Officer from 2015 to 2023. Under her leadership, Capital Power earned Ethisphere's World's Most Ethical Companies designation from 2018 to 2023. Her prior roles at Capital Power spanned Corporate Strategy, Business Planning, M&A and Asset Valuation, Commercial Management, Real-time Operations, and Finance.

With 25 years of professional experience, Leigh brings extensive knowledge of finance, compliance, risk management, and business strategy. She has also contributed her expertise as a volunteer board member and Audit Committee

Chair for nonprofits focused on education, poverty alleviation, women's and children's healthcare, safety, and the electric power sector. She is currently serving as Chairman of the Board for the NAGF.

Leigh is a Certified Compliance and Ethics Professional (CCEP) and holds dual accounting certifications as a Certified Public Accountant (CPA-US) and Chartered Professional Accountant (CPA-Canada).

### **Mike Robinson**

**Georgia Power**  
Vice President of Grid Transformation



Michael “Mike” Robinson is Vice President of Grid Transformation for Georgia Power, leading transmission and distribution planning, policy, and strategy during a period of unprecedented growth across Georgia.

Mike’s responsibilities include transmission, distribution, and interconnection planning; administration of the Georgia Integrated Transmission System; grid enhancing technologies; distribution standards; and Power Delivery compliance. His organization is central to enabling Georgia Power’s response to rapid economic development, large customer load growth, generation transition, renewable integration, and advanced grid technologies.

With nearly four decades of experience across Power Delivery, Mike has held senior leadership roles spanning planning, operations, maintenance, and compliance. He has led large organizations responsible for operating and modernizing Georgia Power’s electric system, including system operations, control centers, storm response, and major capital investment programs.

Mike is actively engaged with regulators, industry partners, and national forums to advance reliable, resilient, and future ready grid solutions. He has testified before the Georgia Public Service Commission as a lead witness for Power Delivery and previously led Southern Company’s Super Bowl LIII preparedness efforts in coordination with federal, state, and local agencies.

Mike holds a bachelor’s degree in electrical engineering from Auburn University and is a registered professional engineer in the State of Texas. He lives in Roswell, Georgia, with his wife, Johnna.

### **Kal Ayoub**

Federal Energy Regulatory Commission  
Director of the Office of Electric Reliability



Kal Ayoub, Director of the Office of Electric Reliability, brings more than 25 years of industry and regulatory experience in electric transmission and generation engineering, cybersecurity and bulk electric system reliability to the position.

Prior to joining OER as Director, he served as Chairman Willie Phillips' Critical Infrastructure and Resilience advisor. Mr. Ayoub joined FERC in 2009, and over the years held various positions of increasing responsibility within OER, including electrical engineer, supervisory electrical engineer and Deputy Director of the Division of Cybersecurity. He was instrumental in advancing the Commission's regulatory initiatives to strengthen cybersecurity and physical security standards, enhance grid resilience and ensure the reliability and security of the bulk electric system.

Before joining FERC, Mr. Ayoub gained extensive private sector experience in the electric industry, holding key roles in performance engineering, power plant operations, project management and risk management. Notably, he contributed to establishing reliability and compliance programs in preparation for the nation's first mandatory reliability standards, which FERC approved in 2007.

Mr. Ayoub earned a Bachelor of Science in mechanical engineering from the University of Maryland Baltimore County.

## Speaker Biographies

### **Zach Green**

North American Electric Reliability Corporation  
Manager, Strategic Engagement



Zach Greene serves as Manager, Strategic Engagement at NERC. In this role, he supports the external affairs team by conducting outreach and engaging with industry stakeholders. Zach also provides management support for strategic initiatives at NERC, such as the Large Loads Action Plan. Prior to joining NERC, Zach held energy-focused roles at multiple NGOs, most recently serving as the Senior Manager, Clean Energy at World Resources Institute. He holds a Master of Public Affairs from the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin and two Bachelor of Arts degrees from the American University.

### **John Moura**

North American Electric Reliability Corporation  
Director of Reliability Assessment and Performance Analysis



John Moura is the Director of Reliability Assessment and Performance Analysis for the North American Electric Reliability Corporation (NERC), where he joined in 2008. John leads the Electric Reliability Organization's efforts to independently assess and report on the overall reliability, adequacy, and associated risks of the interconnected North American bulk power system (BPS). John leads the development of NERC's annual long-term and seasonal reliability assessments, as well as NERC's efforts in evaluating system performance, event analysis and system forensics, critical infrastructure interdependencies, and emerging issues facing the North American BPS. He is the co-author of numerous NERC special reports and technical publications.

John also coordinates the efforts of NERC's Reliability and Security Technical Committee and several other stakeholder groups, which brings together the power industry's leading experts on system operations, resource and transmission planning, and cyber and physical security. John earned his bachelor degree from Rutgers University.

## Speaker Biographies

### Michael Caravaggio

Electric Power Research Institute  
Vice President – Energy Supply – Reliability



Vice President - Energy Supply - Reliability at the Electric Power Research Institute. EPRI's Energy Supply Sector conducts research on all aspects of electricity generation for a global group of generating companies. The sector has collaborative R&D programs covering the Thermal, Renewable & Next- Generation Fleet, Fleet Management and Operations, Digitalization, Materials, Thermal Optimization and Emissions Controls, Air Quality & Health, and Water & Land Management. Caravaggio has held many roles previously at EPRI including Director Thermal & Hydro Fleet, Senior Program Manager, Major Component Reliability, as well as leading the EPRI Steam and Water Cycle Chemistry Research area. Before rejoining EPRI in 2014, Caravaggio ran Integrated Chemistry Solutions Pte. Ltd., a Singapore

based Business Development and Technical Consultancy company serving the Power and Water industries. Earlier in Caravaggio's career he held various roles including engineering, supervisory and management, with Ontario Power Generation, a Canadian based Utility Company. Caravaggio received a Bachelors of Science degree in environmental (chemical) engineering from the University of Waterloo (Canada) and a Masters of Business Administration (Strategy) from the Nanyang Business School (Singapore).

### Mark Smith

North American Transmission Forum  
Senior Program Manager, Planning & Modeling



Mark Smith serves as the senior program manager for the Planning and Modeling Practice Group at the North American Transmission Forum (NATF). His role is to engage the NATF member subject matter experts, to facilitate projects, and develop technical process guidance. He also serves as Project Manager for NATF's Rapid Addition of Large Datacentric Loads (RALDL) activities.

Mark started his professional career working as an electrical engineer at American Electric Power (AEP) designing metering and Supervisory Control and Data Acquisition (SCADA) installations. Prior to joining the NATF, Mark worked for the Tennessee Valley Authority (TVA). Over a 30-year career, Mark progressed through engineering and supervisory roles in the generation group into a range of senior leadership roles in the TVA transmission organization. He was responsible for multiple areas including Engineering, Construction, Planning, Project Management, Asset Management, and Maintenance. Mark also served as TVA's member representative to NATF for several years and chaired the NATF RESTORE operating committee. Most recently, Mark served as Director, Strategic Operational Solutions for TVA. Mark earned a Bachelor of Science in electrical engineering from the University of Illinois at Urbana-Champaign and a Master of Science in electrical engineering from Virginia Tech. He is a registered professional engineer in the state of Tennessee.

## Speaker Biographies

### **Jamie Calderon**

North American Electric Reliability Corporation  
Director of Standards Development



Jamie Calderon joined NERC in 2015 and is the Director of Standards Development. In this role, Jamie is responsible for assuring the timely development of NERC Reliability Standards to effectively respond and mitigate identified risks to the reliable and secure operation of the electric grid. As part of these responsibilities, Jamie emphasizes agility, a diverse and cooperatively driven team, and a never-ending pursuit of more engagement with industry. Prior to this role, Jamie was a senior engineer within NERC, developing Reliability Assessments and implementing oversight of the Compliance Monitoring and Enforcement Program.

Prior to joining NERC, Jamie served as a Transmission Planning Engineer and Bulk Power dispatcher for the Municipal Electric Authority of Georgia (MEAG).

Jamie Calderon received her bachelor's degree of science in Electrical Engineering Technology from Southern Polytechnic State University in Marietta, Georgia.

### **David Lemmons**

Greybeard Compliance Services  
Co-Founder



Mr. Lemmons has been in the electric industry for more than 35 years. During this time, he has held positions related to rate design, return on equity determination, state and federal regulatory administration, day-ahead and real-time generation planning and scheduling, developing energy pricing for day-ahead trading, load forecasting, centralized market design and development, development of reliability rules and creating and implementing reliability compliance programs in every region under NERC today for coal, gas, wind, and solar generating plants. He has been a member of eight NERC or WECC Standard Drafting Teams, chairing five of these efforts as well as participating as an observer on multiple teams. He has also participated on NERC and WECC committees where development and implementation of reliable operations practices were addressed. He currently is the chair of the NAGF Cold Weather Preparation Working Group. Mr. Lemmons holds a Master of Science in Finance and Economics from West Texas A&M University.

### **Matt Duncan**

North American Electric Reliability Corporation  
Vice President of Security Operations and Intelligence



Matthew Duncan serves as the vice president of Security Operations and Intelligence (SOI), overseeing cyber and physical security analysis and services for the Electricity Information Sharing and Analysis Center (E-ISAC). The E-ISAC reduces cyber and physical security risk to the North American electric industry by providing timely and actionable insights to its more than 1,400 members to assist in the protection of critical electricity infrastructure. The SOI team provides unique insights on physical and cyber threats, conducts proactive threat hunting, and manages the Cybersecurity Risk Information Sharing Program.

With 15 years of national security experience, Mr. Duncan works with the energy sector and government to provide security context to support risk, business, and operational decision-making. Prior to joining the E-ISAC, Mr. Duncan managed sector-specific agency and state government security and emergency response outreach at the U.S. Department of Energy. He also served as deputy political officer at the Helmand Provincial Reconstruction Team in Afghanistan, a strategic policy analyst at the Pentagon, and a policy assistant for a U.S. attorney.

Mr. Duncan holds two Global Information Assurance Certifications (Cyber Threat Intelligence and Critical Infrastructure Protection), a bachelor's degree from Saint Joseph's University, and master's degree from the Maxwell School at Syracuse University. He was also a Fulbright grantee to Germany.

### **Sam Chanoski**

#### **Idaho National Laboratories**

Technical Relationship and Program Development Consultant,  
Cybercore Integration Center



Sam Chanoski delivers technical leadership, expertise, and strategic insights to Cybercore's portfolio of multi-million-dollar critical infrastructure security and resilience projects sponsored by the Department of Energy, Department of Homeland Security, and Department of Defense. He influences the development of large, long-term sustained programs for research, development, demonstration, and deployment associated with control system cybersecurity for nationally critical infrastructure, with particular focus on the energy sector.

Prior to joining INL, Sam spent sixteen years working in intentionally diverse positions across the electricity industry including real-time operations and maintenance with three large investor-owned utilities, situation awareness and event analysis with the North American Electric Reliability Corporation, intelligence with Electricity ISAC, and as the global security incident response team leader for a major manufacturer.

Sam's professional interests include real-time transmission and distribution operations, organizational behavior, control systems cybersecurity, and emergency management and resilience. He is a Senior Member of IEEE, and an adjunct professor at Gonzaga University's School of Engineering & Applied Science.

## Speaker Biographies

### **Dan Arcyznski** Index AR Solutions President and CEO



Dan is President and CEO of Index AR Solutions. Index is a majority veteran owned company that develops and deploys trailblazing digital tools that make workers safer and more productive. Dan co-founded Index in 2015 and the company has grown to become a premier workforce development partner for large US clients.

For nineteen years prior to Index AR Solutions, Dan held a series of executive positions in the shipbuilding industry. He served as Corporate Vice President of both Business Development and Strategy at Huntington Ingalls Industries as well as Sector Vice President of Strategy at both Northrop Grumman Shipbuilding and Northrop Grumman Newport News. During this period Dan had staff responsibilities for both strategic and growth initiatives. Dan also served on the Board of Directors for Continental Maritime of San Diego, AREVA Newport News and Savannah River Nuclear Solutions.

Prior to shipbuilding, Dan was Vice President of Strategy and Vice President of Mergers and Acquisitions for Shawmut, a large New England regional bank. He was also a consultant for Marakon Associates, a firm focused on creating shareholder value for its clients.

Dan is a veteran of the U.S. Army and served for twelve years attaining the rank of Major. During this time, he led five platoon-size units and commanded a light infantry company. He also taught economics, finance and investments at West Point.

Dan is a 1978 graduate of the U.S. Military Academy where he was on the Dean's List, Commandant's List and Superintendent's List. He is a 1986 graduate of the Harvard Business School where he graduated with Highest Distinction and was elected Baker Scholar.

## Speaker Biographies

### **Dr. Anthony Gagliardo** Accenture Principal Director



Anthony is a Principal Director in Accenture's Generation and Utilities Excellence practice, assisting clients with workforce strategy, operational efficiency, and business optimization in the evolving energy sector. Previously, as Vice President of Nuclear, Technical & Enterprise Learning at Xcel Energy, Dr. Gagliardo earned national acclaim for his groundbreaking work modernizing technical workforce learning in both the nuclear, fossil and linear asset market segments. His leadership fundamentally redefined the global approach to nuclear and non-nuclear workforce qualification across a diverse, geographically distributed technical workforce. These strategies achieved millions in operational savings and drove significant improvements in operational excellence and safety.

Dr. Gagliardo's tenure as Director of Technical Learning & Talent Development at NASA's Jet Propulsion Laboratory was marked by his pioneering work in building the Future Workforce Destination 2025 Roadmap. Under his guidance, the organization rose to become the third-best Learning & Development organization in the public sector with Gagliardo receiving recognition as one of the top 10 most influential Chief Learning Officers in North America. As a key member of the senior leadership team, Anthony implemented various technology-enabled, employee-focused programs, employing innovative approaches that advanced business capture, reduced major project slippage, and strengthened the ability to market cutting-edge aerospace solutions. Additionally, he developed a comprehensive skilling and development strategy to retain and enhance technical talent. In his role as Executive Director of the Association of Collegiate Training Institutions, Dr. Gagliardo played a pivotal role in securing congressional support for legislation such as the Air Traffic Controllers Hiring Act of 2015. His leadership helped ensure that more than 52 academic and private aerospace institutions had access to effective corporate training strategies and strong relationships with private businesses, government entities, and public leaders—promoting the success of skilled graduates in the aviation field.

At the Federal Aviation Administration (FAA), Dr. Gagliardo held several positions, including Director of Safety & Technical Training, where he revolutionized air traffic control and technical operations. By strengthening individual and organizational competencies, reducing costs, and enhancing customer commitment, he played a crucial role in the organization's transformation (NextGen).

Dr. Gagliardo holds a Doctorate (Ed.D.) in Organizational Management from the University of Massachusetts, a master's degree in Management of Public Business Administration, and a Bachelor of Science in Management from American University. He also completed coursework in Nuclear Reactor Technology at the Massachusetts Institute of Technology and holds advanced certifications in organizational, executive, and individual coaching from the International Coaching Federation; change management training from PROSCI and a Project Management Professional (PMP) certification from the Project Management Institute. Additionally, Gagliardo is a FAA rated Pilot, Flight Engineer, and POST Certified Law Enforcement Officer.

## Speaker Biographies

### **Dr. Jake Mazulewicz**

JMA Human Reliability Strategies, LLC  
Director



Dr. Jake Mazulewicz shows technical experts practical ways to prevent dangerous and expensive errors. He's worked with over 250 clients including: Energy Safety Canada, BNSF Railway, and the US Department of Energy. He teaches practical skills based on Human & Organizational Performance (HOP) and High Reliability Organizations (HRO). He has a decade of experience in the Safety Department of a large electric power utility. When he was young and immortal, he served as a firefighter, an EMT, and a military paratrooper. He's the author of two books on Amazon. To learn more, visit [www.reliableorg.com](http://www.reliableorg.com).

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### **Frank Harrill**

Schweitzer Engineering Laboratories  
Vice President of Security



Frank Harrill is the Vice President of Security for Schweitzer Engineering Laboratories (SEL), which invents, designs, and builds digital products and systems that protect power systems around the world. Frank retired from the FBI in 2016, where he devoted over 20 years to the investigation of cyberattacks, terrorist incidents, and other federal crimes. Prior to joining the FBI, he served in the U.S. Navy for ten years as a carrier pilot and jet flight instructor. In 2011, Frank earned a master's degree in information technology with an emphasis in security and assurance from Carnegie Mellon University. He obtained a Certified Information Systems Security Professional (CISSP) certification in 2004.

## Speaker Biographies

### **Michael Xia** Powertech Labs Team Lead of Compliance Services



Mr. Michael Xia is the Team Lead of Powertech's Compliance Services team. He and his team specialize in NERC compliance testing and study such as model development, verification, validation, control tuning as well as protection coordination review and study for both synchronous generation and Inverter-Based Resources. He is an active member in variety of industrial committees and technical groups, such as NERC MOD standard draft team, WECC Model Validation Subcommittee, etc.

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### **Rich Bauer** North American Electric Reliability Corporation Principal Engineer – Event Analysis



Rich Bauer is the Principal Engineer for Event Analysis for the North American Electric Reliability Corporation (NERC). Joining NERC in January 2013, Rich promotes the understanding and learning from events and occurrences that are experienced on the Bulk Electric System. Rich performs forensic analysis of major system disturbances as well as cause analysis of events through the NERC Event Analysis Process. Rich participates on the NERC System Protection and Control Working Group, NERC Event Analysis Subcommittee and the NERC Inverted-based Resource Performance Subcommittee as well as the IEEE Power System Relaying and Control Committee.

## Speaker Biographies

### **Ryan Larsen** Data Phleet Chief Executive Officer



Ryan Larsen is a family-man, entrepreneur, executive, and investor with 30 years of experience creating successful outcomes. He currently serves as the CEO of **data phleet, Inc.**

Ryan is an avid long-distance cyclist, reader, and sometimes rock guitar player. He has successfully completed multiple cycling centuries, and in 2019 a 200-mile one day ride from Logan, UT to Jackson, WY.

Ryan is also a passionate proponent of living extremely well with Type 1 Diabetes, having been diagnosed in 1981. He has served as a volunteer member and board chair of the Utah chapter of the American Diabetes Association and enjoys helping others manage diabetes to successful outcomes.

Ryan is married to Sandy Larsen, and together they have four children and, hopefully, soon to be many grandchildren.

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### **Leeth DePriest** North American Electric Reliability Corporation Principal Engineer – Event Analysis



Leeth DePriest is a principal engineer at NERC in the Performance Analysis group. He has over 45 years of utility industry experience including 37 years of experience with GADS. Prior to joining NERC, he worked for TVA as a performance engineer in the corporate office and at a large coal-fired power plant. He next worked as a performance engineer at two Georgia Power coal-fired power plants before transferring to Southern Company Services to lead the group responsible for GADS data. Leeth has a degree in Mechanical Engineering from Vanderbilt University. He is a registered professional engineer in Tennessee.

## Speaker Biographies

### **Michael Gabriel**

Greybeard Compliance Services  
Co-Founder



Mike Gabriel's 30+ years in the power and electric industry spans a multitude of technical and managerial roles in the US Navy as a submarine officer, General Electric as a field engineer and plant assessment engineer, and EthosEnergy Group and Greybeard Compliance Services (which he co-founded in 2021) focusing on NERC compliance. He has overseen NERC compliance for more than 50 generating facilities, with a focus on standards pertinent to generation, particularly the CIP, PRC and FAC standards. He currently serves on the Board of Directors for the NAGF. Previously, he served as the Deputy Chief Operating Officer, the Secretary, and he chaired the Peer Review Working Group, co-chaired both the Security Practices Working Group and the Cold Weather Preparedness Working Group and also served on the Advisory Committee. He holds a BS in Computer Science from the US Naval

Academy and an Executive MBA from Kennesaw State University.

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### **Sofia Weir**

Electricity Information Sharing and Analysis Center (E-ISAC)  
Senior Physical Security Analyst



Currently, Sofia is a senior physical security analyst at the Electricity Information Sharing and Analysis Center (E-ISAC), where she provides high-quality, timely, reliable analysis and context regarding physical security and industry trends, and relevant threat actor behaviors and serves as a subject matter expert on physical security risks facing the electric sector.

Sofia has degrees in Mechanical and Energy Engineering (B.S., University of North Texas) and Energy Policy and Climate (M.S., Johns Hopkins University) with a focus on the power sector and the impacts of policy decisions on energy security and grid reliability. Prior to working at the E-ISAC, Sofia served as operations manager for a commercial construction firm. This work was followed by a year of service in the federal government during which she worked in facilities management at the National Agricultural Library (USDA) and the Supreme Court Building and Grounds (Architect of the Capitol).

## Speaker Biographies

### **Elvin Ramirez**

Electricity Information Sharing and Analysis Center (E-ISAC)  
Principal Cyber Threat Intelligence Analyst



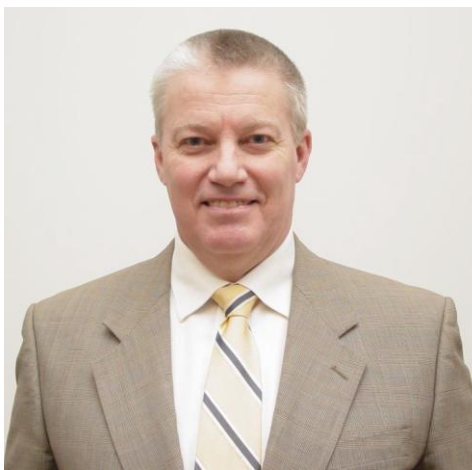
Elvin Ramirez is a Principal Cyber Threat Intelligence Analyst at the E-ISAC with over 18 years of experience focused in the areas of Threat Intelligence, Threat Analysis, Security Engineering, Security Architecture, and Incident Response. Elvin joined the E-ISAC Threat Intelligence team in August of 2022 with the goal of assisting the electricity sector with reducing risk and improving cyber situational awareness through information sharing and analysis. Current responsibilities include research on the evolving cyber threat landscape, supporting electricity sector member requests for information, and contributing to the E-ISAC's mission to spread broad cyber situational awareness.

Prior to joining the E-ISAC, Elvin worked as part of the Cyber Security Fusion Center and ICS Security Engineering team at Tampa Electric company (TECO) where, as an Architect, he was responsible for planning, collection, triage, production, and dissemination of Cyber Threat Intelligence tactical and operational deliverables and providing Architecture review of the Operation Technology environments.

Elvin has a Bachelor of Science degree in Computer Information System (CIS) from Saint Leo University and a master's degree in Cybersecurity - Threat Intelligence from University of South Florida (USF). Elvin also holds several industry recognizable SANS Institute certifications and Vendor Specific certifications.

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### **Bryan Burch** Southern Company Engineering Manager



Bryan Burch serves as the Engineering Manager of the NERC ERO compliance support group at Southern Company Services - Technical Shared Services. Bryan is in his 28th year with Southern Company with experience in Technical Electrical Field Services, Generation Protection and Control Applications, Conceptual Plant Design and most recently NERC ERO compliance support. Bryan spent 10 years in industrial digital control systems prior to joining Southern Company.

Bryan holds a M.S degree in Electrical Engineering from the University of Alabama at Birmingham and a B.S. degree in Electrical Engineering from the University of South Carolina. Bryan is a registered Professional Engineer in Alabama.

## Speaker Biographies

### **Jerome Wiley** Southern Company Senior Compliance Engineer



Jerome Wiley is a Sr. Compliance Engineer in Southern Company Services Technical Shared Services organization with more than 12 years in the power industry. He provides compliance support for all Southern Company potential future and current generation assets. His prior experience spans bulk power operations, energy management systems, renewable operations and asset management.

Jerome holds B.S. degree in Electrical Engineering from the University of Alabama

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### **Scott King** Southern Company Principal Engineer



Scott King is a Principal Engineer in the NERC ERO compliance support group at Southern Company Services - Technical Shared Services. He has over 19 years of experience in the power industry with 12 years in power system analysis and engineering studies. For the most recent 7 years, he has served as a NERC standards SME providing compliance oversight for Southern Company's generation fleet.

Scott holds a B.S degree in Electrical Engineering from Auburn University.

## Speaker Biographies

### **David Marshall** Southern Company Project Manager



David Marshall is a Project Manager in Southern Power Company's Transmission & Markets organization with more than 30 years in the power industry. He provides transmission support for all SPC's potential future and current generation assets. His prior experience spans transmission planning, transmission policy and services, market strategy and acquisitions, and commercial optimization and trading.

David holds B.S. and M.S. degrees in Electrical Engineering from the University of Tennessee, Knoxville, and an MBA from the University of Alabama at Birmingham. He is a licensed Professional Engineer in the State of Alabama (since 2003).

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### **Pamela Frazier** Southern Power NERC Compliance Strategy Manager



Pamela Frazier is a NERC compliance and engineering professional with 15 years of experience supporting reliable, compliant generation and transmission operations. She spent 10 years with Southern Nuclear in engineering and licensing, building a strong foundation in regulatory engagement, technical documentation, and disciplined operational execution.

Over the past seven years, Pamela has supported NERC compliance programs spanning nuclear generation, transmission, and wholesale generation. She currently serves as Southern Power's NERC Compliance Strategy Manager, providing compliance leadership for 51 NERC-applicable wholesale gas and renewable generation assets and partnering with cross-functional teams to strengthen governance, audit readiness, and sustained compliance performance. Southern Power is Southern Company's wholesale subsidiary. The company owns approximately 56 facilities representing more than 13 GW of generating capacity across 15 states.

### **Richard Lutz, BSME, PE, PMP** Ameren Corporation NERC Compliance Engineer, Generation



Since 2019, Richard has served as Ameren Corporation's NERC CIP Compliance Engineer, Generation and is responsible for ensuring compliance with CIP-002, CIP-003, and EOP-012 for generation fleet. Ameren NERC generation fleet capacity is 9,000 – 10,000 MW and currently includes 16 BES CAT 1 generation facilities encompassing various fuel types: Fossil, Nuclear, Hydro, CTG, Wind, Solar.

Prior to his role at Ameren, Richard was the Mechanical design engineer at Callaway Nuclear Plant. Responsible for mechanical design and NRC regulatory compliance for modifications including: replacement steam generators, reactor head, dry cask storage.

Richard has also served on the NAGF Advisory Committee since July 2020.