North American Young Generation in Nuclear (NAYGN) was established in 1999 by seven young professionals. These young professionals wanted to create an organization that promoted growth and retention of the next generation of nuclear leaders.

Palo Verde Young Generation in Nuclear (PVYGN) is a chapter of NAYGN. PVYGN was established in 2005 as one of the first employee network groups at Palo Verde and at Arizona Public Services (APS).

Membership to PVYGN is available to anyone at Palo Verde. The mission of the organization is to unite professionals working in the nuclear industry and provides them opportunities to develop leadership and professional skills, create meaningful connections that encourage retention, engage the public in nuclear technology and support site specific goals.

The mission is accomplished through the organization of professional development opportunities, community outreach programs, teambuilding activities, education in safety and events that support the Palo Verde Nuclear Generating Station.
The year 2013 was full of accomplishments for the PVYGN organization. In order to maintain a sustainable organization, the 2014 officers were tasked with continuing this success. PVYGN officers started the 2014 year with several great ideas. These ideas resulted in a number of personal and organizational goals. The following report provides a summary of PVYGN activities and accomplishments from January through June of 2014, starting with the chapter’s four core areas: community outreach, professional development, teambuilding and safety.
Community Outreach for PVYGN consists of two areas, community service and community education.

**Community Education**

**Girl Scouts Imagine Engineering and Highland Lakes Career Day**

Early in the year PVYGN asked members to participate in the Girl Scouts Imagine Engineering Conference (*photo below*) held at the Arizona State University Polytechnic Campus. This event was a great opportunity for PVYGN members to share with elementary and middle school girls the roles and responsibilities of some common types of engineering fields and how they can one day enter this area of study.
Community Service

Habitat for Humanity
As a nonprofit organization, ecumenical Christian ministry builds homes for people in need regardless of race or religion. These homes are built by volunteers who work alongside the future owner of the home. Over the course of nine build days, PVYGN members helped turn a vacant lot in Peoria, Arizona into a new home for the Chol family (photos below).

Ronald McDonald House
The Ronald McDonald House (RMH) program, started in 1974, provides a home away from home for families of seriously ill children receiving treatment at nearby hospitals. To help further accommodate many of these financially impacted families, volunteers are invited to purchase and cook them a meal. So far, PVYGN has sponsored one RMH dinner (photos below). With such positive feedback from the members who participated in this event, the chapter expects to do another before year’s end.
PVYGN holds monthly membership meetings throughout the year (not including the two outage months). These hour long meetings are designed to provide networking and professional development opportunities to the members. The first half of the meeting consists of organization updates from the officers to the membership and also includes a networking/teambuilding icebreaker activity. The last half of the meeting is reserved for a guest speaker who presents on a topic of interest. Since PVYGN membership is open to everyone on site, the topics are focused on general professional growth and knowledge versus job-specific development.

**Presenters for the First Six Months of 2014**

**January** – No guest speaker
The term for PVYGN officers is one year (January-December). Therefore each January a new group of officers is introduced. It’s important for members to know who their new officers are. It’s also important as new officers to know who the members are. Most importantly though is for members to know one another. Time typically reserved for a guest speaker was spent doing group introductions in January’s member meeting.

**February** – Corporate Giving and Volunteer Program: Veronica Brana
Much has changed in 2014 with the giving and volunteer program at APS. Given that one of PVYGN’s main core areas is community outreach, the chapter invited Veronica Brana from APS headquarters to share with PVYGN members what changes were made and how members can get involved. Knowing the significance of community relationship with the plant, the chapter strongly encourages and provides many opportunities for members to volunteer.
March – Business Acumen: Abraham McGill and Bozena Field
The finances to operate a facility like Palo Verde are very complex. To help PVYGN members better understand the economics side of the business the chapter invited Business Acumen experts Abraham McGill and Bozena Field to speak. The presentation provided an in-depth look at Palo Verde operation and maintenance, capital, nuclear fuel, inventory and revenue budgets. Budget cycles and forecasting also were discussed and how they relate to the site integrated business plan.

April – No meeting was held due to the outage.

May – Nuclear Fuel Cycle: Spencer Toone
When PVYGN members are asked by friends and family about their job at Palo Verde, a common topic tends to be nuclear fuel. A member of the chapter, Spencer Toone, provided a detailed overview of the nuclear fuel cycle from mining to disposal. Toone also covered important information regarding current events and industry issues regarding nuclear fuel afterlife.

June – Interviewing at Palo Verde: Ken Coon
Ken Coon, manager, Employee Concerns, spoke to more than 100 PVYGN members on how to prepare for and ace behavior-based job interviews at Palo Verde (photos below). The discussion prepared by this Palo Verde department leader who is well known for his top-notch skills as an interviewee drew many non-members to this meeting and helped the attendees develop a skill that will be vital to their careers.
In addition to the chapter’s monthly membership meetings, Professional Development activities for the first half of 2014 include:

**What is Emotional Intelligence, Why Do I Need It, and How Can I Get It**
This idea was first tested as a professional development event for PVYGN officers. The meeting featured a half-hour video from a University of California-Davis Leadership Conference. The video introduced the concept of emotional intelligence and highlighted the benefits for career and personal success that come with improving emotional intelligence. Following the video, officers discussed new concepts and voted to choose this topic for a membership professional development event titled the emotional intelligence workshop.

**Emotional Intelligence Workshop**
The workshop was a 1.5 hour event where 31 attendees learned what emotional intelligence is, how it contributes to career and personal success, and completed a set of exercises for improving emotional intelligence. Following this event, Palo Verde’s Women in Nuclear group scheduled a professional development event using the same materials.

**PVYGN Library**
Based on leadership and professional development book recommendations from a wide range of Palo Verde leaders, a collection of titles were made available to PVYGN members for free (*photo below*). Some books from the PVYGN library have contributed to the company-wide employee engagement initiative by citing research on activities leaders and individual contributors can do to improve employee engagement site-wide.
Teambuilding

**Ice Skating**
This event was a great way to start out the year. PVYGN hosted an ice skating event at a local skating rink for members and up to three guests. This allowed chapter members to involve the whole family and/or friends for a night of fun on the ice. Almost 50 people showed up to show off their skills in the rink.

**Wet n’ Wild Water Park**
The waterpark event was a huge success. Members brought friends and family to enjoy all day access to the waterpark. About 50 members and more than 100 people in total attended, making it one of the largest teambuilding activities in years. After a few hours of fun in the sun, a nice barbeque was held for everyone in the park.

**Salt River Tubing**
The PVYGN membership participated in a leisurely float down the Salt River just outside the city of Mesa, Arizona (*photo below*). There is nothing quite like the relaxation and camaraderie that can develop between people when they are hanging out together enjoying the cool water, summer sunshine, beautiful scenery, great music, and of course friends.
APS Softball Tournament:
PVYGN sponsored two teams for the annual company APS Softball Tournament in Flagstaff, Arizona (*photos below*). The chapter hosted multiple practices for the teams to prepare for the tournament. Members who participated had the opportunity to spend an entire weekend together, enjoying each other’s company as well engaging in friendly competition. Several members came just to support the teams during the tournament. After the tournament, PVYGN hosted a dinner that was open to all PVYGN players and fans who came to cheer the teams on. One of the teams took third place overall.
Safe Day
Seventeen engaged members volunteered in this year’s 2014 PVYGN Safe Day booth. The team coordinated a football-themed booth (photos below) that focused on the close call and good catch programs at Palo Verde. The team developed a safety video and displayed it in a custom-made review booth so visitors could practice finding safety concerns in a controlled environment. Participants were asked to identify close calls and good catches in the video and then to submit their results. Those who found a majority of close calls and good catches were placed in a raffle for two awesome prizes, a 50-inch LED television and a 42-inch sound bar system.
Voluntary Protection Program
To continue the chapter’s support of Voluntary Protection Program (VPP), PVYGN took full ownership of Area 66, the left side of the second floor of Building “A”, and conducted monthly area safety inspections. This is the first time the PVYGN organization has been responsible for a VPP area. PVYGN members are encouraged to be engaged in the process and use it as an opportunity to become a qualified VPP area inspector.

Safety Outage Support
During the 2014 spring outage, PVYGN initiated the “Thank You Thursday” event which involved all Palo Verde employee engagement groups. For this event, volunteers handed out morning refreshments to shift workers leaving or coming on to shift during the morning turnover. More importantly, volunteers at this event thanked people for being safe. This event was held every Thursday morning during the outage.
Nearly 40 members of PVYGN had the opportunity to attend the North American Young Generation in Nuclear National Conference in Scottsdale, Arizona on May 18 and 19 (photo above). The theme of the conference was Innovation Generation: Young Professional Advancing Nuclear Technology. Members shared their thoughts with other nuclear professionals from around the country on topics such as chapter health and maintenance, knowledge transfer and retention, work destruction/expansion and career planning.

The conference also included several breakout sessions for attendees to choose, such as setting career goals, effective communication skills, operational change management and leadership lessons learned. Guest speakers at the conference included Randy Edington, executive vice president and chief nuclear officer; Dr. Roberta Ness, dean, University of Texas School of Public Health; and Ted Nordhaus, chairman, Breakthrough Institute.
Conference attendees also chose between two professional development activities, one being a tour of Palo Verde. So on Tuesday, May 20, approximately 150 conference guests loaded into three tour buses and took the 70-mile trek to the plant (photo above) where they made select stops around the site to learn about some of Palo Verde’s unique features. Stops included the cooling towers, station blackout generators (SBOGs), and the independent spent fuel storage installation (ISFSI).

The onsite tour came to an end in the Energy Information Center (EIC) with a presentation by Maria Lacal, vice president, Operations Support (photo below).

Next the buses made their way to the Energy Education Center (EEC) where the attendees heard bottom-mounted instrumentation (BMI) and water reclamation facility (WRF) presentations. Finally, the group was given time to tour the displays and emergency preparedness centers in the EEC.

Overall the conference was a great success. It was a professional development opportunity for PVYGN members who gained valuable insight, ideas for chapter improvement and expand their nuclear network.
Best in the West!

PVYGN was recognized by NAYGN for the second year in a row with the Best in in the West Chapter Award at the 2014 NAYGN National Conference. In addition, several PVYGN members were recognized with individual excellence award.

PVYGN Charter

This year NAYGN revised its charter. To maintain consistency with the changes made by NAYGN, PVYGN officers made efforts to revise the chapter’s group charter. The existing charter contained many restrictive items that made it difficult for the natural changes that occur over years as the new officer organizations assume control. Many of the restrictive details were removed to create a sustaining charter that would remain applicable as time goes on. Two officer positions, Membership Services Chair and Liaison Chair, were removed and a new Safety Chair was added to better align PVYGN with Palo Verde plant initiatives. In addition, membership requirements were broadened to include all Palo Verde employees.
Staying in Touch

Communicating all of PVYGN’s activities and events can be a challenge with such a large organization. Instead of filling up member’s inboxes with hundreds of e-mails, the chapter has continued to use a newsletter format to condense all of the information into one easy to read document. The chapter also has been working hard to make the PVYGN website more beneficial and user friendly for the members.

Hours Count and How We Get Those Hours Counts

PVYGN over the years has struggled to properly record attendance at events and hours contributed by members. This is important because the chapter reports its hours at the end of each year to NAYGN, which uses the report to compare Palo Verde to other NAYGN chapters from around the country for awards and recognitions at the annual NAYGN National Conference. Instead of circulating an attendance form or asking members to sign in at some set location as was done in the past, the chapter secretary now checks members off of an attendance form as they enter an event. The result of this new tactic is increased hours and some the largest membership attendance the chapter has ever recorded.

Location, Location, Location

The first half of 2014 presented some challenges finding PVYGN files and supplies. The first step PVYGN officers took was to consolidate and reorganize files. The officers tracked down all PVYGN files from the numerous folder locations in the Palo Verde common/shared drive and relocated them to a single folder for both members and officers.

Files aren’t the only difficult thing to find sometimes, supplies can be as well. PVYGN doesn’t have a single location to store materials. Instead, items are kept with different officers and members. This can make finding an item time consuming and inefficient. Recently PVYGN secured a temporary location to store supplies until a more permanent home is obtained later this year.
Recruiting New Members

There are two primary ways Palo Verde employees can become a member of PVYGN. One is to visit the chapter intranet site and fill out the online sign-up form. The other is to simply show up to one of the chapter’s events. To recruit new members, PVYGN participates in the monthly new hire orientations to talk about who the chapter is, what it does, and how they can get involved. The chapter also targets groups that have little or no membership participation. For example, PVYGN attended a Support Services all hands meeting to share with the department’s employees the benefits of being a member. PVYGN also increased use of other employee advertisement mechanisms, such as Palo Verde News, Inside APS and Palo Verde TV news monitors, to help recruit new members.

Moving Forward

With only a few months left in the year, there’s still so much to accomplish. The chapter will continue to develop and provide quality events and opportunities for its members. PVYGN will maintain effective communications, record member participation and improve recruiting techniques. PVYGN officers were dreaming big after a successful 2013 year and set some high goals for 2014. Now it’s time to end the year strong and accomplish those goals!