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**Executive Committee Conference Call**November 11, 2021

1. **Jamal called the meeting to order at 10:08 am and gave a safety briefing. Attendees on the call were:**

Jamal Jessie (GA Power) Marilyn Walker (GA Power) Sabrina Milner (ECG)  
Lindsay Silveus (Project Manager) Rita Wilson (GreyStone) Sheri Braddock (ECG)   
Ashley Varnador (Pike) Angie Farsee (GTC) Saundra King (TCSG)   
  
Happy Veterans Day to Jamal and thank you for you and your family’s service to our country.

1. **Minutes of the last meeting**
   1. Lindsay sent out the minutes of the last meeting. Please review and contact her with any changes.
2. **Treasurer’s Report**
   1. There have been no deposits made since July as the membership dues have all been paid and there have been no additional payments for the golf tournament.
   2. The outgoing checks have been limited to the Quickbooks fees and the program director’s payments. Payments YTD are $49,385.78.
   3. The projected balance in the bank account is $149,543.66.
   4. Angie Farsee stated that all members renewed their dues for 2021 and invoicing will begin in mid-December. Additional anticipated expenses for this year are the renewal of the PO box and a possible deposit for the golf tournament.
   5. Jamal has sent an email to Tina at CEFGA to determine the modified sponsorship levels for the 2022 event.

**Old Business**

1. **Careers in Energy Week** 
   1. Thank you to all who helped staff the booth at the national event. While we are not sure of the exact numbers of those who attended, the registration was about 800 people. Lindsay stated that based on the spreadsheet that CEWD sent out after the event, only about 17 of those people were from Georgia. Jamal said that overall virtual events are not doing as well and many people aren’t interested in participating virtually. He suggested revisiting the options for next year’s event.

1. **Scholarships**
   1. Marilyn Walker said that she has been working with Lindsay to shorten the scholarship application. She has removed all pathways that don’t fit our industry. She is also asking for headshot photos during the application process. The headshots will only be used for winners and those reviewing the applications will not have access to any photos. After the winners are selected, we will use the email template that Sheri wrote this year to reach out to the students to ask for a W-9 and to register on the student registration site. This information will go to Lindsay who will pass it along to Angie once it’s all received.
   2. Marilyn has reached out to Rosa to determine some best practices for keeping in touch with the students. Jamal suggested that we craft an email asking just a few questions: where they’re in school, the expected graduation date, their major, etc.
   3. Marilyn said that the registration is ready to go out ASAP. Lindsay will add the application to the website, then will work on an email to send to instructors announcing that registration is open, once everyone is notified, it will be highlighted on social media. The plan is to give out 25 high school scholarships, Jamal suggested looking at giving scholarships to technical college students.

**New Business**

1. **December board meeting**
   1. Jamal will reach out to Patrick to see if he would like to have the December meeting in person or virtually. There will be no membership meeting as one was held in June.
   2. Angie suggested that there needs to be discussion about succession planning. Patrick Bowie stepped in as Board Chair when Bert Davis retired, and she is unsure how long Patrick was willing to serve as he has already held this position. Jamal will be stepping down as Executive Committee Chair at the end of the year. The plan was to have Corey step in as Chair, but a change in his responsibilities will not permit this.
2. **CEWD** **Updates**
   1. The CEWD Summit will be held virtually November 16 – 19th. Jamal will be one of the presenters.
3. **Roundtable comments**
   1. **Angie Farsee:** GTC is working on the new OSHA ETS compliance. GTC is not mandating vaccines and will be required to adhere to routine COVID testing for anyone who enters the office and is not vaccinated. Field workers will not be required to test unless they come to the office or work in proximity with others. Rita said that companies are also required to keep employee vaccination records on file for 30 years.
   2. **Lindsay Silveus:**  Next week (November 15 – 19th) is National Apprenticeship Week. If anyone has a video or information to share about their program, please let her know ASAP.
   3. **Rita Wilson:** GreyStone held their annual Veterans Day breakfast, one of the organization’s favorite events. She is working on a compensation strategy in partnership with several other Georgia companies including Georgia Power. The compensation survey will focus on Lineworker pay because of ongoing Lineworker retention and staffing issues.
   4. **Ashley Varnadore:** Pike recognized Veterans Day but collecting donations to fill boxes for military employees currently serving overseas. They were hoping to fill 5 boxes with donations, but overwhelming participation brought in over 30 boxes. The additional boxes will be donated to other veteran organizations and the local homeless veteran organizations. Pike is also exploring a new applicant tracking system to make their application system more intuitive.
   5. **Sabrina Milner:** Also doing a wage salary survey with their members to learn more about recruitment and retention. This survey will be across all positions, not just lineworkers.
   6. **Saundra King:** She is hiring for three curriculum specialists. In this job market, it has been hard to recruit for these positions as it requires being in the office in Atlanta and many people are looking for remote or flexible work. Jamal commented that all companies are learning to be creative with job openings and permitting nontraditional benefits like work from home, flexible hours, etc.
   7. **Sheri Braddick:** ECG has not experienced turnover but will be adding additional staff. She is finding it difficult to fill analyst roles with qualified people and is experiencing hiring competition from companies like Amazon. ECG is also planning the end of the year meeting with their members.
   8. **Marilyn Walker:** Georgia Power is looking at increasing the pay for many positions including high school interns. They may also go back to in person events in 2022. She is working with technical colleges to make sure the students are aware of career opportunities at Georgia Power.
   9. **Jamal Jessie:** Southern Company was named #1 for veteran employment.
4. **The next meeting will be a Board Meeting on Thursday, December 9th at 10am.**
5. **Jamal ended the meeting at 10:53 a.m.**