

**Richard Bauer**

***Associate Director of Reliability Risk Management, Event Analysis***  
**North American Electric Reliability Corporation**

Rich Bauer is the Associate Director of Reliability Risk Management – Event Analysis for the North American Electric Reliability Corporation (NERC), where he promotes understanding and learning from events and occurrences that are experienced on the Bulk Electric System. The Reliability Risk Management group performs forensic analysis of major system disturbances as well as cause analysis of events through the NERC Event Analysis Process.

Rich's career in the electric utility industry spans more than 35 years, and includes experience in System Protection and Communications, Hydro Production, Substation Apparatus, Transmission Operations and Transmission Planning.

Rich has taught System Protection classes at Washington State University's Hands on Relay School and has lectured widely on system events. Rich participates on the NERC System Protection and Control Subcommittee and the NERC Event Analysis Subcommittee as well as numerous working groups and task forces.

**Chris Fleenor**

***Protection and Controls Manager***  
**Tucson Electric Power**

Chris Fleenor is the Protection and Controls Manager at Tucson Electric Power (TEP), with knowledge in protection, control, automation and metering. Prior to joining TEP, Chris worked in local distribution and transmission co-ops.

Chris holds a Bachelor of Science degree in Electrical Engineering from Arizona State University, and is a licensed Professional Electrical Engineer in the state of Arizona. He enjoys mountain biking in his spare time.

**James Hanson**

***Senior Engineer, Performance Analysis***  
**Western Electricity Coordinating Council**

James Hanson is a Senior Engineer at the Western Electricity Coordinating Council, with responsibilities including leading technical projects for the Performance Analysis team. James began his career in the electric utility industry as a field engineer for PacifiCorp, where he also gained experience as a commissioning engineer.

James holds a Bachelor of Science degree Electrical Engineering from the University of Utah and a Master of Business Administration degree from Utah Valley University. As a true Salt Lake Valley native, James enjoys exploring the outdoors with his family.

**James Merlo**

***Vice President of Reliability Risk Management***  
**North American Electric Reliability Corporation**

James Merlo is a Vice President at NERC, leading the Reliability Risk Management department. Joining NERC in July 2011, James leads the electric reliability organization's efforts to assess the industry status and needs with regard to events and occurrences on the Bulk Electric System and explores human performance challenges affecting bulk power system reliability. In this role, he identifies opportunities and methods for improvement based on proven methods from other industries and within the electrical industry to improve the reliability of the bulk power system. Additionally, he is responsible for ensuring that reliability based industry alerts, lessons learned, best practices and other valuable industry publications are quickly identified and communicated to the industry stakeholders and other various audiences.

James served in a variety of leadership roles in the United States 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 has 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 and book chapters on the subjects of human factors engineering and human performance.

**Jonathan Meyer**  
***Engineering Leader – System Protection***  
**Idaho Power Company**

Jonathan Meyer is the Engineering Leader – System Protection at Idaho Power Company, where he works on the qualifications, settings, commissioning, compliance, and operations associated with protective relaying. In his current role, Jonathan focuses on leadership and asset management. Jonathan is a member of the WECC Relay Work Group, as well as several NERC and IEEE Standard drafting teams.

Jonathan holds Bachelor and Master of Science degrees in Electrical Engineering from the University of Idaho. He enjoys travel and photography, preferably somewhere tropical and on a beach!

**Bill Middaugh**  
***System Protection Manager***  
**Tri-State Generation and Transmission Association, Inc.**

Bill Middaugh is the System Protection Manager at Tri-State Generation and Transmission Association, Inc., where he oversees the transmission system protection engineers in Tri-State's three regions. Prior to moving into management, Bill was involved in technical areas including system protection, distribution, and transmission planning.

Bill holds a Bachelor of Science degree in Electrical Engineering from the University of Colorado, and is a registered Professional Engineer in the state of Colorado. He has chaired the WECC Relay Work Group and WECC standard and criterion drafting teams.

**David Penney**  
***Senior Principal Engineer***  
**Texas Reliability Entity**

David Penney has been a Senior Principal Engineer with the Texas Reliability Entity (Texas RE) since October 2010. Prior to joining Texas RE, David had over 20 years of experience with various aspects of the energy industry, including protection system and substation design, transmission and substation maintenance, and system operations with the Lower Colorado River Authority and Austin Energy. He also worked for over 8 years as a Facility Manager with the Samsung Austin Semiconductor plant.

In 2013, David retired as a Lt Col from the reserves in the Texas Air National Guard with 29 years of service. David has a Bachelor of Science degree in Electrical Engineering from the University of Texas-Austin, is a licensed professional engineer in Texas, and holds a Certified Information System Security Professional (CISSP) certification. In his spare time, he enjoys motorcycle riding and painting.

**Rafael Pineda**  
***Senior Protection Engineer***  
**Pacific Gas and Electric Company**

Rafael Pineda has over 25 years of electrical engineering experience with Pacific Gas & Electric Company, encompassing transmission substation design, hydro generation, and system protection (which has been his focus for the last 19 years). Rafael is a member of the WECC Relay Work Group.

Rafael holds a Bachelor of Science degree in Electrical Engineering from California Polytechnic State University-San Luis Obispo, and is a licensed professional engineer in California. Rafael enjoys mountain biking, music, and travel.

**Richard Quest**  
**Principal System Protection Engineer**  
**Midwest Reliability Organization**

Rich Quest is the Principal System Protection Engineer at Midwest Reliability Organization (MRO). Rich has 38 years of experience in the electric power industry including 35 years in the field of protective relaying. Prior to joining MRO, he worked for various utilities and consulting firms in the MRO region, including a 25-year stint at Northern States Power, now part of Xcel Energy.

Rich holds a Bachelor of Science degree in Electrical Engineering from the University of Minnesota. He is a registered engineer in Minnesota, a member of IEEE, and the current chair of the NERC System Protection and Control Subcommittee. Incidentally, Rich also has a degree in Psychology, which helps him deal with living in today's regulatory environment.

**Victoria Ravenscroft**  
**Manager, Performance Analysis Department**  
**Western Electricity Coordinating Council**

Victoria manages WECC's Performance Analysis Department, which is responsible for the analysis of historical performance and identification of broad and emerging risks to the Western Interconnection. Prior to joining WECC in 2012, Victoria worked for the Western Interconnection Reliability Advisory Body and the Western Interstate Energy Board as a policy advisor to western Governors and Public Utility Commissions on electricity matters. Before joining the electricity industry, Victoria worked as a founding member of the Center for Energy and Environmental Security at University of Colorado Law School. Here

she worked on issues at the nexus of international energy law, environmental stewardship and human rights.

Victoria holds a Juris Doctorate degree from the University of Colorado Law School, where she focused on energy policy and international energy law. In addition to studies in political science and wildlife biology, Victoria worked as a professional stage manager for the National Theatre Conservatory. Victoria rounds out her renaissance approach to life through her love of animals and horse training.

**Jerry Richards**

***System Protection Group, Technical Services Engineer***  
**Bonneville Power Administration**

Jerry Richards is a System Protection Group, Technical Services Engineer at Bonneville Power Administration, where he manages the BPA ASPEN fault study regional model. Jerry's experience with protective relays began in college, where he held a summer job in Washington Water Power's engineering and relay test shop. He worked for the U.S. Bureau of Reclamation at the Grand Coulee Dam Project office during construction of the Third Power Plant.

Jerry holds a degree in Electrical Engineering from Gonzaga University. He has lived in "rain country" (Vancouver) since 1997.

**Randy Spacek**

***System Protection Engineering Manager***  
**Avista Corporation**

Randy Spacek is the System Protection Engineering Manager at Avista Corporation, where he is responsible for NERC compliance activities in the area of Protection Relay and Control; design and developments of Protection and Integration systems for Transmission, Distribution and Generation; and technical support efforts for the utility.

Randy has over 30 years' experience in the electric utility industry. He has been a member of the WPRC steering committee, provided training at the Hands-On Relay School, and presently chairs the WECC Relay Work Group.

**Alan Wayment**

***Principal Engineer – Construction Services Technical Support***  
**PacifiCorp**

Alan Wayment is the Principal Engineer – Construction Services Technical Support at PacifiCorp, with responsibilities concerning project commissioning. Alan began his career in the electric utility industry as a distribution engineer for Utah Power and Light. Following a merger with PacifiCorp, Alan worked in transmission line maintenance, asset management, and program management for construction of upgrade projects.

Alan holds a degree in Electrical Engineering from the University of Utah. He was assigned to the team responsible for the success of the 2002 Winter Olympic Games in Salt Lake City, where he carried the torch and kept the lights on. He created and manages the "Commissioning Notebook" process at PacifiCorp and holds the unofficial title "The Commissioner".