



Employee Network Groups

Working Together to Build
a High-Performance Workforce



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CAREER DEVELOPMENT AND EMPLOYEE ADVANCEMENT ARE IMPORTANT ASPECTS OF OUR HIGH-PERFORMANCE CULTURE.

To encourage employees to challenge themselves, develop additional skills and advance within their chosen fields, the company supports employee networks that enable employees to connect with one another and promote career development. These self-organized, voluntary groups are formed around the basis of a common attribute such as experience in the utility industry, gender, ethnicity or race. However, membership is open to all APS employees to support inclusivity across all employee networks.



HOLA – Hispanic Organization for Leadership and Advancement

The Hispanic Organization for Leadership and Advancement (HOLA) formed in 2010 as an extension of APS’s Hispanic Market Initiative (HMI). APS CEO Don Brandt tasked the HMI committee to create strategies to serve the company’s large Hispanic customer base.

In the years since, HOLA has developed successful professional development opportunities for employees along with substantial community outreach efforts. Since 2011, HOLA members have been featured as honorees for the Valle del Sol 40 Hispanic Leaders Under 40 Awards.

Events such as the Hispanic Heritage Festival, CARRERA: Winning the Career Race and Vision Board Workshops provide APS employees an opportunity to connect with and learn from company leaders within the unique framework of their Hispanic culture.

HOLA’s commitment to community outreach accounts for more than 225 hours of APS’s volunteer outreach per year, on average. These efforts include working with non-profits like the Be a Leader Foundation and the AGUILA Youth Leadership Institute to support Hispanic youth on their path to college and careers. For example, HOLA members have participated in job shadow days and mock interviews with these special youth.

The partnerships within and outside the company contribute to the development of current and future Hispanic leaders in Arizona.



“HOLA has helped me enhance my knowledge and exposure to many business areas at APS. This, in turn, allows me to apply the learnings directly to my job, community and APS. It’s a synergy that keeps on giving and the return on investment is priceless.”

— Marcos Sanchez, Business Systems Analyst and recent honoree as one of the 40 Hispanic Leaders Under 40



LGBT – The Lesbian, Gay, Bisexual and Transgender Alliance

Formed in 2014, the LGBT Alliance mission is dedicated to the support of diversity and inclusion at APS. The four hallmarks of the mission include education about and awareness of the LGBT culture; enhancement of the APS brand with collaborative relationships with LGBT communities and businesses; cultivation of insight into LGBT markets; and professional development opportunities for members.

While still new to the company, the LGBT Alliance has connected with members and advocates through a strong intranet presence and a series of popular communications such as the “Straight Talk” video series. “Straight Talk” features APS leaders discussing the power of diversity and inclusion within the workplace and the importance of standing up as a member or ally of the LGBT community.

LGBT Alliance events include the professional development series “Inside the Leader’s Studio” – a discussion with an APS leader about leadership and personal development.

Community outreach efforts include support of local non-profits and organizations such as the Greater Phoenix Gay and Lesbian Chamber of Commerce, and One ‘N Ten. The group was also an active participant in the annual Phoenix Pride Parade.

The commitment to facilitate open communications between employees, leaders and the community is inherent in the LGBT Alliance mission to support strong workforce diversity and engaged employees.

The LGBT Alliance contributes directly to APS through recruitment, inclusion, retention and leadership, as well as externally engaging the LGBT customer base, suppliers and communities.



NANO – Native American Networking Organization



APS's rich history includes decades of dedicated Native American employees. Formed in 2014, the mission of the Native American Networking Organization (NANO) is to attract and develop Native American talent through professional development opportunities, assisting in recruitment and retention and community involvement.

NANO was quick to answer the call for community involvement, specifically near the Four Corners Power Plant in Northeastern New Mexico. NANO has coordinated efforts to clean up Morgan Lake and local highways, as well as outreach to local schools through back-to-school supply drives.

While still a young ENG, NANO's professional development sessions have provided content specific to the needs of employees at the Four Corners plant while also spotlighting company-wide initiatives like Health Matters and United in Safety. The NANO Brown Bag Lunch Series educates members on topics such as the National Environmental Policy Act (NEPA) process updates and Conduct of Maintenance.

As NANO continues to develop, it will reach out to all corners of the company in an effort to support Native American talent in the development of their careers at APS and their involvement in the community.

“It is important that APS networking groups represent the demographics of all of our employees. With almost half of Fossil Generation's employees being Native American, I'm pleased we have a networking group that represents them and provides all of us the opportunity to enrich our knowledge of their culture and support their efforts for professional development.”

– David Hansen, Vice President,
Fossil Generation and
NANO Executive Sponsor



NUE – Network for Urban Engagement

The Network for Urban Engagement (NUE) formed in 2012 with the mission of creating a collaborative, professional and highly engaged network of African American employees that promotes strategic initiatives and the values of APS.

NUE has accomplished a number of significant efforts in support of organizations in the community. NUE is responsible for more than \$40,000 in donations to support the NAACP Books on Top program, Arizona Community Foundation’s Black Philanthropy Initiative and the Arizona College Scholarship Foundation.

The group’s passion for education includes hosting third graders from Rose Linda Elementary School for a “Power of Literacy” reading rally in the CHQ lobby. More than 40 students were on hand to learn about electricity safety, read books with NUE members and take home their new books and a backpack full of school supplies.

The annual NUE Professional Development Summer Trilogy provides educational sessions on topics such as networking skills, enterprise collaboration, mentorship and non-profit board service. The latest series featured guest speaker and Founding Director of the Center for Race and Democracy at Arizona State University, Dr. Matthew Whitaker.

Each NUE initiative supports its purpose to empower and promote cultural enrichment and the advancement of current and future members.



Network for Urban Engagement

“The Network for Urban Engagement (NUE) is a growing employee networking group that has met ambitious goals in a short time thanks to the commitment of our steering committee to develop as leaders and work as a team. The yearly theme supports our mission well: NUE Year, NUE People, NUE Possibilities!”

— Simeon Onwuzuligbo, Engineer II and NUE member



NEXTGEN – The Next Generation of our Utility Workforce



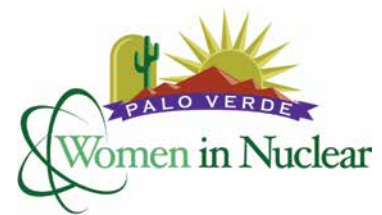
NextGen is the first employee network group launched at APS. In late 2009, NextGen hosted its first event, setting the tone for the group's focus on developing future leaders of the company. As APS and the entire utility industry face a large segment of its workforce set to retire, it's important to prepare employees who will replace outgoing leaders.

The mission of NextGen is to unite and engage individuals new to the utility industry through professional development, recruitment and retention enhancement, community outreach efforts and team building.

NextGen developed a handful of annual events that have contributed to its mission. These events include the Executive Mixer, an opportunity to meet with all levels of leaders of the company in a relaxed setting for networking and discussions; and an annual professional development and business acumen series (NextGen University), which provides education on APS business units such as transmission and delivery, fossil generation and more.

Electricity 101 is an example of NextGen's support of employees new to the company and the industry. Each session is an opportunity for members to learn about the company while connecting with others to develop relationships inside and out of their work groups.

NextGen's annual CAN-Build canned food drive collects cans and donations to build a can structure for display in APS's corporate headquarters. All proceeds from the project benefit St. Mary's Food Bank.



WiN – Palo Verde Women in Nuclear

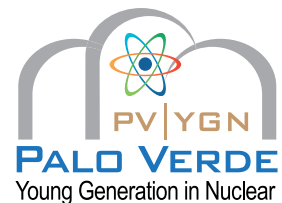
In 2009, Palo Verde Women in Nuclear (PV-WiN), as part of U.S. WiN and the greater WiN Global, was formed to provide a network through which employees could further their professional development and promote diversity within the nuclear field while also promoting public awareness about nuclear energy technologies.

Through their sponsors, PV-WiN officers and members are empowered to attend regional and national conferences and support activities at the regional, national and global level. Education and professional development opportunities available to PV-WiN members include sessions about low value work elimination, emotional intelligence, social networking and media, the OZ Principle and more.

PV-WiN has supported the St. Jude Children's Hospital every year since 2009. The group also supports such efforts as APS Career Day at Deer Valley, the Girl Scouts, book and sock donations for kindergarten and first graders, Shoebox Ministries and other company charity drives.

Team building is an essential component of PV-WiN and includes a number of leadership and family events at locations across the Valley. The Palo Verde chapter remains active within the U.S. group and represents Palo Verde at the annual U.S. WiN conference.

U.S. Women in Nuclear (U.S. WiN) is the premier network of more than 6,000 women and men who work in nuclear- and radiation-related fields around the country. Local chapters are organized within companies, universities and geographic regions. The global WiN organization includes more than 3,800 chapters in 94 countries.



PV|YGN — Palo Verde Young Generation in Nuclear

Palo Verde Young Generation in Nuclear (PV-YGN), a chapter of North American Young Generation in Nuclear (NA-YGN), unites 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 Palo Verde chapter formed in 2005 and its members participate in industry conferences such as the recent NA-YGN conference in Scottsdale which focused on advanced nuclear technology. The group was recognized for the second year in a row as the Best in the West Chapter. Members are often recognized for individual excellence awards as well.

PV-YGN members are central to many Palo Verde efforts including the continuous support of the plant's VPP STAR initiative. The group has also partnered with a number of engagement groups to support mutual initiatives such as a mentor program in collaboration with Women in Search of Excellence (WISE).

The group often interacts with youth to promote science and technology. Local Boy Scout troops have earned nuclear merit science badges with support from PV-YGN. The merit badge includes Radiological Protection dress out training. PV-YGN also visits local elementary schools with presentations about nuclear power.

PV-YGN is a back-to-back winner of the Best in the West Chapter awarded by the North American Young Generation in Nuclear.



VETRN – Veteran Engagement Transition Retention Network

The Veteran Engagement Transition Retention Network (VETRN) organization welcomes veterans, reservists, family members and friends to help engage APS employees in the transition of veterans into our workforce. The VETRN organization formed in 2011 to create an environment of inclusiveness that fosters loyalty and retention by involving APS employees in volunteerism, outreach and fundraising that benefits APS veterans and the Arizona veteran community at large.

VETRN's efforts have resulted in positive recognition in the community for APS including recognition as one of the 2014 Top 100 Military Friendly Employers. VETRN has driven APS sponsorships of the USO and the Employer Support of the Guard and Reserve (ESGR) as well as the Operation Shower/Birdies for the Brave combined event that provides baby showers for deployed spouses and golfing events for military personnel.

VETRN and APS combine to serve as the primary sponsor for the annual Phoenix Veterans Day Parade, providing everything from cash and in-kind promotions to parade day logistics. The Phoenix Veterans Day Parade has grown to become one of the largest parades in the country.

Everyday support for employees includes furthering the company's goals on the Troops-to-Energy Initiative as well as providing simple support to currently deployed reserve and guardsmen with care packages. Guard and Reserve members can feel confident the company supports their service and is waiting for their return.

APS received the Freedom Award for its support of Guard and Reserve employees. The Freedom Award is the Department of Defense's highest recognition given to employers. APS was selected from a pool of almost 3,000 nominations.



WISE – Women in Search of Excellence

Established in 2010, Women in Search of Excellence (WISE) formed to build a community at APS committed to the development of women as they pursue personal and professional excellence. WISE members have driven a number of unique and beneficial programs to support APS employees.

WISE leadership developed the Powerlinks program – a Chairman’s Award - winning mentorship program. Members are placed into mentor circles with executive and director level leaders and discuss topics such as work/life balance, professional development, leadership and more.

The group reaches out to local high school students with the annual WISE Career Day. Students visit several APS facilities to learn more about the company and the career opportunities available in the utility industry.

WISE also hosts a series of ‘WISE Walks’ providing employees the opportunity to improve their health and interact with fellow employees and APS executives. The series partners with the Health Matters program to support employee health.

The success of WISE extends into the community as well. As a participant in the Keep Phoenix Beautiful program, WISE members refurbished a park in West Phoenix and won an award from Keep Phoenix Beautiful for their efforts.

WISE members have volunteered to help non-profits throughout Arizona, including the Sojourner Center, Florence Crittenton, Phoenix Children’s Hospital and more.

no matter what...

because...

we!

WE are all
th- same!

I'm an ally because...
Because we should
All be EQUAL!

I'm an ally because...
Equality is a
universal benefit.

an ally beca...
Diversity

I'm an ally because...
I HAVE MA...
GAY FRIENDS

I'm an ally because...

Diversity
Equality!

I'm an ally because...

in the end we are
all the same!

Respect

we're

I'm an ally because...

I believe that