

A Welcome from our President, Erin Holohan Haskell



Erin Holohan Haskell
HeatingHelp.com

Welcome to the Newsletter! And thank you for taking the time to learn more about Women in Energy and the work we've been doing to connect and empower women working in our industry.

Over the past six years, our community has grown to over 500 members from across the country. This newsletter showcases stories from some of the passionate, dedicated, and inspiring women in our group. It also highlights upcoming events,

such as our 6th Annual Women in Energy Conference in Hershey, PA from September 20-22, 2023.

If you are looking for opportunities to connect with other professionals, learn from their experiences and expertise, and advance your

career, we invite you to join us.

Throughout the year, we offer a wide range of benefits and opportunities, including:

- Networking events: Connect with others in the industry, build professional relationships, and exchange ideas and insights.
- Professional development opportunities: Attend in-person workshops and webinars that will help you enhance your skills, knowledge, and expertise.
- Mentorship and outreach: Invest in our industry's future.

By joining Women in Energy, you'll be part of a dynamic and supportive community of women who are committed to making a difference in the energy industry. Whether you're just starting out in your career or you're a seasoned professional, there's a place for you in our organization. Visit www.wewomeninenergy.com to learn more.

Recognizing Excellence: Woman of the Year

Most of us have certain expectations of leaders – whether they be a direct supervisor or manager, coach, or committee chair. WE's *Annual Woman of the Year Award*, recognizes one woman that stands out.

Last year, WE awarded Denise Brigham, CEO of Reinhardt Corporation, W. Oneonta, NY, this prestigious award. She met all the criteria: professional achievements; participating in both industry events and community events; tenure working in the energy industry; and validation of respect from her peers.

Winners of this award are role models to future leaders. The committee selected Denise based upon her application and recommendation by the owner of the company.

Denise is proof that you do not need to succeed by a traditional route. Yes, it may help, but intelligence, determination and hard work can also get you there. After graduating high school in 1977, she married and decided she did not want to attend college. One day, her new mother-in-law stopped at the Reinhardt Corp. office to pay a bill and noticed a "help wanted" sign and suggested Denise apply. In her 40 years with the company, Denise involved herself in every aspect of the business.

Since one of the goals with this award is to share insights from a leader, Denise shared

some good advice in a recent interview with WE Executive Director Judy Garber.

Garber: Knowing that there are many opportunities for young people, how would you respond if one of your grandchildren asked to work at the Reinhardt Corporation or one of the other local companies?

Brigham: If they were interested in a career in this industry, I would tell them it is a great career option. Do not expect to start at the top and get all the training made available to you.

Garber: What skills do you use often in your leadership role?

Brigham: Work ethics are the most important to me. I also use a skill called MBWA which stands for Manage by Walking Around. You must have your ears to the ground and your eyes open.

Garber: It can be a challenge motivating team members to do their best to sustain business, while at the same time have compassion for them during uncertain times. How do you balance that?

Brigham: It is important to me that employees understand the whole picture – how their poor performance or mistakes affect others and how it impacts the flow of work.

Garber: If you could give just one piece of advice to our members that are currently in leadership roles or working towards a

leadership position for the first time, what would it be?

Brigham: My biggest piece of advice would be don't let it go to your head. Take the time to say good morning and goodbye to your team, ask "how it's going". You are a leader of no one without them.



Denise Brigham,
2022 Woman of the Year

Know someone that should be considered for 2023 Woman of the Year? Visit our website for details.

Previous winners:

2018: Marjorie Feinman,
Fuel Merchants Association of NJ/
Eastern Energy Expo

2019: Erin Holohan Haskell,
HeatingHelp.com

2020: All Women in the
Energy Industry

2021: Joyce Porto, Inland Fuel
Terminals, Bridgeport, CT

Celebrating our Past and Future

Judy Garber, Executive Director

With five years of history, we can say that we are excited about our future. With each year we grow and deliver new benefits to our members.

I am often asked about my history within the Energy Industry. Many of you reading this know that I was the Executive Director of OESP (formerly National Association of Oil Heating Service Managers) for close to 20 years. Prior to that, I worked as a sales manager for a manufacturer that sold to the energy industry. So yes, I am a “seasoned” energy professional!

When it came time for me to consider retiring from my position with OESP, I knew that I was not quite ready to completely retire. I saw a need. I wanted to provide more females an opportunity to explore the energy industry as a possible career option. The variety of jobs is amazing and never dull

plus the salaries and benefits are quite good. What I saw was a need to connect those women already working within the industry.

Recognizing that it made sense to merge the OESP show with another show – today known as the Eastern Energy Expo – during negotiations, the one thing that I asked of Marjorie Feinman was to do something for the women that worked “behind the curtain”. With our history, we knew that there were plenty of women that would benefit by getting out of the office for a few days and connecting with other women. Without hesitating, Marge agreed. We spoke with Erin Holohan Haskell and she too believed that it was a good idea. The rest is history.

We are often asked about membership. Leaders within companies suggest that they don't see a need to join a “women's group”. First of

all, we have no restrictions on gender but second and most important is to pay it forward. Leaders have much to give and share and what better way is there to share what you know with aspiring energy professionals! We encourage those members to share their expertise by participating in panel discussion and presentations.

If you are not yet a member, join us. There are memberships for you and your entire team. We also have a variety of sponsorships too. Visit us at www.wewomeninenergy.com



WE Executive Director
Judy Garber

Just One of the Many Things WE Do

Our Industry Outreach Committee manages our Mentorship Award. Chairperson and WE Vice President Liz Hill, PriMedia, shares, “The goal of this Award is to invest in our industry's future by providing students, women currently working for an energy company with less



WE Mentorship Co-Chairs Bobbi Hill (left) and Liz Hill (right) presented 2022 Mentorship Award to Veronica Miller (center).

than 5 years, or women who wish to change careers with valuable connections and tools for success, as well as highlighting the outstanding career opportunities available within the energy industry.”

This year we will present a minimum of two awards during our Annual Conference, which will take place from September 20-22 in Hershey, PA. Winners are invited to be our guests at the conference, receive a complimentary 1-year membership in Women in Energy, a subscription to our Self-Paced Learning Center and an opportunity to connect with other professionals.

Hill stated, “Our 2022 Winner, Veronica Miller, is a notable example of what we are aiming for. Veronica had a 13-year career in nursing but felt a calling to something else. She was working as a home hospice nurse when she saw firsthand some of the living conditions some the patients under her care were experiencing. She realized that the energy industry too could be a very rewarding career.

“Veronica's goal is to one day have her own company. She wants to be able to find energy efficient and cost-effective ways to give back to people in the community. She wants to give people the option of feeling comfortable getting reliable services from a woman.”

Online Educational Learning Center Launched

Our mission includes providing career resources and promoting educational opportunities and that is the goal of WE's online “Self-Paced Learning Center” that was launched late last year.

The Center is a great resource for business owners and managers to bring new employees up to speed, or for members to learn on their own. There is content for everyone - those who are new to our industry as well as more experienced professionals.

Content in the Learning Center offers subjects that someone relatively new to the industry, or someone who just changed positions, may benefit from: soft skills, leadership, legal, technical, personal development, etc. In addition, in response to a suggestion to include basics on the energy industry, WE developed material on a wide variety of energy technologies, including Residential Heating 101, Heating System Basics, Biodiesel and Renewable Diesel 101, Heat Pumps 101, Introduction to Solar, Wind Energy 101, and Geothermal Basics.

Creation of the Learning Center acknowledges the realization that we are all busy professionals and may not be able to participate in our webinar schedule or in-person programming. The library gives members the opportunity to access valuable content on their own timeline and includes

recordings of WE's Webinar Wednesday sessions, as well as programs held at our 2022 Conference. Fresh content continues to be added and members can access this material at their convenience.

Members can access content as an amenity of their membership, Non-members can access by subscription as fresh content continues to be added.



Meet Two Of Our Talented Members

Who better to highlight as members of WE than our 2022 *Judy Garber Rising Star* award winners!

In the spirit of our mission of Connecting and Empowering Women in the Energy Industry, Women in Energy created this new recognition award in 2022. This award is open to women with less than eight years in the energy industry who show great promise of becoming future industry and community leaders. The award was named in honor of Judy Garber.

"Judy Garber has paved the way for women in our industry throughout her career. This award is an outstanding opportunity to express our gratitude for Judy's commitment to mentorship and recognize the next generation of leaders who follow in her footsteps," says Erin Holohan Haskell, President of Women in Energy.

Our 2022 Winners:



Jacqueline Aceituno, Commercial Channel Manager for Taco Comfort Solutions has been with the company 5-1/2 years. During that time, she has improved the efficiency of production from an average of 7 business days down to 2 days. She has led, motivated, and mentored employees to engage them in lean thinking to achieve production targets.

Jackie graduated with honors from Rhode Island College in 2013 with a BS in Operation

Management and 2019 with a Master's in Operations & Project Management.

Cheryl Merchant, CEO of Taco recommended Jacqueline for this award. She shared that Jackie approaches her job with a passion for excellence, dedication, and contribution. She consistently demonstrates an incredible thirst for learning, has a relentless approach to problem-solving, and is unafraid to put herself in challenging situations.



Meredith Smith, Manager of Project Excellence & Assurance, Capital Projects for Chevron, Renewable Energy Resources, Des Moines, Iowa. Meredith serves as the co-leader of the Women's Resource Group with the goal of ensuring an elevated level of inclusion is felt by women across the organization. She founded the Tiger Lily STEM, West Des Moines in 2017. She helped build partnerships with six metro school districts, Girl Scouts of

Greater Iowa, and other organizations to offer STEM programming and expertise. Her programs were featured in multiple publications.

She graduated Summa Cum Laude from Iowa State with a BS in Chemical Engineering in 2010.

Meridith was nominated by Donna Gilligan of REG. Donna stated, "Meredith has been instrumental in leading the feasibility and design aspects of a multi-million-dollar plant expansion project and achieves impressive results through great relationships."

To nominate or apply for 2023 award, visit our website for an application.

Host A Local Event

We are often asked if we have local chapters. The answer is no, we don't. But as a member of Women in Energy, you can host a local event and invite local and potential members. They might be your customers or competitors. We do have a checklist that makes it easy to set-up a local event. When it comes to reaching out to fellow members, use our *online member directory* to identify those close by.

Here are a couple of recent local events.

Sprague Energy and Lake Region Energy co-hosted an event at Sprague's terminal in NH this past summer. The group enjoyed a tour and dinner. The registration dollars collected went to the establishment of our *Women in Energy Scholarship*.

In January, **Cargas** hosted a networking event in Lancaster, PA. Members had a chance to tour their modern facility, enjoy some snacks and just relax and connect. The registration requested donations for a local charity, Milagro House. Milagro House serves mothers and their children in the local area.

Consider hosting a local event to connect with other members and give back to your community.



Members enjoy a tour of Sprague Energy's New Hampshire terminal.

Join us at these WE and industry events

April 20	WE Workshop Norwich, CT
May 21-24	Eastern Energy Expo Trade Show Atlantic City, NJ
June 21-22	HEAT Show Springfield, MA
Sept 20-22	6th Annual WE Conference Hershey, PA
October 9	Annual WE/PPA Golf Tournament York, PA
November	Wednesday Webinars resume

Connect. Learn. Grow... at The Sweetest Place on Earth®

Preparations are well underway for our 6th Annual Women in Energy Conference in Hershey, September 20-22, 2023.

The Annual Conference will kick off on Wednesday, September 20 with an "Icebreaker Reception" for both first time attendees and veterans of the conference.

This year's event will feature a limited number of tabletop displays. These displays will be open from Wednesday through noon on Friday. Participating companies can promote and showcase products and services. To bring some fun to the display area, we hired someone to bring some magic!

Wednesday evening will feature an "icebreaker event" for those attending their first WE conference. In addition to our Networking Reception, our traditional roundtables will encourage interactions, discussions and new connections.

Throughout the event we will have presentations and panel discussions that will be of interest to your entire team.

A major highlight of our event will be our Awards Banquet held on Thursday. At the dinner, we recognize and showcase some of the many talented women who contribute to the Energy Industry each day.

We encourage you to support our event by attending or sponsoring. Many of the sponsorships include complimentary registration. Further details can be found at wewomeninenergy.com.

Keynote Speaker

The Programming Committee is excited to announce the Keynote Speaker for the Conference, Corinne Hancock. Corinne is well known for her topic, "Thriving in Chaos: Use The Chaos Advantage to lead and succeed when everything changes outside of your control." Corinne translates her expertise from working in chaotic environments into REAL RESULTS through EFFECTIVE and INTERACTIVE.



Corinne Hancock

Corinne is a former Director of Clinics and Training Programs for Project C.U.R.E., a global leader in bringing medical aid to low-income countries. She brought together multi-generational, multi-cultural teams to train leaders, open clinics and deliver medical care to some of the most remote locations on the planet. She is a certified leadership coach and has worked on numerous contracts with the Department of State and Department of Defense, helping develop the next generation of African Leaders and improve health care systems in some of the most underserved, war-torn parts of our world.

During 2020 Corinne co-founded Mountain Freedom Coins, a veteran and woman owned company which celebrates people's mountain summit accomplishments with handcrafted challenge coins. She is a volunteer wildland firefighter and a victim advocate for the Arapahoe County Sheriff's department.

Highlights from WE's 2022 Conference



More Highlights from WE's 2022 Conference



Real Life Leadership

An Interview with Esther Angell, Vice-President, CRM, Cargas

Judy Garber: Tell us a little about yourself. How did you progress in your career?

Esther Angell: I'm originally from Oklahoma and grew up in a rural area surrounded by wheat fields and dairies. After gaining a degree in communications from a local university, I started working at a local non-profit. Seven years later I joined the for-profit world and went into the upstream oil & gas industry. Talk about a culture shock. While it was different, I loved the community of people who are passionate about energy and sustainability. Eventually, I found my way to Pennsylvania as a product manager.

Since landing in PA, I've worked as a product manager, category manager, and business development manager.

My career has taken on a series of twists and turns. It's cliché, but 10 years ago I would not have thought I'd be an executive at a software company. By leveraging my network and being bold about my skills, I've had opportunities that otherwise would not have come my way.

Garber: What skills have you found especially helpful along the way?

Angell: Willingness to take on new challenges and calculated risks. I enjoy the novel – doing something new and working like crazy to mitigate failure is fun for me. You can't say I've ever failed at something for lack of trying. I've also learned a lot about what I do NOT enjoy and have steered clear when opportunities weren't the right fit.

Having confidence in yourself by knowing your strengths and continue building on them. I figured out my strengths by listening. Ask the people closest to you what they think you're notable at. Then get better at it.

Working hard. Growing up in the country we got our fair share of hard work. Stick with it. Try again. Keep getting up. All those adages ring true for me.

Garber: As a V.P. for Cargas, how would you describe your style of leadership?

Angell: My leadership style is two-fold: coach and mentor. Both are critical to foster an environment of trust and open communication.

My coaching style encourages growth, learning, and improvement by providing guidance, support, and resources for individual success. I want to help my team members identify their strengths and weaknesses, set challenging goals, and develop a plan to achieve those goals.

As a mentor, I'm seeking to foster a supportive environment where team members feel valued and empowered to grow, learn, and succeed. It happens through open and honest one-on-one dialogue. It's especially important to have two-way feedback; specifically, what do they need from me to be successful.

Garber: Recognizing that Cargas allows for working remotely, how do you keep your team on track, so you meet company objectives and the needs of customers?

Angell: Cargas is employee-owned and we encourage our employees to "Think and Act Like Owners." By collaboratively setting goals with my team, individuals take on ownership of those goals. We can stay goal-focused through transparency, and we welcome the challenges that come our way.

One critical component of our ownership strategy is how we track and measure goals. Being a software company, we leverage a lot of business intelligence tools to make more data-driven decisions. This also enables a lot of transparency.

Garber: What do you feel is the biggest challenge for a leader?

Angell: Knowing how much to lean on your team members. To me, it's a balance of empowering to make decisions and taking risks. I want my team to take ownership, but I also want to help them mitigate risks. I tend to overshare information and focus on collaboration. This usually helps us make well-rounded decisions that we all feel confident in.

Garber: What is the most important risk you took and why?

Angell: Big moves are the risks that have created the most opportunity for me. Moving from a non-profit in Oklahoma to a for-profit in Houston was the first big move. Second was moving from a job I enjoyed to a totally new job working with a product that was unfamiliar. While these jumps were scary, they challenged me to think differently and emboldened me to take on new opportunities.

Garber: What is one piece of advice you can share with others about considering a move into leadership? What might they encounter that they aren't prepared for?

Angell: My first question to someone who's interested in leading teams is, "What's your tolerance for stupidity?" The fact is that we all make bad decisions, deal with drama, and need to make hard calls. If you don't have a high tolerance for other people doing those things, focus your energy on what you truly enjoy.



Meet our Officers

Executive Director:	Judy Garber, PA
President:	Erin Holohan Haskell, Heatinghelp.com, MD
Vice President:	Liz Hill, PriMedia, NY
Secretary:	Beth Tocco, Tevis Energy, PA
Treasurer:	Marjorie Feinman, FMA, NJ
Trustees:	Lisa Scuderi, D.F. Richard Energy, NH Susan Hammond, J.W. Pierson Co, NJ Pamela Giordano, Dodge Energy, ME



**We Encourage you to explore our
committees and get involved**

Membership • Annual Conference • Program and Education
Finance • Awards • Industry Outreach

Highlighting a few of our Community-Minded Members

You can always spot one of our members on social media sharing a post of a special charitable event they have just sponsored or participated in. They do so much within their communities. It doesn't matter how big or small the company is, you can tell that our members are connected to their communities. Here are just two examples shared by a couple of our corporate members.



Tevis Energy, Westminster, CT
Owner, Jack Tevis shared, "The company has been giving back to the community for the past four decades. As the company grew and had more capacity to look outward, they began to focus on non-profits. Some of our earliest relationships are continuing today. They included the local hospital, local YMCA and the fire department."

When asked about their favorite project, Special Olympics of Maryland won the top spot. Tevis employees have been volunteering over the years at their Tournament of Champions events and at their annual Spring Games. "It is an honor for us to watch the athletes demonstrate their skills and celebrate their accomplishments."



Sprague Energy, Portsmouth, NH
Sprague Energy is a valued partner of Women in Energy. Founded in 1870, Sprague is a leading energy supplier in the Northeast and continues to be at the forefront of energy innovation. Their customer-centric approach helps move businesses forward with valuable insights, knowledge, and wide-ranging strategic experience.

Sprague isn't only dedicated to the customer experience, but also to providing a diverse and equitable workplace for its employees. In April of 2020, a group of women at Sprague started the Women's Network, a group that strives to support their local communities and bring focus to empowering women in the energy industry and beyond. This network has since grown to almost 100 members strong and participates in multiple networking and charity events throughout the year. In October 2022, Sprague hosted a Women in Energy event and provided a tour of their River Road Terminal in New Hampshire.

Another top priority at Sprague is giving back to the local community. Not only does Sprague host events, beach clean ups and toy drives, but Sprague's Charitable Contribution Program pledges \$100,000 in charitable donations annually to dozens of local organizations across their footprint. This program focuses on organizations and projects benefiting children and the environment.

Women in Energy Announces Scholarship Program

Women in Energy is excited to announce that due to the generosity of Sprague Energy and Lake Region Energy, a new Scholarship Program has been launched.

WE's Awards Committee will be announcing the requirements and details for this award soon so check the website for the latest information. The

committee intends to award the first scholarship later this year.

The committee continues to explore means to raise additional funds for the Scholarship Program. One method under consideration is to allow voluntary donations be made in tandem with registration for the Annual Conference and other events during the year.



Membership Levels

	Individual	Corporate Members			
		Basic	Bronze	Silver	Gold
	\$125	\$350	\$750	\$1,500	\$2,500
Employee Memberships	1	5	10	20	Unlimited
Subscription to Learning Center	1 included	\$25 each	10 included	20 included	50 included
Discount for Women in Energy events	Yes	Yes	Yes	Yes	Yes
Access to resources in membership dashboard	Yes	Yes	Yes	Yes	Yes
Post job opportunities on job board		Yes	Yes	Yes	Yes
Subscription to the monthly electronic Newsletter	Yes	Yes	Yes	Yes	Yes
Company logo displayed in public directory		Yes	Yes	Yes	Yes
Company listing on signage at live events			Yes	Yes	Yes
Company logo on signage at live events				Yes	Yes
Company logo on all pages of our website				Yes	Yes
Logo on all printed and electronic materials				Yes	Yes
Logo displayed on opening/closing slides at Wednesday Webinars				Yes	Yes
Blog article on Women in Energy website				Yes	Yes
Two (2) complimentary registrations to Annual Conference					Yes
Seat on a standing committee					Yes
	Individual Membership	Basic Membership	Bronze Membership	Silver Membership	Gold Membership



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THANK YOU TO OUR CORPORATE MEMBERS

Gold Corporate Members



Silver Corporate Members



Visit www.womeninenergy.com for a full listing of all Corporate Members.

Major Corporate Members as of 4/1/23