

Rotational Engineering Program

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RMEL

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Delivering water and power™

About Salt River Project

- Vertically integrated electric utility and surface water provider
- Electric service to ½ of Phoenix metro area and eastern mining area
- 1,000,000 electric customers
- Peak load 7,600 MW
- 800,000 acre-feet/year of water deliveries
- 5,200 employees

Rotational Engineering Program

- Program History & Goals
 - Established ~40 years ago
 - For entry level engineers
 - Continuous pipeline
 - Technical skills
 - SRP “perspective”
 - Diversity
- Engineering Demographics
 - 220 engineers across the company
 - Approximately 15 vacancies per year

Governance

- HR Managed Development Program
- Executive Sponsor
- Steering Committee
 - Recruiting and Selection Committee
 - Assignment Committee
 - Development Committee
- Supported at all levels; it's part of our culture



Recruiting

- Every 6 months
- Jobs posted online internally and externally
- Career fairs (spring & fall)
- Referrals & interns
- Interview 30-35
- Hire 4-7



If you're an electrical, mechanical or civil engineer who will be graduating in the next year, apply for the SRP Rotational Engineering Program. It's a great way to start your career. For the first two years of your career as an engineer at SRP, you'll have the opportunity to:

- Rotate into different departments and learn a variety of engineering functions.
- Work side by side with a diverse group of SRP professionals.
- Be mentored and interact with leadership.
- Receive competitive pay and benefits.

At SRP, we have built a legacy by delivering water and power to the Phoenix metropolitan area for more than 100 years. Today we are an industry leader in customer satisfaction, reliability and pricing, and we are one of the largest public power utilities in the nation, serving more than 2 million people living in central Arizona.

To learn more and to apply, visit srpnet.com/engineeringprogram.

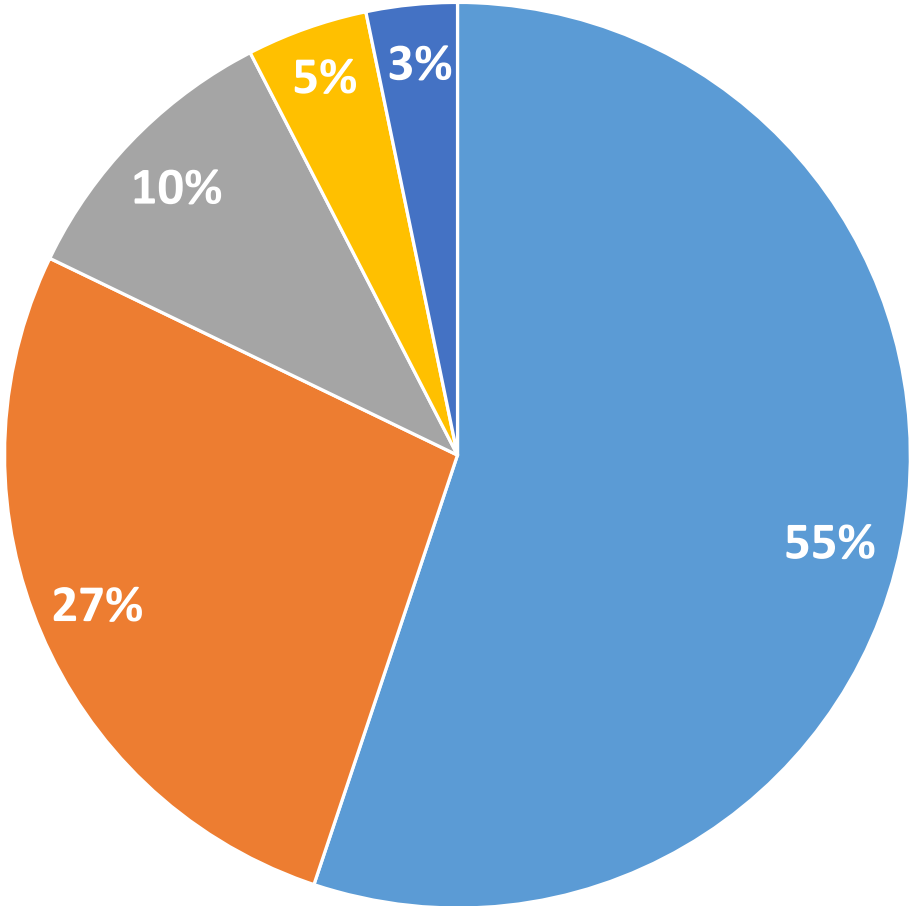


Recruiting (cont.)



Recruiting (cont.)

- Electrical
- Mechanical
- Civil
- Chemical
- Other



Curriculum

- Two years
- Four six-month rotations
- Nearly 50 departments participate
- Assignments based on:
 - Department needs/requests
 - Employee preferences
 - Diversity of experience

Group A	Substation/Transmission/Distribution
Group B	Generation
Group C	Power System Support
Group D	Corporate Exposure
Group E	Civil

Discipline	Rotations
Electrical	A (2 rotations) D (1 rotation) B or C (1 rotation)
Mechanical/Chemical	B (1 rotation) D (1 rotation) A or C (2 rotations)
Civil	E (2 rotations) D (1 rotation) A, B or C (1 rotation)

Curriculum (cont.)

- Distribution maintenance eng
- Substation design
- Transmission line design
- Control engineering
- System protection
- Power quality
- Distribution operations
- Generation engineering
- Gas, coal and hydro generation plants
- Environmental services
- Research and development
- Resource planning
- Supply and trading
- Renewables and sustainability
- Transmission planning
- Water measurement services
- Water engineering and groundwater
- And many, many more...

Development

- Training
 - Twice/month
 - Technical development
 - Soft skills
 - General information about SRP
 - Presentations to leadership
- Mentoring
 - Peer
 - Leadership



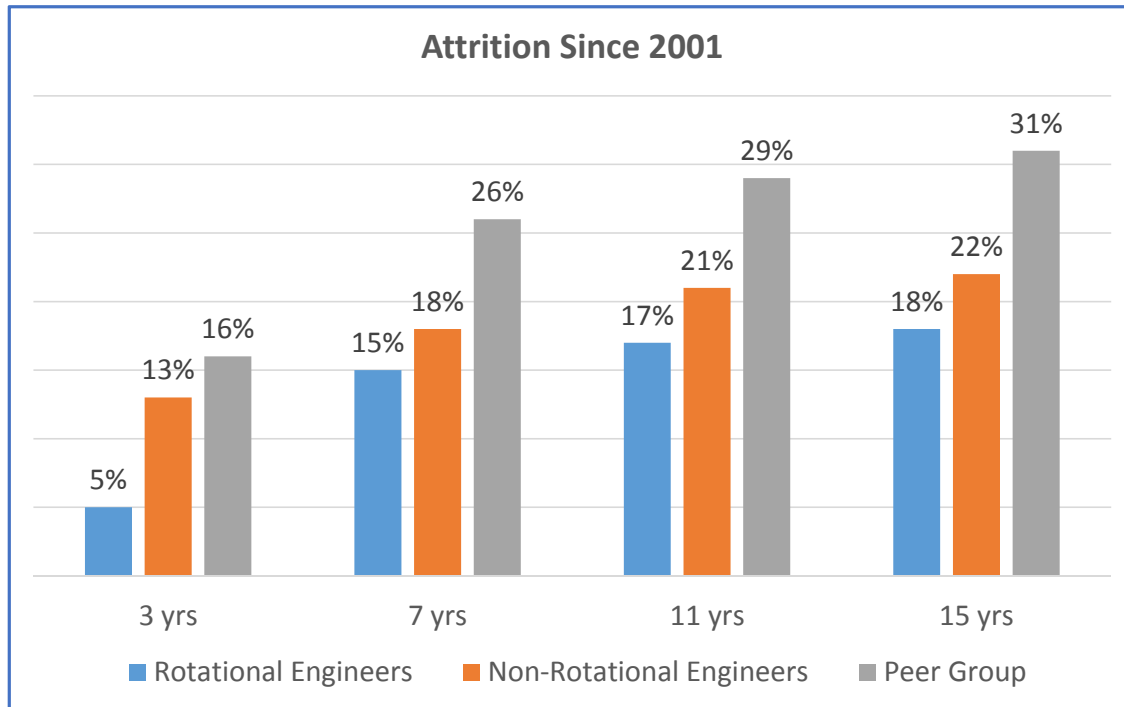
Development (cont.)

- Turbine Fundamentals
- Welding Fundamentals
- Line C&M / Pole Yard Tour
- Lab Tours
- Cable Splicing / Fiber Optics
- Water Operations
- Power Plant Fundamentals
- SCADA / System Protection
- Substation Design & Const
- Motors & Prints
- Basics of Project Mgmt
- Power Plant Tours
- Treasury / Finance
- Diversity & Inclusion
- Powerful Presentations
- Real Colors
- Cultural Awareness
- Customer Service
- Cyber & Physical Security
- Resume Writing / Interviewing
- History / Heritage / Governance
- Marketing & Community Outreach
- Drivers of Change in the Electric Industry
- Professional Branding

What happens at the end of the two years?

- Can apply for positions when last rotation starts
- Must complete ½ of last rotation
- No option for extension (hard stop after two years)
- Three ways to come off the program:
 - Apply for internally posted positions
 - Departments can offer positions directly (must have a vacancy)
 - Placement

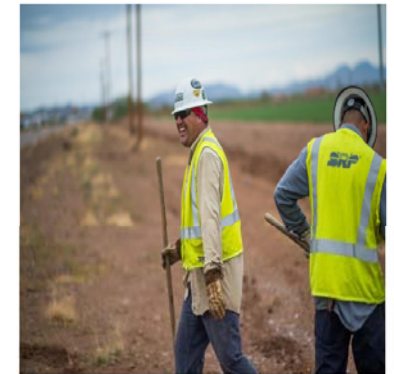
Retention / Attrition



SRP Named Among America's Best Employers

04/25/2019

SRP has been named one of America's Best Employers by Forbes and Statista. SRP was ranked No. 81 overall among large companies with more than 5,000 employees, up from No. 189 in 2018. The ranking also places SRP first among companies headquartered in Arizona and fourth among national utilities.

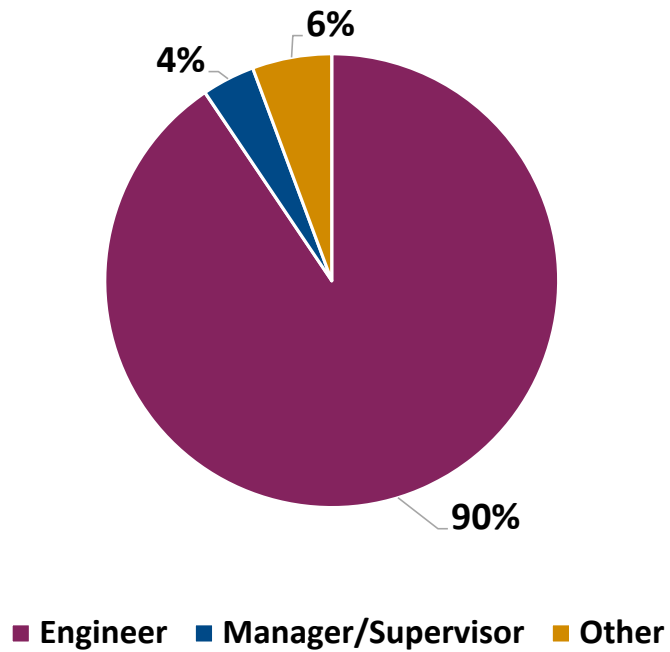


"Since our founding in 1903, SRP has been guided by a culture of service — service to our customers, service to our community and service to our employees," said General Manager and CEO Mike Hummel. "It's our honor to be recognized by the very people who dedicate their work to ensuring we can continue to move Arizona forward. We are proud to reciprocate that dedication with a forward-thinking culture and benefits that serve the needs of all our employees and their families."

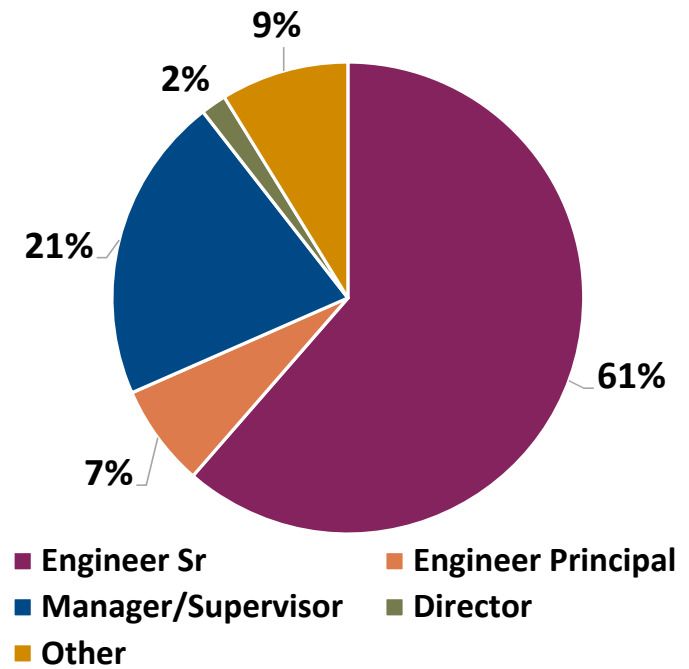
This is the second year SRP has appeared as a Forbes Best Employer. The list, which is in its fifth year, ranks companies most liked by its employees and is broken into two categories: one for large companies and another for midsize companies with 1,000 to 5,000 employees.

Career Paths

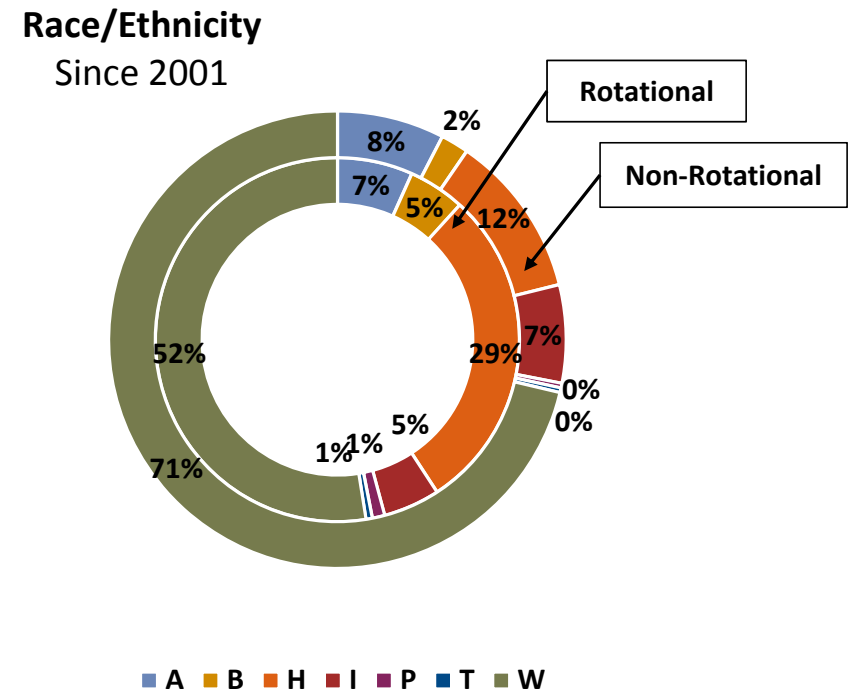
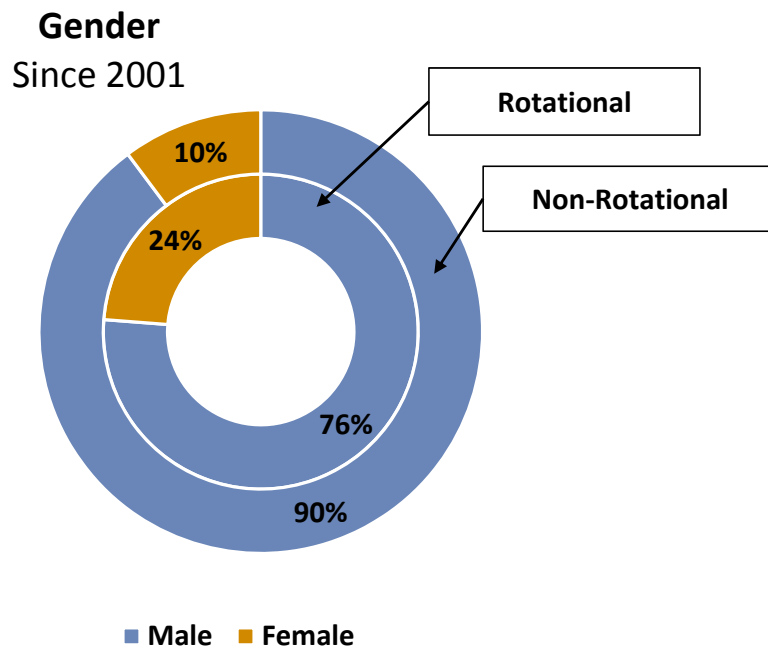
5 Years after Starting Program



10 Years after Starting Program



Engineering Demographics



Opportunities

- Aligning to corporate Diversity & Inclusion efforts
- Extending our recruiting wingspan
- Better coordination with internship program
- Promoting & supporting university “Power Programs”
- Competing for graduates
- STEM program outreach
- University engineering advisory boards



QUESTIONS?