



SUBSTATIONS NEWS

“Complete 100% of our work (planned, reactive, and PM) and training, with zero safety incidents, on time, and on budget”

IN THIS ISSUE

Best Friend at Work • No. 8 Hygrade Wire • Employee Milestones • Metrics • Reminders



No. 8 Hygrade Wire

In 2010 Dave Ehred (of the North Area Energy Center) realized there was a problem with the No. 8 hygrade wire. The inner black insulation was thinner and harder to strip. Additionally, during the manufacturing process it had partially melted into the conductor strands. Working with this material was frustrating and time-consuming, and there was widespread agreement among other technicians that this new batch of wire was a problem. Dave raised the issue and wouldn't let it die.

And Reggie Thomas led the effort to get the new, good wire in stock. After a lot of research and extended negotiations with the vendor, we finally have the proper, easy-to-strip No. 8 hygrade wire on the shelves at Caniff SC. Those in possession of the old, hard-to-strip wire have the option of exchanging it for the good stuff. Warren SC also now knows which wire to ship. If anyone receives orders with the old, hard-to-strip wire, let Reggie know immediately.

Sometimes we don't always feel that our concerns are understood or that our voice matters. But as a company, our goal is to continually open our ears, pay attention to workplace issues, and troubleshoot problems to achieve real solutions. The hygrade wire solution is an accomplishment we can all be proud of and a model for future problem-solving.

The Quandary of Defining “Best Friend at Work”

This is likely the most misunderstood and — let's face it — disparaged question in the Gallup Q12 list. It frequently receives the lowest scores. We believe the real meaning of the question addresses the quality of relationships people have with their coworkers. When coworker bonds are strong, we're more inclined to look out for each other. And in a necessarily high safety-conscious environment like ours, this means a lot. As productivity requirements and stress levels rise, we can't have too many people who care about our well-being.

Perhaps you're uncomfortable with the idea of a single “best friend” and actually have several “good friends” you can rely on and that have your back. This warrants a “Yes” when addressing the statement, “I have a best friend at work.” If you still can't answer affirmatively, look inward. Ask yourself how you can improve your coworker relationships and strengthen a fraternity of people looking out for each other.

May Employee Milestones

Jeffrey Wells — 35 years (5/9/1977); **Mark Chaveriat** — 35 years (5/16/1977); **Brian MacDonald** — 35 years (5/31/1977); **Anthony Malachi** — 30 years (5/3/1982); **Aaron Nielsen** — 20 years (5/26/1992); **Jemone Taylor** — 15 years (5/5/1997); **Sara Griffin** — 15 years (5/12/1997); **Lewis Hoskins** — 15 years (5/12/1997); **Benjamin Baker** — 15 years (5/19/1997); **Reuben Kubacki** — 5 years (5/29/2007)

Reminders

The current block of Core Training is wrapping up soon. If you have missed any sessions along the way, try to coordinate with COE to schedule makeup classes.

90 Consecutive OSHA-Free Days, as of 4/30/12 (Goal: 126)

| Key Performance Indicators | April Target | April Actual | Year-End Target | YTD Actual |
|----------------------------|--------------|--------------|-----------------|------------|
| Safety (OSHA) | — | — | 1.00 | 1.46 |
| Schedule Adherence | 80% | 70% | 80% | 75% |
| Operator Routines | 95% | 77% | 95% | 85% |
| PM Program Status | — | 22.3% | 70% | 23.89% |



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Maintenance/Operations Handbook • Employees on the Move • Employee Milestones • Metrics



Assistant Operator Class of March 2012

1) Derrick Williams, 2) Ryan Duncan, 3) Daniel Vines, 4) Michael Powell, 5) Scott Eisenmann, 6) Terrell Heath, 7) Robert Slade, 8) Lance Nichols, 9) Charles Bonds

Handbook Articles - Webpage

All Maintenance and Operations Handbook articles and letters are available on the DTE Energy website as printable PDF files. Updated articles will replace old ones as they are rolled out. In the same location is a new folder containing *Manufacturers Manuals* for breakers, test equipment, etc. All equipment in service is not represented yet. But many of the greatest hits are there, and we're still adding new manuals.

HOW TO GET THERE

- 1) Start at [Quest Home Page](#)
- 2) (in green horizontal link list, near top of page)
 - click **Organizations**
- 3) (under “DTE Energy regulated subsidiaries”)
 - click **Distribution Operations**
- 4) (in “Organizations” dropdown tab) click **Substations**
- 5) (halfway down page, in the middle, under “Job Classification Information”)
 - click **Electrical Maintenance Journeyman-Classification Information**
- 6) (halfway down page, in the middle, under “Maintenance Handbook Information”)
 - click **Substation Maintenance Manual**
- 7) Login to the **EDR - Login**
 - for “Login Name,” use your standard **employee ID#**
 - for “Password,” use your normal **computer password**
- 8) (in vertical menu tree on the left)
 - click “+” sign to left of **Cabinets**
- 9) - click “+” sign to left of **Distribution Operations**
- 10) - click “+” sign to left of **Substations**
- 11) - click “+” sign to left of **Substations Handbooks**
- 12) - click “+” sign to left of **Maintenance Handbooks**
- 13) **Now bookmark (Favorite) this page for future easy access**

Continuing Improvement (CI) Specialists

Mysty Berry has been transferred to the DO CI-PMT Organization. Mysty has played a pivotal role in COE's improved organizational maturity and efficiency. She will be missed. Please welcome Substations CI specialists David Krzysik and Candice Schnoblen, our newest participants in a companywide campaign to improve the DTE Energy corporate culture.

Substations Financial Analyst

Indioka “Indi” Johnson has been brought into the new position of Substations Financial Analyst. Substations is essentially a \$46 million per year business, and we must understand our costs to support budget and cost-containment goals.

New EMJ Supervisors

Congratulations to new EMJ supervisors Lewis Hoskins, II, now at Pontiac SC, and Anthony Felix, now at Caniff SC.

April Employee Milestones

Archie Couch — 15 years (4/21/1997)

Reminders

- Remember the importance of **billing** work hours and project costs to the proper department/organization.
- Those with **ITC station access** need to complete the new ITC - NERC CIP training by 5/25/2012.

62 Consecutive OSHA-Free Days, as of 3/31/12 (Goal: 126)

| Key Performance Indicators | March Target | March Target | Year-End Target | YTD Actual |
|-----------------------------------|---------------------|---------------------|------------------------|-------------------|
| Safety (OSHA) | — | — | 1.00 | 3.10 |
| Schedule Adherence | 80% | 84% | 80% | 79% |
| Operator Routines | 95% | 93% | 95% | 93% |
| PM Program Status | 70% | 60% | 70% | 19.38% |