

EHS&R Newsletter

FOURTH QUARTER 2021



New Hire Announcement

We are pleased to welcome our newest health and safety specialist, Mark Hernandez .

Like many others at CAMS, Mark began his professional journey in the military, serving in the Navy for four years during Desert Shield and Desert Storm. After his military service, Mark moved into the energy industry as a Scaffold Builder in the Exxon Baytown Refinery. Mark's dedication to safety in his craft was quickly identified and he was hand-selected as a Safety Coordinator. Mark's career in safety spans over 20 years working in construction, manufacturing, marine and shipyards, refineries, and power generation. Mark has also served in the Houston Area OSHA offices for over 12 years, culminating in outreach and support of VPP sites and applications.

Mark's professionalism and dedication to personal safety guided him to join the John Maxwell Team as a Certified Speaker, Trainer and Coach, leading him to personal speaking and professional development opportunities throughout the U.S. as well as Central America. Mark will be focusing on project support along the east coast, primarily with Generation Bridge.

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Mona Johnson, P.E.

Sr. Vice President, EHS&R
mjohanson@camstex.com

Derek Furstenwerth | V.P. of Environmental
dfurstenwerth@camstex.com

Ben Vodila | Sr. Director of Health & Safety
bvodila@camstex.com

Matt Pacobit | Sr. Director of Regulatory (NERC/FERC)
mpacobit@camstex.com



CAMS Steps Toward Safety Culture Excellence

By Ben Vodila, Senior Director of Health & Safety

As CAMS continues to display its relentless pursuit of health and safety excellence at every level of our organization, CAMS' senior leadership engaged in an eight-hour workshop to further develop and foster our safety culture, as well as communicate our leadership expectations. ProAct Safety President Shawn Galloway, a recognized worldwide industry figure in fostering corporate safety leadership, led the safety summit with our Chief Operations Officer Greg Bobrow, along with select senior leaders and our EHS&R team. Our leadership team focused on four core components of world class safety performance: strategy, leadership, engagement and culture.

CAMS is dedicated to growing its safety performance to protect our employees from the myriad of hazards that can present themselves on a given day. While we have historically been strong through enforcing procedures and regulatory compliance, we continue to look for opportunities to engage our leadership with the workforce and increase our presence at our facilities to observe activities where the highest risk occurs.

As our leadership continues to ask workers about the hazards present and how they are mitigated on a certain task, our leadership expectations of protecting our workers will continue to be reinforced. As we build on empowering our workforce to stop the job when

it is not safe to complete, we will see our numbers of good catches rising, and more importantly, a significant decrease in the number of our employees hurt. Fostering this level of trust and teamwork to align our core values from the top to the bottom of our organization is one of our major goals.

We are all motivated to continuously improve and recognize the solid contributions of our team. We will continue to give feedback on safety suggestions as they come in and be accountable in addressing the concerns across our facilities. We are thankful for the dedication of each of our employees who take proactive steps to ensure flawless operations and protect their coworkers.



PATH FORWARD

We would like to thank everyone who took the time to engage in these discussions and align with Greg's vision and expectations. Our goal is always to have an active defense against hazards, and never to rely on luck to keep us all safe. We firmly believe that all incidents can be prevented, and actively work with all our facilities to ensure this message is communicated consistently. You will continue to see work products rolled out from our corporate team, including safety strategies and training, as well as tools and aids on various safety topics to help engage the workforce. If you have any questions or concerns, please reach out to your corporate health and safety representatives or contact Ben Vodila (bvodila@camstex.com) and we will happily discuss ways to improve.



DUE DILIGENCE SUCCESSES

Project Dino & Project Fiona

The entire CAMS team spent months supporting the Project Dino and Project Fiona due diligence efforts that led to the successful purchase by ArcLight of Generation Bridge, Parkway Generation, and Generation Bridge II. Our environmental team, led by Patrick Brosnan, was specifically recognized for its contributions:



...thank you again for all the support and effort... This has been a busy year for our joint DD efforts, and both Dino and Fiona had substantial complexity around environmental matters which you dove into headfirst and helped crystallize our understanding of very complex situations."

Generation Bridge consists of approximately 4,850 MWs of generating assets in NRG's East and West regions of operations and was acquired for total proceeds of \$760 million, subject to a working capital and certain other customary purchase price adjustments. Parkway Generation and Generation Bridge II include several recently constructed, highly efficient natural gas-fired resources located in Maryland, New Jersey, New York, and Connecticut totaling approximately 6,750 MW. The portfolio was acquired for a total consideration of \$1.92 billion, subject to a working capital and certain other customary purchase price adjustments.

CAMS Prepares for OSHA's COVID-19 Emergency Temporary Standard

By Ben Vodila, Sr. Director of Health & Safety

On Friday, November 5, the Department of Labor published an Emergency Temporary Standard (ETS) to be enforced in the US by OSHA. As anticipated, multiple states and agencies have challenged the legality of the ETS in federal court, with the Fifth Circuit Court initially ruling a temporary stay against the ETS. As multiple districts have filed lawsuits against the ETS, the court lottery system was enacted, and the Sixth Circuit Court will hear arguments from all states and/or businesses contesting the ruling. The Sixth Circuit Court has yet to set a date to hear the case or indicate whether they will maintain the stay against the ETS put in place by the Fifth Circuit Court. Increasing the complexity, the Department of Labor has filed an appeal at the Federal Appeals Court to remove the stay from the Fifth Circuit Court, but the Court of Appeals has not yet heard the case.

Like most employers, we are actively watching the results of challenges in federal court. While we cannot anticipate what the final decision around this ETS will be, or if certain portions of the ETS will be removed, we do want to remind all our employees that if the ETS is determined to be an enforceable regulation, CAMS would update its plans to be in compliance with the ETS - as we maintain compliance with all local, state, and federal laws and regulations.

We have received many questions about what some of the proposed requirements under the ETS are that we may have to follow regarding COVID-19, and protecting our workforce, and would like to provide a brief summation.

- The 100-employee mandate is not dependent on locations, but on all employees working corporately for CAMS. As CAMS far exceeds that number of employees, all CAMS employees would be under the requirements of the ETS, regardless of the size of your office or facility.
- Employees who have signs and symptoms of COVID-19 will notify their supervisor, regardless of vaccination status, before coming into work to protect their fellow employees.



Further communications on how we implement and comply with this ETS will be forthcoming, but all decisions made by senior leadership will be made in mind of protecting our workforce while making these requirements as simple to comply with as we can."



We appreciate our employees and the work they do at all our locations. While we are not mandating vaccination as a condition of employment, if anyone is still personally considering vaccination, we recommend it.”

- Employees who are vaccinated will need to provide proof of vaccination.
- Employees who are unvaccinated under the current ETS would need to a) provide weekly evidence of testing demonstrating they are COVID negative the weeks they are scheduled to work in a CAMS office or facility and b) continue wearing a mask anytime they are indoors or in a vehicle with multiple individuals while at work.
- Managers will have to verify unvaccinated employees have submitted a negative COVID test before arriving at the beginning of their week and/or shift.
- The timeline around providing vaccination records was originally projected to be required on December 5, 2021.
- The timeline around conducting weekly COVID-19 tests for unvaccinated employees is currently projected to be required on January 4, 2022.

PATH FORWARD

We appreciate our employees and the work they do at all our locations. While we are not mandating vaccination as a condition of employment, if anyone is still personally considering vaccination, we recommend it. Vaccination has proven to be the most effective means of protecting against COVID-19, and a potential requirement of weekly testing would certainly impact your lifestyle. Employees are only considered fully vaccinated two weeks following the last dose of the vaccine (after the first shot for Johnson & Johnson or after the second shot for Moderna & Pfizer), and under the ETS must continue providing weekly negative tests until they are fully vaccinated.

CAMS is currently updating its COVID Policies to be prepared in the event the current stay on the ETS is removed. We are also creating a digital solution for employees to easily submit their vaccination cards or negative tests, for the ease of our employees, managers, and for record retention. Further communications on how we implement and comply with this ETS will be forthcoming, but all decisions made by senior leadership will be made in mind of protecting our workforce while making these requirements as simple to comply with as we can. If you have any questions or concerns, please reach out to your Corporate Health and Safety representatives, or contact Director of Health & Safety Ben Vodila (bvodila@camstex.com).

CYBERSECURITY

Is Your System Secure?

By Matthew Pacobit, Senior Director of Regulatory Affairs

After releasing the second quarter article Cybersecurity in Power Plants – Is my facility vulnerable? we received additional questions asking how OT or Operational Technology is different from IT business networks. This article will explain some of those differences and why they are important when considering cybersecurity.

OPERATIONAL VS. BUSINESS NETWORKS

Let's first consider the structure of business networks because that is what most people are familiar

with. Business networks are typically a collection of independent systems (computers) all running software from either Windows or Linux. Each computer is able to communicate with other computers through the business network, and each computer controls who it is talking to. For example, when you browse the internet you type in a web address which instructs your computer to initiate a request for information from a server. There are some exceptions to this generalized description of the structure of business networks, but for the purpose of this analysis they are

not essential (even though I know there are some IT professional pulling out their hair in frustration with this oversimplification). One of the key characteristics of this structure is that it allows for enterprise-type solutions for virus protection and patching because all the machines on the business network run the same operating system. However, what happens if all the machines are not independent systems and do not run the same operating system?

This brings us to Operational Technology, which again will be discussed very generically as there



are countless types in existence. Operational networks do not just use the Windows PC that you see in the control room, but instead interface with field devices and field networks running a variety of proprietary software and/or operating systems. These could include systems from companies such as Emerson, GE, Siemens, Mitsubishi, Allen Bradley, and Bentley Nevada to name a few. Even within these vendors there can be different systems such as Emerson's Ovation system and Emerson's heart communication implementation on their Rosemount trans-

mitters. Normally, these different systems are run by a central controller. They are not designed for their own independent reliability, but for the overall reliability of the plant or system that they are operating. In practice, this means that if the central controller detects something is wrong, it will fail to the backup controller. What causes this to happen varies widely by system design and manufacturer.

Due to the differences in the way business and operational networks are setup and function, we must take different approaches to how we secure these systems. For

example, you can run a network detect tool on a business network with minimal risk of causing any issues, but if you run that same tool on an operations network you could bring down the entire network and the plant with it. While this may not happen every time, there is a much greater risk on the operational networks due to the differences in structure. Another good example is patching. There are several Windows patches that cannot be loaded onto certain operational networks because they will cause significant issues to the network.

Therefore, it is crucial when you are looking at securing your operational networks to make sure you are using someone with knowledge and experience with OT and who understands why and how they are different from business networks.



COMMUNITY

Matching Gift Program

CAMS employees are active in their communities and contribute to various charities. CAMS champions their commitment to build better communities through charitable giving and volunteerism. To support the efforts of our employees, CAMS has implemented a Matching Gift Program for qualified 501c3 organizations and has launched a website that may be used to track contributions and initiate the matching gift process.

Additionally, CAMS provides direct financial support to Houston-area charitable organizations selected on a periodic basis. Currently, we are supporting:

- The Houston Food Bank - distributes food and other essentials to those in need through a network of 1,500 community partners.
- The Sunshine Kids Foundation - a non-profit organization established in Houston, Texas in 1982 that

provides a variety of free programs and events for children who are receiving cancer treatments in hospitals across the United States and North America.

- BakerRipley - builds vibrant communities to keep Houston a place of opportunity for all who are working for a better life. BakerRipley provides a wide range of community-based programs that benefit youth, families and seniors in Houston and the Texas Gulf Coast.

CAMS will match dollar for dollar with a minimum donation of \$50 up to \$500 per calendar year for each regular full-time Employee and up to a total of \$10,000 per calendar year for a specific organization and \$50,000 total CAMS-wide. Employees must submit the donation form to the CAMS HR Department on or before six months of donating, but no later than January 31 of the year following the donation.

Additional information about the matching gift program and tracking website were provided via a Corporate Communication email on September 27. For more information, contact hr@camstex.com.



COMMUNITY

CAMS Donates to Houston's Thanksgiving Super Feast

recently held a Thanksgiving drive and donated boxes of non-perishable food items and other necessities for City Wide Club's 43rd annual Thanksgiving Super Feast at the George R. Brown Convention Center. This year's event fed almost 30,000 families.

CAMS is dedicated to assisting communities in need and each package distributed as part of this event provided a family of 5-6 with up to 3-7 days of food for the holiday season.

"It's been a hard year for many in our community in the Houston area," said Mona Johnson, CAMS Senior Vice President of EHS&R. "According to the Houston Food Bank, one in seven Texans are food insecure. That problem has only been exacerbated by the COVID-19 pandemic. We are fortunate at CAMS to be able to give back in any way possible. Providing Houston families with meals over the holidays is a small gesture that we are grateful to be able to provide."

Organizers of this year's event said it was a little different than years past, where they offered both dine-in, and drive-thru grab-and-go style plates. About 3,200 turkeys were cooked for the feast, and another 15,000 were distributed at a separate drive-up location outside the convention center.



COMMUNITY

CAMS Operated Facility Fills Food Pantries

Lawrenceburg Power, a CAMS operated facility and a wholly owned subsidiary of Lightstone Generation located in Lawrenceburg, Ind., recently delivered canned goods to seven local food pantries across three counties through People Helping People.

It was the first time they were able to provide in-person delivery to these communities since the COVID-19 pandemic began. The deliveries will help hundreds of families over the holiday season in the four counties surrounding the power generation station.

"It was good to get back to some normalcy being able to hand deliver food to these communities," said James Dustin Ketchem, Lawrenceburg Power's O&M Superintendent. "Once again, this year the cupboards were bare when we arrived, and we left them full. We're grateful to be able to support this charity and help our local communities each year."

Lawrenceburg has delivered canned goods with People Helping People for several years. Last year, due to COVID, employees of the plant were still able to provide the communities with monetary donations. One recipient, Versailles Legion, used the money to support 50 families with grocery cards and provide shoes for 100 kids in the local community.

People Helping People is a poverty alleviation nonprofit organization in Southeast Indiana. It started in 1988 and has been based out of Lawrenceburg since 2015.



BUSINESS ETHICS

Confidential Reporting

CAMS complies with the highest level of governance standards, and we stand by our Code of Ethics and Business Conduct. We believe it is important to allow for suspected violations to our code to be reported anonymously to help us further safeguard our stakeholders' confidence and protect our reputation.

CAMS' CONFIDENTIAL REPORTING PROVIDES THE ABILITY TO REPORT ETHICAL OR OTHER ISSUES THROUGH A THIRD-PARTY VENDOR, ANSWERFIRST, THAT CAN BE ACCESSED BY CALLING 346-500-6288.

Confidential reporting through AnswerFirst complements our current reporting practices, as outlined in our Code of Ethics and Business Conduct (refer to Section 10 of our Employee Handbook).

Consolidated Asset Management Services
Environmental, Health, Safety and Regulatory Division

910 Louisiana Street, Suite 2400
Houston, TX 77002