



NEWSLETTER

FIRST QUARTER 2025



Photo: San Fermin Solar Farm, Loiza, Puerto Rico. CAMS provides O&M and Asset Management services. The facility is owned by Stonepeak Partners.

About CAMS

At CAMS, our founding principle is to add value through superior management and operation of our clients' infrastructure assets.

Our mission is to create value for our customers through innovative management and operations services. We provide sustainable, value-added services for owners of infrastructure assets, including some of the largest financial institutions, independent power producers (IPPs), manufacturers, and private equity firms in the world.

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Devon Power, located in Milford, Connecticut, exemplifies CAMS Commitment to Sustainable Operations, Accountability and Reliability ("SOAR"). Read more about this plant's unique engagement in community safety on page 3. Devon is operated by CAMS and owned by Alpha Generation, LLC.

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Devon: Bridging Energy and Community Safety

By Lucian Hill, Esq., PE, BCEE, Director, Environmental Services

Devon Power (“Devon” or the “Facility”), located in Milford, Connecticut, is a 380-megawatt (MW) energy production facility owned by Alpha Generation, LLC (“AlphaGen”) and operated by CAMS that consists of nine combustion turbines (Units 10-18). While primarily focused on electricity production, Devon also plays a crucial role in supporting community safety through its unique infrastructure.

Atop the Facility’s original tall stack, now inactive, sits a communications tower equipped with an antenna and repeater system used by the Milford Police Department. One of the tallest in Milford, this structure provides a significant advantage for emergency response teams. Its height and visibility enable reliable, high-range communications, enhancing the ability of first responders to coordinate and respond effectively to emergencies across the region. The antenna, installed over two decades ago when the original plant units were active, has since become an invaluable asset not only for the Milford Police Department but also for other local agencies.

Integrating industrial infrastructure into public safety operations highlights Devon’s dedication to the Milford community. Devon Power underscores its role as more than an energy provider by utilizing its towering structure for critical communications. It serves as a trusted community partner, demonstrating how industrial facilities can extend their contributions to foster safety, resilience, and collaboration.



Devon Power. Milford, Connecticut. Owned by Alpha Generation, LLC, and operated by CAMS.

Implications of PFAS Listing

By Angela Kim, Environmental Associate



Three PFAS-related rulemakings undertaken by the US Environmental Protection Agency (“EPA”) have the potential to affect the Power Industry. This article explores one final rule, issued under the Comprehensive Environmental Response, Compensation, and Liability Act (“CERCLA”) and two proposed rules under the Resource Conservation and Recovery Act (“RCRA”).

PFOA/PFOS Listing as a CERCLA “Hazardous Substance”

Effective July 8, 2024, EPA designated perfluorooctane sulfonate (“PFOS”) and perfluorooctanoic acid (“PFOA”) and its salts and isomers as hazardous substances under CERCLA (“Hazardous Substance Rule”).

This rulemaking allows EPA to be proactive in cleaning up PFAS contamination and in holding the responsible party (“RP”) accountable. The broader implication for the power industry is that EPA intends to pursue those entities they deem to have played a significant role in spreading PFAS into the environment including manufacturers, users in the manufacturing process, federal facilities, and other industrial facilities (presumably including power plants). The Hazardous Substance Rule sets the reportable quantity (“RQ”) for PFOA/PFOS at 1 pound (“lb”), triggering the following reporting requirements under CERCLA 103 and EPCRA 304:¹

- » **Immediate Notification:** Any facility that releases 1 lb. or more of PFOA/PFOS within a 24-hour period must notify the NRC.
- » **Continuous Release Reporting:** Reduced reporting options may be considered for releases defined as “stable in quantity and rate”.
- » **Newspaper Notice:** Owners/operators of vessels or facilities where there was a reportable release of a hazardous substance must provide notice to affected parties in the affected area.
- » **Follow Up Written Report:** Within 30 days of a reportable release, facilities must submit a follow-up written report to the State Emergency Response Commission (“SERC”) or Tribal Emergency Response Commission (“TERC”) and the Local Emergency Planning Committee (“LEPC”) or Tribal Emergency Planning Committee (“TEPC”).

Facilities are NOT required to report past releases of PFOA or PFOS if the release is not continuous as of July 8, 2024, the effective date of the rule.

Section 306b of CERCLA requires CERCLA hazardous substances to be listed as hazardous materials under the Department of Transportation’s (DOT’s) Hazardous Materials Transportation Act (“HMTA”). HMTA requires hazardous materials shipped in quantities greater than its RQ, are present in a single package, and above certain concentration thresholds, to be identified as such on shipping papers and by package markings.² As a result, any shipments containing 1 lb or more of PFOA/PFAS must be handled accordingly.

The EPA has delayed the timeline for potentially designating additional PFAS as hazardous substances; however, with the successful potential listing of nine PFAS compounds under RCRA (further discussed below), those nine compounds would automatically be regulated under CERCLA.³

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Implications of PFAS Listing (cont.)

On February 8, 2024, EPA proposed two rulemakings under RCRA. One is the listing of nine PFAS compounds as hazardous constituents and the other includes amending the definition of hazardous waste as applicable to corrective action at hazardous waste facilities.

Nine PFAS Compounds Proposed to be Listed as RCRA “Hazardous Constituents”

The nine proposed PFAS to be listed include: PFOA, PFOS, perfluorobutanesulfonic acid (“PFBS”), hexafluoropropylene oxide-dimer acid (“HFPO-DA” or “GenX”), perfluorononanoic acid (“PFNA”), perfluorohexanesulfonic acid (“PFHxS”), perfluorodecanoic acid (“PFDA”), perfluorohexanoic acid (“PFHxA”), and perfluorobutanoic acid (“PFBA”).⁴

Hazardous constituents listed under Appendix VIII in 40 CFR Part 261 are chemicals deemed toxic, carcinogenic, mutagenic, or teratogenic to humans or other life forms.⁵ Listing as a RCRA hazardous constituent does not on its own make the compounds RCRA hazardous waste. EPA uses the Appendix VIII list to determine if a waste contains hazardous constituents and should be considered for listing as a hazardous waste, which would trigger cradle to grave requirements directly affecting the generator – the first link in the hazardous waste management system.

Proposed Amended Definition of “Hazardous Waste” and Corrective Action

The second proposed rule includes amending the definition of hazardous waste in 40 CFR 260.10 to apply the RCRA Section 1004(5) statutory definition, which identifies hazardous waste as follows:

“a solid waste, which because of its quantity, concentration, or physical, chemical, or infectious characteristics may:

- » Cause, or significantly contribute to an increase in mortality or an increase in serious irreversible or incapacitating reversible illness; or
- » Pose a substantial present or potential hazard to human health or the environment when improperly treated, stored, transported, disposed of, or otherwise managed.”⁶

The amended definition would allow EPA to address emerging contaminants that meet the broader definition of hazardous waste at RCRA-permitted treatment storage and disposal facilities (“TSDF”). The RCRA Corrective Action process involves investigation and clean up of hazardous releases into the environment at RCRA-permitted TSDF.

While this rule appears to directly affect only TSDF; there may exist broader implications including potential liability for power plants as a first link in the cradle to grave hazardous waste management cycle.

If you have any questions about the rules summarized above, please contact the author or any member of CAMS Environmental Services.

¹<https://www.epa.gov/epcra/designation-pfoa-and-pfos-hazardous-substances-under-cercla-release-reporting-requirements>

²<https://www.epa.gov/epcra/cercla-hazardous-substances-and-relationship-us-dots-hazardous-materials-regulations>

³<https://www.whitecase.com/insight-alert/us-epa-lists-two-pfas-aka-forever-chemicals-hazardous-substances-under-cercla>

⁴<https://www.epa.gov/hw/proposal-list-nine-and-polyfluoroalkyl-compounds-resource-conservation-and-recovery-act>

⁵<https://www.epa.gov/hw/frequent-questions-about-hazardous-waste-identification#difference>

⁶<https://www.federalregister.gov/documents/2024/02/08/2024-02328/definition-of-hazardous-waste-applicable-to-corrective-action-for-releases-from-solid-waste>

Tilt Stand: Chemical Handling Best Practice

By Thomas Newhouse, Environmental Associate



The Lawrenceburg Power Plant (“Lawrenceburg” or the “Facility”) is a 1200-megawatt combined-cycle natural gas-fueled power plant located in Lawrenceburg, Indiana, operated by CAMS, and owned by Lightstone Generation, LLC. Operational efficiency, safety, and environmental stewardship are central to CAMS operations. CAMS staff have improved liquid drainage, reduced waste, minimized spill risks, and enhanced worker safety by integrating an Intermediate Bulk Container (“IBC”) tilt stand into daily operations at Lawrenceburg. This tool is a best-practice example for optimized liquid handling.

One of the primary challenges faced when working with IBCs is ensuring efficient liquid drainage. The spring-loaded IBC tilt stand automatically tilts to drain liquid as the container empties. The built-in spring mechanism eliminates manual intervention, prevents product loss, reduces disposal costs, promoting sustainability and better resource utilization.

Additionally, the tilt stand improves safety by securely cradling IBCs during tilting. Its spring-loaded design reduces the need for manual lifting or wedging, minimizing the worker strain and injury risks common when maneuvering heavy containers.

Lawrenceburg’s adoption of the IBC tilt stand exemplifies operational excellence, offering a safer, more efficient, and environmentally sustainable process. This solution serves as a model for other facilities seeking to optimize their liquid handling processes while minimizing waste, reducing spill risks, and protecting their workforce.



EPA Finalizes Rule Hazardous Substance Facility Response Plans

By Emily Orlando, Environmental Associate

In 1994, the Environmental Protection Agency (“EPA”) promulgated regulations for facility response plans (“FRP”) for worst-case discharges of oil under 40 CFR Part 112. The Natural Resources Defense Council (“NRDC”) filed suit against EPA in 2019, citing EPA’s failure to require substantial harm facilities to plan, prevent, mitigate, and respond to worst-case spills of hazardous substances under the Clean Water Act (“CWA”). EPA proposed to extend FRP requirements to onshore non-transportation-related facilities with certain quantities of hazardous substances, as designated under the Clean Water Act (40 CFR 116.4), in March 2022 due to a consent decree between EPA and NRDC.



On March 14, 2024, EPA signed a final rule requiring specific facilities to develop FRPs for a worst-case discharge of hazardous substances. The FRP requirements apply to facilities that could be reasonably expected to cause substantial harm to the environment, which include facilities that:

1

Have a maximum on-site quantity of any CWA hazardous substance that meets or exceeds 1,000 times the Reportable Quantity (“RQ”) threshold for that substance (see 40 CFR 117.3);

2

Are within 0.5 miles of navigable waters or a conveyance to navigable waters; and,

3

Meet one or more of the substantial harm criteria:

- Ability to cause injury to fish, wildlife, and sensitive environments;
- Ability to adversely impact a public water system;
- Ability to cause injury to public receptors;
- Has had a reportable discharge of a CWA substance above the RQ within the last five years that reached navigable waters.

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EPA Finalizes Rule Hazardous Substance Facility Response Plans (cont.)

Facilities subject to the rule are required to prepare worst-case response plans in the event of worst-case discharges or the threat of such discharges, and submit them to the EPA by June 1, 2027 for existing facilities. EPA estimates that approximately 5,400 facilities will meet the requirement to submit a Hazardous Substance Facility Response Plan.

At this time, while CAMS does not expect many, if any, CAMS facilities to be subject to this rule based on known chemicals stored at each facility, CAMS recommends that each facility that uses or stores CWA hazardous substances (especially chemicals with a reportable quantity of 1 or 10 lbs under CWA- Table 117.3) evaluate potential coverage under EPA's new rule. This evaluation should include the quantity of CWA hazardous substances on site, proximity to navigable waters, and potential for substantial harm to the environment should there be a discharge of hazardous substances.

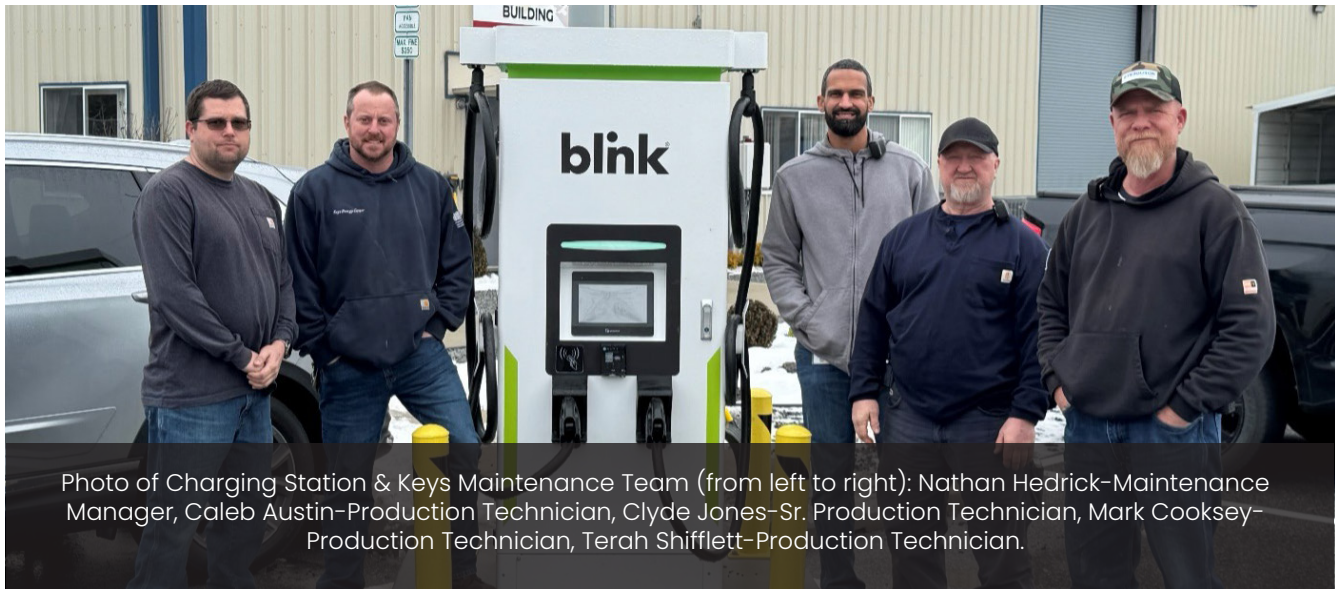
Note that at this time, PFAS chemicals are designated as a hazardous substance under CERCLA with a reporting quantity of one pound but are not designated as a hazardous substance under the Clean Water Act. Therefore, PFAS chemicals are not currently listed in Table 117.3, and would not trigger a Hazardous Substance FRP at any stored quantity.

If you find that your facility may trigger a Hazardous Substance FRP, please contact your CAMS Environmental contact to discuss the next steps.



Keys EV Charging Station

By Richard Modes, Regional Environmental Manager



Keys Energy Center ("Keys"), a 761 MW 2x1 gas-fired combined cycle plant located in Brandywine, Maryland, recently installed its first electric charging station at the facility in September 2024.

The Keys team has long focused on identifying potential improvements to positively impact the community we serve. The push to add an on-site electric charging station gained momentum when a CAMS employee visited the plant with an electric vehicle in early 2024 and it became obvious that this employee, and others, would not be able to recharge their vehicle's batteries on site.

Keys' production technicians—Clyde Jones, Caleb Austin, Mark Cooksey, and Terah Shifflett—spearheaded the project. They led nearly every aspect of the project by sourcing a charging station, identifying a parking lot location, scheduling a concrete company to pour a solid base for the station to rest on, and performing the setup (including electrical hook-ups) to turn a good idea into reality.

This charging station supports employees, prospective hires, owner's representatives, and site visitors driving electric vehicles, which are increasingly common, to Keys. The charging station could also support future potential electrification of site vehicles.

Keys' Plant Manager, Jeff Perry, said about the effort, "It is important for all members of the Keys team to know their input is valuable and that, if they present a project which makes sense, there is the opportunity to turn that plan into action. This charging station removes a commuting barrier that we'd otherwise see become a more pressing issue as electric cars are owned by more and more people every year."

Keys is owned by Alpa Generation, LLC ("AlphaGen") and managed and operated by CAMS.

Georgia Peakers Return to CAMS Fleet

By Sarah Jacobs, Environmental Associate and Norman Jones, Compliance Supervisor



When CAMS was founded in 2007, MPC Generating (“Monroe”), AL Sandersville (“Sandersville”), and Washington County Power (“Washington”) comprised three of the first facilities where CAMS performed O&M services. These three natural gas-fired peaking power plants located in Georgia left the CAMS family in 2015. As of December 2024, we are elated to welcome Monroe, Sandersville, and Washington back into our fleet. However, it’s not just the facilities we’re excited to see return—many former staff members have also rejoined CAMS after nearly a decade under different management.

Norman Jones, a power industry veteran with over 30 years of experience is one of these team members. He began his career at a newly constructed stoker coal-fired power plant in Hopewell, Virginia, where he worked in operations and gained hands-on experience across various roles.

“Working at a coal plant exposed me to several new and unfamiliar roles and tasks, allowing me to be a more versatile resource for the company. It was here where I first worked with CEMS analyzers and emissions control systems,” Norman recalls.

In 2000, he transferred to the LG&E Monroe simple cycle gas turbine facility in Monroe, Georgia.

“I was fortunate enough to transfer while the site was being constructed, as this allowed me to study the systems while they were being built and gain an appreciation for the environmental systems in place. I became more of a CEMS technician, performing calibrations and linearity tests, overseeing RATA testing, and taking responsibility for the overall health and maintenance of the CEMS systems. It was during this time that I transitioned from operations to becoming an EHS professional.”

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Georgia Peakers Return to CAMS Fleet (cont.)

When CAMS was awarded O&M services for the Southeast PowerGen facilities, including LG&E Monroe, Norman played a key role in writing the facility's first EHS policies and procedures. Over the years, he has overseen several CEMS upgrades, system recertifications, and switching from CEMS monitoring to LME reporting.

Currently, the portfolio is taking on a significant construction project at Washington, converting the site to dual-fuel capabilities. This will require another CEMS upgrade and a new Facility Response Plan.

"I look forward to working with CAMS corporate as we tackle these new challenges. I am confident that when the need arises, I will be able to count on the team."

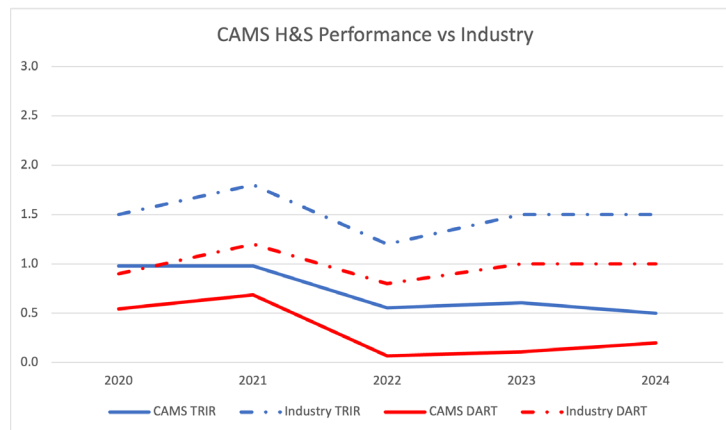
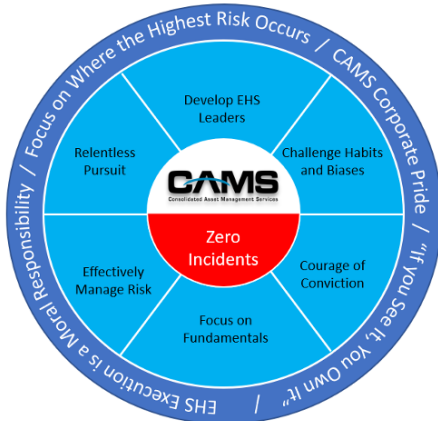
Norman enjoys spending time with his family, golfing, and traveling when not at the sites.



The Georgia Peakers portfolio is comprised three facilities, primarily owned by Harbert Management Corporation ("Harbert"). MPC Generating is a 368-MW natural gas-fired peaking facility in Monroe, Georgia. AL Sandersville is a 600-MW natural gas-fired peaking facility in Warthen, Georgia. Washington County Power is a 680-MW natural gas-fired peaking facility in Sandersville, GA, with split ownership by Harbert and Oglethorpe Power. CAMS provides O&M services to all three locations.

CAMS World Class Safety Performance

By Ben Vodila, Vice President Health & Safety



After initiating a fleet-wide emphasis on the CAMS EHS Vision three years ago, CAMS continues to show exceptional performance with both annual Total Recordable Injury Rates (TRIR) and Days Away Restricted or Transfer Rate (DART) significantly below the industry averages. We have consistently implemented effective defensive measures for all identifiable hazards in the field and promoted a proactive safety culture. Over the last three years, we have intentionally leveraged the tenets of the CAMS EHS Vision to promote daily focus, sustainable results, and zero Incidents.

Facilities are encouraged to Focus on Fundamentals of Hazards Identification, and ensure employees understand how to control those hazards in the field. Hazards are discussed during Pre-Job Briefs and field-verified to confirm all risks are properly mitigated. This sets the tone culturally, ensuring that if anyone sees an uncontrolled hazard, they will stop work and put effective protection measures in place.

While focusing on something as simple as this systematic approach to discuss and mitigate hazards may seem inconsequential, the results have compounded our performance significantly. In 2024, CAMS maintained a TRIR 67% below industry average, and our DART of 0.2 is 80% below industry average. We thank all CAMS employees for their efforts and improved performance in 2024.

Path Forward

We are truly grateful for the collaborative effort and seek to provide World Class support to all our locations in 2025 and beyond. We will continue to integrate the CAMS EHS Vision in all aspects of our corporate safety programs, including new initiatives related to EHS leadership development and the use of technology to increase EHS performance and efficiency. Stay tuned for more news and updates from the corporate Health & Safety and Environmental Teams.

If you have any questions or concerns about expectations or the CAMS EHS Vision, please contact us at Safety@camstex.com, or contact V.P. of Health & Safety – Ben Vodila (bvodila@camstex.com) or V.P. of Environmental – Derek Furstenwerth (dfurstenwerth@camstex.com).

Engine Reporting Requirements

By Lucian Hill, Esq., PE, BCEE, Director, Environmental Services



Overview of New CEDRI Reporting Requirements

The Environmental Protection Agency ("EPA") enforces air quality regulations under 40 C.F.R. Part 60 (New Source Performance Standards, or "NSPS") and 40 C.F.R. Part 63 (National Emission Standards for Hazardous Air Pollutants, or "NESHAP"). These federal regulations establish emission limits, monitoring

requirements, and compliance obligations for various industrial sources, including stationary internal combustion engines.

While these regulations may be delegated to state environmental agencies, they remain federally enforceable. This means that regardless of whether a state agency administers Part 60 or Part 63 requirements, facilities must still comply with all EPA-mandated obligations, including new federal electronic reporting requirements.

New CEDRI Reporting Requirements

As part of EPA's ongoing efforts to improve compliance transparency and emissions monitoring, facilities subject to 40 C.F.R. Parts 60 and 63 must now submit required reports electronically through the Compliance and Emissions Data Reporting Interface ("CEDRI"). This requirement applies in addition to any existing state or federal permit conditions.

Facilities operating under the following regulations must adhere to these new electronic reporting mandates:

- »» 40 CFR Part 63, Subpart ZZZZ ("ZZZZ"): NESHAP for Stationary Reciprocating Internal Combustion Engines ("RICE").
- »» 40 CFR Part 60, Subpart IIII ("IIII"): Standards of Performance for Stationary Compression Ignition ("CI" or liquid fuel) Internal Combustion Engines ("ICE").
- »» 40 CFR Part 60, Subpart JJJJ ("JJJJ"): Standards of Performance for Stationary Spark Ignition ("SI") ICE.

These updates mandate the electronic submission of specific reports, notifications, and performance test results through CEDRI to improve compliance tracking and emissions monitoring.

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Engine Reporting Requirements (cont.)

Key Effective Dates & Reporting Obligations

1. Electronic Reporting Implementation:

- »»» Effective Date: Sources were allowed, but not required, to electronically submit reports and notifications via CEDRI beginning on September 25, 2024.¹
- »»» Initial Required Reporting Date: Reports for the regulations noted above must be submitted through CEDRI starting February 26, 2025.²
- »»» Applicability: This applies to all reports, notifications, and other submission types previously submitted in paper format under 40 CFR Parts 60 and 63.

2. Initial Notifications:

- »»» Any initial notifications (e.g., for new or modified equipment) required under Subparts ZZZZ, IIII, and JJJJ must now be submitted electronically via CEDRI.³

3. Periodic Reporting:

- »»» Facilities operating emergency stationary⁴ RICE with a site rating exceeding 100 horsepower ("HP") must comply with annual reporting requirements if the engine is operated or contractually obligated for more than 15 hours per calendar year for emergency demand response programs or voltage/frequency deviations. Per 40 CFR §63.6650(h), an annual report must be submitted to CEDRI by March 31 of the following year. The report must include facility details, engine specifications, operational data, dispatch information, and any fuel requirement deviations. This ensures regulatory compliance and accurate emissions tracking.⁵

Next Steps

Assess Engine Operations:

- »»» Identify if your facility operates any emergency stationary engines (fire water, emergency diesel, or black start engines) that run outside of routine testing during an emergency. If so, ensure that annual periodic reports are prepared and submitted via CEDRI.

Submit Initial Notifications:

- »»» Ensure that any required initial notifications under Subparts ZZZZ, IIII, and JJJJ are submitted electronically through CEDRI in accordance with regulatory deadlines.

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Engine Reporting Requirements (cont.)

Maintain Compliance Documentation:

»» Review your facility's compliance obligations and confirm that all required documentation is properly maintained and up to date. If you install a stationary non-emergency engine greater than 500 HP, you will have to submit an initial notification, stack test results, and periodic reporting required for that engine through CEDRI. At the time of this guidance, no facility in CAMS has been flagged as having a stationary non-emergency engine over 500 HP that would trigger these reporting requirements.

Conclusion

Starting February 26, 2025, facilities subject to 40 CFR Part 63 Subpart ZZZZ and 40 CFR Part 60 Subparts IIII and JJJJ must submit all required reports electronically through CEDRI, replacing previous paper-based submissions. This transition enhances regulatory transparency and streamlines emissions data management.

Facilities with non-emergency stationary engines over 500 HP must submit semi-annual reports, though none are currently flagged in the fleet. Emergency engines over 100 HP used for demand response that run during an emergency must submit annual reports by March 31, 2025. Apart from these cases, no recurring reports are required under these subparts.

To ensure continued compliance, facilities should assess engine operations, verify initial notifications, and maintain accurate documentation. Please review these requirements to determine necessary actions and long-term compliance strategies.

For any questions regarding CEDRI reporting or specific applicability to your facility, please contact Lucian Hill at lhill@camstex.com.

¹ Federal Register, Cross-Media Electronic Reporting: Electronic Submission of Reports, Notifications, and Other Submission Types, (2025), available at <https://www.federalregister.gov/documents/2024/09/25/2024-21893/cross-media-electronic-reporting-electronic-submission-of-reports-notifications-and-other-submission>.

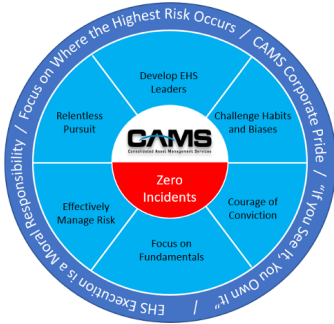
² Federal Register, 40 CFR Part 60 Subpart IIII, (2025), available at <https://www.ecfr.gov/current/title-40/chapter-I/subchapter-C/part-60/subpart-IIII>; Federal Register, 40 CFR Part 60 Subpart JJJJ, (2025), available at <https://www.ecfr.gov/current/title-40/chapter-I/subchapter-C/part-60/subpart-JJJJ>; Federal Register, 40 CFR Part 63 Subpart ZZZZ, (2025), available at <https://www.ecfr.gov/current/title-40/chapter-I/subchapter-C/part-63/subpart-ZZZZ>.

³ Id.

⁴ A stationary engine is defined as an internal combustion engine that is either fixed in place or is used for the same continuous purpose for at least 12 consecutive months. This includes engines that are portable or transportable (e.g., those on wheels or skids) if they stay in one location for this duration.

⁵ Id.

CAMS EHS Excellence Award Recipients



The CAMS EHS Vision and strategies for ensuring the Health and Safety of our employees, contractors, customers while protecting the environment were developed in alignment with our continuous pursuit of world class results. This quarter we recognize three individuals with the CAMS EHS Excellence Award: Hector Montano, Senior Plant Operator at NCAI; Michale Oakley, Plant Engineer, Woodbridge Energy Center; and Lauren Sparks, Compliance Specialist, St. Charles Energy Center.



Hector Montano. Hector displayed clear Courage of Conviction when he encountered a fellow employee in apparent distress from a personal medical condition. Hector noticed his coworker was acting abnormally and checked to see if he was feeling alright. Despite acknowledging he was not feeling 100%, the coworker denied needing any medical attention. Hector remained undeterred and continued the conversation, after multiple overtures the ill coworker eventually agreed to see a doctor. As a result of Hector taking a Moral Responsibility for his coworker's health, a CAMS employee was diagnosed with an unknown, serious medical condition and was able to begin immediate medical treatment. Hector's dedication to his teammate made a lasting impact on the well-being of all staff members and contributed to a positive site culture.

Michael Oakley. Michael was with a crew inside of a permit required confined space, where the Lockout Tagout and Confined Space Permits were already completed. While inside, Michael noticed two uncontrolled hazards and immediately stopped the job and had all personnel leave the area. The permit holder was brought out to the area and shown the uncontrolled hazards, which were also isolated and added to the permit before work could continue. By taking proactive steps, Michael prevented a potential incident that could have led to severe consequences. His actions reflect a strong safety culture and reinforce the importance of speaking up when something doesn't seem right. Michael exemplified leadership and responsibility by prioritizing safety. His quick thinking and dedication to a safe work environment serve as a great example for the entire team.



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CAMS EHS Excellence Award Recipients (cont.)



Lauren Sparks. While ensuring her site is maintaining compliance and Focusing on the Fundamentals, Lauren has led a transformative system to improve efficiencies at her facility. St. Charles has increased connectivity in the field and issued all employees iPads to streamline inspections and easily reference procedures, P&IDs, or other policies from the field. She has also led an effort to use drones as part of operator rounds to conduct visual checks while preventing employees from entering hazardous areas.

CAMS EHS will continue to focus our efforts and review our performance based on this vision. CAMS Operations Managers shall continue to review the performance of their respective facilities and identify any individuals or Leadership Teams deserving recognition. If you have any questions or concerns about expectations or the CAMS EHS Vision in general, please contact us at Safety@camstex.com, or contact Vice President of Health & Safety - Ben Vodila (bvodila@camstex.com) or Vice President of Environmental - Derek Furstenwerth (dfurstenwerth@camstex.com).



HR Corner

HR Synergy Symposium



The HR Synergy Symposium, organized by the CAMS HR Team and led by renowned Employment Counsel, Consultant, Coach – Tonja King, was a resounding success, attracting a diverse group of managers from all CAMS sites. Hosted in Orlando, Florida, this event aimed to provide valuable insights into HR best practices and how to navigate complex employment law challenges, delivered on its promise to be both informative and engaging. Tonja King, with her expertise and in-depth knowledge of employment law, was the perfect presenter, addressing critical topics such as workplace compliance, employee rights, and how to foster an inclusive and legally sound environment. Partnering with the HR Team, her sessions were well-received by all participants, who were eager to learn about

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Birthdays of the Months

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Wishing a very Happy Birthday to all our amazing employees celebrating in April, May, and June! Your dedication and hard work make CAMS a truly remarkable place, and we're excited to celebrate you on your special day. May the year ahead

bring you happiness, growth, and new achievements. We're grateful to have you as an essential part of the CAMS family!



HR Synergy Symposium (cont.)

the latest developments in employment law and how these changes impact management strategies.

The symposium offered an excellent opportunity for managers from different locations to connect, share experiences, and collaborate on solving common HR challenges. The dynamic discussions and interactive workshops were a highlight of the day, allowing attendees to dive deep into real-world scenarios and learn practical solutions to handle complex HR issues effectively. Attendees appreciated the high-quality content, the opportunity to network with colleagues from other sites, and the invaluable legal insights that will help them manage their teams more effectively.

Given the success of the event and the enthusiastic response from the managers, the CAMS HR Team is already considering plans to make this HR Synergy Symposium an annual conference. The team looks forward to hosting more such events that bring together thought leaders and HR professionals to share knowledge, build stronger teams, and ensure a positive and compliant workplace culture across all sites.

In conclusion, the HR Synergy Symposium was not just a success; it was a pivotal moment in enhancing HR practices within our organization, and we can't wait to make it a regular part of our HR strategy moving forward.



Have Your Cake and Eat It Too – Wellness Event

The “Have Your Cake and Eat It Too” wellness event was a sweet success! CAMS brought the vibrant spirit of Mardi Gras to the office, treating attendees to delicious beignets and a festive King Cake, offering a taste of New Orleans right here at work.

After indulging in the tasty treats, participants were invited to join the virtual cooking class, where they learned how to satisfy their sweet tooth with healthier alternatives. The seminar provided great tips for enjoying guilt-free indulgence and offered practical tricks for making healthier, yet delicious, desserts.



Meal Prepping & Planning - Wellness Event



The Meal Prep and Planning 101, hosted as a part of our Wellness Initiative, was a resounding success! The lunchtime gathering provided a fantastic opportunity for employees to learn practical tips for streamlining their weekday meals and discovering healthy, quick meal ideas.

Attendees enjoyed a delicious spread of sandwiches and bowls, perfect for fueling the body while gaining valuable insights on making meal prep easy and enjoyable. The event was well-attended, with many participating both in person and virtually via Zoom. The atmosphere was lively as participants engaged with each other, shared experiences, and left with new strategies for planning their meals efficiently.

Valentines Day – Sending Virtual Valentines to the Children’s Hospital



As part of the season of love and kindness, CAMS employees came together to spread joy and positivity to children in various children’s hospitals.

This special initiative invited participants to send electronic Valentines filled with love, encouragement, and positivity to children who are currently in the hospital. The goal was to bring smiles to the faces of these young patients and remind them that they are in our thoughts, not just on Valentine’s Day, but every day.

The response was overwhelming, with many employees sending their heartfelt messages and making a meaningful impact on these children’s lives. This initiative was a beautiful reminder of the difference we can make in someone’s life, one Valentine at a time.



Photo: Oswego Harbor Power. Oswego, NY. Owned by Generation Bridge, LLC and operated by CAMS.

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