



# InsideSolar

For questions, article submissions and deadlines, contact:

Lisa Wuller, Editor  
Solar Turbines Public Affairs Office  
(619) 544-5283  
Wuller\_Lisa@SolarTurbines.com

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## Solar Holds Diversity & Inclusion Day

In November, Solar's San Diego facilities held the first annual Diversity & Inclusion Day, an opportunity for employees to learn more about the Employee Resource Groups (ERGs), the communities they serve, and the importance of diversity initiatives across the business. Solar has held similar events in the past, such as an ERG Gallery Walk and presentations by leadership staff, however, this was the first time several of these elements were combined into one day.

The Diversity & Inclusion Day featured an ERG "open house," where employees could learn more about and sign up to become a part of a group that interests them. The day also included two executive kick-off presentations from Kathy Mock, Human Resources Director, and Ennodio Ramos, Vice President of Oil and Gas. The day concluded with an address by Solar President Tom Pellette, which was streamed live to Harbor Drive and DeSoto from Kearny Mesa.

"Solar frequently communicates the importance of diversity and inclusion as necessary avenues for the cultural enrichment of our employees and as an essential ingredient for continued achievement of world class business performance for our customers," said Natalie Vanderspiegel, 2014 Diversity & Inclusion Day Chair. "This day is a showcase and a celebration of the work that the ERGs do to boost employee engagement."

Inception and planning for Diversity & Inclusion Day began in 2011 after a team of ERG leaders and sponsors evaluated the ERG Gallery Walk that is held annually at Caterpillar. The team concluded that adopting a similar event at Solar would serve as an opportunity to reach potential new Solar ERG members and specifically make the ERGs more available to production team members. Erik Kudrna, Principle Human Resources Representative, and Natalie Vanderspiegel, ACS Materials Manager, led the inaugural planning committee which consisted of representatives from each ERG and several departments across the business. The idea came to fruition at Solar in parallel with several new ERGs that were being chartered, such as Solar-Lambda and Solar Armed Forces Support Network (SAFSN). The first ERG Gallery walk was then held in 2013 as a pilot for this year's Diversity & Inclusion Day, providing a new opportunity for employees to come together and celebrate differences.

"We had a high demand for more ERGs and more events like this from our production workforce," said Erik. "We wanted to create an event that was informal, accessible, easy to attend, and made signing up for an ERG easy if an employee wished to do so. Our goal is to make ERG involvement convenient for employees to participate."

Memberships to any ERG are open to any employee, regardless of race, gender, cultural background or job role. While membership is discretionary, there are a number of benefits with being involved in a Solar ERG, such as: access to an established network with representatives from all over Solar with both similar and different interests; opportunities to learn more about our business, industry, and customers; a supportive channel to develop technical and leadership skills beyond an individual's specific job duties, and a more engaged and culturally aware workforce.

The Diversity & Inclusion Day team received very positive feedback, with more than 250 new ERG member sign-ups as a result of the day.

"We got a lot of feedback that the conversations at the gallery walk portion of the day were deeper and richer than last year, and the attendance and new membership sign-up metrics beat all of the goals we set," said Natalie. "The high participation rate of President's staff on all shifts, in addition to the three executive level presentations during the event, reinforced the message that our senior leadership supports diversity and inclusion as well as the ERGs' efforts."

"This is a fantastic opportunity to explore what the ERGs have to offer and how they contribute to our business culture," said Brian Wesley, Chair-Elect for Diversity & Inclusion Day 2014. "We plan on this being the first of many successful events, and we will continue brainstorming ways to improve and expand upon this event in the coming years."

### Solar currently supports 10 Employee Resource Groups:

- Caterpillar Latino Connection Solar Chapter (CLC)
- Solar Armed Forces Support Network (SAFSN)
- Solar Chapter of Caterpillar African American Network (CAAN)
- Solar Chapter of Caterpillar Asian Indian Community (C-AIC)
- Solar Chapter of Caterpillar Chinese Resource Group (CCRG)
- Solar Chapter of Lambda Network (Solar-Lambda)
- Solar DeSoto Chapter of Lambda Network (DeSoto-Lambda)
- Solar Professional Development Network (SPDN)
- Solar Women Engineers (SWE)
- Women's Initiative Network at Solar (WINS)

If you are interested in joining one of the ERGs listed above, or for more information on how to a new ERG, please send an email to T3 Solar Diversity.



From top: Solar Human Resources Director Kathy Mock, Solar Vice President of Oil and Gas Ennodio Ramos, Solar employee attending the ERG gallery walk portion of Diversity & Inclusion Day.

### Message from the President:

#### Farewell to the Solar Team



As we wrap up our results for 2014 and prepare for the upcoming year, I would like to take this opportunity to reflect on my time at Solar and congratulate and thank the Solar team for all that you have accomplished over the past several years.

As announced in October, I will soon begin my new role as Caterpillar Group President with responsibility for Caterpillar's Construction Industries group. While I look forward to the challenge of a new role and to joining Caterpillar's Executive Office, I will miss all of the dedicated employees I have had the opportunity to work alongside during my 21 years at Solar.

I began my career here in 1993 as a sales engineer and spent a number of years working in Europe, Asia and the U.S. Over the past two decades, I have held a variety of positions in many areas of our business including sales, engineering and customer services and have had the pleasure of working with many of those who make up Solar's world-class team. I feel very fortunate to have had the opportunity to work with such a diverse and talented group of individuals.

Over the past several years, the Solar team has achieved a number of milestones. There are many but I would like to name just a few. We have made strides in our product line, such as introducing and stabilizing the Titan™ 250, upgrading our legacy products and celebrating the success of the C75 compressor. We have seen tremendous progress in our Equipment Health Offering featuring our InSight System™. We have had the honor of celebrating major accomplishments at several of our global facilities, including TurboFab's 25th anniversary, the opening of our Macae and Dubai Service Centers and our Zatec Remanufacturing Center. While we have room for improvement in our current safety performance, we did achieve our best year ever in 2013. We have met increasing customer demands with the quality and velocity they have come to expect from all of our manufacturing facilities, and have continued to successfully expand our markets and our business. Most recently, we surpassed our United Way participation goal of 25 percent and contributed more than 1 million dollars to our local communities, an increase over past years. Finally, we have expanded our sustainability practices and received recognition for recycling efforts and employee commuting programs last year.

I will soon be handing over the reins to my successor, Pablo Koziner, who currently serves as Caterpillar Vice President with responsibility for the Americas Distribution Services Division. Pablo joined Caterpillar's Legal Services Division in 2001 and has held a number of leadership positions since that time. Pablo's leadership skills, customer focus and global experience will serve him well in his new role leading Solar.

I would like to thank each and every Solar employee for your hard work and commitment to excellence, quality, safety and our customers. Solar has been my life for 21 years and it has truly been a memorable experience. I will think of you often as I embark on my new assignment and I wish all of you the very best. I will miss you!

## Daisy Galeana Nominated for “Latinos Making a Difference” Award

In conjunction with Univision KBNT San Diego, San Diego Magazine recently recognized one of Solar’s own as a finalist in the “Latinos Making a Difference” Awards. Daisy Galeana, Principal Test Engineer, was nominated for her nearly 16 years of work in different Science, Technology, Engineering and Math (STEM) outreach programs, most notably the San Diego Mathematics Engineering Science Achievement (MESA) Alliance Program.

The Latinos Making a Difference Awards recognize individuals who are passionate about influencing others in the San Diego community. Daisy is very active in the San Diego community, logging more than 8,000 service hours to more than 20 different outreach programs over the past 16 years. Much of her work involves helping students from underprivileged communities gain access to the resources they need to become interested in and pursue STEM careers, which includes planning Solar’s Shadow Day events, serving as a judge at the Robotic Challenge last year, mentoring students at SDSU, and maintaining an active membership in MANA de San Diego, The Society of Hispanic Professional Engineers (SHPE), and the Society of Women Engineers (SWE), among others. Daisy estimates that she served approximately 3,300 students and 16 STEM programs in 2013.

“I first began volunteering when I was 18,” said Daisy. “I was working as an Outreach Coordinator for MESA, but found that students were having difficulty attending the program even if they were interested because they couldn’t understand or complete the applications, or often had no ride to attend. I saw a real need for one-on-one mentorship and translation. An education is so important for students wanting to enter this field. I began offering personal, often in-home mentorship to help the students who wanted to participate.”

Daisy’s vision is to increase the number of female and Latino engineers in our community, a goal she feels she is on the way to attaining by teaching leadership skills to the students she mentors, and by spending her time supporting programs like MESA.

“I participated in MESA while I was studying at SDSU, and have achieved a wonderful career at Solar because of it. I grew up in San Diego and have experienced first-



Daisy Galeana, Solar Principal Test Engineer and finalist for the San Diego Magazine “Latinos Making a Difference” Awards

hand the needs in our community. I am committed to helping students accomplish their goals because of the positive influences I have had in my life. I believe that paying it forward will only improve the community we live and work in,” says Daisy. “In addition, sustainability is one of Solar’s core values. Building a viable pipeline of educated talent, as well as giving back, can only bring valuable benefits for Solar and for our community for years to come.”

Daisy first joined Solar 11 years ago through a rotational college internship program. After graduating and working for several years at another company, Daisy returned and joined the Solar team as a Principal Test Engineer. Daisy has a Bachelor’s degree in Mechanical Engineering from San Diego State University, a Masters in Mechanical Engineering from University of Miami, and is currently working toward her PhD in Mechanical Engineering from the University of California Riverside. Please join us in congratulating Daisy on this honor!

support sales in the Australian market, where electrical requirements are stringent. Chelsey began working with the International Electrotechnical Commission (IEC) Conformity Assessment System to facilitate global product acceptance of the majority of Solar’s standard package electrical components. One goal of the IEC is to provide a framework to standardize global products with minimal national deviations, which helps to facilitate international trade of equipment. Chelsey’s work in integrating conformity assessments at Solar to produce a suitable international package for hazardous locations set her apart from other companies represented in the award’s competition.

“Developing and empowering new generations of knowledgeable Compliance Engineers is critical to ensure product safety and access to international markets using a strategic approach,” said Dalia El Tawy, Solar Power Generation Business Development Program Manager and IEC TC31 Convenor.

In 2013, Dalia sponsored Chelsey to participate in the IEC Young Professional Program. Chelsey was nominated as one of three U.S. candidates, a recognition that gave her the opportunity to travel to New Delhi, India for a workshop on how technical committees are created to write and maintain international standards. As a result of the exposure she received from the IEC, the ANSI recognized Chelsey the following year with the Next Generation Award for her leadership in the area of conformity assessment.

## Turbotec Achieves 96% Recycling of Industrial Waste

Solar’s Turbotec facility in Tijuana, Mexico is home to more than 1,080 employees and manufactures or remanufactures 600,000 components annually, logging approximately 950,000 production hours each year. With high production volumes such as this, minimizing waste is critical.

In 2009, a cross-functional team was created with the goal to minimize landfill use and increase recycling. The team spent the next several years monitoring waste patterns and recommending solutions. It was found that production processes generated roughly 6.5 million pounds of waste over the last four years, and in 2011 alone, 1.7 million pounds of waste were generated but only 86 percent of waste was recycled. The team set the bar high with a goal of 100 percent recycling by the year 2020, and set out to streamline a process of segregation and reclassification of hazardous waste streams to increase recycling. To date, Turbotec has achieved a greatly improved recycling rate of 96 percent.

Several initiatives that helped the team reach this milestone included the recycling of sludge from the facility’s wastewater treatment plant, which represented 14 percent of non-metallic waste, an analysis to reclassify waste streams sent to landfills, and finally, the creation of an eco-map to help the team visualize areas of greatest waste generation. The team used this map to begin segregating empty containers, as well as plastic and metal, which allowed them to separate and recycle these materials.

“The EPA estimates that the net emission reduction from recycling these materials, compared with a baseline in which the materials are sent to a landfill, is 2.79 metric tons of CO2 per ton of waste. If you convert this amount to KWh avoided, the amount of waste we recycled has saved the equivalent of the amount of energy it would take to provide electric power for one year to a small town like Tecate Baja California, which has a population of 100,000 inhabitants,” said Ricardo Goycochea, Solar Environmental Coordinator. “We have also avoided releasing 8,000 tons of carbon dioxide into the atmosphere.”

The project was submitted last year for a President’s Award. Congratulations to the Turbotec facility for excellent sustainability practices!

## Chelsey Schweikert Recognized for Standardization Leadership

In October, Solar Product Compliance Design Engineer, Chelsey Schweikert, was honored with the American National Standards Institute (ANSI) Next Generation Award for her leadership and participation in compliance and electrical standardization programs.

ANSI is a professional organization that seeks to enhance the global competitiveness of businesses in the United States by facilitating consensus standards and conformity assessment systems. For Solar, this refers to the manufacturing and electrical standards that allow us to sell and manufacture products that are compliant with markets around the world.

Chelsey graduated from Syracuse University with a Bachelor’s degree in Chemical Engineering, and has been with Solar for four years. In her current role, Chelsey supports projects from sales to engineering and manufacturing through commissioning for packages headed to Russia, Brazil, South Africa and Australia.

“Many of the projects I support are destined for challenging locations or harsh environments, such as on offshore platforms, sites with gas release or gas pipelines, or compressor stations,” said Chelsey. “It is critical for a package going to any site to meet certain standards to ensure safety and to operate properly. In my job, I help ensure that any package we build will meet electrical standards for the region where it has been sold.”

When Chelsey began her career at Solar, she was tasked with implementing a certification strategy to



Chelsey Schweikert accepts the ANSI Next Generation Award with Tony Zertuche, USNC/IEC Deputy General Secretary, and Mary Saunders, ANSI Board of Directors Interim Chair.

“Being involved with the IEC and the ANSI is very beneficial to Solar, and I am honored to have been recognized by these two organizations. By having representation within these entities, Solar has the opportunity to not only obtain information about global standardization, but to join the discussion and use the knowledge we have about our products to help shape standards,” said Chelsey. “The end goal is for us to make our products as safe and compliant as possible so we can help our customers be successful.”

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Lisa Wuller, Editor & Designer  
Solar Turbines Public Affairs Office  
(619) 544-5283  
Wuller\_Lisa@SolarTurbines.com

Please send story ideas and submissions to:  
Wuller\_Lisa@SolarTurbines.com

Contributing Writers:  
Lisa Wuller  
Wendy Swanson  
Leah Reyes  
Laura Allgire  
Daisy Galeana  
Chelsey Schweikert  
Ricardo Goycochea  
Natalie Vanderspiegel

Banner photo:  
The Mica Creek Power Station in Mount Isa, Queensland Australia with 1 Titan 250 MPU and 2 Taurus™ 60 MPUs.

Photographs provided courtesy of Solar Turbines file images and Solar employee submissions.

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