



CALENDAR OF EVENTS

1. SESH A 39th Annual International High Technology ESH Symposium and Exhibition

When: April 17-21, 2017
 Where: Embassy Suites by Hilton Scottsdale Resort
 Scottsdale, Arizona

<http://www.seshaonline.org/meetings/2017/index.php>

2. Second SESH A PNW face-to-face meeting

When: Spring of 2017
 Where: Portland, Oregon

3. Submit SESH A-related hot topics or career development articles for inclusion in a future monthly newsletter

When: January 15, 2017 for January Newsletter
 Where: Submit articles to SESH A PNW Communications Directors

Letter from our President

Hello SESH A Community,

Happy Holidays! I hope that you are tying up the bows on the last of your goals and projects for 2016, and that you can enjoy your holiday season. We have combined the November and December newsletters this year to minimize your email strings, but hopefully still satisfy your yearning for hot topics you requested our team to address.

In October, we hosted our first SESH A PNW face-to-face meeting downtown at Rock Bottom Brewery. It was the night after the historic election...which meant that we were definitely not the only ones gathering to share our voices in Downtown Portland. While we had expected ~21 folks, we say an extra "thank you" to the 12 brave souls who made it! We had a great experience. I was able to give an overview of our PNW section, and share information about the National Conference in April 2017. Matt Kuntz, a seasoned SESH A participant, kicked off our speakers by sharing stories of his experience with the organization, as well as offering some suggestions on how to move the group forward in the PNW. His advice to continue to spread the breadth as well as the expertise of the section was well echoed throughout the night.

Monica Wright then shared her experience and expertise in Air Toxics regulations, especially as awareness and scrutiny in Portland is especially high. We also appreciate Mollie Anderson & the other attendees who shared a bit about themselves, their careers, their company and what SESH A can do for them.

We also did an exercise for attendees to share their desires for our section. Some of the resonating themes were about getting to know our members and their companies, training, increasing awareness of emerging issues, public service and meeting coordination.

As such, we plan to host a Face to Face event in the spring for our Northwest members! Our committee is still working on the details, but we are aiming for a tour, some education, and of course, networking. If you'd like to support, financially or planning, please let me know!

Sincerely,

Joy Marsalla

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TOPIC OF THE MONTH

OR Air Toxics Rule Making Update

Oregon DEQ and the Oregon Health Authority (OHA) have partnered together as Cleaner Air Oregon to develop a new regulatory system for managing air toxics from permitted sources. Cleaner Air Oregon has begun the Rule Making Advisory Committee meetings and details about meetings and the rule making schedule can be found at <http://cleanerair.oregon.gov/>. A draft rule should be available on May 15, 2017 and the public can comment on the proposed rule through mid-July. For facilities with a current air permit from Oregon, DEQ will be requesting various data from the facility to support the rule making process.

DEQ Request for Data

The most recent request for data was released on November 28, 2016. Oregon DEQ will require emission data from all air permitted facilities in OR. The data request was based on the type of permit as follows:

- General and Basic Air Contaminant Discharge Permit (ACDP) holders report production and mass balance data to DEQ by March 31, 2017, for DEQ to use to calculate the emissions of DEQ's list of 633 air toxics.
- Standard ACDP and Title V permit holders must submit an emissions inventory for 2016 actual emissions of EPA's 187 Hazardous Air Pollutants by May 1, 2017 and the remainder of the 633 Oregon Air Toxics by September 1, 2017.

What Should Facilities Do Now?

As this rule making progresses, facilities with an air permit should determine which type of permit the facility has, and start preparing data for DEQ Submittal. Before submitting an air toxics inventory to DEQ, facilities may want to also

consider performing an air toxics analysis. This will help a facility to make informed decisions about the next steps that may be required to reduce enforcement risk and negative public perception resulting from new Air Toxics Rules. Some recommendations to consider are as follows:

- Prepare emissions or production data in a digital format that can be easily uploaded to DEQ databases and that all links and calculations are accurate.
- Review of air toxics emission inventory for completeness and accuracy (e.g., update any out-of-date emission factors).
- Review production and mass balance data and process to determine appropriate emission factors and identify non-linear processes.
- Verify the suitability of air toxics inventory assumptions.
- Look for outliers in emissions – these are the pollutants that may be targeted in the future.
- Compare emissions to risk based significant emission levels from other states to identify potential issues
- Secure and/or gather emission source properties (stack height, flow, etc.) to prepare for possible modeling by DEQ.
- Complete preliminary (screening) modeling studies to understand if there may be potential impacts at neighboring locations.
 - Plan to review the draft rule and work with similar facilities to prepare comments on the rule.

The key for all facilities will be to evaluate and plan early. The data requests and rule making time line impact all air permit holders across the state at the same time. Resources to help evaluate and fill gaps will be difficult to secure with many companies all looking for help all at once, so proper planning will be essential to successfully navigate the new air toxic rules.



SESHA MEMBERSHIP

Benefits from becoming involved in SESH Member

In SESH, you will learn new skills and perfect existing talents in a "low risk" environment. Furthermore, the skills you acquire as a volunteer leader will benefit your company. Possible benefits gained by the company through your participation in SESH are listed below.

Budget

- ✓ Basic accounting practices and principles
- ✓ Setting priorities
- ✓ Reading financial statements
- ✓ Balancing mission versus budget

Legal and Tax Issues

- ✓ Liability and compliance with laws

How to Influence

- ✓ Public image
- ✓ Peer organizations
- ✓ Government entities

Setting Goals and Objectives

- ✓ Organization and execution
- ✓ Strategic planning

Leadership Skills

- ✓ Leading volunteers to achieve goals

Communications

- ✓ Interpersonal
- ✓ Group

Management Skills

- ✓ Manage committee chairs, officers, etc.
- ✓ Delegation

Network with Others in Similar Positions

- ✓ Teamwork skills
- ✓ Learning from others

From: <http://seshaonline.org/regions/chaptools/chapbenefits>

CAREER DEVELOPMENT

Getting Effective Feedback

The end of the year is almost here and for many organizations this is also when the process of compiling 'official' feedback as preparation for salary and performance reviews begins. If you are lucky, feedback is a daily part of your work, where supervisors and coworkers are regularly communicating about expectations, performance, projects and goals. If this does not define your daily work communication situation or you just want some new ideas for making feedback easier read on.

Creating a work environment where receiving and giving feedback on a regular basis is painless and can even help you grow and reach your professional goals faster starts with making it comfortable and safe for people to offer feedback. The SKS method credited to Phil Daniels, a psychology professor at Brigham Young University, is a feedback mechanism that can get you started in the right direction. SKS is a simple process that involves asking for feedback with three simple questions:

- What should I stop doing?
- What should I keep doing?
- What should I start doing?

These questions will encourage others to think of specifics for both improvement and keep the tone positive by also highlighting strengths, they are action focused so you will have something to work on right away and it only take a few minutes to complete the feedback discussion.

Answers to these questions alone can be helpful, but the comfort and safety in the method comes from the reception of the feedback and what you do with the new information you now have about your performance. To show you respect the person who takes the time to give you feedback, always thank them for taking time to talk with you, follow up with them on how you are doing, and avoid getting defensive or making excuses when getting feedback. Instead of letting defensive instincts to take over try to find the value in knowing how another on your team perceives you, and wonder about what opportunities will open up for you as you change your behaviors.

Using a wonder approach to feedback can help you see opportunities that come from changing your behaviors and you might even learn about one of your strengths you didn't know about. While changing, or increasing specific behaviors might be the initial focus, the long-term benefit of the feedback is that you can use it to help understand your strengths and areas for longer term improvement and work satisfaction.

Source: [Harvard Business Review](#)



SESHA ESH SYMPOSIUM AND EXHIBITION

May 2016 Conference

The SESA 2016 Symposium & Exposition was a great success! One of the benefits of membership is full access to the presentations/proceedings from the meeting: <http://seshaonline.org/meetings/2016/grid.php>.

Not only do you have access to the presentations from this year, but you also have access to proceedings going back to 2001! You may explore at: <http://seshaonline.org/meetings/index.php3>

April 2017 Conference

The SESA 39th Annual International High Technology ESH Symposium and Exhibition will be returning to Scottsdale, Arizona. SESA 2017 will be held at the recently renovated Embassy Suites by Hilton Scottsdale Resort, located just outside of Old Town Scottsdale, only 11 miles and a convenient taxi or ride share from Phoenix Sky Harbor Airport.

This will be a perfect platform to participate in discussions related to cutting edge high technology ESH topics, foster collaborations and network with top industry professionals, while experiencing a favorite location for SESA meetings. Overlooking Camelback Mountain, the Embassy Suites by Hilton Scottsdale Resort is just minutes from championship golf courses, spa facilities, over 320 retail shops, dining at over 90 restaurants, over 80 art galleries, and outdoor recreation. Scottsdale is annually rated among the nation's

most desirable communities to visit and Scottsdale's vibrant downtown is considered the finest urban center in Arizona.

You are invited to submit an abstract to be considered for inclusion in the Symposium. In addition to our traditional 45-minute conference sessions, we are also soliciting proposals on the following types of sessions:

- Sprint Sessions – A 20-minute presentation that focuses on a specific topic, such as a case study, research, or professional practice.
- Workshops — A one- or two-hour long interactive session that focuses on developing practical knowledge and skills.
- Roundtables – Presentations are in a panel discussion format presenting various view points, and includes audience participation and questions.
- Professional Development Courses (PDCs) - PDCs are full- or half-day educational training sessions, which may be held on Monday Afternoon, April 17th or on Friday, April 21st.

Information available on SESA's website and an abstract may be submitted here:

<http://www.seshaonline.org/meetings/2017/abstracts/form>

To be considered for inclusion in the Program, all submissions must be received by the SESA Headquarters by January 15, 2017. Submissions MUST be made using this webpage. If you cannot submit via the web then contact the SESA Secretariat at (703) 790-1745 for assistance.