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**From:** Mainzer, Elliot E (BPA) - D-7  
**Sent:** Friday, July 26, 2013 8:38 AM  
**To:** ALLBPA  
**Subject:** Administrator Update

Fellow BPA Employees,

I would like to thank you again for your commitment to your work and to our mission over the past few weeks.

My purpose in communicating with you today is to reiterate the key messages I have been sharing with BPA's leadership team. At the moment, I am laser focused on three fundamental objectives:

- Remain committed to our mission and our customers;
- Take care of our workforce;
- Actively address the issues related to how we execute our human resources activities and make sure that all BPA employees are aware of BPA's absolute commitment to a workplace free of retaliation, particularly against those who raise concerns.

The BPA leadership team is committed to ensuring continuity and stability in our operations. We will also be working actively to make sure that we continue to make progress on critical issues facing BPA and the region, including the Columbia River Treaty, our rate cases, the Biological Opinion and evolving markets.

Beginning next week, we will receive additional assistance from Human Capital Management staff from Department headquarters to assist in our review of our procedures and practices. Their purpose is to advise us and help us restore stability in our internal HCM operations.

By staying focused on our mission and core values of trustworthy stewardship, collaborative relationships and operational excellence, I am confident that we will continue providing excellent service to the people of the Pacific Northwest.

As we work our way through our current challenges, I am also pleased to highlight a few key accomplishments within our business over the past several days.

We released the Rate Case Record of Decision that sets new rates as of Oct. 1, 2013. The new rates support needed improvements that will ensure the region's federal hydropower and transmission systems can continue to reliably deliver carbon-free, affordable power to Northwest homes and businesses for years to come. Thanks to all of you who helped in this huge effort.

Our recently-released Case for Conservation received extremely positive feedback from the Northwest Energy Coalition and other stakeholders. This was a tremendous effort that highlights the value of energy efficiency.

And with high temperatures and fires breaking out across the region, our crews and operators are providing excellent response and reliable power service. As always, I have the highest regard for their work.

Thanks for everything you do.

Elliot