

## Announcement

### Howard Gugel Promoted to SVP, Regulatory Oversight

January 6, 2025

**WASHINGTON, D.C. – Howard Gugel**, formerly NERC’s vice president of Regulatory Oversight, has been promoted to senior vice president, Regulatory Oversight, by NERC’s Board of Trustees. The promotion takes effect immediately.

“I am excited to recognize Howard’s growing leadership footprint with this promotion to senior vice president,” said Jim Robb, NERC president and chief executive officer. “As industry continues to evolve, bringing new players to the table who are shaping the risk profile of the sector, Howard’s leadership of our compliance assurance and registration activities are essential to our success. He brings a strong technical understanding of the issues facing the sector and terrific working relationships with his colleagues in the Regional Entities.”

In his new role, Gugel will continue to be responsible for architecting and directing programs and processes to monitor, review and evaluate the effectiveness of the Electric Reliability Organization (ERO) Enterprise’s implementation of the risk-based Compliance Monitoring and Enforcement Program. He will also continue to oversee the ERO’s Organization Registration and Certification process, including the implementation of our recent FERC-approved expansion of the NERC Registry to include smaller scale inverter-based resources. As a senior vice president, Gugel will join the ERO Enterprise Executive Committee and will assume co-leadership of the Enterprise Operations Leadership Team.

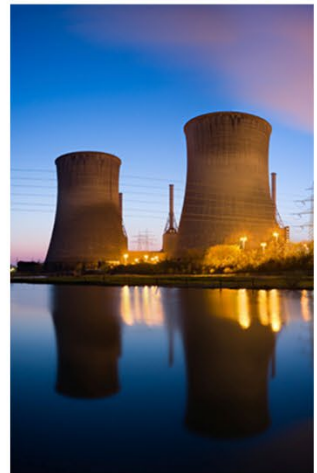
Having been with NERC for 15 years, Gugel previously served as vice president of Engineering and Standards and director of Performance Analysis. In 2022, the Secretary of Energy appointed Gugel to the Department of Energy’s Electric Advisory Committee. He also serves on the North American Energy Standards Board. He has more than 34 years of experience in the utility industry, previously working as a transmission area maintenance manager and a transmission planning manager for Progress Energy Florida, as well as industry experience at Associated Electric Cooperative and Mirant.

“I am excited to have this opportunity to expand my role at NERC and am pleased about FERC’s recent approval of our five-year performance assessment with our proposed improvements in Reliability Standards development, Compliance Monitoring and Enforcement Program processing and more robust data collection to report on trends, themes and recommendations,” Gugel said. “The ERO Enterprise has made great strides in

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its risk-based focus on compliance monitoring and enforcement, and these improvements will allow industry and the ERO Enterprise to appropriately focus on reliability risks. I look forward to providing leadership in this crucial area.”

Gugel earned his bachelor’s and master’s degrees in Electrical Engineering from the University of Missouri – Rolla. He is a licensed professional engineer in Missouri.

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*Electricity is a key component of the fabric of modern society and NERC, as the Electric Reliability Organization, serves to strengthen that fabric. The vision for the ERO Enterprise, which is comprised of NERC and the six Regional Entities, is a highly reliable and secure North American bulk power system. Our mission is to assure the effective and efficient reduction of risks to the reliability and security of the grid.*