



“High Noon Decisions: Knowing When It’s Time to Act”

April 14th -16th 2026, HIRD April 16th-17th 2026

Monday, April 13th		
Time:	Topic:	Presenter(s):
5:30-6:30 pm	Informal Meet & Greet (Complimentary beverages for Embassy Suites overnight guests; cash bar for others)	Embassy Suites Atrium (7th Floor of Hotel)
Tuesday, April 14th - All Classes and Meals in Synergy 1 (5th Floor) Unless Otherwise Noted		
Time:	Topic:	Presenter(s):
7:15-8:15 am	Check-in	5th Floor Foyer
7:15-8:15 am	Breakfast (If you aren't staying at the Embassy Suites, please pick up your breakfast voucher at the 5 th floor Check-in desk.)	Embassy Suites Atrium (7th Floor of Hotel)
8:15-8:30 am	NAECP Welcome & Announcements	Kristie Lowther , Sr. Mgr. Employee Concerns Program, Entergy Kaleigh Sanders , Sr. Employee Concerns Investigator, STP, James March , Compliance & Concerns Director, Southern Nuclear
8:30-8:45 am	Welcome from Southern Texas Project (STP)	Rachel Jackson-Owens , VP and Chief Legal Officer, STP, Drew Richards , Licensing & Regulatory Affairs Leader, STP
8:45-10:45 am	Keynote: Leading Through Courage: Resilience, Reflection, and Renewal	Nicki Gaskins , Professional Speaker, NGC3

10:45-11 am	Break	
11-12 pm	From Concern to Care: When Employee Concerns Require Action	Moderator: Jane Accomando , Energy Industry Team Co-Leader, Morgan, Lewis & Bockius LLP, Panel Members: Meosha Givens , Employee Concerns Specialist, Sr., Entergy, Tammy Eyrich , ECP and Safety Culture Manager, Palo Verde, Megan Sharpe , Concerns Program Supervisor, Southern Nuclear
12-1pm	Lunch and Networking	
12-1pm	NEW: First-time Attendees Lunch	Hosted by: Board of Directors Synergy 2 (5th Floor)
1-2 pm	Maintaining a Healthy Nuclear Safety Culture	Frank Sturniolo , Sr. VP of Governance and Oversight, Constellation
2-3:15 pm	Profiles of a Whistleblower	Billie Garde , Partner, Clifford & Garde
3:15-3:30 pm	Break	
3:30-4:45 pm	Riding for the Brand Teambuilding: Developing Your Brand	Kaleigh Sanders , Sr. Employee Concerns Investigator, STP
5:30-7 pm	Cocktail Reception	Embassy Suites Atrium (7th Floor of Hotel)

Wednesday, April 15th - All Classes and Meals in Synergy 1 (5th Floor) Unless Otherwise Noted

Time:	Topic:	Presenter(s):
7:30-8:30 am	Breakfast (If you aren't staying at the Embassy Suites, please pick up your breakfast voucher at the 5 th floor Check-in desk.)	Embassy Suites Atrium (7th Floor of Hotel)

8:30-8:35 am	Welcome Back: Day 2, Recap Day 1	Kaleigh Sanders, Sr. Employee Concerns Investigator, STP
8:35-10 am	Blazing New Trails: The Lone Star Nuclear Moment	Reed Clay , President, Texas Nuclear Alliance
10 -10:15 am	Break	
10:15 am-11:30 am	Safe Plant, Unsafe People: The Risk We Don't Like to Talk About	Johnny Rogers , Director Access/Fitness for Duty, NEI
11:30 am-12:30 pm	Lunch and Networking	
12:10 – 12:30 pm	NAECP Website How-Tos	Kaleigh Sanders, Sr. Employee Concerns Investigator, STP
12:30-1:30 pm	The Courage to Care: Redefining Mental Strength in ECP	Nicki Gaskins , Professional Speaker, NGC3
1:30-1:45 pm	Break	
1:45-3:45 pm	Voices Protected: Building Chilled Work Environment Mitigation Plans with Courage and Collaboration	Julie Goeckner , President & CEO, Goeckner Leadership Group LLC, Chris Shaw , General Counsel, Entergy
3:45-4 pm	Break	
4 - 5 pm	DOE Industry Breakout NRC Industry Breakout	Yissel Castanon , Director, Employee Concerns Program, DOE - Synergy 2 (5th Floor) Sandra Mendez , Assistant Agency Allegation Advisor, NRC - Synergy 1 (5th Floor)

Thursday, April 16th

Time:	Topic:	Presenter(s):
7:30-8:15 am	Breakfast (If you aren't staying at the Embassy Suites, please pick up your breakfast voucher at the 5 th floor Check-in desk.)	Embassy Suites Atrium (7th Floor of Hotel)

8:15-8:25 am	Welcome Back: Day 3; Recap Day 2	Kristie Lowther , Sr. Mgr. Employee Concerns Program, Entergy
8:25-9:30 am	Case Studies & Small Group Discussions	Paul Zaffuts , Principal, The Zaffuts Group Steve Tillman , Sr. Staff ECP Specialist, Nuclear One
9:30-9:45 am	Break	
9:45-10:45 am	Augmented Intelligence, Artificial Intelligence or Actual Intelligence... Which one should I use?	Jake Claes , Superintendent of Data Strategy & Innovations, Entergy, Mike York , Employee Concerns Specialist, Sr., Entergy
10:45-11:45 am	Legal Updates	Billie Garde , Partner, Clifford & Garde Tim Walsh , Partner, Pillsbury Winthrop Shaw Pittman LLP
11:45 am-12pm	Closing Comments and Workshop Recap	Kristie Lowther , Sr. Mgr. Employee Concerns Program, Entergy Tim Walsh , Partner, Pillsbury Winthrop Shaw Pittman LLP

Thursday, April 16th – HIRD Day 1 in Synergy 2 (5th Floor)

Time:	Topic:	Presenter(s):
	(Working lunch provided)	
12-2 pm	Introductions & Course Objectives Video: Why All of This Matters? How to Identify a “Chilling Effect” in a Workgroup “Chilling Effect” Workshop	Billie Garde , Partner, Clifford & Garde, Julie Goeckner , President & CEO, Goeckner Leadership Group LLC
2-2:15 pm	Break	
2:15-3:45 pm	The Law: Principles of Employment Law and The Exceptions	
3:45-4 pm	Break	
4-4:45 pm	Understanding Legal Principles of Retaliation	

4:45 pm-6 pm	The current difference between 10 CFR 50.7 (NRC) and 42 USC 5851 (DOL)	
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Friday, April 17th - **HIRD Day 2 in Synergy 2 (5th Floor)**

Time:	Topic:	Presenter(s):
7:15-8 am	Breakfast (If you aren't staying at the Embassy Suites, please pick up your breakfast voucher at the 5 th floor Check-in desk.)	Embassy Suites Atrium (7th Floor of Hotel)
8 – 9:30 am	Identifying the Correct Investigation Standards for each issue	Billie Garde , Partner, Clifford & Garde, Julie Goeckner , President & CEO, Goeckner Leadership Group LLC
9:30-9:45 am	Break	
9:45-11:15 am	Writing the Investigation Plan	
11:15 am-12 pm	Analyzing the Evidence Workshop Using Worksheets	
12–2 pm	(Working lunch provided) Writing the Report Keeping Supporting Records Delivering the Report to the CI and to Management Q&A Open Forum: Submit your questions before class for guidance	