

Ben Takes out Major Engineering Award

Manager Technical Services, Ben Hayden has taken out his second major award in as many years after winning the 2011 Engineers Australia Gladstone Professional Engineer of the Year Award. The award was presented to Ben in a ceremony held at Scotties Restaurant last month.

The award is further recognition for Ben's considerable contribution to the engineering profession after winning the Australian Institute of Management Gladstone Professional Manager of the Year in 2010.

Ben was presented with the award by current Queensland Division President of Engineers Australia, Dennis Wogan.

NRG General Manager Gladstone Operations, Glenn Schumacher congratulated Ben on winning the award.

"All of us at GPS should have a sense of pride when we see one of our very own achieve recognition of their achievements such as Ben has done. This is a reflection of the type of organisation that GPS is; a

place that values learning and encourages people to strive to achieve their best. Well done Ben, there can be few greater accolades than the recognition from the profession of which you are part. On behalf of the total GPS Team, congratulations."

The Gladstone Region Engineering Awards have been held since 2003 with Ben now going on to represent the region at the Queensland Engineering Awards.



Qld Division President of Engineers Australia, Dennis Wogan presents Ben with his Professional Engineer of the Year Award.

Employees Celebrate Safety Milestone

NRG employees were congratulated by General Manager Gladstone Operations, Glenn Schumacher after the achieving the successful milestone of 90 days free of recordable injury on site.



Employees celebrated the safety milestone with a healthy lunch.

"This is a very important achievement and one we need to acknowledge. Most importantly it means that we have gone for a period of 90 days without anybody being hurt and that in itself is great."

"The challenge for us all is to make this a permanent state of affairs. We must continue to work together to make GPS a safe place to work," Shoey said.

Manager Health, Safety Environment and Community, George Bennetts supported Shoey's comments adding the achievement was made possible by employees adopting safe work practices and being committed to the ZIP safety program.

"It's important that we continue to work towards achieving our goal of a zero incident workplace," George said.

To acknowledge their efforts employees got to enjoy a healthy choice luncheon of cold meats, prawns, salads and fresh fruit.

From Shoey's Desk Thank You

Dear Folks

2011 is fast drawing to a close and our minds naturally go to the year that was and then to what lies ahead of us. When we think about the year that is ending I cannot help but think about the changes that are going on all around us here in Gladstone. It certainly has been a year of change for our community.

For us at GPS, it means that we must be supportive of the way of life that we have had here in Gladstone and work to support the long term value here in the place we live. As far as GPS is concerned, the changes that are going on around us means we must work hard to maintain the kind of workplace that we all wish to work in.

On other fronts we also face some new challenges. The passing of the Australian Government's Clean Energy Futures legislation ("Carbon Tax") will certainly bring some interesting times but, I am strongly of the opinion that we need to stay focused on running our plant well and whilst we may have some difficult times, the longer term demand for electricity will make places such as GPS very important to the country in the near future. We just have to be ready to make the very best of the opportunities that will come our way.

We are also seeing some major changes with one of our key owners, Rio Tinto. The formation of Pacific Aluminium and what the future for that business may be will be important to the future of GPS over the next few years.

In closing, I would like to take this opportunity on behalf of NRG, the NRGOS Senior Management Team to wish you and your families a safe and peaceful Christmas and a happy New Year. To those who have to work over the Christmas – New Year period, this can be a bit of a hard time and we should not forget your efforts, thank you.

We need every body back here fit and well so that we can get on with grasping the opportunities in front of us. Oh, and by the way I do hope you have some fun over the Christmas period, which is important as well.

I would however ask one thing of each and every one of you, please BE SAFE. In particular this year please be safe on the road if you are travelling – STOP, REVIVE, SURVIVE.

GPS – Our Future

Regards
SHOEY
Glenn Schumacher
GENERAL MANAGER



What's Behind a Stop Sign?

For most of us, a stop sign, (with the possible exception of ones in the middle of nowhere, or the one in front of Coles Gladstone), means you come to a complete stop, wait a couple of seconds then take off again. Mission accomplished. There's no way you're going to cop a fine and lose points for not stopping.

So, while you were at the stop sign, did you look for any Gorillas? OK, it's possible that one day you could be confronted by big hairy animals eating bananas. However, in this case I am referring to a ZIP principle that describes a human condition where you can completely miss a hazard (Gorilla) because you're mind was distracted with too many other things. In other words all of your 7 units were utilised elsewhere. Examples of Gorillas include other traffic, blind corners, fast moving trains, night time, sun in your eyes, poor weather etc. Obvious distractions include children fighting, a loud radio, day dreaming, etc. It's a sad fact that fatalities occur at stop signs each year.

Apart from the obvious distractions that steal our 7 units, here are a couple of less obvious examples using ZIP principles.

I've used that road twice a day for a long time and always stopped at the stop sign. It's become a routine. You just stop and then go without really looking. "Stupid place to put a stop sign anyway" you think. Complacency has set in. Sophisticated technology is required these days in order to successfully convict the truly irresponsible drivers on our roads. Unfortunately, the average well meaning motorist also fears receiving a raw deal

from this technology. Instead of focusing on our driving, too many of our 7 units are often focused (distracted) on watching our speedo or looking out for the boys in blue monitoring stop signs. Motoring organisations across the world have expressed serious concerns about this.

So next time you have to drive through a stop sign, by all means do the stop and count routine to keep the Boys in Blue happy, but then please for your own and everyone else's safety, get down to the business of really understanding and accepting what's behind that humble stop sign.

ZIPIT team member

Service Register December 2011

The NRG Service Register recognises employees who have completed 10 years service or more in the Queensland electricity industry and who have been employed at GPS since the Sale of the Station (31/3/94). This register is for employees whose anniversary falls during the month of December.

32 years	Len Dennis	27 years	Peter Kent
29 years	Mark Bearham	22 years	Karen Gibbins

Rick Farewells GPS After 34 Years

A move to Doonan on the Sunshine Coast awaits Mechanical Projects Specialist, Rick Thomason after he was farewelled from GPS on 2 December.

Rick said he was looking to picking up some part time work in his retirement but for the most part was happy to develop his 1.5 acre property which has views to Noosa and overlooks the State Forrest.

"It's close to the hinterland and cooler than Gladstone plus Lauren and I will be able to see a lot more of our families in Brisbane," Rick enthused.

Rick joined GPS in August 1977 as a fitter in the coal plant but soon after moved into the machine shop working under maintenance supervisor Harold Ackworth.

Following a restructure in 1986, Rick was promoted to the role of foreman and, as well as the machine shop, Rick took on the additional responsibilities of managing mobile plant, compressors, air conditioning

and a small group of electricians and boilermakers.

A move into the engineering section in 1988 saw Rick take on a specialist role managing mechanical projects. An integral part of this role was the hazard reduction project program which Rick has continued to manage for the past 13 years.

"It has been a very good project for the station and has played an important role in helping to improve safety on site. Over the years I've had a lot of people comment about the meshing of handrails and the improvements made to monorails, platforms, walkways, staircases and lifting points. Our ZIP program would not have had credibility if it hadn't been supported by the hazard reduction program," Rick said.

During his time at GPS Rick has also been a keen supporter of the Clean-up Australia Day campaign. Many will also recall that Rick was one of Gladstone's rugby league

referees for 15 years both at a senior and junior level.

In his semi retirement Rick is hoping to continue his involvement with the Harley Owners Group as well as his interests in golf, swimming and surfing. Next March will see Rick and Lauren heading off to Europe for a well deserved holiday.



Rick accepts a farewell gift from Manager Major Projects, Steve Lewis.

Farewell Leonard Quinn



Nev Beckman congratulates Len on his retirement.

Unit Controller Leonard Quinn was farewelled from the station on 1 November after a 28 year career in the electricity industry. Leonard took time out to reflect on his working career and his plans for the future.

Where were you born and what jobs did you have prior to joining the electricity industry on 20 September 1983.

I was born in Cairns in 1950 and completed Year 10 at Trinity Bay High School. At 15 I commenced my

apprenticeships as a weighing machine technician, fitter & turner and pressure welder while working for Avery Scales. Later on I worked at Mulgrave Mill as a fitter/welder before moving to Collinsville Power Station. After an initial stint in the workshop I moved into an operator's position. At this time, I also commenced engineering studies and became the construction and shift engineer at Tully Mill in 1974 looking after projects such as the new boiler station, rotary bagasse storage bin, river pumping station and the new milling train.

Tell me about your roles at GPS and what shifts you have worked on.

I started as an APA in September 1983 and eventually became a unit controller.

Over the years I have worked on A, B and D shifts. I have also had quite a few busy years in the outage room doing isolations and commissioning for a lot of the upgrade of plant.

What are the highlights of your career at GPS?

I enjoyed building a rapport with the maintenance people and helping to break down the "Us and Them" attitude that existed in the early days. As everyone says, it's the people who make the power station a special place because of their commitment, competence and skills.

Have you worked on any projects at GPS or taken on additional roles?

I spent over 12 years as the outage coordinator being involved in the upgrades of the turbine distribution boards, coal plant

switch boards, domestic water systems and air compressors as well as Unit 2 generator rewind to mention a few projects.

What do you enjoy living in the Gladstone region?

We actually live in Calliope where the air is cleaner and there is less congestion. We have family in the area and we also enjoy the climate and being near the coast.

What are your interests and hobbies?

I am at my happiest fishing on the reef. I grow and judge orchids and I will have an opportunity to judge orchids at the 20th World Orchid Conference in Singapore, which my wife and I will be attending this month. I collect gem stones and enjoy watching all sport. I have retired from hockey after many years of being a member of the Sparks Hockey Club. I am an active member of the Calliope SES where I will continue to play my part to help people in times of need.

What are your plans for retirement?

We plan to explore as much as we can around Australia. My wife is from South Africa so we will continue to spend time travelling there as well. I plan to continue to enjoy quality time with my children and grandchildren. Fishing, orchid breeding and judging are priorities as is dealing with my wife's continually growing - "things to do" list on the fridge!

John Learns About Koala Conservation

Shift Superintendent John Dickfos took time out from his busy schedule to talk about his 10 days with the "Conserving Koala Country" Earthwatch Expedition.

I was very fortunate to be able to participate in the "Conserving Koala Country" Earthwatch Expedition from 19 - 28 October.

Overnighting in Apollo Bay, Victoria the day before the start of the expedition, I went down to a nearby hotel for dinner and sampled a local boutique brew "Prickly Moses." At this stage I was unaware that the plant with the same common name was to feature significantly during the expedition.

Meredith was the first "expeditioner" I was to meet and she had just come from the Earthwatch expedition that Kelvin Beberdorf had attended. Helga and Trina made up the trio from America, Katie from Perth and Peta from Warnambool along with me were the volunteers. Expedition leader Desley, has been working with koalas since 2004 and Shaun, an honours student, were the research team who were assisted by Jo, an Earthwatch representative.

We were soon off to the Bimbi Park camp ground located within the Great Otway National Park where we were to be lodged in two deluxe cabins. On the way into the park, sitting in the front seat with Shaun driving he would say "there's one - there's another one" and all I was seeing was green leaves and tree trunks. However by the next day, once my koala eye was tuned in, they were easy to spot.

As volunteers we provided support in labour intensive tasks, with the briefing notes indicating a "very active" activity level. Tasks included direct observations, radio tracking, habitat surveys and population monitoring. There was to be one free day for sightseeing but first research duties beckoned.

We were left to our own devices to organise breakfast and pack smoko/lunch for the day. A typical research day consisted of leaving the cabin by 8am and returning to the camp by 5.30pm.

On our first day we set off for the Aire River camp ground where there were two research sites. The first one had primarily mountain grey gum and stringy bark. There were five koalas radio collared at this site and our objective was to capture and radio collar some more. As I was the first one to spot a koala, which was subsequently captured, I was given the honour of naming the koala. So now "Jonno" has an ear tag in his left ear and is sporting a new radio collar. After lunch I had my first go at radio tracking, Meredith I headed off through the bush in search of "Rich" while the others carried out observations. At that point I found out what a Prickly Moses was.

On day two we trekked for a short time from the campground to a manna gum forest, the koalas' favourite food source. There were plenty to spot and 10 had radio collars. We split into two groups for radio tracking. This identifies each koala as well as where they are located. Once found, a volunteer would carry out observations, recording any movement exhibited by the koala during a one hour time period. After lunch we trekked to Bimbi West where a habitat survey was carried out on a manna gum forest. Koalas here were also very easy to spot due to the degradation of the forest.

Over the succeeding days there were many memorable highlights some of which included

- Spending an hour radio tracking "Clive" at Aire River. He was only about 500 metres from the camp ground but it was a fair

effort to trek up hill through thick undergrowth all the way. The next day he had moved to a new tree 80 metres further up.

- Having lunch at Bimbi West watching Lucy with her joey "Emily" only about three metres away.
- Showing Desley how to reliably solder.
- Repairing seven GPS devices which are taped to the radio collars to record for recording koala position.
- Preparing the new Accelerometers for attaching to the radio collars.

On Day 7, our non-research day, I volunteered to be up at 5:30 to radio track the group at Bimbi West. It was easy to radio track due to the openness of the undergrowth and the tree density. Afterwards we set off for the twelve apostles on the Great Ocean Road stopping at Castle Cove lookout for a group photo.

When we had finished, I joined the group going to Apollo Bay while others headed back to Bimbi Park for a spot of bushwalking. After brunch I took the not so well sign posted trek from Bimbi to the Cape Otway lighthouse.

Some interesting facts I learnt about koalas during the expedition were that

- They have a lifespan up to 20 years.
- Their brain is 60% of predicted size.
- They have a daily energy expenditure of about 2090 KJ
- One koala eats approximately one kilogram of foliage per day.
- Male koalas are most easily identified by the stain from the scent gland on their chest.

As an Earthwatch volunteer I would encourage anyone reading this article to consider applying as a volunteer for next year's expeditions. I am very grateful to NRG for providing the wonderful opportunity to take part in this Earthwatch program.



John gets up close and personal with one of the koalas on his Earthwatch expedition.

Demineralised Water Plant Refurbishment Stage Two Update

The second stage of the Demin Refurbishment Project is about to commence with the replacement of pipework and valves around the process vessels at 1-4 Demin Plant.

Manager Major Projects, Steve Lewis said the decision was made to replace the pipework with stainless steel after Chemical Plant Operators began experiencing process problems caused by the breakdown of the rubber.

"The existing carbon steel pipework is currently rubber lined for protection against chemical attack and this rubber lining has degraded over time and is at the end of its life," Steve said.

Valves associated with the piping systems have been in service since commissioning of the Demin Plants in the mid 1970's. Due

to the age of the valves and actuators, spare parts are extremely expensive and difficult to source. To complement the piping replacement, approximately 400 new valves and actuators have been ordered through HMA Valveco for 1-4 Demin Plant.

Walz Maintenance, who completed the first stage of the project, has been awarded the contract to replace the pipework and valves. The works will commence in early December with the aim to complete the first area before Christmas and continue with the remaining areas in early 2012.

Ross checks out plans for the upgrade of the Demin Plant.



Asset Suite Project Update

2011 has been another big year for the Asset Suite Project with Accounts Payable and Engineering Change Modules being configured and implemented on site.

Following on from last years success with Work Management, the team has continued to focus on putting the building blocks in place to improve the management of information and work processes that support GPS. The Asset Suite Project enables integration of data improving cost reporting and asset management analysis.

Engineering Change has been an important module for this year as it replaces the old Access based "Mod Database" with a fully electronic work management system. The team has pushed to link work orders and the Records Centre on the GPS Intranet to the new Change Management process. This allows improved tracking of costs and removes the need to pass hardcopies files around site.

Manager Technical Services, Ben Hayden said the new system has captured the past and will manage future changes.

"There are still hundreds of hardcopy mods that will need to be closed out. What we have now is one location to see the history of changes that were proposed and made to the plant and our systems."

"Building an integrated system is a complex and challenging project that requiring the project team to map the process, develop a specification and then configure a solution that provides the best outcome within the limitations of our systems," Ben said.

Clinton Windsor has led the configuration of the Engineering Change Module with assistance from Mick Hills and others. The Information Services team have also provided key support on development and configuration, with Jason Owen being instrumental with Records Centre and SharePoint functionality. Chris Print has ensured all the coding and Asset Suite functionality 'clicks' while Wade and John from Trinoor, have provided the project team with a treasure trove of information and support.

Throughout the year, assistance has been provided by Roslyn Jenkin (Accounts Payable Module), Steve Felix (complete replacement of our Finance application, Epicor) and Matt McDonald (programming together of the disparate systems.)

"Keeping the project on time and within budget has been critical this year due to the uncertainty involved in configuration and development. Special thanks to Trevor Williams who has been fully committed to the project and instrumental in coordinating all the resources, meetings and contractors to keep us moving forward," Ben said.

The focus for 2012 will be on implementing three new Asset Suite Modules, Contracts, Projects and Action Tracking.

"Having improved a major part of our data collection and integration systems, we now have the pieces in place to improve many of our business processes to ensure GPS remains competitive in the market," Ben added.

GPS Rec Club Trip to Heron Island

Over 50 Rec Club Members enjoyed an overnight stay on Heron Island in early November.

After a smooth boat ride, we hit the island for lunch and got straight into the many activities including the reef walks, snorkelling, swimming in the pool and indulging in the odd cocktail or two.

Later on at the Heron Happy Hour everyone got tropical wearing leis and faces decorated with fluoro zinc. Following the Happy Hour members enjoyed a delicious seafood buffet for dinner and after a few drinks, everyone was ready to take in the entertainment singing and dancing the night away.

Throughout the weekend many people took the opportunity to enjoy the glass bottom boat rides, informative sessions at the research centre, watching the turtles lay their eggs, spa treatments, star gazing, bird watching and bird-poo dodging!

Thanks to all those who took some amazing photos which can be viewed on the Rec Club Sharepoint Site.

I'd like to thank everyone who came along for making it such an enjoyable weekend! We will be organising another trip to Heron Island in 2012.

Katherine Kuppen
GPS Rec Club Secretary



Fiona and Matt Adamson had no trouble getting into the holiday spirit on Heron island.



Martin Thomas and Allan Timm get to try out their best tropical shirts.

Getting Behind MOvember

The NRG Grey MONads team of Ben Hayden, Cameron Philips, Alfie Little, Murthy Peetha and Craig McGuinness having been cultivating their fine moustaches during the past month as part of annual Movember fundraiser.

The event which started in 2004 raises awareness for men's health issues specifically prostate cancer and depression in men. Last year more than 130,000 Aussies raised \$25 million for the cause.

Throughout the month team members have been running "Mo-Raffles" with the winner of the raffle able to select the style of moustache to wear for the rest of the month.

First time participant Alfie Little got to wear a fine "English" style Mo which was selected by Kris Neaton.

"Most of the time I forgot that I was wearing it until people started laughing but overall

the reaction has been very positive. Kev Creagh just wishes he could grow one as good as this," Alfie joked.

Fellow first timer Murphy Peetha remembered Ben Hayden supporting the promotion last year and thought it would be a good opportunity to show his support for a worthy cause also.

The Grey MONads collected over \$2,520 during the promotion.

Team Captain Ben Hayden was pleased with the fundraising and the efforts put in by the team.

"This is a great result and given that one in nine men will be diagnosed with prostate cancer in their lifetime, it is a great way to raise awareness about an important men's health issue. Thanks to all those who supported the team," Ben said.

Last year around 3,000 Australia men died from prostate cancer with one in eight men experiencing depression.



Supporting the MOvember campaign were Ryan Fawzi Alfie Little, Ben Hayden, Craig McGuinness and Murthy Peetha.

GPS Rec Club Adults' Christmas Party

The GPS Rec Club Adults' Christmas party held at the Gladstone Golf Club on Friday 18 November was a great success with 115 people attending. Members enjoyed a buffet dinner and dessert while Bernie's Disco provided the music for the night.

Phil "Mung" Hayne delivered his Presidential speech after dinner thanking the committee for all the hard work throughout the year. Archie Lowe welcomed Gwen Coyle and thanked her for attending. Gwen was the force behind the Club's formation and was also the first Secretary and first Life Member of the Club.

Mung and Archie drew out the lucky door prizes with Tony Harris being announced as the winner of the holiday to Heron Island, which was generously donated by Delaware North Australia Parks and Resorts.

On behalf of the Rec Club Committee, I would like to thank our members for their support during 2011 and look forward to another exciting year of events in 2012.

Katherine Kuppen
GPS Rec Club Secretary



Kieren Enjoys Work Experience

Fourth year mechanical engineering co-op student Kieren Ghea is enjoying his time in the Technical Services crew after joining the station in July this year.

Kieren is completing his Bachelor of Mechanical Engineering through CQU Gladstone and hopes to complete his final thesis by the time he leaves in February.

Under the coop engineering scheme Kieren is required to complete two six month periods of paid work experience during the final year of his degree.

"I did my first prac at Yarwun 2 with Bechtel but am finding the project work here much

more challenging and enjoyable. I want to learn as much as I can while I'm here and it's been great to pick the brains of the people around me," Kieren said.

During his time at the station Kieren has been working on a project to create a thermodynamic energy model which will provide information on the energy efficiency of the plant. The project involves using live data from the Digital Control System to monitor boiler and steam cycle performance.

In the future Kieren would like to get a full time job in the power industry.



Kieren is keen to get a full time job in the power industry.

Kieren is a Gladstone local having attended Tooloona State High School.

Needy to Benefit from Charities Fund Donations

With Christmas approaching the Gladstone Community Charities Fund has once again thrown their support behind the needy in Gladstone by donating \$20,450 to local charities last month.

Charities Fund President Eric Eldridge said it was important that GPS employees continue to play their part in assisting those less fortunate in the community.

"There are a lot of people out there doing it tough at the moment and every little bit of help can make a difference," he said.

Some recent donations to local charities include

- **\$5,000** to St Vincent de Paul. The organisation provides food, clothing, furniture and financial support for families in need.
- **\$5,000** to the Gladstone Salvation Army who also provide emergency welfare relief.
- **\$2,000** to Roseberry Community Services who provide a range of community services including crisis accommodation, long term community housing, family support and personal development programs for young people at risk.
- **\$1,800** to the Westowe Rural Fire Brigade for a new pump on the fire appliance.
- **\$750** to the Gladstone Central Committee on the Ageing for a new fish tank.
- **\$3,000** to the Gladstone Chaplaincy committee who provide a counselling service in our local schools.
- **\$2,000** to the Capricorn Helicopter Rescue Service. The service provides an aeromedical service to the Central Queensland region.
- **\$860** to the Ste Emergency Service Calliope Group. The funds were used to purchase four sets of binoculars to help in rescue and search operations.

Since its formation by NRG employees in August 1982, the Gladstone Community Charities Fund has donated over \$395,000

to charities in the local region. To assist the fund in its charity work NRG contributes \$6,500 to the fund each year.

Eric said while it was pleasing to look back at what the fund had achieved it was important to ensure the good work continued into the future.

"We have had forty people join this month boosting our membership from 93 to 133. It's great to see new people joining and we only ask a minimum of \$1 per week, although some employees contribute up to \$20 a week and all contributions are tax deductible," Eric said.

Employees who would like to contribute to the fund can contact Natalie Hurst in the Employee relations section.

If you have any questions about the fund you can contact any member of the committee – President Eric Eldridge, Secretary John Lynch, Treasurer John Leinster, Trustee Ray Waghorn and committee members Cheryl Jackson, Brian Clarke, Kerry Moffitt, Peter Vouvolis and Gary Macnamara.



Charities Fund representatives Tony Frazer and John Lynch present a cheque for \$2,000 to Capricorn Helicopter Rescue Service CEO, Kay Becker.

Bill Honoured for SES Work



Bill was presented with his service award at the regional awards ceremony held in Rockhampton last month.

NRG Power Plant Controller, Bill Cary was recently honoured for his work

with the State Emergency Service (SES) at a Regional Awards Ceremony held in Rockhampton last month.

Bill has been a member of the Calliope SES for 31 years and in that time he has been involved in operations in Cyclone Larry in North Queensland, the Theodore, Emerald and Rockhampton floods and numerous search and rescue operations.

Calliope SES Group Leader, Brian Pitt said Bill was the Deputy Group Leader and one of the groups founding members.

"He is one of the most active in our group and if he sees something that needs to be done he always gets in and does it. He is always heavily involved in all the group's activities," Brian said.

Bill said he originally joined the SES after a mini tornado went through Calliope and destroyed his neighbour's lawn locker.

"There wasn't an SES group in Calliope so I joined the Gladstone group. A few years after that a group was formed in Calliope and my membership was transferred to what was known as the Gladstone – Calliope group

"I enjoy the camaraderie within the group and assisting people who are in an unfortunate situation and making life better for them. People's lives can change dramatically in a few minutes and to be able to help out in a desperate situation can be very rewarding," Bill said.

"The greatest reward is when people come up and say thanks and tell you that you are doing a great job. That is good enough for me. I'd encourage any one to join a group as there is always something you can do in the SES."