



Dear friend,

Welcome back to On the Radar - your monthly NST newsletter! This month, we're hearing Steve's insider knowledge behind internal controls, reminiscing on a long-time partnership like two peas in a pod, and letting you know where the party's at over the next month. Take a look!





Employee Spotlight - Steve Reed

Steve joined NST in 2022 with nearly 40 years of experience in the cybersecurity, regulatory work, and communications. He began his career in the federal intelligence community prior to making the move to critical infrastructure in 2015. His experience in the federal government taught him how to navigate heavily siloed organizations and bring together SMEs from different backgrounds. Steve spent time as an independent NERC CIP consultant before finally cracking to pressure from NST consultant Scott Webb (Can you believe that guy?) to join the company. In his spare time, as a certified electronic technician and licensed ham radio operator (callsign KW4H), Steve can be found at his workbench restoring vintage radio

equipment and tinkering with electronic circuits. He lives in Tucson, Arizona with his wife Marcy.

In his time with NST, Steve has touched virtually every aspect of a NERC CIP program. His love for working with people and solving puzzles has made him an expert in the development of internal controls and he has trouble choosing just one standard as his favorite! Steve appreciates the ability to customize internal controls to best fit within an organization; no two Entities are the same, so Steve's approach typically begins by mapping out SME responsibilities in a process flow diagram. Once the bigger picture is clear, Steve links common shortcomings directly to their solutions to ease the burden of SMEs in audit scenarios by answering audit questions before they're asked. Reach out to us for more of Steve's tips on how to go above and beyond to totally WOW your auditors!

[Check out Steve's full bio here!](#)

[Click here to email the NSTeam about your own Internal Controls review!](#)





Case Study - Audit Support and Staff Augmentation

Feeling lonely? We can fix that! Check out our newest case study about a short-term engagement turned long-term staff augmentation after they just couldn't stand to see us go. We've conducted nearly a decade's worth of tabletop drills and Vulnerability Assessments together, and we've supported them through every step along the way. Click below to see how NST and this Entity became two peas in a pod!

Case Study - Audit Support and Staff Augmentation

Events on the Radar

We're keeping track of upcoming events so you don't have to! Here's what we're tracking over the next month:

FERC

- 2025 2-Day FERC-D2SI Security Program for Hydropower Projects Conference
 - Tuesday, March 11 - Wednesday, March 12
 - <https://www.ferc.gov/news-events/events/2025-2-day-ferc-d2si-security-program-hydropower-projects-conference-01072025>

MRO

- ERO Enterprise Women's Leadership Conference
 - Tuesday, March 4
 - <https://www.mro.net/event/ero-enterprise-womens-leadership-conference/?t%5bcategory%5d%5b%5d=news>
- GridEx VIII Preparation Webinar: An Overview of GridEx VIII
 - Thursday, March 20
 - <https://www.mro.net/event/gridex-viii-preparation-webinar-an-overview-of-gridex-viii/>
- 2025 Virtual RAM Conference
 - Thursday, April 3
 - <https://www.mro.net/event/2025-virtual-ram-conference/>

RF

- Technical Talk with RF
 - Monday, March 17
 - <https://www.rfirst.org/event/technical-talk-with-rf-march-2025/>

Texas RE

- Talk with Texas RE: Protection Systems and IBRs

- Tuesday, March 11
- <https://texasre.org/pages/calendar/events/2025/march/talkwithtexasrepresentation/tectionsystemsandibrs>
- Talk with Texas RE: Training Exercises
 - Tuesday, March 25
 - <https://texasre.org/pages/calendar/events/2025/march/talkwithtexasrepresentation/exercises>
- Talk with Texas RE: IBR Work Plans and Registration
 - Tuesday, April 1
 - <https://texasre.org/pages/calendar/events/2025/april/talkwithtexasrepresentation/orkplansandregistration>

WECC

- Enforcement Fundamentals
 - Tuesday, March 4 - Wednesday, March 5
 - <https://www.wecc.org/meetings/17586-enforcement-fundamentals>
- Reliability and Security Oversight Monthly Update
 - Thursday, March 20
 - <https://www.wecc.org/meetings/17291-reliability-security-oversight-monthly-update>
- Reliability and Security Workshop
 - Tuesday, March 25 - Thursday, March 27
 - <https://www.wecc.org/meetings/15451-reliability-security-workshop>

Peace out,

The NSTeam

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