

**Debra Wainscott** is Vice President of People & Culture at CPS Energy, the nation's largest municipally owned electric and gas utility in the country. She leads a team of 100-plus human resources professionals in the areas of recruiting, leadership development and performance management, technical training, compensation and benefits, employee relations, labor relations, and employee experience and engagement. Her organization has played a critical role in developing and implementing strategies to retain and attract talent in the face of the Great Resignation coming out of COVID-19 and continues to refine how People & Culture supports teams across the organization. She holds a master's degree in business administration and is a SHRM Senior Certified Professional (SHRM-SCP).