

Employee	Title- Current	MVEC Experience	Related Experience	Education	Additional License/Certifications
Ryan Hentges	CEO	15 Years (CEO, Assistant GM, VP Corporate Services) 29 Years (VP Energy Service, VP Key Accounts, Engineering Manager, Electrical Engineer)	9 Years @ Cargill (Product Manager and IT)	JD, MBA, BS	
Marvin Denzer	Vice President of Energy Services	4 Years Engineering Manager 4 Years Manager- MVUS		BE	MIP
Curt Cordt	Engineering Manager	16 Years Manager/SR PE- Heartland	9 years @ Associated Consultants Engineers (Electrical PE)	BS	PE (MN and IA)
Mike Dietz	Operations Manager	17 Years (Ops Manager, Ops Supervisor, Tech Service Supervisor, C&I Supervisor)		2 year	
Chad Briese	Director, Safety and Environmental Health	7 months- Safety Director 8 Years- Design Engineer	7 Years Safety Specialist @ MREA	AAS	
Mike Callies	System Operations Supervisor	5 Years- System Ops Supervisor, Engineering Supervisor 15 Years- Sr Engineering Tech - Heartland 6 Years- Design Engineer		2 year	
Joe Green	Key Account Executive and Community Relations	5 Years- Key Account Executive and Community Relations	12 Years @ Owatonna Public Utilities (Director CS, Generations and Substations; Director Gas, Water and Power; Marketing Manager) 4 Years @ Aquila - Consumer Market Rep 1 Year @ NorAm Energy- Account Executive	BS	Mini MBA
Sarah Peterson	Distribution Planning Engineer	5 Years Electrical Engineering (Planning Distribution) 3 Years Engineering Technician	1.5 Years @ Enron- Sales Rep 1.5 Years @ Consumers Energy (Electrical Engineer)	BS, MBA	
Heather Nelson	Engineering Technician	17 Years GIS Tech and Engineering Admin - Heartland			
Bryce Blohm	Substation Apparatus Technician	5 Years Substation Apparatus Tech	2 Years Electrical Tech @ High Voltage		Substation Tech Certification
Brent Neubarth	Substation Apparatus Technician	3 Years Substation Apparatus Tech	13 Years @ Ziegler (Field Service Supervisor and Field Service Tech)	AAS	Substation Tech Certification
Mike Chlan	Substation Apparatus Technician	2 Years Substation Apparatus Tech	18 Years @ Ziegler (Field Service Tech)	2 year	Substation Tech Certification

Ryan J. Hentges

EDUCATION

Juris Doctor (JD)

University of St. Thomas School of Law – Minneapolis, MN, 2005

Master of Business Administration (MBA)

University of Nebraska - Omaha, Nebraska, 2000

Bachelor of Science in Business Administration, Business Computer Information Systems (BCIS)

St. Cloud State University - St. Cloud, Minnesota, 1997

WORK EXPERIENCE

Minnesota Valley Electric Cooperative (MVEC) - 8/2005 - Present

MVEC is a local, member-owned electric distribution cooperative that provides electricity to 42,000 member-owners southwest of the Minneapolis metropolitan area. Online at www.mvec.net.

Chief Executive Officer (2/2016 to Present)

Responsible for all operational and strategic facets of the Cooperative. Responsible for interactions with the Board of Directors; including daily interactions, and representing management at Board meetings.

Assistant General Manager (7/2015 – 1/2016)

Responsible for all operational and strategic facets of the Cooperative. Responsible for interaction with the Board of Directors; including daily interactions, and representing management at Board meetings.

Vice President Corporate Services (8/2005 – 6/2015)

Direct responsibility for company technology, billing, new program development, meter reading, demand response, legal coordination, strategic planning and corporate wide programs.

Key Accomplishments

- Drove increased utilization and adoption of smart grid technologies to increase customer satisfaction and reliability, while maintaining rate competitiveness.
 - Advanced Meter Infrastructure (AMI):
 - Developed financial and technical business plan for AMI and managed resulting implementation.
 - \$6 million project spanning 3 years completed under budget and accomplished all business plan objectives
 - Demand Management:
 - Developed business plan and managed replacement of one-way load controllers with two-way demand response devices (\$3 million project)
 - Migration to 2-way demand response devices resulted in an additional .25 kW of controlled load per device.
 - Web-Based Customer Engagement:
 - One of two cooperatives nationally to partner with Google to implement Google PowerMeter
 - Implemented additional web-based consumer tool to enable viewing of meter data on-line

Ryan J. Hentges

- 82% of members surveyed indicated the on-line tools better help them understand their electric consumption. 25% indicated the tools have helped them reduce consumption.
- Prepay Billing Implementation:
 - Developed business case and implementation plan for Prepay billing
 - Collaborated with Minnesota Public Utility Commission to develop framework for Prepay implementation.
 - Program had 96% satisfaction rate, and has returned over \$75,000 in deposits back to the membership.
- Residential Battery Storage:
 - Developed business case for implementation of residential battery storage devices.
 - Analyzed technical and financial performance of devices with the NRECA's Cooperative Research Network and determined requirements for future technology effectiveness.
- Developed and implemented innovative demand response programs aimed at decreasing wholesale power costs and increasing member engagement.
 - WiFi - Thermostat program
 - First cooperative in Minnesota to implement Smart Thermostat program
 - Program evaluated by independent consulting organization and found to provide more demand savings than traditional direct load control.
 - Beat the Peak Energy Challenge
 - Conceptualized, developed, and implemented industry leading behavioral demand response program
 - 2500 members and 20 teams voluntarily reduced their electric usage at key times by approximately 1 MW.
 - Pay as you Go
 - Expanded existing prepay program into a summer peak-time rebate program
 - Members on prepay received financial incentive for reducing their usage at prescribed times.
- Led Smart Grid Demonstration project that received \$3 Million in funding from the American Recovery and Reinvestment Act (ARRA)
 - Conceptualized, wrote, and gained agreement across three cooperatives (including Great River Energy) to submit application for the project.
 - Project included residential battery storage, demand response management software, and 2-way load management receivers.
 - Project reduced MVEC capital costs by \$1,000,000
- Led team responsible for unbundling electric rates and implementing bill redesign
 - New rates show cost of generating and distributing electricity separately
 - Bill includes daily energy usage from smart meters
 - 92% member satisfaction rate based upon survey results
- Led team which utilized technology to reduce billing adjustments by 100%
- Coordinated legal efforts including settlement negotiations with the EPA resulting in \$150,000 cost avoidance.
- Developed and implemented a Technology Strategic Plan
- Led and facilitated company strategic planning sessions
- Committee Lead – Southern Minnesota Energy Cooperative
 - Led the billing, metering, load management and CIP committees responsible for the transition of 43,000 Alliant Energy accounts to the 12 members of the Southern Minnesota Energy Cooperative.
 - Negotiated with Minnesota Department of Commerce for transition of Alliant's CIP program to SMEC

Ryan J. Hentges

Cargill, Inc. 6/96 to 8/2005

Cargill is an international producer and marketer of food, agricultural, financial and industrial products and services. www.cargill.com

Product Manager, Cargill I/T Services MPLS, MN (May 2005 – August 2005)

- Responsible for maintaining a global, commercially focused I/T product and services portfolio.
- Provide cost-oriented technological leadership to ensure that technology solutions meet product cost/benefit expectations and are developed in accordance with Cargill methodologies and standards
- Responsible for cost modeling ongoing I/T fixed costs; variable/usage costs; re-investment costs to maintain and grow the infrastructure; and costs of maintaining/upgrading product and service environments to meet architecture standards.

I/T Technical Analyst, Microsoft Windows Technical Services Team MPLS, MN (6/97 – 8/02)

- Architected, deployed and supported Windows Terminal Services (WTS) and Citrix Metaframe environments worldwide for approximately 7000 users
- Developed cost model for WTS services within Cargill
- Taught Citrix training class in Amsterdam for European IT professionals
- Selected as 1 of 60 I/T Analysts worldwide to participate in Cargill's inaugural I/T Leadership Conference.

OTHER ACTIVITIES

Southern Minnesota Energy Cooperative (<http://www.smenergy.coop/>)
Board Member

Carr's Tree Service (<http://www.carrstreeservice.com/>)
Board Member

Karian-Peterson Power Line Contracting (<http://www.karianpeterson.com/>)
Board Member (2015 to 2019)

Cooperative Energy Futures (www.cooperativeenergyfutures.com)
Board Member (2013-2016)

University of St. Thomas School of Law
Volunteer coach for Law School Negotiation Class
Volunteer Student Mentor

Minnesota Rural Electric Association – Regulatory
Member of MREA group organized to discuss and strategize regulatory issues in Minnesota

PAPERS

IEEE SMARTGRID; March 2013
"Leveraging Technology to Increase a Cooperative's Member Options"
Article available upon request

Electric Light and Power; May 2010

Ryan J. Hentges

"From Cautious to Convinced" http://www.elp.com/index/display/article-display/3167933322/articles/utility-automation-engineering-td/volume-15/Issue_6/Features/From_Cautious_to_Convinced_How_Minnesota_Valley_Electric_Cooperati-veEmbraced_Smart_Grid_Through_700_MHz_Networking.html

RADIO

WCCO Radio's Centsible Energy Hour – Minneapolis April/June/July 2013
MVEC's Beat the Peak Energy Reduction Program. Available in iTunes

KCHK- New Prague
Various appearances discussing the Beat the Peak Energy Challenge

SPEAKING ENGAGEMENTS

Center for Energy and the Environment, Energy Policy Forum – January 2017
How Cooperatives are Leading Minnesota in Innovation
Video of Presentation Available at: <https://www.mncee.org/resources/resource-center/presentations/energy-policy-forum-electric-co-ops-lead-minnesot/>

Open Access Technology International – Annual Conference – October 2016
Fully Integrated Power Systems

National Rural Electric Association Regional Conference, September 2016
A Roadmap for Driving Member Satisfaction

Open Access Technology International – Annual Conference – September 2015
Operational Challenges for Distribution Utilities

National Rural Electric Association Regional Conference, September 2015
Panel - Energy on Consumers' Terms: Finding the Fit For Your Co-op

Minnesota Rural Electric Association Energy Issues Summit, August 2015
Data Driving Innovation

Minnesota Public Utility Commission, September 2014
Cooperative Approach to Demand Response

Old Dominion Electric Cooperative – Cooperative Exchange, September 2014
WiFi Thermostat Program

Minnesota Legislative Energy Commission, August 2014
The Evolving Utility Business Model – A Cooperative Approach

Minnesota Public Utility Commission, January 2012
Smart Grid and Data Privacy

Minnesota Public Utility Commission, September 2011
Panel – Smart Grid in Minnesota

Chief Executive Officer

Job Summary

The CEO serves as chief executive of Minnesota Valley Electric Cooperative (MVEC) and, in partnership with the Board, is responsible for the success of MVEC. Together, the Board and CEO assure MVEC accomplishes its stated mission and vision, and that MVEC is accountable to its member-owners.

The Board delegates responsibility for management and day-to-day operations to the CEO, and s/he has the authority to carry out these responsibilities, in accordance with the direction and policies established by the Board.

Accountabilities

1. Board Relations

- a) Works with the Board President to enable the Board to fulfill its governance functions and facilitates the optimum performance by the Board.
- b) Keeps the Board fully informed on the condition of MVEC and on all the important factors influencing it.
 - i. Identifies problems and opportunities and addresses them; brings those which are appropriate to the Board; and, facilitates discussion and deliberation.
 - ii. Informs the Board about trends, issues, problems and activities in order to facilitate policy-making.
- c) Provides timely and pertinent information to the Board for effective decision making.

2. Strategic Vision

- a) Provides strategic leadership for the company by working with the Board and other management to establish long-range goals, strategies, plans and policies.
- b) Effectively communicates MVEC's strategies to the employees

3. Financial Management

- a) Oversees the fiscal activities of the organization.
- b) Ensures an annual budget is prepared and presented to the Board.
- c) Ensures on-going financial ratios remain strong and within Board approved thresholds.

4. Management and administration

- a) Provides general oversight of all MVEC activities and assures a smoothly functioning, efficient organization.
- b) Develops high quality business strategies and plans ensuring their alignment with short-term and long-term objectives
- c) Oversees all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy and mission

5. Operations

- a) Ensures MVEC's reliability indices meet Board expectations
- b) Ensures short and long term work plans are in place that ensure reliable and quality electrical service.

- c) Ensures a culture of safety is maintained.

6. Employee Relations

- a) Creates and promotes a culture of excellence among the employees
- b) Manages the senior executive team and is responsible for the performance management and hiring of senior-level management.
- c) Specifies accountabilities for management personnel and evaluates performance regularly.
- d) Establishes an effective organizational labor planning process.
- e) Develops and maintains an effective working relationship with MVEC's union, IBEW Local 160.

7. Community relations

- a) Builds company image by collaborating with members, government, community organizations, and employees.
- b) Represents the company as required, including attendance of important functions, industry events and public meetings.
- c) Listens to members and the community in order to improve services and generate community involvement. Assures community awareness of MVEC's response to community needs.
- d) Works with legislators, regulatory agencies, and representatives of the utility sector to advocate legislative and regulatory policies positive to MVEC's business.
- e) Initiates, develops, and maintains cooperative relationships with key constituencies.

8. Industry Knowledge

- a) Remains knowledgeable of industry trends and participates actively in industry events.
- b) Seen as a contributor to the Cooperative environment

9. Outside Organizations and Subsidiaries

- a) Actively participates with wholesale power providers
- b) Actively participates on subsidiary Boards

MARVIN DENZER

EXPERIENCE

02/01/2016 – PRESENT

VICE PRESIDENT OF ENERGY SERVICES, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Member of executive team responsible for all aspects of MVEC operations. Direct responsibility for MVEC's distribution system and relationships with key accounts. Responsible for overseeing the planning, design, construction, operations and maintenance of MVEC's distribution system in order to meet a high standard of reliability and cost effectiveness. Responsible for ensuring MVEC's largest members have the support necessary to achieve their energy related goals. Responsible for maximizing the value of load management portfolio. Lead all efforts in each of these areas to achieve strategic initiatives as well as the vision of the Cooperative.

10/07/2013 – 02/01/2016

VICE PRESIDENT OF KEY ACCOUNTS, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Lead, managed and oversaw the Key Accounts Department including: All aspects of the cooperative's sales, Energy Wise programs, and Conservation Improvement Program (CIP) and Key Account activities. Directed the personnel in each of these areas and lead the department to achieve financial and strategic objectives that advance the vision of MVEC. This position was an active member of MVEC's Executive Team.

1/1/2003-10/07/2013

VICE PRESIDENT OF ENERGY SERVICES, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Lead, managed and oversaw the Energy Services Department including: Key Accounts, Administrative Support and Operations (Dispatch, Warehouse, Engineering, Line Construction and Maintenance, Operations Specialist, MVEC's headquarter facilities and the operation of the distribution system and is a member of Heartland Services Engineering and Safety Peer Groups). Directed the personnel in each of these areas and lead the department to achieve reliability, financial and strategic objectives that advance the vision of MVEC. The position was a member of MVEC's Executive Team.

9/10/1998-12/31/2003

ENGINEERING AND EXTERNAL RELATIONS MANAGER, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Responsible for MVEC electrical systems to ensure quality and reliable service. A direct liaison to large commercial and key accounts. Responsible for all activities related to engineering, key accounts, load management and journeyman electrician.

9/3/1991-9/9/1998

ELECTRICAL ENGINEER, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Responsible for electrical engineering the distribution system. Started and developed MVEC key account program with large C&I.

EDUCATION

MAY 1990

BACHELOR OF ENGINEERING (B.E.), ELECTRICAL AND ELECTRONICS ENGINEERING, EMPHASIS-POWER ENGINEERING, NORTH DAKOTA STATE UNIVERSITY

MAY 1985

HIGH SCHOOL DIPLOMA, MONTGOMERY HIGH SCHOOL

ADDITIONAL EDUCATION, CONFERENCES, AND CERTIFICATIONS

- NRECA Management Intern Program (M.I.P), Madison WI
- MVEC Leadership Connection Certification
- Leadership Link Executive Level
- Service of Excellence Certification-Touchstone Energy
- NRECA Annual Meeting
- North Central Engineering Conference
- REMA---Engineers & Operations Conference
- Minnesota Power System Conference
- Tech-Advantage---NRECA

SKILLS

- Strategic
- Leading and Team Building
- Negotiation
- Coaching and Mentoring
- Analytical Distribution Analyzes
- Strong Integrity



Job Description

Job Title: Vice President of Energy Services

Dept.: Executive

Reports To: CEO

Please Select One:

☒ Revision of Position ☐ New Position

Date: June 1, 2019

Fair Labor Standards Act Status (FLSA):

☒ Exempt ☐ Non-Exempt ☐ Union ☒ Non-Union

Summary of the Position:

Member of executive team responsible for all aspects of MVEC operations. Has direct responsibility for MVEC's distribution system and relationships with key accounts. Responsible for overseeing the planning, design, construction, operations and maintenance of MVEC's distribution system in order to meet a high standard of reliability and cost effectiveness. Responsible for ensuring MVEC's largest members have the support necessary to achieve their energy related goals. Responsible for maximizing the value of load management portfolio. Lead all efforts in each of these areas to achieve strategic initiatives as well as the vision of the Cooperative.

Role Responsibilities (select one using drop down in bottom right corner)

The Executive Team (E-team) is comprised of direct reports to the CEO. The E-team spends the majority of their time on strategic issues (50% to 70%) such as strategic planning, business planning, program development, budget creation, and performance management. The E-team leads by example, coaches and develops the Leadership Team and Team Members to success. The E-team is accountable to the vision, mission, serving MVEC members with a sense of urgency and the Spirit of Our Cooperative.

% of Time	Functions Performed
35%	Ensures a highly reliable and cost effective distribution system
30%	Ensures MVEC's key accounts are supported in a manner that achieves their goals
20%	Maximize value of load management portfolio
10%	Member of Executive Team that leads MVEC to achievement of its strategic goals
5%	Duties as assigned by Supervisor
Continually	Lives the Spirit of Our Cooperative
100%	TOTAL

Does this position have supervisory responsibility? ☒ Yes ☐ No

If yes, please list the titles of the positions for which you are responsible.

Title of Position: Operations Manager

Title of Position: Engineering Manager

Title of Position: Key Account Executive

Title of Position: Key Account Executive and Community Relations

<i>Required / Preferred</i>	<i>Education, Experience and Knowledge</i>
Required	4 year degree in Electrical Engineering or related degree.
Required	10 years' experience in engineering, sales and/or operations
Required	5 years of strategic high level leadership experience

<i>Required / Preferred</i>	<i>Skills, Abilities, Certificates, Licenses and Registrations</i>
Required	Excellent customers service skills, communication and interpersonal skills.
Required	Understanding of the cooperative business model and the electric industry
Required	Manage multiple tasks; develop, organize, coordinate and implement projects and ideas
Required	Highly skilled project manager
Required	Ability to keep privileged information confidential

Curtis A. Cordt P.E.

EDUCATION and REGISTRATION

Bachelor of Science Electrical Engineering
South Dakota State University

May, 1990
Brookings, SD

Electrical Engineering – Power Emphasis

Professional Engineer Registered in Minnesota (#26450)

Professional Engineer Registered in Iowa (#14997)

EMPLOYMENT

Engineering Manager, Minnesota Valley Electric Cooperative-Jordan MN 2016-Present

- Currently Managing MVEC's Engineering Department. Supervising all Distribution Designing, Planning, Substation, Distribution and Generation Engineering.
- Duties include reviewing and approving Construction Work Plans (CWPs) & Budgets. Implementation and tracking materials & costs. Making recommendations to upper management for CWP additions.
- Assisting in the development of MVEC Strategic Planning, making project recommendations, study analysis of projects. Setting up strategic goals for Cooperative and Engineering Staff. Monitoring Goals and Milestones using Smartsheet.
- Engineering duties include:
 - Directly in charge of Substation Design, Equipment Specification Development, Procurement, Design approvals, relay setting, SCADA and commissioning.
 - Construction Work Plan development, RUS approvals, Implantation, Work Order Inspection & RUS 219 approval.
 - Disturbed Energy Resources (DER)--renewable energy project reviews using STAR Nova Portal. Review larger scale generation projects including solar, wind, diesel, and bio-gas. Approval of all Interconnection applications.
 - Development of Engineering Sectionalizing Studies and Arc Flash Analysis including implantation and monitoring.
 - Development of Engineering Construction Specifications, and Material Standards. Work with GRE standards and Metro-4 groups on best practices and specification development.
 - Make recommendations to develop and modify MVEC's operating policies & procedures.
 - On-call Supervisor duties--overseeing crew sand dispatching on a rotational basis.
 - Developing & Operating COVID-19 rules, including developing working from home rules, job-site protocols, maintaining staff and crew isolation. Helping implement a work from home program for MVEC staff for long-term future.

Manager, Minnesota Valley Utility Services (MVEC's LLC Engineering Group) 2016- Present

- This is a MVEC LCC Company--Manage and oversee MVEC's Consulting Engineering Group (MVUS) set up for profit for serving the Heartland Engineering Clientele with services provided below. Serves approximately 10 outside power companies (Cooperative and Municipal). Duties are shown below.

Manager/ Sr. Professional Engineer, Heartland Engineering Services 1999-2016

- Management--Managed HES from 2003 to 2016 when organization was dissolved by managing partners. Supervised Engineering Staff at HES, was involved in operational meetings at W-H and MVEC.

- Key areas of responsibility are to assist various customers (Mainly Wright-Hennepin and Minnesota Valley Electric Cooperative) with their design and operational engineering needs.
- Developed & implemented strategic planning for HES, assisted principal cooperative(s) in strategic planning and implementation for operations, assisted in developing budgets based on work plans, and strategic planning goals.
- Developing plans and specifications and project management for substation, distribution, generation and transmission projects.
- Completed Cooperative Work Order Inspection and RUS 219 Inspections for W-H, MVEC, Kandiyohi Power, and Steele Waseca Cooperatives.
- Supervised GIS, Engineering Modeling, oversaw all generation interconnections, preparation of work plans, back-feed manuals and sectionalizing & arc-flash studies.
- Completed various construction projects with Public Bid Requirements along with municipal studies; clients include City of Arlington, Arlington MN, Chaska Public Utilities, Chaska MN; LeSueur Municipal Utilities, LeSueur MN and Osage Municipal Utilities, Osage IA.

Previous municipal utilities worked for include the City of Olivia, Madison Municipal Utilities, and Truman Public Utilities, Truman MN.

Professional Electrical Engineer, Associated Consultants Engineers, Inc.

1990-1999

- Developed plans and specifications and did project management for utility transmission, substation, generation and distribution projects.
- Developed distribution studies, sectionalizing studies and relay settings for various Municipal Utilities.
- Specified equipment, prepared bid documents and cost estimates, handled bid procedures, wrote contracts, oversaw construction and obtained permits from the DNR and MNDOT on various projects.
- Work was Municipal Utility based, clientele worked for but not limited to include Glencoe Light & Power Commission, Glencoe MN; Osage Municipal Utilities, Osage IA; Truman Public Utilities, Truman MN; LeSueur Municipal Utilities, LeSueur MN; New Hampton Light & Power, New Hampton IA.

Continuing Education (includes but limited to Pre-COVID)

- North Central Engineering Conference (2020-Hinckley MN)
- REMA—Engineers & Operations Conference (*Past Board Member)
- Minnesota Power System Conference (University of Minnesota)
- Tech-Advantage—NRECA (five-year rotation)
- MMUA/MREA seasonal Meetings & Trade shows



Job Description

Job Title: Engineering Manager

Dept.: Engineering

Reports To: VP of Energy Services

Please Select One:

☒ Revision of Position ☐ New Position

Date: June 1, 2019

Fair Labor Standards Act Status (FLSA):

☒ Exempt ☐ Non-Exempt ☐ Union ☒ Non-Union

Summary of the Position:

The Engineering Manager Position manages and oversees the engineering department of MVEC and MVUS. Provides engineering design, planning and supervision of MVEC transmission, substation, generation and distribution requirements. Develops procedures plans & specifications along with policies relating to construction, installation and maintenance. Assists with completion of RUS loan requirements including 219 inspections & sign off. Provides professional engineering sign-offs on documentation as needed for all construction.

Role Responsibilities (select one using drop down in bottom right corner)

The Leadership Team is empowered to lead day-to-day operations of MVEC. Most of their time is spent on operational tasks (80% to 90%). They are the experts for their areas and suggest "what's" and develop and implement "how's."

The Leadership Team:

- Works cooperatively and successfully across departments.
- Responsible for effectively communicating cross departmentally.
- Takes responsibility for proactively solving problems, resolving issues, and implementing programs that further MVEC's Strategy Map, Initiatives and annual work plans.
- Leads in ways that empower and retain successful Team Members.

The Leadership Team's focus is establishing priorities, developing processes, leading by example, and managing resources. The Leadership Team is accountable to the vision, mission, serving MVEC members with a sense of urgency and the Spirit of Our Cooperative.

% of Time	Functions Performed
30%	Direct and/or provide engineering services in substation design, generation design for renewable and stand-by generation, transmission substation and distribution design. Assist with problem solving and project management. (Including procurement of quotes and bids)
20%	Provide consulting services for MVUS clients in the areas listed below. Also completes and maintains an annual budget for the MVUS board of directors.
10%	Manage the processes related to providing services to MVEC/MVUS clients such as marketing, budgets and billing and the conduct of engineering studies, along with project manager to meet the needs of MVEC/MVUS clients.
10%	Direct and/or provide engineering as needed in areas listed but not limited to the following: long range plans, construction work plans, sectionalizing studies (relay/recloser settings), arc-flash assessments, load management scheduling, areas related to the National Electric Safety Code, and National Electric Code.

10%	Direct and/or provide engineering support services to resolve operational problems on distribution systems.
10%	Provide professional engineering expertise to other departments and management for RUS. Review purchasing blankets; assist with specification development and enforcement.
10%	Duties as assigned by Supervisor
Continually	Lives the Spirit of Our Cooperative
100%	TOTAL ☒ Yes ☐ No

Does this position have supervisory responsibility?

If yes, please list the titles of the positions for which you are responsible.

Title of Position: Distribution Planning Engineer

Title of Position: Design Engineers

Title of Position: Senior Design Engineers

Title of Position: C&I Design Engineering

Title of Position: System Maintenance Design Engineer

Title of Position: Engineering Technician

Title of Position: Engineering Aide

<i>Required / Preferred</i>	<i>Education, Experience and Knowledge</i>
Required	Bachelor's degree in electrical engineering with power emphasis
Required	Professional engineer license required
Required	10 years of experience in distribution, substation, generation, transmission or planning engineering
Required	5 years of supervisor experience
<i>Required / Preferred</i>	<i>Skills, Abilities, Certificates, Licenses and Registrations</i>
Required	In-depth knowledge of distribution system engineering, construction and operations
Required	Familiar with safety codes, Rural Utilities Service (RUS) requirements, and other standards that apply.
Required	Ability to work with diverse interests and be able to debate controversial issues when making objective decisions
Required	Good analytical, interpretative, interpersonal, complex problem-solving and decision-making skills

MICHAEL DIETZ

Dedicated Operations Manager and effective leader who excels with proven methods and technology too successfully control cost, streamline operations, and increase productivity for one of the fastest growing cooperatives in the state. Assertive and enthusiastic with extensive knowledge of process optimization and unsurpassed work ethic.

EXPERIENCE

2016 – PRESENT

OPERATIONS MANAGER, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Manage of all outside field personnel for construction, maintenance, locating, warehousing, substations, field apparatus, metering, and contract electrician.

Manage operations center to provide system integrity, one call response, and industry leading in outage restoration.

Manage fleet in excess of 5 million dollars

Manage warehousing and material need in excess of 15-million-dollar annually.

Manage Facilities of the headquarters.

Manage right of way budget in excess of 2 million dollars annually with 9 contracted tree crews.

2014 – 2016

OPERATIONS SUPERVISOR, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Supervised the maintenance and installed of substations equipment, apparatus equipment,

Scada, company radios, metering, Load Management contractor, power quality studies and fleet

Supervised industry leading dispatch center and liaison to contracted afterhours dispatch.

Supervised right of way crews for tree clearing.

Prepared and supervised budgets in excess of \$2,000,000

2003-2014

TECHINICAL SERVICE SUPEVISOR, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Supervised the maintenance and installed of substations equipment, apparatus equipment,

Scada, company radios, power quality studies, commercial meter installations, and reads

Supervised installation and implementation of automatic meter reading infrastructure.

Supervised testing and conversion to AMR for all commercial and large residential meter installations.

Supervised the installation and coordination of field personnel for conversion of 14,000 Load Management receiver.

Prepared and supervised department budgets

2003-2003

C&I DESIGN ENGINEER, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Planning Design, and staking for Large commercial members, and commercial developments.

Worked with State, County, and Township officials for permitting and design processes. Staked

new and rebuilt construction for single phase, and 3 phase distribution line as part of our construction work plan.

EDUCATION

MAY 1989

ELECTRICAL MAINTENANCE AND CONSTRUCTION, DUNWOODY INSTITUTE

Graduated with electrical and construction degree

JUNE 1987

HIGH SCHOOL DIPOLMA, MONTGOMERY HIGH SCHOOL

General education

ADDITIONAL EDUCATION AND CERTIFICATIONS

- MVEC Leadership Certification
- Leadership Link Certification
- REMA Engineering Conference and Continuing Education credits

SKILLS

- Team building
- Strategic Planner
- Negotiation expert
- Procedure development
- Process improvements
- Systems implementation
- Cost reduction and containment
- Analytical



Job Description

Job Title: Operations Manager

Dept.: Operations

Reports To: VP of Energy Services

Please Select One:

☒ Revision of Position ☐ New Position

Date: June 1, 2019

Fair Labor Standards Act Status (FLSA):

☒ Exempt ☐ Non-Exempt ☐ Union ☒ Non-Union

Summary of the Position:

Manages the areas of the operations, system operations, constructions, fleet, metering, substations, load management equipment, and facilities Team Members to guarantee the safest possible environment and assure that all projects, repairs, and customer complaints are completed with emphasis on customer service beyond their expectations.

Role Responsibilities (select one using drop down in bottom right corner)

The Leadership Team is empowered to lead day-to-day operations of MVEC. Most of their time is spent on operational tasks (80% to 90%). They are the experts for their areas and suggest "what's" and develop and implement "how's."

The Leadership Team:

- Works cooperatively and successfully across departments.
- Responsible for effectively communicating cross departmentally.
- Takes responsibility for proactively solving problems, resolving issues, and implementing programs that further MVEC's Strategy Map, Initiatives and annual work plans.
- Leads in ways that empower and retain successful Team Members.

The Leadership Team's focus is establishing priorities, developing processes, leading by example, and managing resources. The Leadership Team is accountable to the vision, mission, serving MVEC members with a sense of urgency and the Spirit of Our Cooperative.

% of Time	Functions Performed
35%	Manage the construction, maintenance and substations apparatus of MVEC distribution system
10%	Manage metering and load management infrastructure
10%	Manage Fleet and Equipment
10%	Manage construction material and warehousing
10%	Manage the head quarters building and grounds
10%	Manage the budget and construction work plan preparation for Operations
5%	Manages the restoration efforts during major outages and provides other assistance as outlined in the Cooperative's restoration of power procedure
5%	Manage all training for operational personal
5%	Duties as assigned by Supervisor
Continually	Lives the Spirit of Our Cooperative
100%	TOTAL

Does this position have supervisory responsibility? ☒ Yes ☐ No

If yes, please list the titles of the positions for which you are responsible.

Title of Position: Lead, Foreman, Journeyman and Apprentice Lineman

Title of Position: System Operations Supervisor

Title of Position: Facilities Maintenance Coordinator

Title of Position: Substation Apparatus Technicians

<i>Required / Preferred</i>		<i>Education, Experience and Knowledge</i>
Required		2 year degree in Electrical Construction and Maintenance or equivalent degree
Required		7 years' experience in electrical construction
<i>Required / Preferred</i>		<i>Skills, Abilities, Certificates, Licenses and Registrations</i>
Required		Ability to plan, develop, organize, and coordinate projects.
Required		Proficient with Microsoft Office
Required		Certified in D.O.T. Drug and Alcohol Awareness.

CHAD BRIESE

Years of experience in the electric utility industry combined with 24 years of service in volunteer fire instills a desire to do everything in my power to get everyone home safe, every day.

EXPERIENCE

FEBRUARY 2020 – PRESENT

DIRECTOR OF SAFETY/ ENVIRONMENTAL COMPLIANCE, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Set up and present safety programs for line crews and full office staff to maintain OSHA and industry compliance. Inspections of facilities and equipment as well as field crew observations are weekly tasks. Manage record keeping as we are subject to random visits from both Federal and Minnesota Environmental Protection Agencies as well as Department of Transportation among other compliance organizations. Currently certified CPR/ first aid trainer through National Safety Council. MN State certified as a Class A/B operator for underground fuel storage tanks.

JANUARY 2013 – FEBRUARY 2020

SAFETY SPECIALIST, MINNESOTA RURAL ELECTRIC ASSOCIATION

Developed and presented safety training for electric utility line workers throughout the State of Minnesota. Work involved scheduling visits, providing training, inspections and crew observations while on site. Computer knowledge, good driving record and strong communication skills by phone and particularly in front of affected employees were requirements for success.

EDUCATION

MARCH 2014

CERTIFIED LOSS CONTROL PROFESSIONAL (CLCP), NATIONAL RURAL ELECTRIC COOPERATIVE ASSOCIATION

A combination of classroom work and field experience is required to complete this National Safety program.

JUNE 1992

ASSOCIATE OF APPLIED SCIENCE DEGREE, NORTHWEST TECHNICAL INSTITUTE

Specialized degree related to the Drafting and Design field. Technical and construction knowledge was gained in addition to reading specification drawings.

SKILLS

- Applied for, received and managed 2 FEMA grants for fire service
- Developed many new trainings for line workers
- Organized
- Comfortable using technology
- Strong public speaker



Job Description

Job Title: Director of Safety and Environmental Compliance

Dept.: Executive

Reports To: CEO

Please Select One:

☒ Revision of Position

☐ New Position

Date: June 1, 2019

Fair Labor Standards Act Status (FLSA):

☒ Exempt

☐ Non-Exempt

☐ Union

☒ Non-Union

Summary of the Position:

Develop, direct and coordinate the safety, environmental, compliance and training programs for MVEC and WH employees, members and the public. Monitor all governmental and safety-related regulations such as OSHA, DOT, EPA, MPCA and NFPA and make every effort to ensure MVEC and WH compliance.

Role Responsibilities (select one using drop down in bottom right corner)

The Leadership Team is empowered to lead day-to-day operations of MVEC. Most of their time is spent on operational tasks (80% to 90%). They are the experts for their areas and suggest "what's" and develop and implement "how's."

The Leadership Team:

- Works cooperatively and successfully across departments.
- Responsible for effectively communicating cross departmentally.
- Takes responsibility for proactively solving problems, resolving issues, and implementing programs that further MVEC's Strategy Map, Initiatives and annual work plans.
- Leads in ways that empower and retain successful Team Members.

The Leadership Team's focus is establishing priorities, developing processes, leading by example, and managing resources. The Leadership Team is accountable to the vision, mission, serving MVEC members with a sense of urgency and the Spirit of Our Cooperative.

% of Time	Functions Performed
50%	Oversees and evaluates loss control programs by consulting with MREA, NRECA, other utilities, and professional safety consultants to provide results that are equal to or better than industry standards.
10%	Establishes, maintains, and communicates all safety records and required reports such as hazardous materials, "right-to-know," and commercial driver's license files.
10%	Coordinate, develop and conduct all safety related trainings
10%	Provides leadership in promoting public safety education in the areas of electrical safety and power line awareness.
5%	Oversees and monitors the requirements for treatment and disposal of all hazardous wastes including PCB oil. Assists in preparation of spill prevention and containment countermeasures (SPCC) as directed
5%	Oversees effective safety inspections to promote on-the-job safety and enhance accident prevention.
5%	Serves as chairperson of the MVEC and WH Safety Team
5%	Duties as assigned by Supervisor
Continually	Lives the Spirit of Our Cooperative
100%	TOTAL

Does this position have supervisory responsibility?

☐ Yes ☒ No

<i>Required / Preferred</i>		<i>Education, Experience and Knowledge</i>
Required		2 year degree in a technical or industrial area
Preferred		4 year degree in a technical or industrial area
Required		5 years of experience as a the main safety leader in an organization
Required		5 years experience with OSHA, NFPA, EPA, D.O.T., MPCA, or other regulatory agencies
<i>Required / Preferred</i>		<i>Skills, Abilities, Certificates, Licenses and Registrations</i>
Preferred		Professional safety designation such as the NRECA's Loss Control Professional (LCP) or either of the Associate Safety Professional (ASP) or the Certified Safety Professional (CSP)
Required		Strong working knowledge of the laws governing safety
Required		Good working knowledge of power lines and the operation of an electrical system
Required		Valid Driver's License
Required		Proficient computer skills including word processing, database, and spreadsheet analysis programs
Required		Effective communicator and strong technical writing skills
Required		Familiar with the laws governing worker's compensation administration.

MICHAEL CALLIES

EXPERIENCE

JANUARY 2019 – PRESENT

SYSTEM OPERATIONS SUPERVISOR, MINNESOTA VALLEY ELECTRIC COOPERATIVE (MVEC)

Oversee the areas of System Operations, Dispatch, GIS, Metering, Warehouse and Cable Locating. Responsibilities include daily, monthly and annual demand and energy forecasts. Monitor and implement load management on a daily basis to control multiple power supplier peaks. Supervise a combined group of 15 team members.

JUNE 2015 – JANUARY 2019

ENGINEERING SUPERVISOR, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Oversaw the Design Engineering Department. Guided daily projects and workload. Determined annual budgets and Construction Work Plan projects. Provided annual demand, energy and budget forecasts. Implemented pole inspection rotation program. Provided support for the finance department in project status, costs, estimates and RUS financing issues. Awarded contractor bids and oversaw contractor activities. Supervised a department of six team members.

JANUARY 2000 – JUNE 2015

SENIOR ENGINEERING TECHNICIAN, HEARTLAND ENGINEERING SERVICES, LLC

Developed Construction Work Plans, Long Range Plans, Long Range Load Forecasts, Coordination Studies, and other system planning reports. Provided annual demand, energy and budget forecasts. Monitored and implemented load management on a daily basis. Managed the engineering analysis model for various engineering analyses. Supervised GIS program. Conducted field engineering support such as infrared inspections, line design, substation construction management. Also provided support as an on-call supervisor.

APRIL 1994 – JANUARY 2000

DESIGN ENGINEER/ENGINEERING SPECIALIST, MINNESOTA VALLEY ELECTRIC COOPERATIVE

Field designed all aspects of the distribution system. Provided customer support for new services and rebuilds. Managed SCADA expansion project in substations. Coordinated meter testing program. Developed GIS from mapping system.

1987 – APRIL 1994

ENGINEERING TECHNICIAN, MAIER ENGINEERING INC.

Provided mapping services to electric cooperative and municipal utilities. Assisted in developing various system planning reports. Provided various field studies. Developed construction specifications.

EDUCATION

MAY 1988

2-YEAR DEGREE ELECTRICAL DESIGN, MOORHEAD TECHNICAL COLLEGE

Coursework included building and utility electrical systems, drafting, electrical-based mathematics.

MAY 1986

TWO YEARS MECHANICAL ENGINEERING, NORTH DAKOTA STATE UNIVERSITY

Coursework included general engineering, statics and dynamics, calculus, technical writing for engineers.

SKILLS

- Forecast analysis
- Power line design
- Load management
- Leadership
- Project development
- System engineering studies

I have participated in various leadership training courses, through MREA (conducted by Central Lakes College) and through MVEC. I have taken a project management training course through the University of Madison. I am regularly involved in various community and church volunteer activities, such as Feed My Starving Children, Operation Christmas Child, small group leading and music. I led the start of an electric utility in the town of Pignon, Haiti. I was involved in promoting electrical development in several municipalities in Guatemala. For my work in Haiti, I received the NRECA International Award, and later the NRECA Regional Award for bringing Minnesota Cooperatives together to support the Haiti electrification project.



Job Description

Job Title: System Operations Supervisor

Dept.: Operations

Reports To: Operations Manager

Please Select One:

☒ Revision of Position ☐ New Position

Date: June 1, 2019

Fair Labor Standards Act Status (FLSA):

☒ Exempt ☐ Non-Exempt ☐ Union ☒ Non-Union

Summary of the Position:

Supervises the dispatch center and load management operational activities. Responsible for construction material needs. The material & equipment must ensure quality and reliability of service to the member's at the most economical and environmentally acceptable manner.

Role Responsibilities (select one using drop down in bottom right corner)

The Leadership Team is empowered to lead day-to-day operations of MVEC. Most of their time is spent on operational tasks (80% to 90%). They are the experts for their areas and suggest "what's" and develop and implement "how's."

The Leadership Team:

- Works cooperatively and successfully across departments.
- Responsible for effectively communicating cross departmentally.
- Takes responsibility for proactively solving problems, resolving issues, and implementing programs that further MVEC's Strategy Map, Initiatives and annual work plans.
- Leads in ways that empower and retain successful Team Members.

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% of Time	Functions Performed
40%	Responsible for functions related to the response center and system reliability.
20%	Load forecasting support and provide load forecasting for budgets.
15%	Scheduling in relation to the material and construction needs.
15%	Works with System Operator to provide immediate analysis of SCADA alarms, determines the proper response, and oversees the dispatching of the appropriate personnel to safely and quickly resolve electrical problems.
5%	System maintenance in relation to system reliability and maps.
5%	Duties as assigned by Supervisor
Continually	Lives the Spirit of Our Cooperative
100%	TOTAL

Does this position have supervisory responsibility? ☒ Yes ☐ No

If yes, please list the titles of the positions for which you are responsible.

Title of Position: System Dispatcher

Title of Position: Lead System Operator

Title of Position: Warehouse Lead

Title of Position: Cable Locator/Groundman

<i>Required / Preferred</i>	<i>Education, Experience and Knowledge</i>
Required	2 year degree in electrical line or utility
Required	10 years utility experience
Required	5 years of leadership experience
Preferred	4 year degree in Business or Project Management

<i>Required / Preferred</i>	<i>Skills, Abilities, Certificates, Licenses and Registrations</i>
Required	Ability to read and understand electrical schematics
Required	Valid drivers license
Required	Proficient in Microsoft Suite
Required	Ability to organize projects

JOSEPH GREEN

PROFILE:

Key Account Executive and previous utility director with over 24 yrs. experience in the energy industry. Dedicated and effective team leader with excellent verbal, written and problem-solving skills. Goal oriented with ability to manage multiple projects, meet deadlines and manage budgets. Strengths include strong interpersonal skills to communicate effectively with a wide audience including customers, community leaders, media and personnel.

EXPERIENCE:

Key Account Executive/Community Relations (July 2015 –Current)

MN Valley Electric Cooperative, Jordan, MN

- Manage key industrial & commercial accounts in 9 county service territory including Minneapolis metro area.
- Focus on excellent customer service, energy conservation, rebates, peak shaving programs and Member owned generators.
- Resolve electric service territory boundary issues with other utilities.
- Coordinate economic development opportunities with community leaders.
- Attend city council, county and township meetings to gather information and position coop.
- Negotiate, guide process and implement new franchise fees with cities.
- Handle land acquisition for new substations. Includes obtaining all necessary permits and approvals.
- Work with engineering, operations and customer service on all member related matters.

Director Customer Service, Generation & Substations (11/2012 – 5/2015)

Owatonna Public Utilities, Owatonna, MN

- Director/Supervisor for three departments: Customer Service, Supervisory Control and Data Acquisition (SCADA) and Substation and Generation.
- Developed annual budgets including capital projects.
- Tracked department Key Performance Indicators (KPI's), managed department accountability and goals.
- Resolved customer billing issues and disputes.
- Project Manager for \$200K software upgrade for SCADA.
- Key Account responsibilities for commercial/industrial natural gas and electricity customers.

Director Gas, Water & Power Management (2004 –11/2012)

Owatonna Public Utilities, Owatonna, MN

Manager – Marketing (9/2002-2004)

Owatonna Public Utilities, Owatonna, MN

Consumer Market Representatives (10/1998 – 6/2002)

Aquila, Rochester, MN

Territory sales representative and account manager for natural gas utility in southern Minnesota. Responsible for all commercial and industrial business sales.

- Increased natural gas revenues for company. From 1999 through 2001. Exceeded sales goals set by company by more than 120%.
- Provided customers with account management including: billing issues, competitive fuel comparisons, cost and benefit analysis, information on new technologies, energy efficiency rebates and energy audits.
- Lead sales representative for commercial natural gas customers entering into risk management pricing options to hedge and limit exposure to high natural gas prices.

Account Executive (11/1997-10/1998)

NorAm Energy Management, Minneapolis, MN

Responsible for Wisconsin sales territory and account management of existing industrial natural gas accounts. Obtained new sale leads through networking, cold calling and presentations to industrial customers. Provide pricing solutions to minimize customer exposure to natural gas volatility.

Sales Representative (2/1996 - 11/1997)

Enron, Minneapolis, Minnesota

Commercial/Industrial Sales Representative - Minnesota, Wisconsin, Illinois and Iowa. Developed and expanded new markets by networking, cold calling and utilizing existing customers to generate new leads and appointments. Provided customers with natural pricing options and information related to natural gas deregulation. Maintain existing industrial accounts exceeding \$1.5 million annually in gas sales.

EDUCATION:

Minnesota State University

Mankato, Minnesota

B.S. Major: Natural Resource Management

LEADERSHIP:

Mini MBA – St. Thomas University - Gainey Center

Blandin Community Leadership Program

Leadership Owatonna Program

The Leadership Connection - Erik Therwanger

ORGANIZATIONS:

MN Blue Flame Gas Association - Past President & board member

Commissioner - Owatonna Degner Regional Airport

Board Member – Minnesota Municipal Gas Association (part of MMUA)

Board Member and past President Midwest Regional Gas Task Force

Owatonna Partners for Economic Development

VOLUNTEER:

High School Parent Representative – Owatonna Wrestling Association

Radio announcer for Owatonna High School Wrestling



Job Description

Job Title: Key Account Executive and Community Relations

Dept.: Key Accounts

Reports To: VP of Energy Services

Please Select One:

☒ Revision of Position

☐ New Position

Date: June 1, 2019

Fair Labor Standards Act Status (FLSA):

☒ Exempt

☐ Non-Exempt

☐ Union

☒ Non-Union

Summary of the Position:

Manages the projects and processes of the Key Accounts Program and Governmental Relations to ensure that programs are implemented, and goals and customer service standards are exceeded. Responsible for growing commercial and industrial load management, promotion of energy conservation, account maintenance and the building of positive business relationships with all MVEC commercial, industrial, and government agencies.

Role Responsibilities (select one using drop down in bottom right corner)

The Leadership Team is empowered to lead day-to-day operations of MVEC. Most of their time is spent on operational tasks (80% to 90%). They are the experts for their areas and suggest "what's" and develop and implement "how's."

The Leadership Team:

- Works cooperatively and successfully across departments.
- Responsible for effectively communicating cross departmentally.
- Takes responsibility for proactively solving problems, resolving issues, and implementing programs that further MVEC's Strategy Map, Initiatives and annual work plans.
- Leads in ways that empower and retain successful Team Members.

The Leadership Team's focus is establishing priorities, developing processes, leading by example, and managing resources. The Leadership Team is accountable to the vision, mission, serving MVEC members with a sense of urgency and the Spirit of Our Cooperative.

% of Time	Functions Performed
35%	Monitors progress of the Key Accounts yearly goals and work plan. Ensures high member satisfaction and positive relationships with Key Accounts.
15%	Primary community, municipality and utility contact; is strategically watchful of growth, development opportunities and local politics, attends meetings during and after regular hours such as Council, planning commission, EDA, utility commission and chamber meetings that could affect MVEC. Oversees boundary issues and represents MVEC in territory negotiations. Identifies, negotiates, and coordinates purchase of real estate.
15%	Use established sales practices, rates, and other incentives to influence the sale and installation of off-peak/stand-by generation at members C&I sites.
10%	Develops expansion opportunities for existing key accounts and new opportunities in conjunction with community economic development efforts.

10%	Develops and delivers, energy marketing and other services to key accounts members. Coordinates the communication between MVEC and member in products and services, system reliability, and daily account functions.
10%	Monthly monitoring of MVEC C&I account status in regards to rates, load management performance, load factor, power factor, payments, etc. Reports high level activity to VP of Energy Services.
5%	Duties as assigned by Supervisor
Continually	Lives the Spirit of Our Cooperative
100%	TOTAL

Does this position have supervisory responsibility?

☐ Yes ☒ No

<i>Required / Preferred</i>	<i>Education, Experience and Knowledge</i>
Required	4 year degree in Business, Engineering or Finance
Required	7 years' experience with progressive responsibility in marketing, sales, consulting, or development.
Preferred	2 years of city or county government service

<i>Required / Preferred</i>	<i>Skills, Abilities, Certificates, Licenses and Registrations</i>
Required	Creative/Innovative thinker and possess leadership qualities
Required	Excellent people skills as well as great oral and written communication skills
Required	Ability to use good judgement and discretion
Required	Excellent conflict resolution skills and ability to coordinate many projects
Required	Confident and can demonstrate ability to work under stress and meet deadlines.
Required	Ability to keep privileged information confidential.