

**Minnesota Power  
Standards of Conduct  
Organizational Charts**

**Organizational Charts**

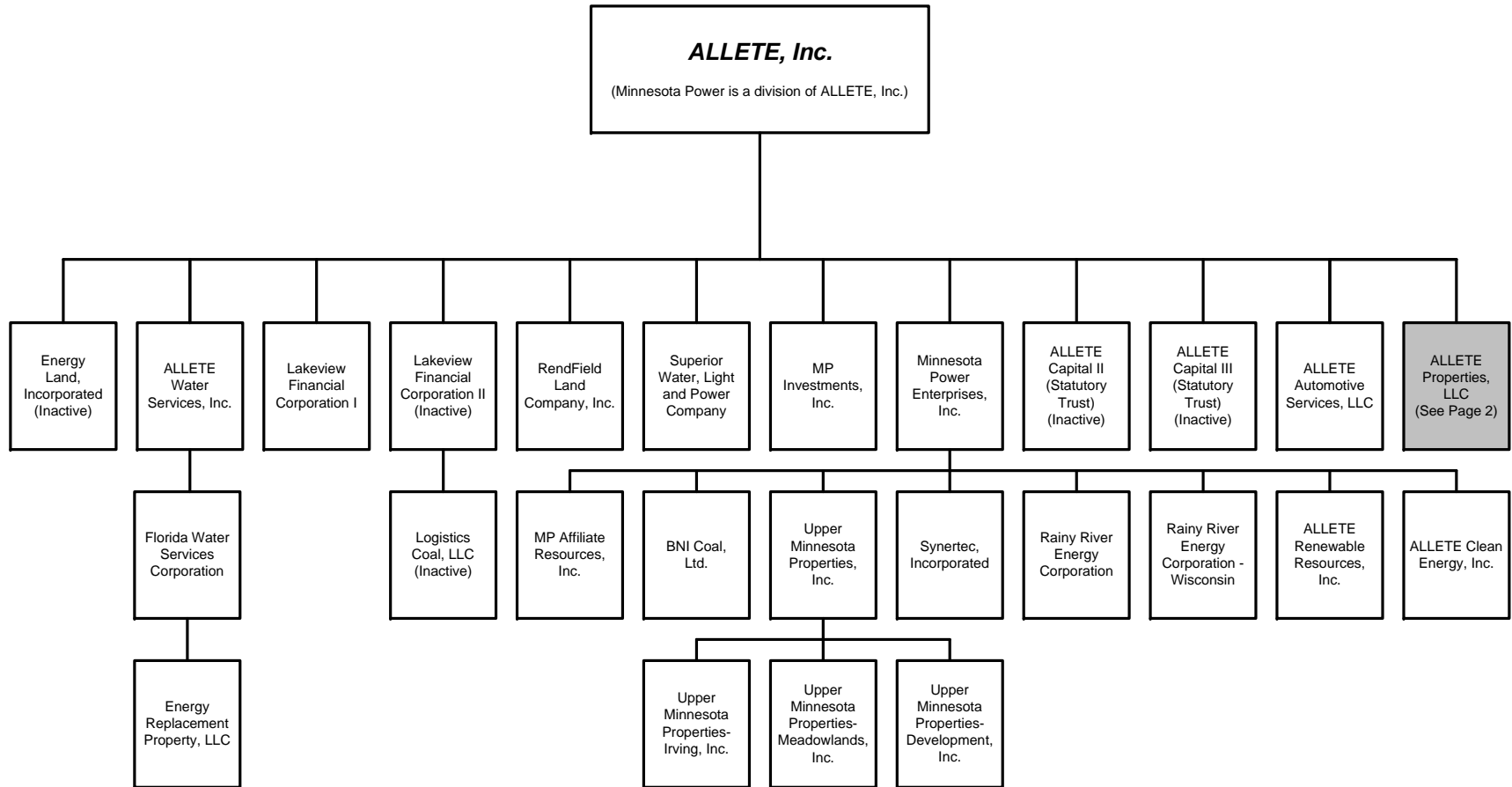
The following information is provided as required by Section 358.4(b)(3):

As required by Section 358.4(b)(3)(i), Exhibit A shows the corporate organizational chart of ALLETE, Inc. As noted earlier, Minnesota Power is a division of ALLETE and its organization chart is attached as Exhibit B. The Transmission and Power Delivery unit (the Transmission Function employees) is identified in that chart, and its organization chart is included as Exhibit C. Exhibit D shows the organizational charts of the Minnesota Power marketing functions: Marketing, Strategy and Planning, and Energy Supply and Asset Optimization.

<a href="#"><u>Exhibit</u></a>	<a href="#"><u>A</u></a>	<a href="#"><u>Corporate organizational chart of ALLETE, Inc.</u></a>
<a href="#"><u>Exhibit</u></a>	<a href="#"><u>B</u></a>	<a href="#"><u>Minnesota Power</u></a>
<a href="#"><u>Exhibit</u></a>	<a href="#"><u>C</u></a>	<a href="#"><u>Transmission and Power Delivery</u></a>
<a href="#"><u>Exhibit</u></a>	<a href="#"><u>D</u></a>	<a href="#"><u>Marketing</u></a>

Exhibit A ALLETE, Inc. Corporate Organizational Chart

# ALLETE, Inc. Legal Organization Chart

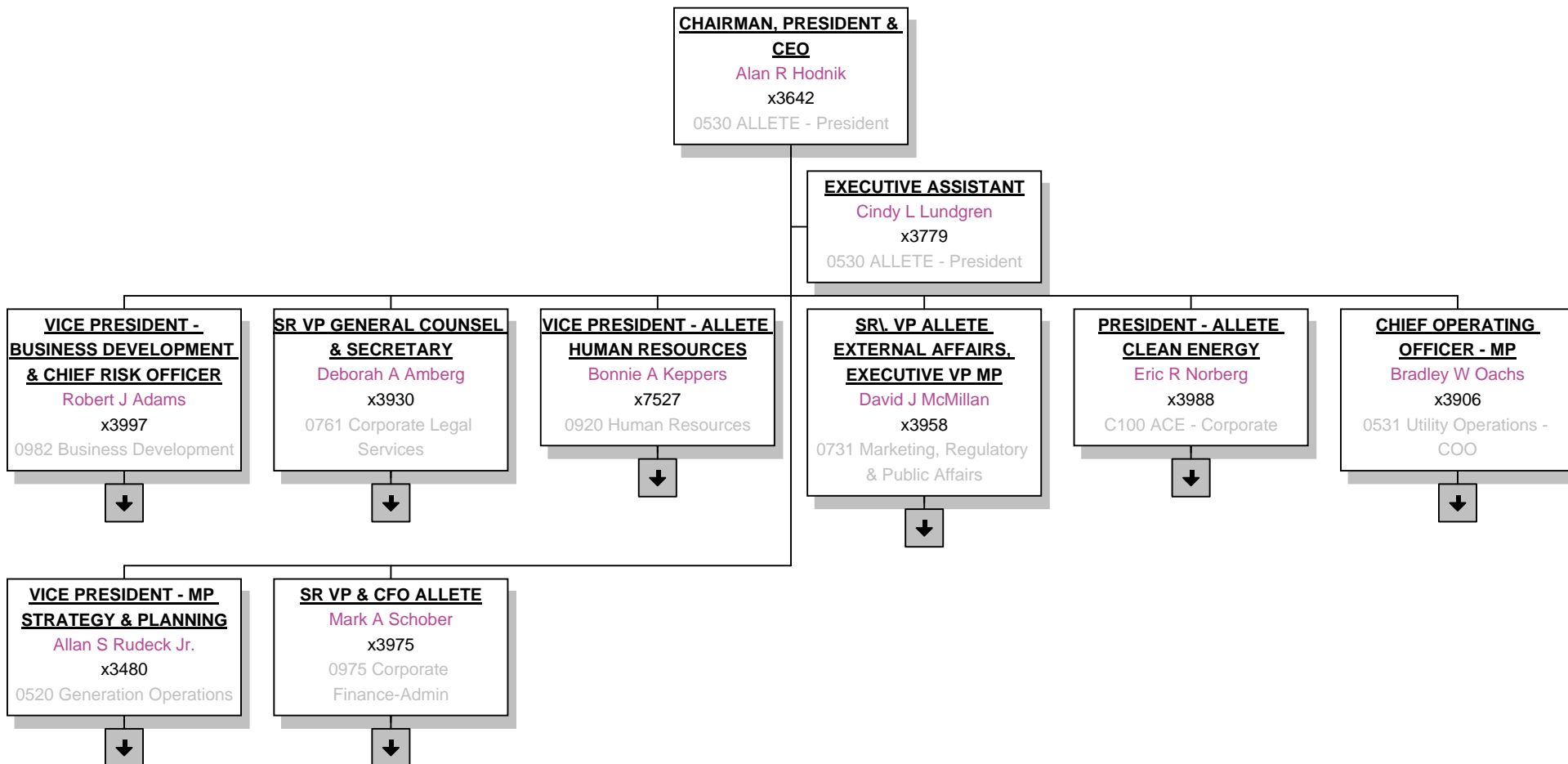


2/2/12

Georgia Water Services dissolved as of June 1, 2010.

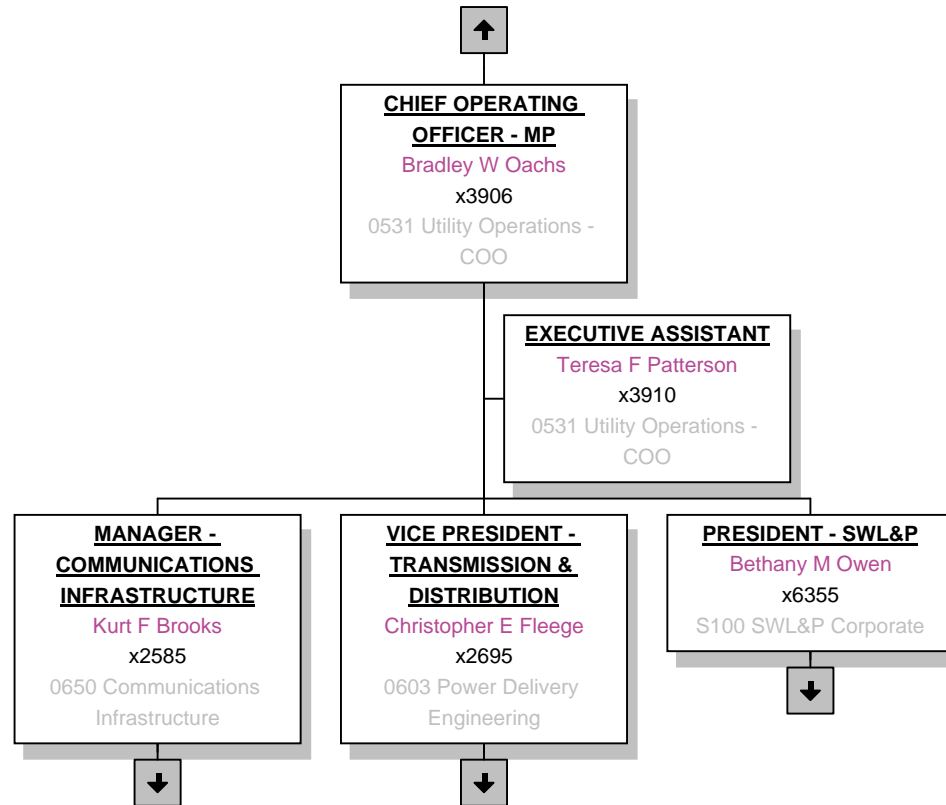
**Exhibit B Minnesota Power Organizational Chart**

# ALLETE -- 0530 ALLETE - President -- 01/20/2012

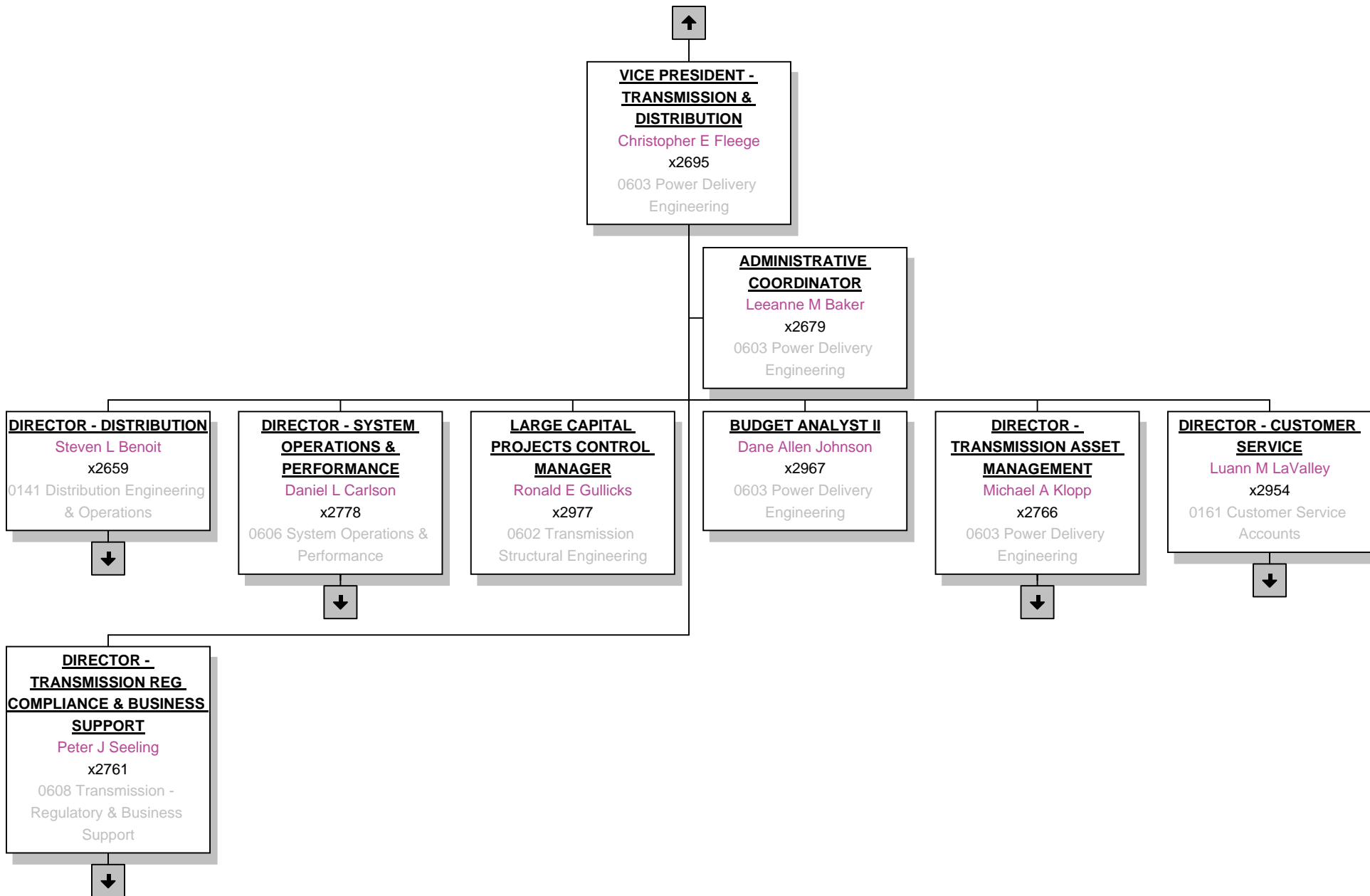


# Exhibit C Transmission and Power Delivery Organizational Chart

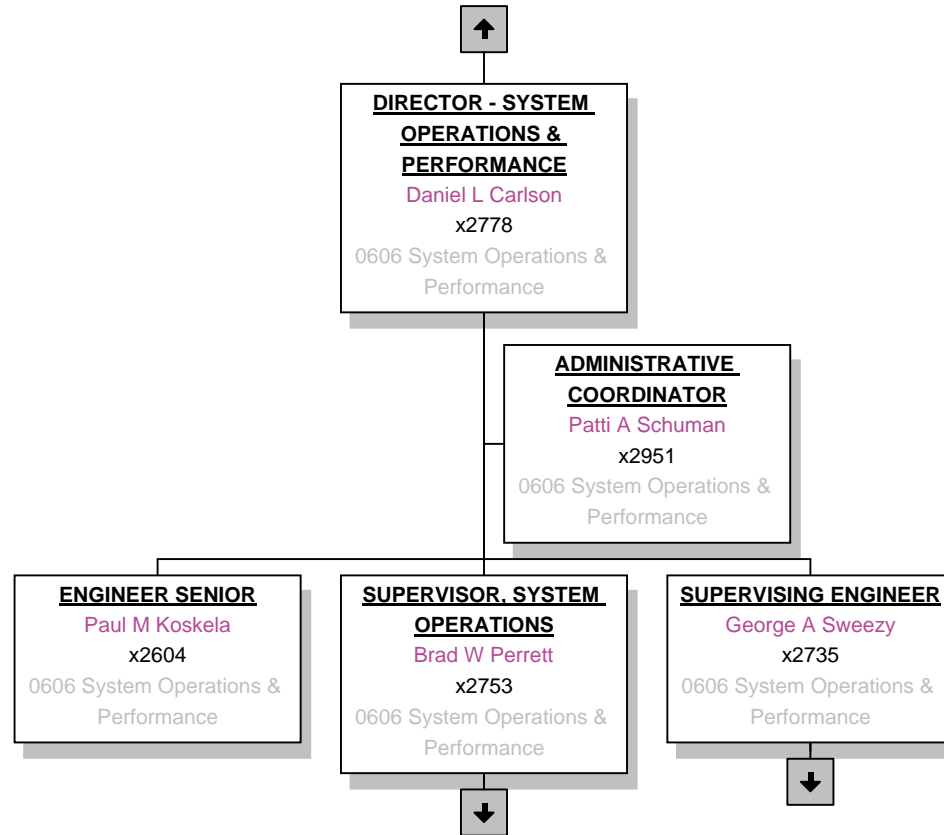
# Utility Operations -- 0531 Utility Operations - COO -- 09/02/2011



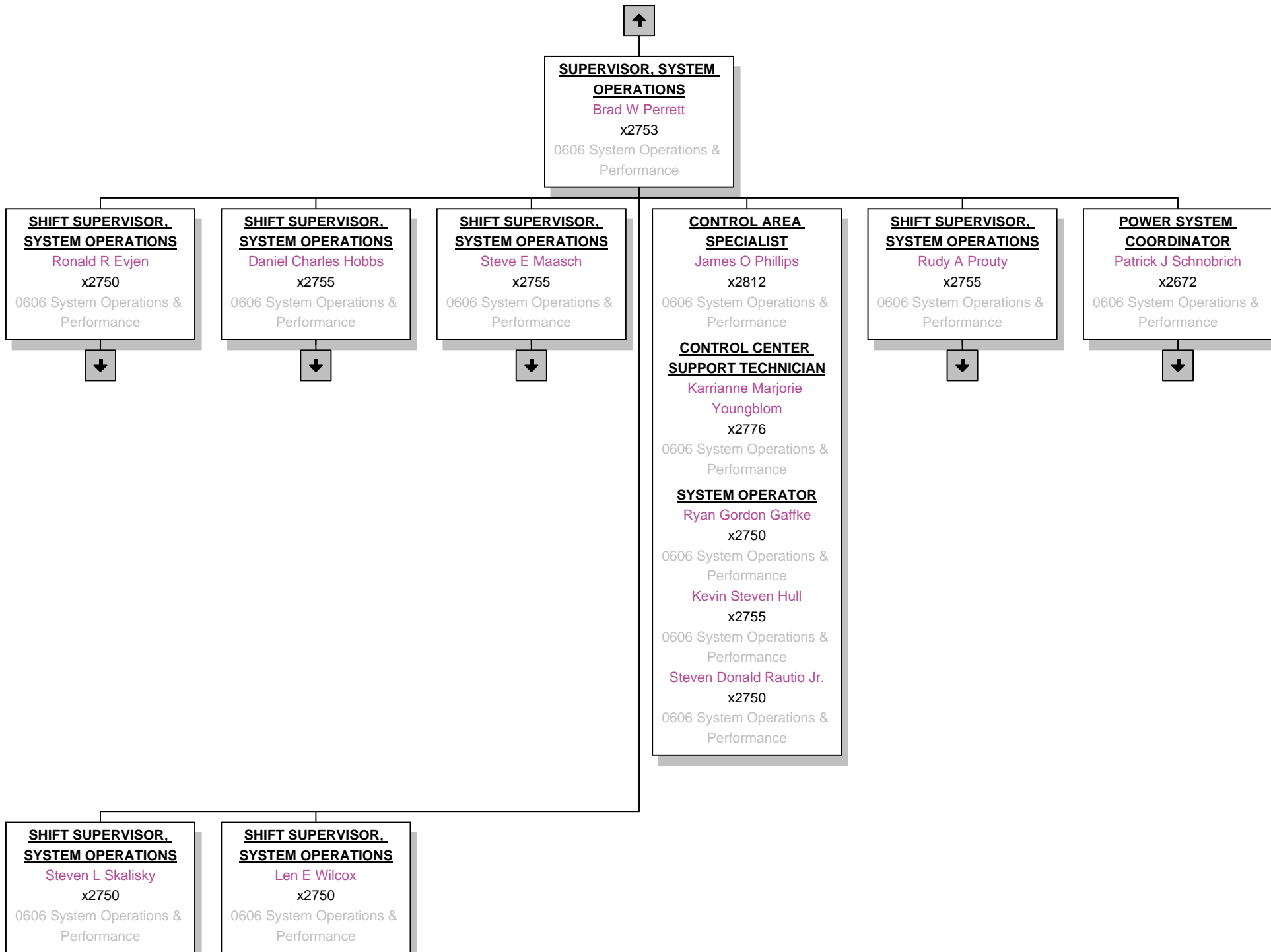
# Power Delivery/Transmission -- 0603 Power Delivery Engineering -- 11/04/2011



# Power Delivery/Transmission -- 0606 System Operations & Performance -- 12/28/2010



# Power Delivery/Transmission -- 0606 System Operations & Performance -- 12/27/2011



# Power Delivery/Transmission -- 0606 System Operations & Performance -- 05/06/2011



**SHIFT SUPERVISOR.**  
**SYSTEM OPERATIONS**  
Ronald R Evjen  
x2750  
0606 System Operations &  
Performance

**SYSTEM OPERATOR**  
Scott Campbell Schafer  
x2755  
0606 System Operations &  
Performance  
Molly E Tryon  
x2755  
0606 System Operations &  
Performance

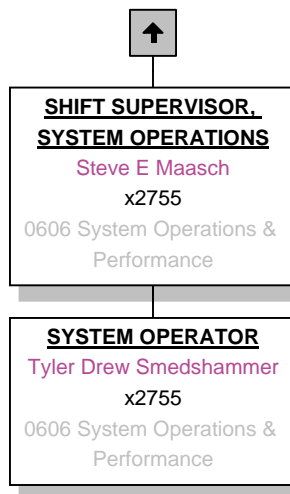
# Power Delivery/Transmission -- 0606 System Operations & Performance -- 07/12/2011



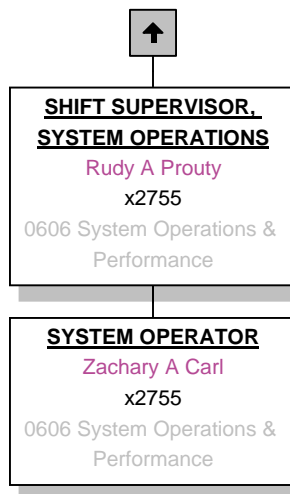
**SHIFT SUPERVISOR.**  
**SYSTEM OPERATIONS**  
Daniel Charles Hobbs  
x2755  
0606 System Operations &  
Performance

**SYSTEM OPERATOR**  
Brian Joseph Brinkman  
x2755  
0606 System Operations &  
Performance  
Richard Glen Wasbotten  
x2755  
0606 System Operations &  
Performance

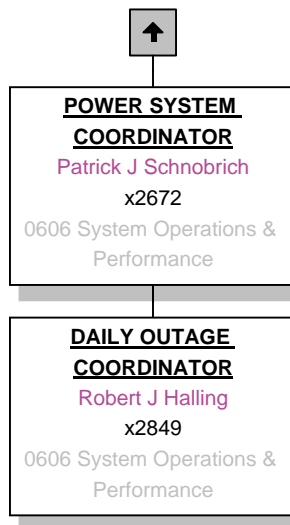
# Power Delivery/Transmission -- 0606 System Operations & Performance -- 07/12/2011



# Power Delivery/Transmission -- 0606 System Operations & Performance -- 08/19/2011



# Power Delivery/Transmission -- 0606 System Operations & Performance -- 12/28/2010



# Power Delivery/Transmission -- 0606 System Operations & Performance -- 08/19/2011



**SHIFT SUPERVISOR.**  
**SYSTEM OPERATIONS**  
Steven L Skalisky  
x2750  
0606 System Operations &  
Performance

**SYSTEM OPERATOR**  
Kent Allen Adkins  
x2755  
0606 System Operations &  
Performance  
Richard A Tahtinen  
x2755  
0606 System Operations &  
Performance

# Power Delivery/Transmission -- 0606 System Operations & Performance -- 05/06/2011



**SHIFT SUPERVISOR.**  
**SYSTEM OPERATIONS**  
Len E Wilcox  
x2750  
0606 System Operations &  
Performance

**SYSTEM OPERATOR**  
Marquette L Neal  
x2755  
0606 System Operations &  
Performance  
Christine L Welsand  
x2755  
0606 System Operations &  
Performance

# Power Delivery/Transmission -- 0606 System Operations & Performance -- 01/27/2012



**SUPERVISING ENGINEER**  
George A Sweezy  
x2735  
0606 System Operations &  
Performance

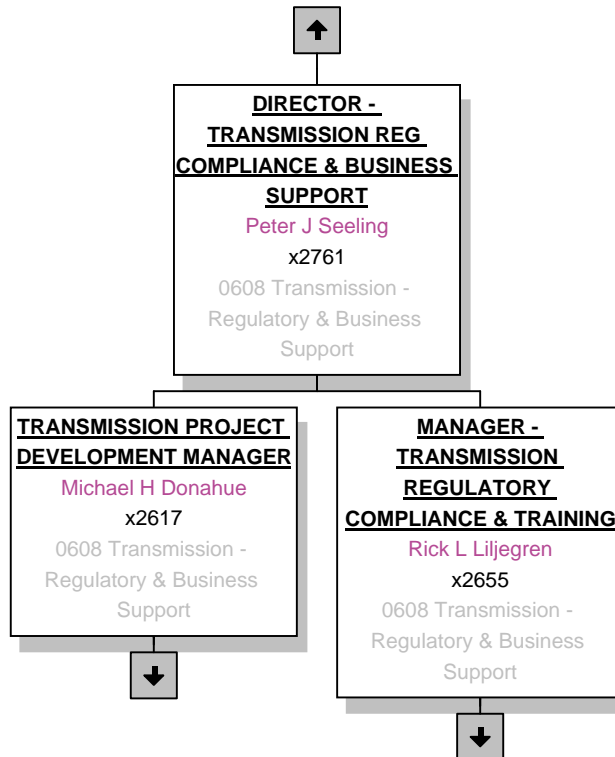
**ENGINEER I**  
Ruth Renita Pallapati  
x2638  
0606 System Operations &  
Performance

**ENGINEER SENIOR**  
Scott William Hoberg  
x2618  
0606 System Operations &  
Performance

Peter Scott Schommer  
x2639  
0606 System Operations &  
Performance

**PRINCIPAL ENGINEER**  
Lynn P Crane  
x2624  
0606 System Operations &  
Performance

# Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 01/27/2012



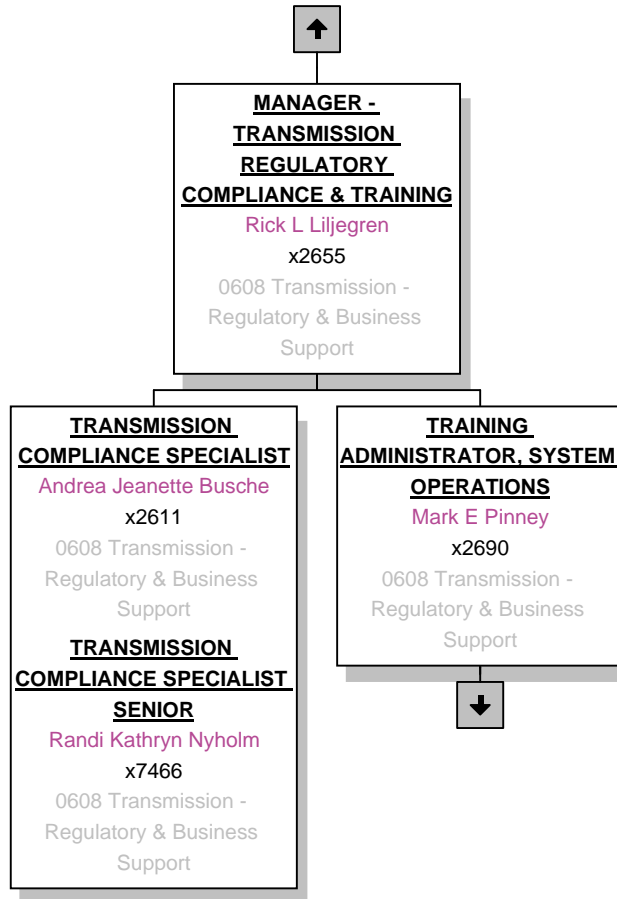
# Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 01/27/2012



**TRANSMISSION PROJECT  
DEVELOPMENT MANAGER**  
Michael H Donahue  
x2617  
0608 Transmission -  
Regulatory & Business  
Support

**TRANSMISSION SERVICES  
SPECIALIST II**  
Kara M Henderson  
x2869  
0608 Transmission -  
Regulatory & Business  
Support  
Jeanne Patricia Kallberg  
x2648  
0608 Transmission -  
Regulatory & Business  
Support

# Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 09/02/2011



# Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 09/10/2010

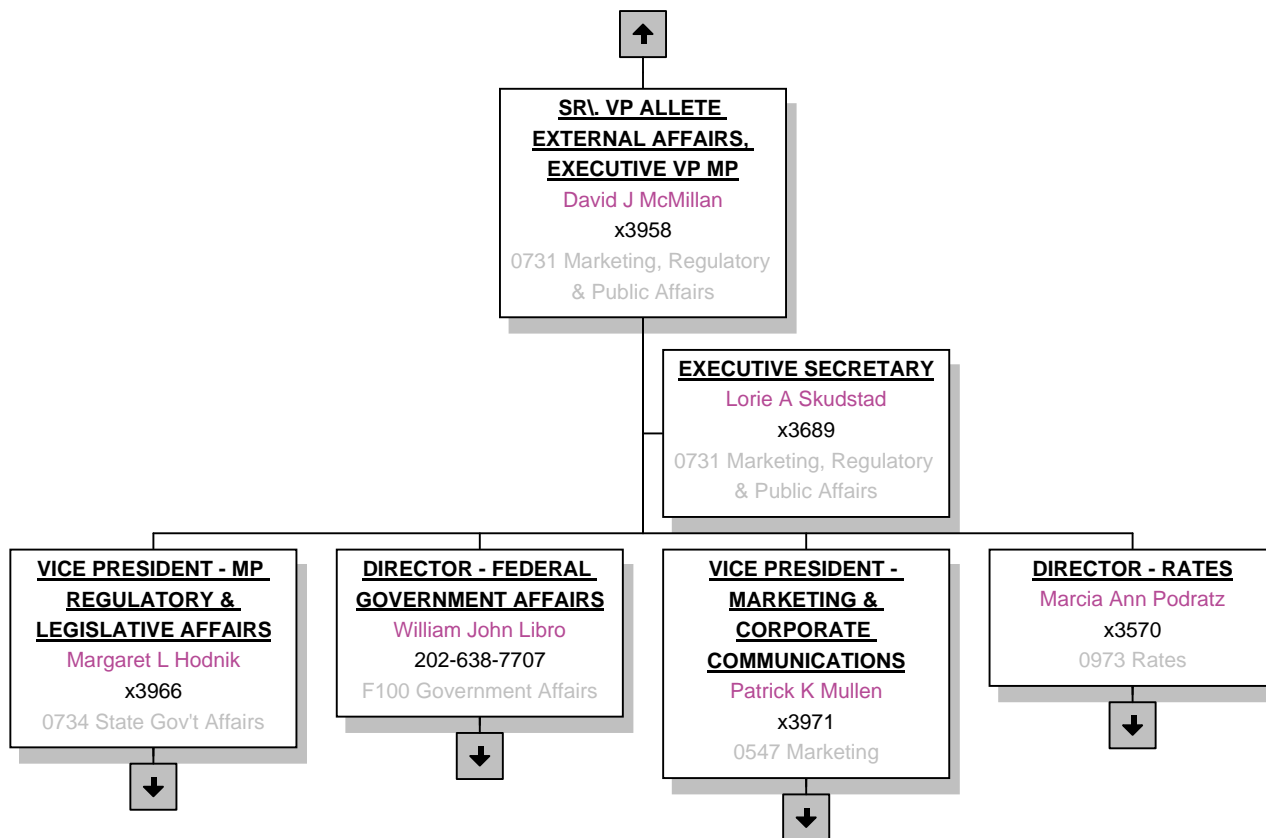


**TRAINING**  
**ADMINISTRATOR, SYSTEM**  
**OPERATIONS**  
Mark E Pinney  
x2690  
0608 Transmission -  
Regulatory & Business  
Support

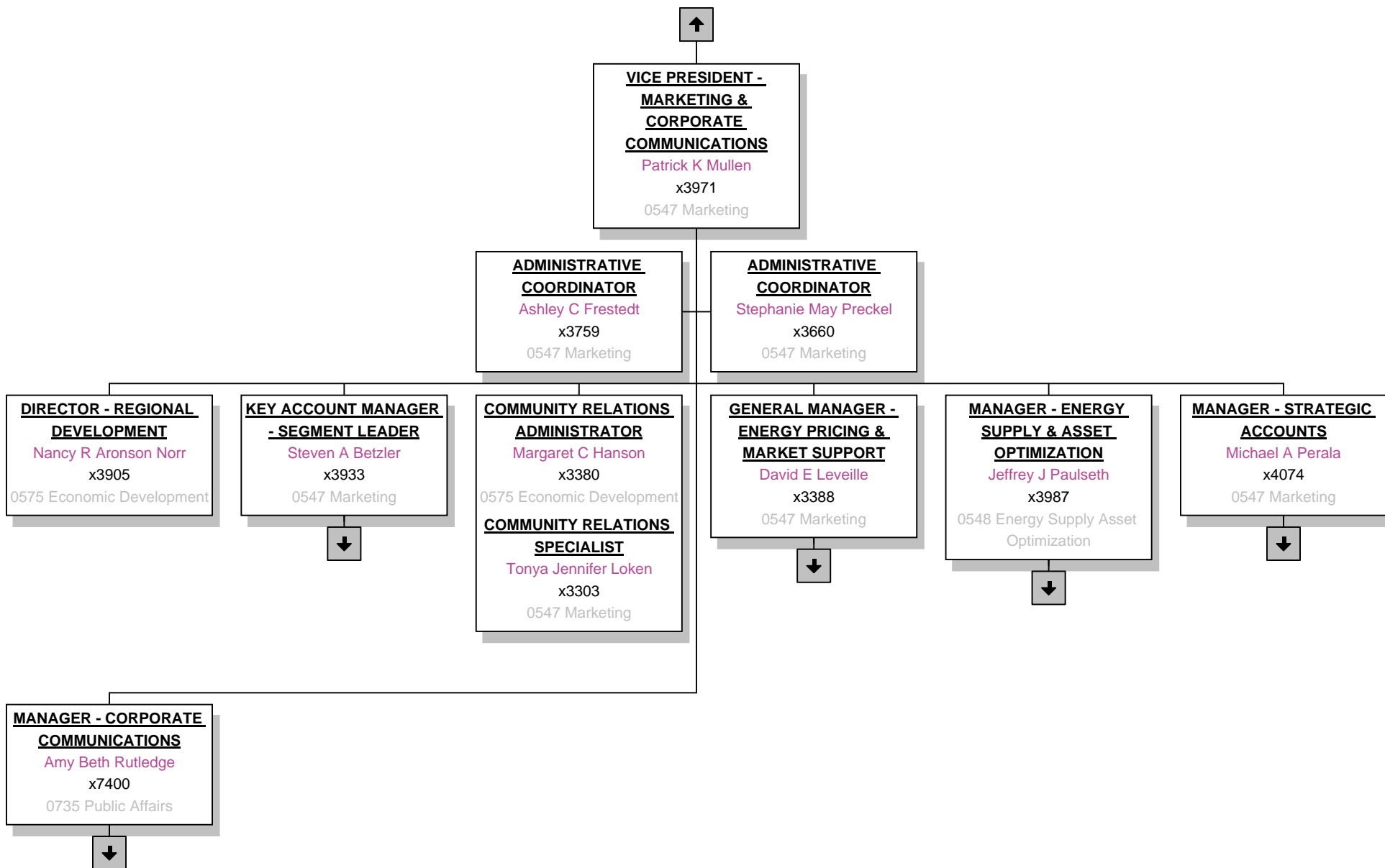
**TRAINER, SYSTEM**  
**OPERATIONS**  
Christopher J Bellefy  
x2548  
0608 Transmission -  
Regulatory & Business  
Support

## Exhibit D Marketing Organizational Chart

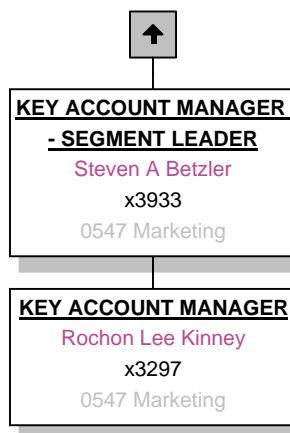
# Marketing & Public Affairs -- 0731 Marketing, Regulatory & Public Affairs -- 01/20/2012



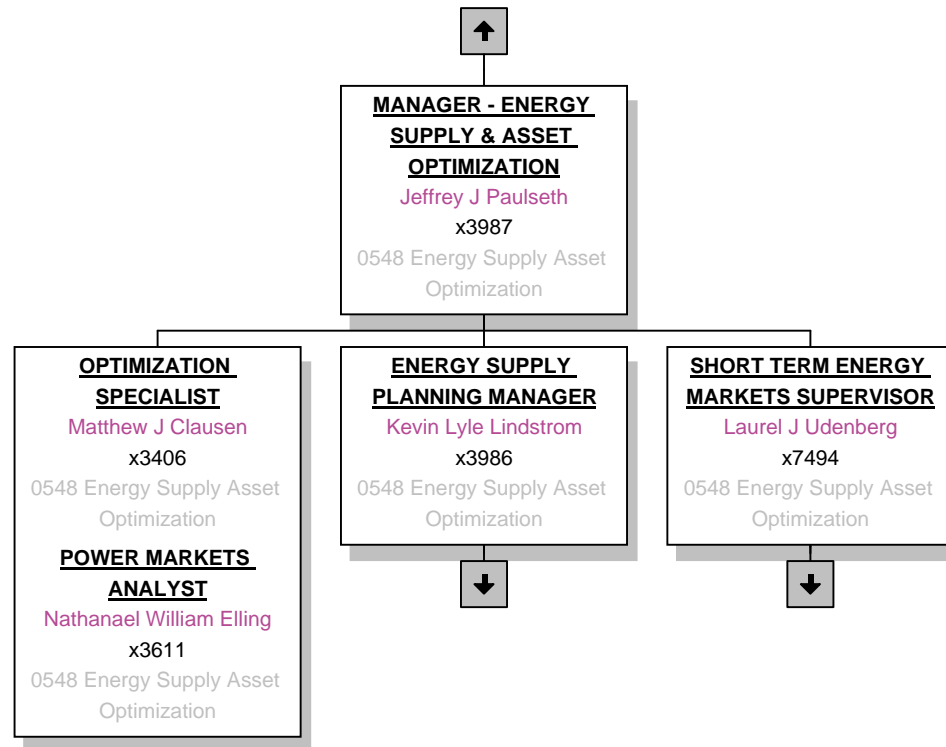
# Marketing & Public Affairs -- 0547 Marketing -- 01/31/2012



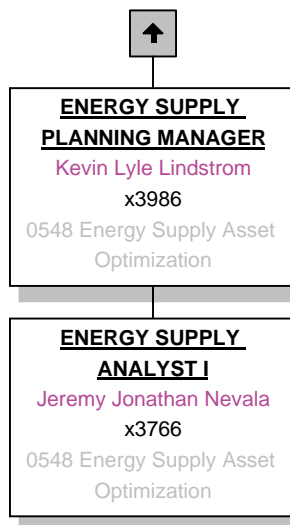
## Marketing & Public Affairs -- 0547 Marketing -- 01/31/2012



# Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 02/01/2011



## Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 02/02/2010



# Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 12/20/2011



**SHORT TERM ENERGY  
MARKETS SUPERVISOR**  
Laurel J Udenberg  
x7494  
0548 Energy Supply Asset  
Optimization

**REAL TIME TRADER I**  
Justin James Knetsch  
x3701  
0548 Energy Supply Asset  
Optimization

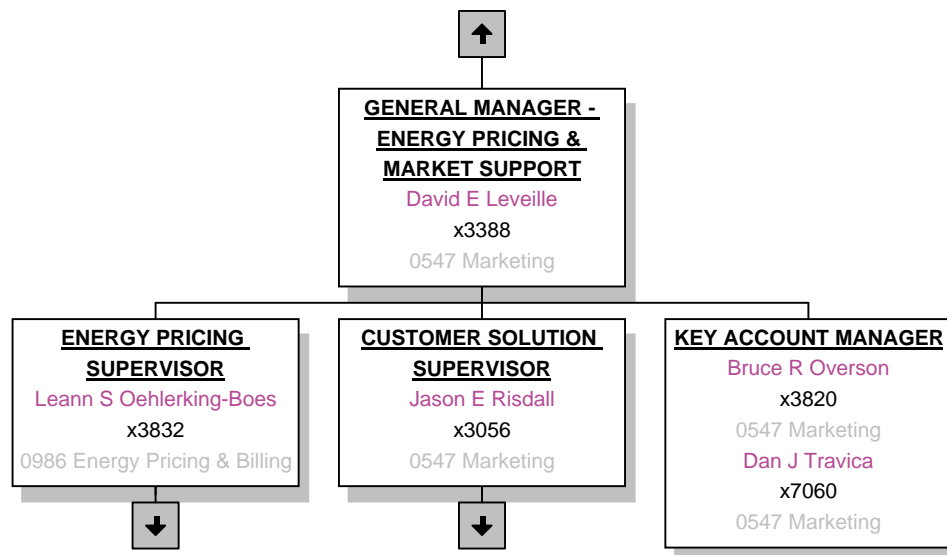
**REAL TIME TRADER II**  
Randy L Liljegren  
x3977  
0548 Energy Supply Asset  
Optimization

George E Meneely  
x3977  
0548 Energy Supply Asset  
Optimization

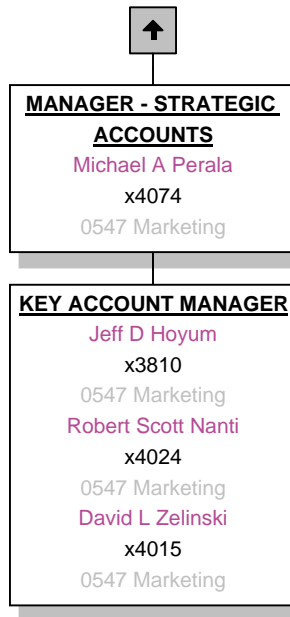
**REAL TIME TRADER III**  
Jacqueline A Albrecht  
x7491  
0548 Energy Supply Asset  
Optimization

Eric B Skadsberg  
x3977  
0548 Energy Supply Asset  
Optimization

# Marketing & Public Affairs -- 0547 Marketing -- 01/17/2012



## Marketing & Public Affairs -- 0547 Marketing -- 01/31/2012



# Generation Operations -- 0520 Generation Operations -- 10/07/2011

