

APRIL 27, 2016

TO

Seattle City Light Employees

FROM

Larry Weis, General Manager and CEO

**SUBJECT**

Seattle City Light Executive Leadership Team

As you know, when I joined the organization in February of this year I still needed to complete the confirmation process with the City Council. There were also two vacancies on the Executive Team, with Phil West's retirement as the Customer Service and Energy Delivery Officer in January and Jeff Bishop, Chief Financial Officer, leaving the utility to pursue an opportunity in Chicago. I have met with many of the members of the leadership team and had the opportunity to evaluate the current structure. I have decided to make changes to the structure of the leadership team to accomplish the goals set out by the Mayor and City Council.

The new organizational structure is designed to accomplish certain goals:

- Create an officer-level position focused on environmental issues to build upon our commitment in producing and delivering environmentally responsible, safe, affordable, and reliable power.
- Create an officer-level position focused on smart utility innovation to assist the utility in managing smart utility innovation and identifying and implementing new and emerging technologies.
- Reduce the number of levels between the General Manager and the operations of the utility to improve operational performance and communication with employees.
- Realign customer care and communications under one officer to enhance our ability to anticipate customer needs, improve customer service with internal and external customers, and exceed customers' expectations.
- Reduce the management levels between employees and the General Manager to encourage cooperation across the organization.
- Create succession and growth opportunities for employees in their current or a future role in the utility.

My approach to future organizational changes after this initial change will be more gradual. I will work with the executive team and other leaders in the utility as I learn more about what the organization needs.

These changes will take effect on May 1, 2016. I am announcing the following organizational changes at Seattle City Light.

Executive Team – Direct Reports to the General Manager

Chief Environmental Officer – Lynn Best, Ph.D.

Provide leadership and strategic direction on the utility's environmental policies, programs and planning efforts and on environmental issues impacting the utility. Ensure that Seattle City Light remains a leader in environmental stewardship.

- Environmental Affairs
- Real Estate
- Hydro Relicensing

Electrical Systems Operations Officer – Bernie Ziemianek, Ph.D., P.E.

Provide leadership and strategic direction in safely delivering electrical service to customers for the City of Seattle and suburban cities, including system operations and the utility's transmission, distribution and substation systems.

- Energy Delivery Operations
- System Operations

Generation Operations and Engineering Officer – Mike Haynes, P.E.

Provide leadership, strategic direction and engineering for the safe and environmentally responsible generation of over 1,800 MW of hydroelectric power at hydroelectric facilities.

- Power Production Engineering
- Skagit Operations
- Boundary and Cedar Falls Operations
- Lucky Peak

Chief Administrative Services Officer – DaVonna Johnson

Provide leadership and strategic direction for all functions supporting employees through comprehensive human resource services and programs that attract, develop, retain, and engage a skilled and diverse workforce and provide for a safe and healthy work environment for our employees.

- Safety
- Talent Acquisition and Workforce Development
- Employee Relations
- Labor Relations

Power Supply and Strategic Planning Officer – Mike Jones, P.E.

Provide leadership and strategic direction for the utility's energy efficiency and conservation programs, strategic planning, and providing clean, safe, economic and reliable source of power for all customers of Seattle City Light.

- Power Supply Operations
- Power Supply Contracts
- Customer Energy Solutions
- Utility Support Services
- Strategic Planning

Customer Service, Communications and Regulatory Affairs Officer – Jim Baggs

Provide leadership and strategic direction for the utility's customer service activities that impact all customers and business units within the utility and other Departments across the City. Responsible for regulatory compliance, managing federal, state, and regional governmental relations and the legislative process, public information, and marketing and communication services.

- Customer Care
- Communications and Marketing
- Governmental and Legislative Affairs
- Regulatory Compliance
- Security and Emergency Management
- Legal Affairs

Engineering, Technology and Innovation Officer – Sephir Hamilton (Interim Appointment)

Provide leadership and strategic direction for the utility's large projects, asset planning, energy delivery engineering, and strategic integration of operational and emerging technologies.

- Energy Delivery Engineering
- Asset Management
- Operational Technology
- Emerging Utility Technology
- Transportation Electrification
- Solar
- Micro grids

Chief Financial Officer – Paula Laschober, Ph.D. (Interim Appointment)

Ensure Seattle City Light's financial health through prudent financial planning and risk mitigation so that ratepayers' interests are protected.

- Finance
- Accounting
- Risk Oversight
- Corporate Performance
- Internal Audit