

**Minnesota Power
Standards of Conduct
Organizational Charts**

Organizational Charts

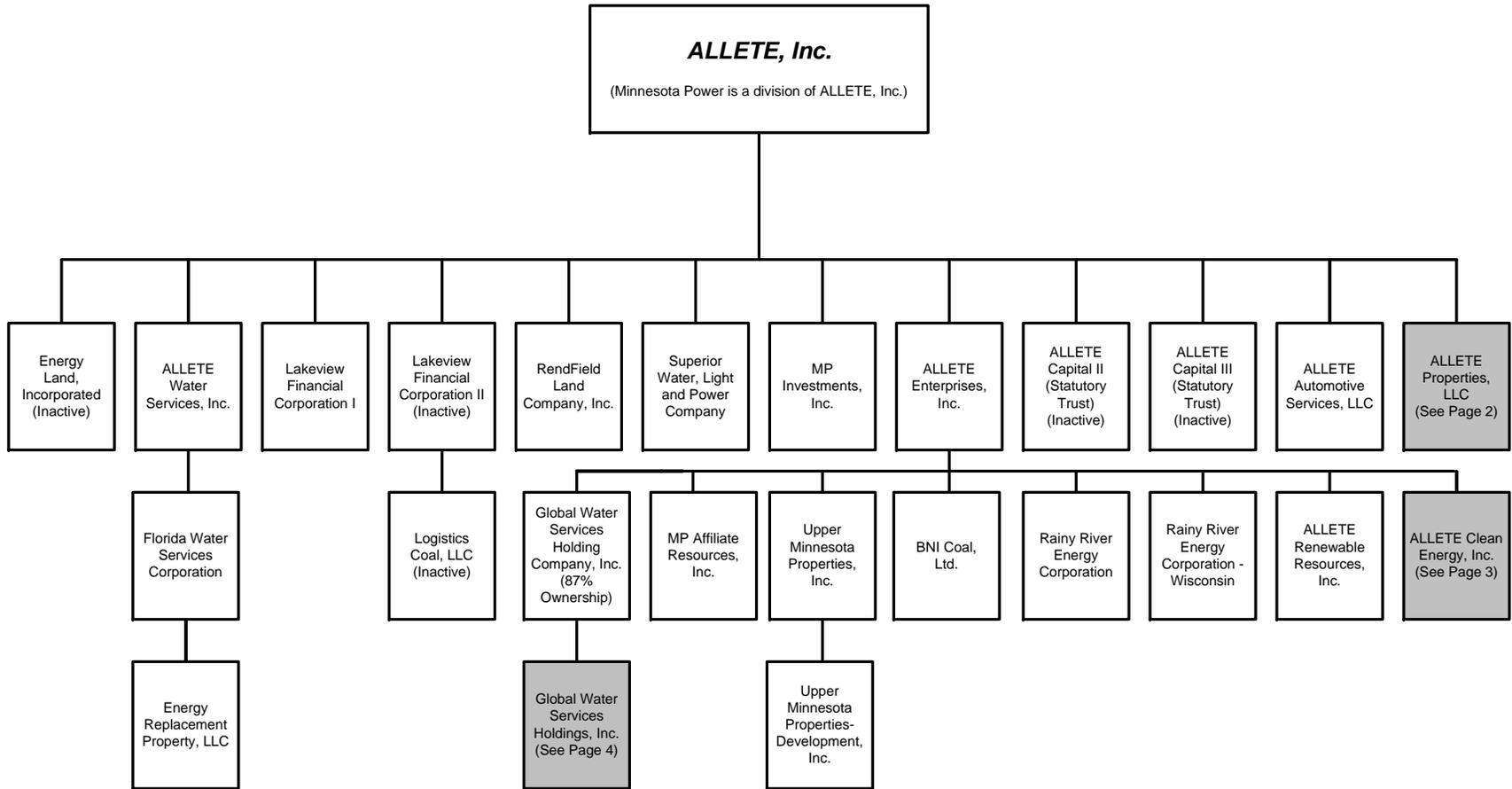
The following information is provided as required by Section 358.4(b)(3):

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.

<u>Exhibit</u>	<u>A</u>	<u>Corporate organizational chart of ALLETE, Inc.</u>
<u>Exhibit</u>	<u>B</u>	<u>Minnesota Power</u>
<u>Exhibit</u>	<u>C</u>	<u>Transmission and Power Delivery</u>
<u>Exhibit</u>	<u>D</u>	<u>Strategic Initiatives</u>

Exhibit A ALLETE, Inc. Corporate Organizational Chart

ALLETE, Inc. Legal Organization Chart



06/25/2015

Changed ownership % listed under Global Water Services Holding Co., Inc. from 86% to 87%

Exhibit B Minnesota Power Organizational Chart

ALLETE -- 0530 ALLETE - President -- 07/19/2016

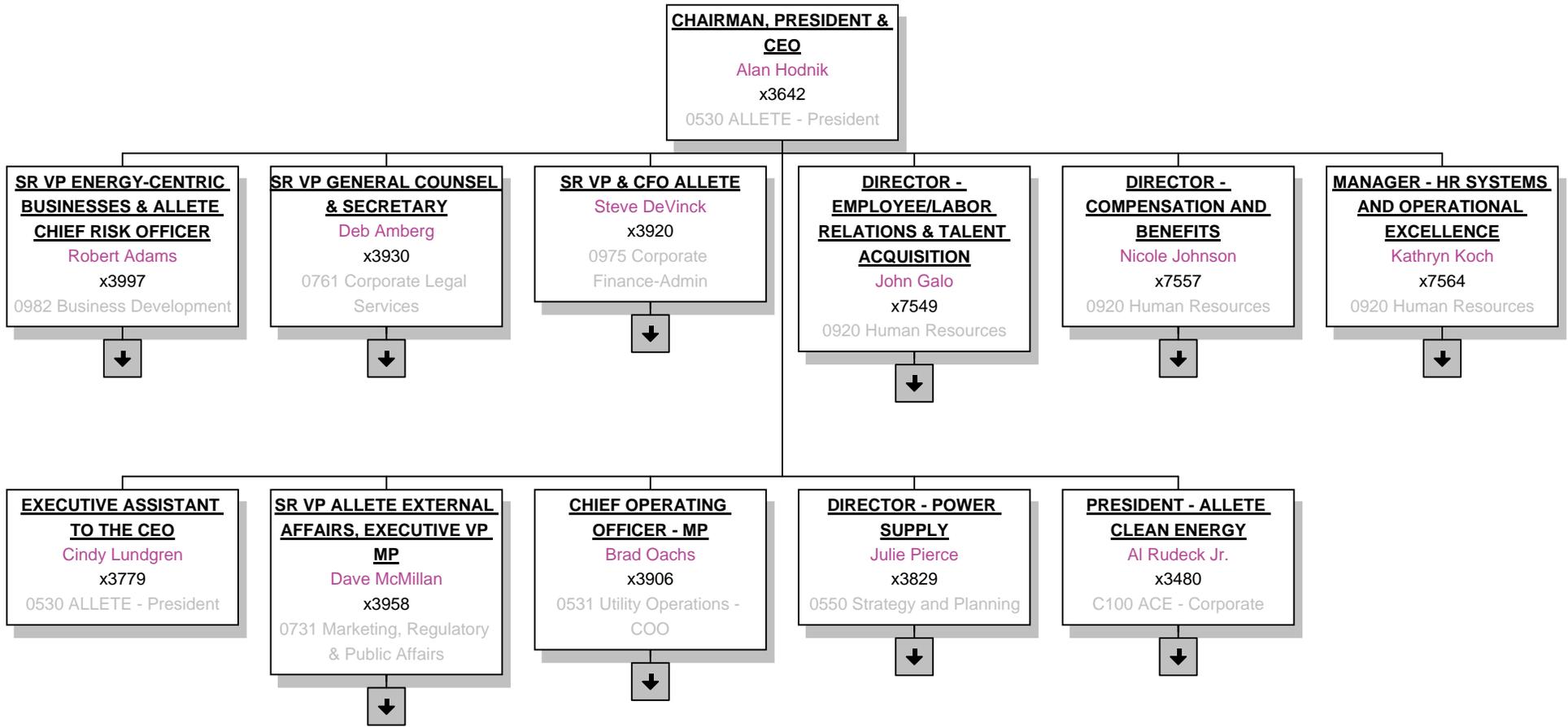
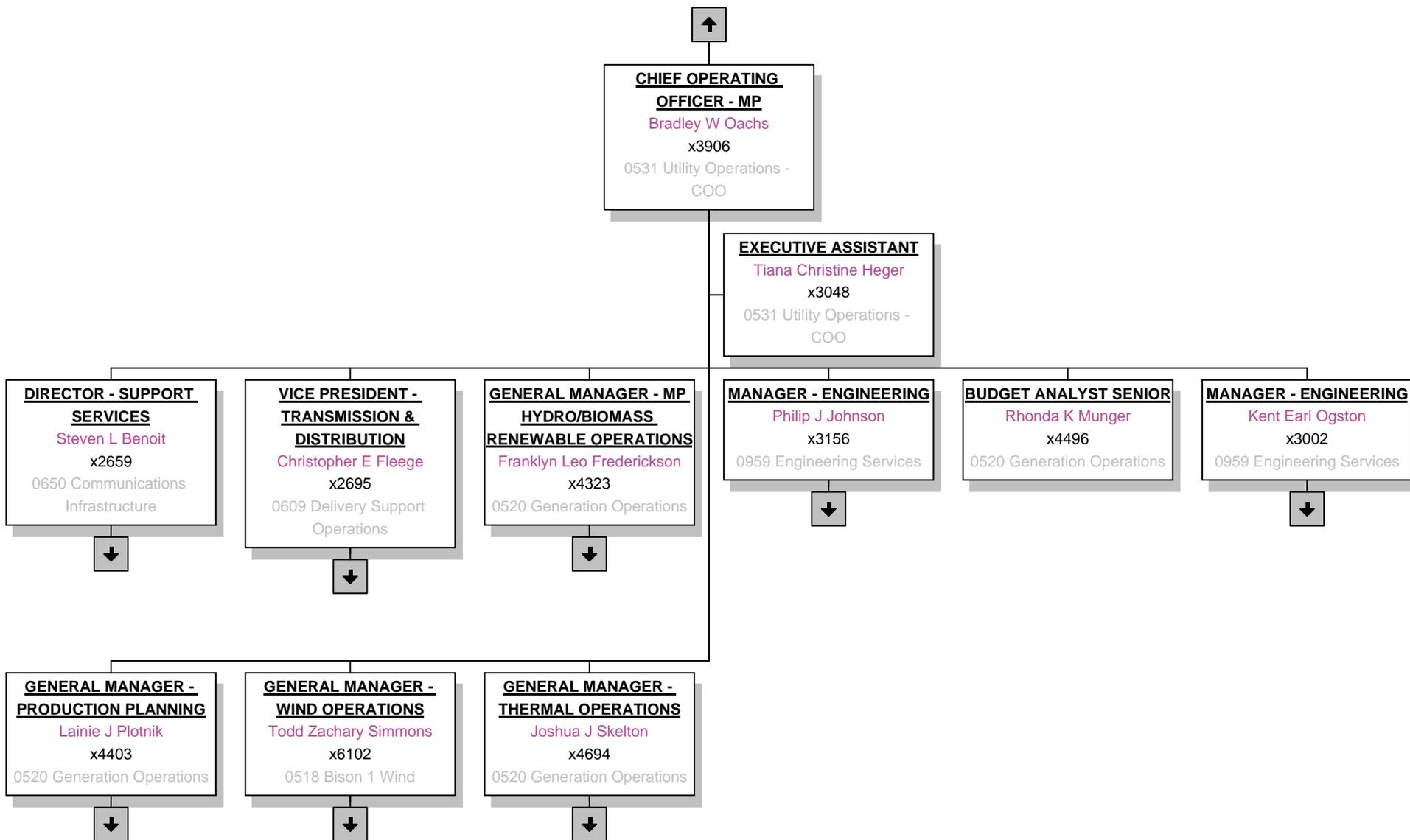
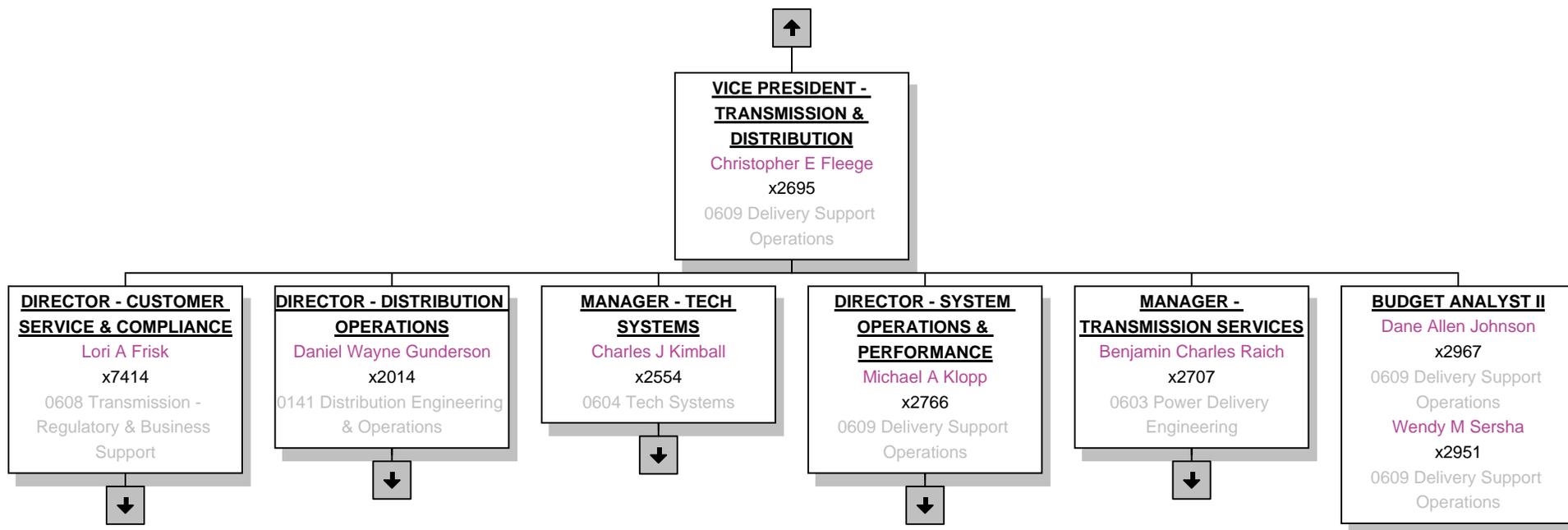


Exhibit C Transmission and Power Delivery Organizational Chart

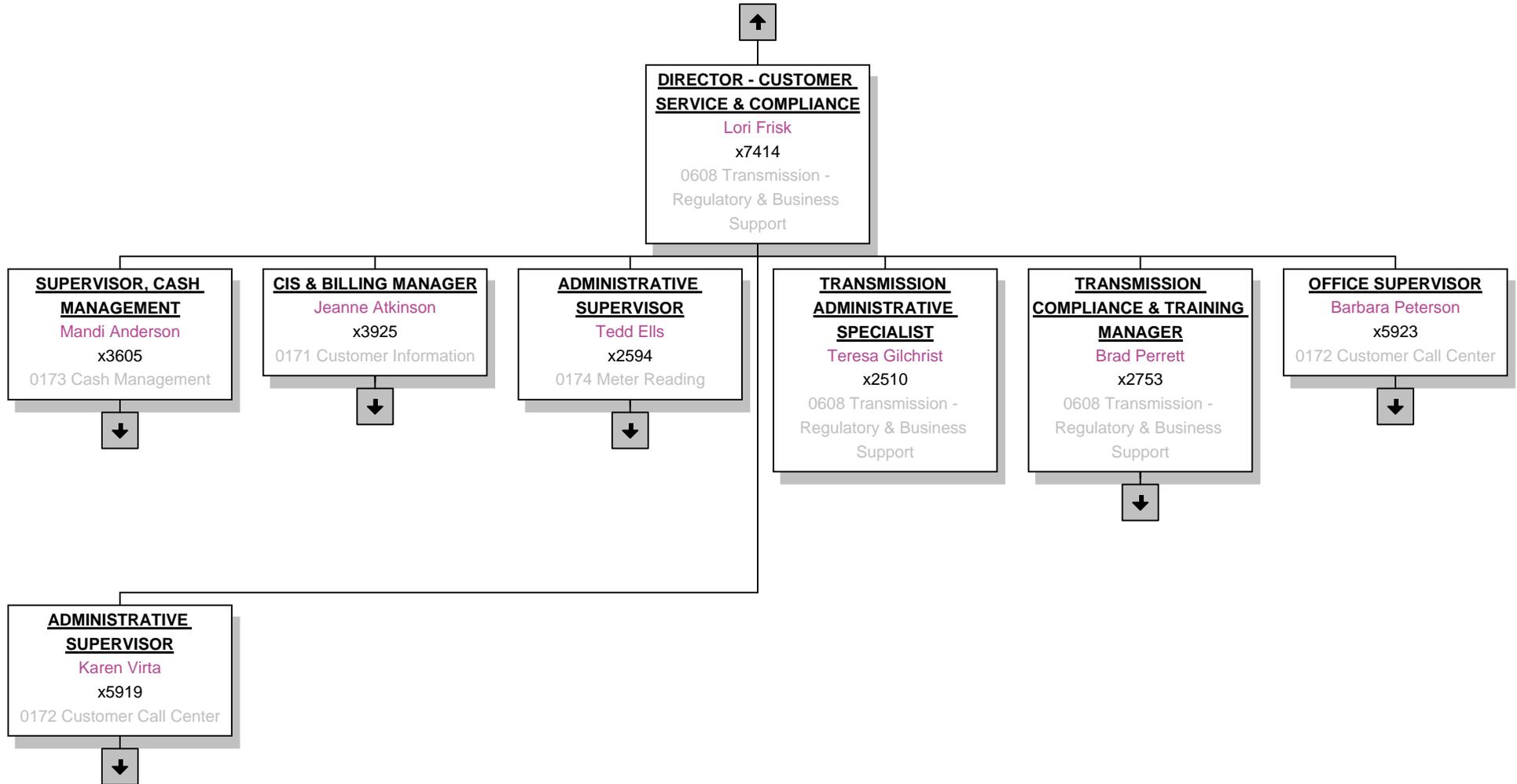
Utility Operations -- 0531 Utility Operations - COO -- 01/29/2016



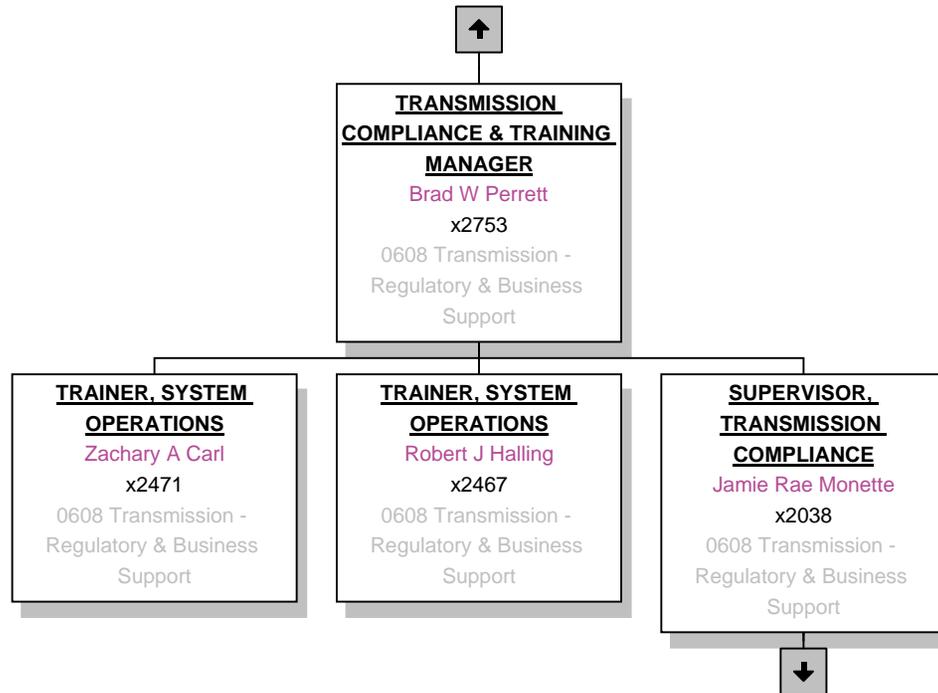
Power Delivery/Transmission -- 0609 Delivery Support Operations -- 01/08/2016



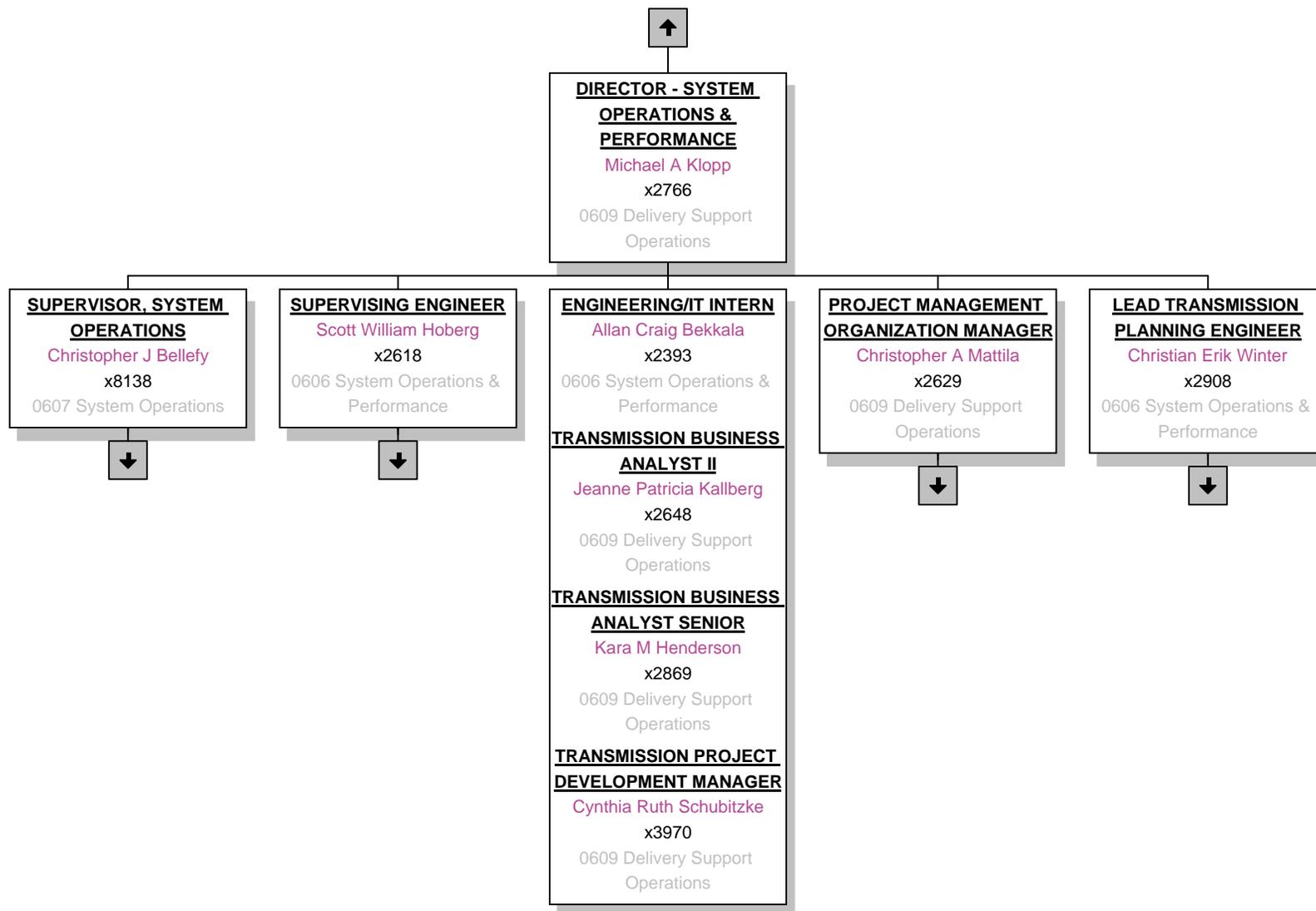
Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 06/21/2016



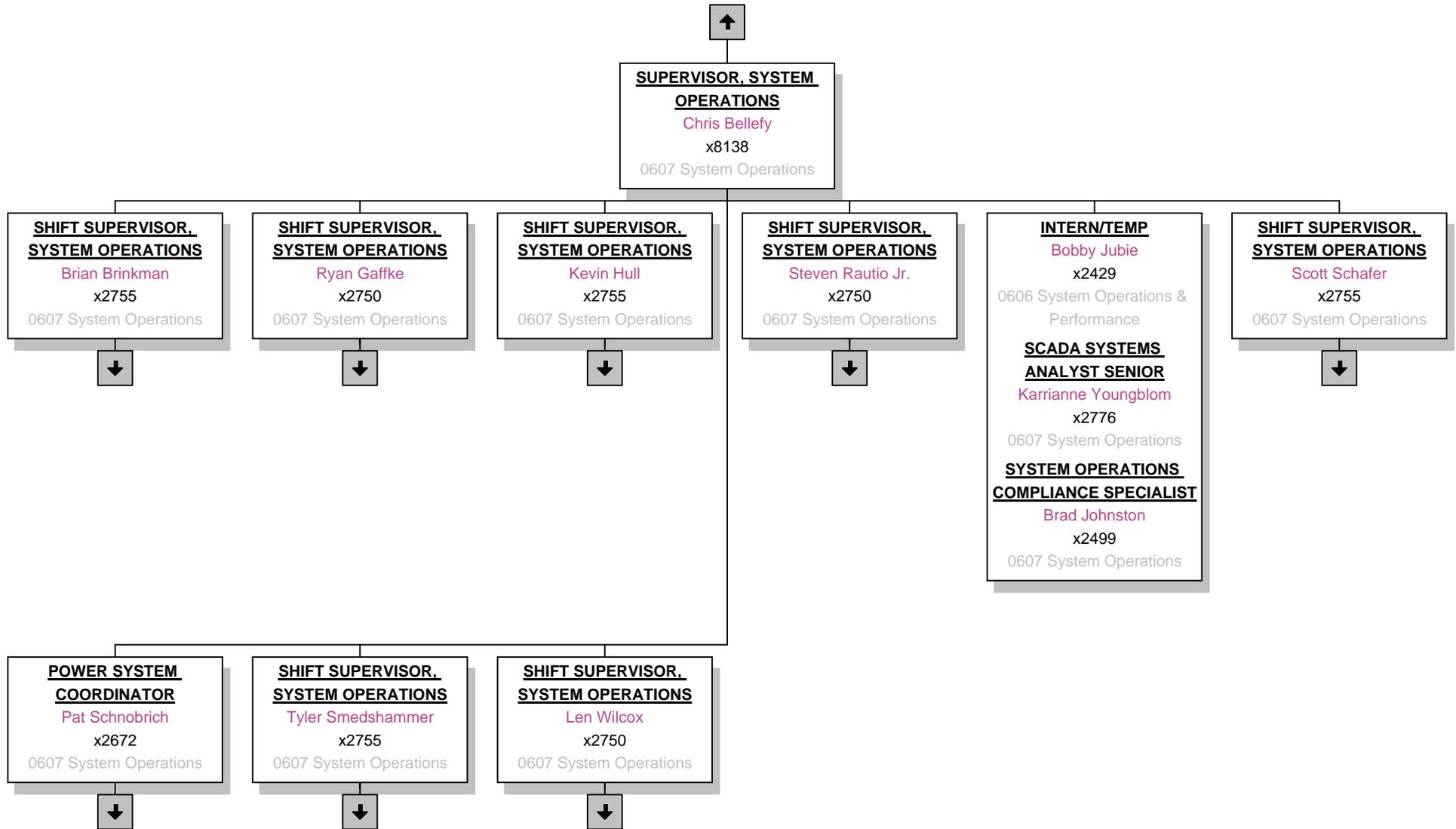
Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 03/11/2016



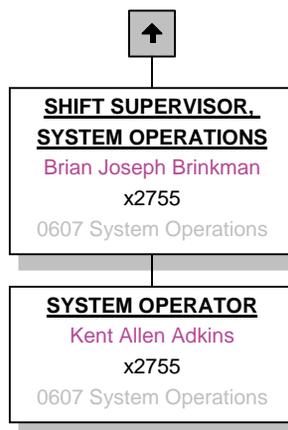
Power Delivery/Transmission -- 0609 Delivery Support Operations -- 03/22/2016



Power Delivery/Transmission -- 0607 System Operations -- 07/22/2016



Power Delivery/Transmission -- 0607 System Operations -- 01/08/2016



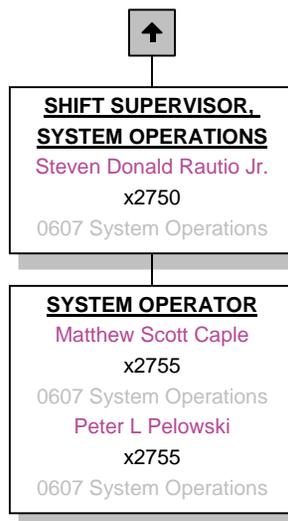
Power Delivery/Transmission -- 0607 System Operations -- 05/27/2016



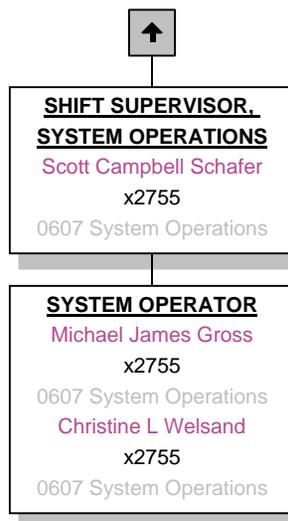
Power Delivery/Transmission -- 0607 System Operations -- 06/07/2016



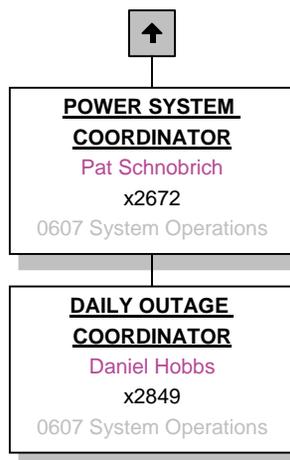
Power Delivery/Transmission -- 0607 System Operations -- 01/08/2016



Power Delivery/Transmission -- 0607 System Operations -- 01/08/2016



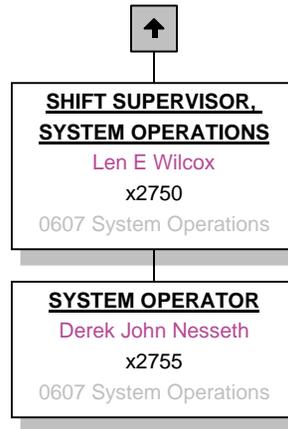
Power Delivery/Transmission -- 0607 System Operations -- 06/14/2016



Power Delivery/Transmission -- 0607 System Operations -- 06/07/2016



Power Delivery/Transmission -- 0607 System Operations -- 01/29/2016



Power Delivery/Transmission -- 0606 System Operations & Performance -- 04/19/2016



SUPERVISING ENGINEER
Scott Hoberg
x2618
0606 System Operations &
Performance

ENGINEER I
Andrew Kienitz
x2016
0606 System Operations &
Performance

ENGINEER II
Ruth Pallapati
x2638
0606 System Operations &
Performance

ENGINEER III
Kyle Rogers
x2925
0606 System Operations &
Performance

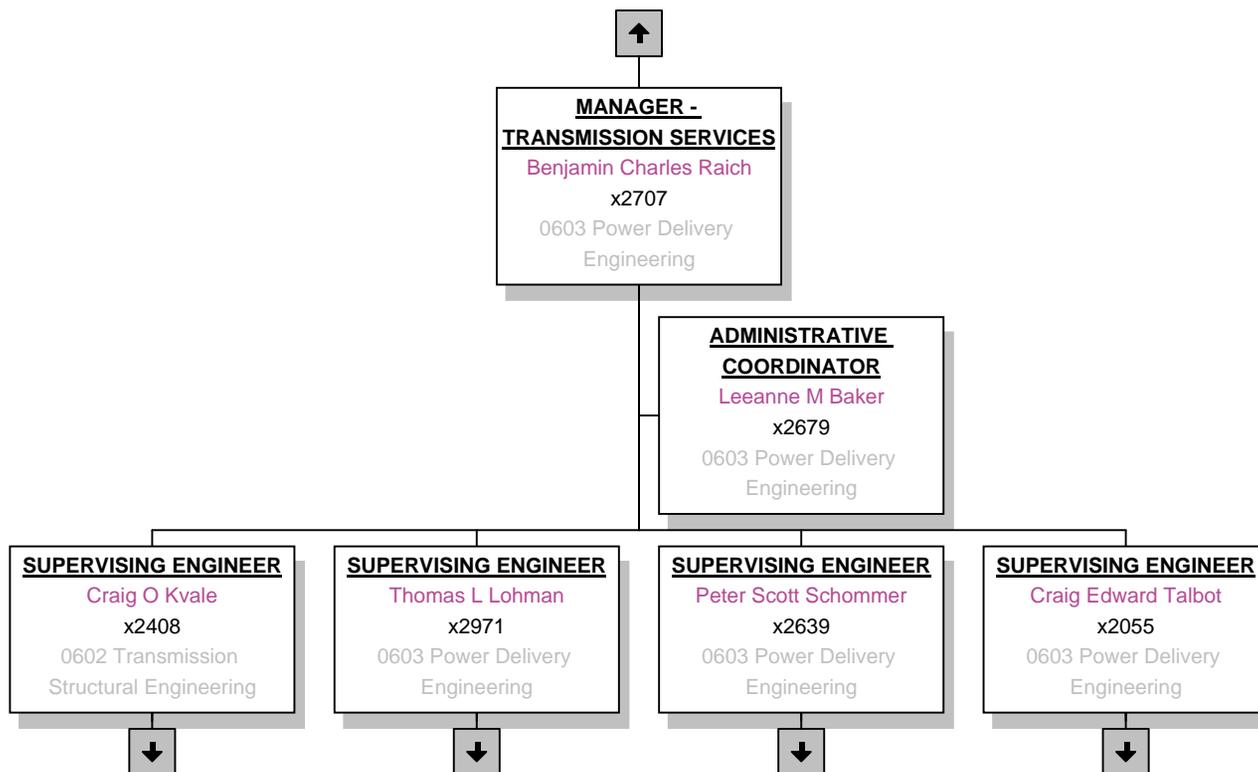
Power Delivery/Transmission -- 0606 System Operations & Performance -- 06/07/2016



**LEAD TRANSMISSION
PLANNING ENGINEER**
Christian Winter
x2908
0606 System Operations &
Performance

ENGINEER II
Nicholas Boldt
x2822
0606 System Operations &
Performance
John Christensen
x2520
0606 System Operations &
Performance

Power Delivery/Transmission -- 0603 Power Delivery Engineering -- 10/09/2015



Power Delivery/Transmission -- 0603 Power Delivery Engineering -- 03/22/2016



SUPERVISING ENGINEER

Peter Scott Schommer

x2639

0603 Power Delivery
Engineering

DESIGNER

Lisa A Grambush

x2670

0603 Power Delivery
Engineering

Nickolaus James Graning

x2443

0603 Power Delivery
Engineering

ENGINEER II

Timothy A Salmonson

x2684

0603 Power Delivery
Engineering

ENGINEER III

Amanda Rose Schoenherr

x2040

0603 Power Delivery
Engineering

PRINCIPAL ENGINEER

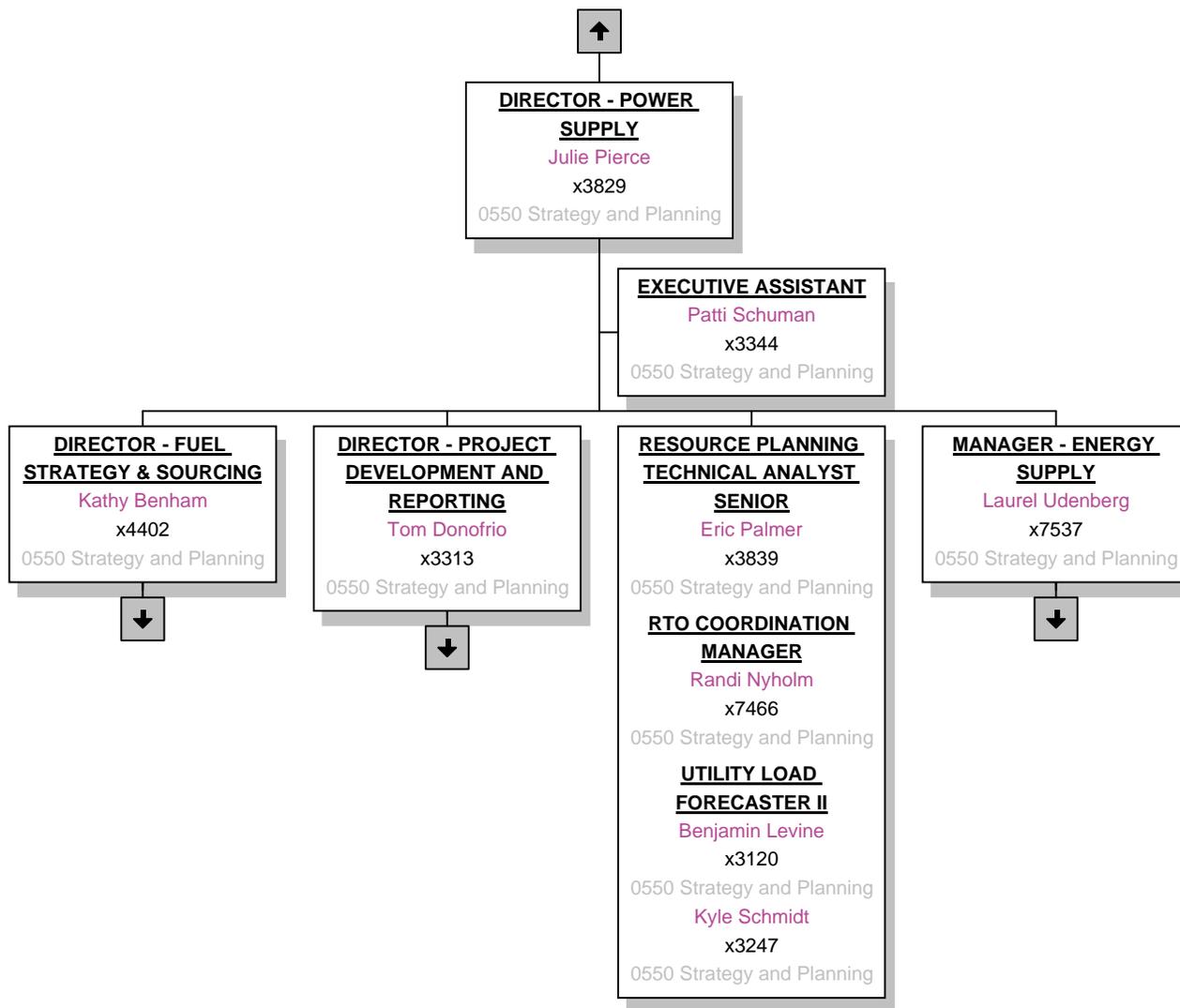
Alan Joseph Vorderbruggen

x2073

0603 Power Delivery
Engineering

Exhibit D Strategic Initiatives

Strategic Initiatives -- 0550 Strategy and Planning -- 07/08/2016



Strategic Initiatives -- 0550 Strategy and Planning -- 01/22/2016



**DIRECTOR - FUEL
STRATEGY & SOURCING**
Kathy M Benham
x4402
0550 Strategy and Planning

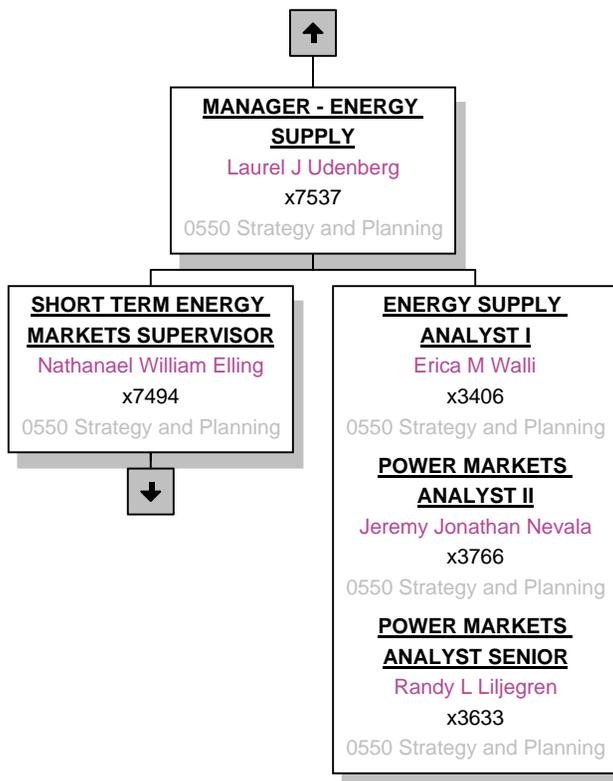
**FUEL STRATEGY &
SOURCING MANAGER (PT)**
Carrie Jo Ryan
x3260
0550 Strategy and Planning

**FUELS & DELIVERY
SUPPLY ANALYST SENIOR**
Sandra A Winek
x3419
0550 Strategy and Planning

**FUELS STRATEGY &
SOURCING ANALYST
SENIOR (PT)**
Kayla Marie Hertel
x3113
0550 Strategy and Planning

**RENEWABLE FUELS
COORDINATOR SENIOR**
Matthew Gerald Radzak
x3543
0550 Strategy and Planning

Strategic Initiatives -- 0550 Strategy and Planning -- 02/05/2016



Strategic Initiatives -- 0550 Strategy and Planning -- 01/22/2016



**SHORT TERM ENERGY
MARKETS SUPERVISOR**
Nathanael William Elling
x7494
0550 Strategy and Planning

REAL TIME TRADER I
Joseph D Muller
x7491
0550 Strategy and Planning
Kyle Wesley Smith
x7491
0550 Strategy and Planning

REAL TIME TRADER II
Patrick Scott Anderson
x7491
0550 Strategy and Planning
Justin James Knetsch
x7491
0550 Strategy and Planning

REAL TIME TRADER III
Jacqueline A Albrecht
x7491
0550 Strategy and Planning