

**Minnesota Power  
Standards of Conduct  
Organizational Charts**

**Organizational Charts**

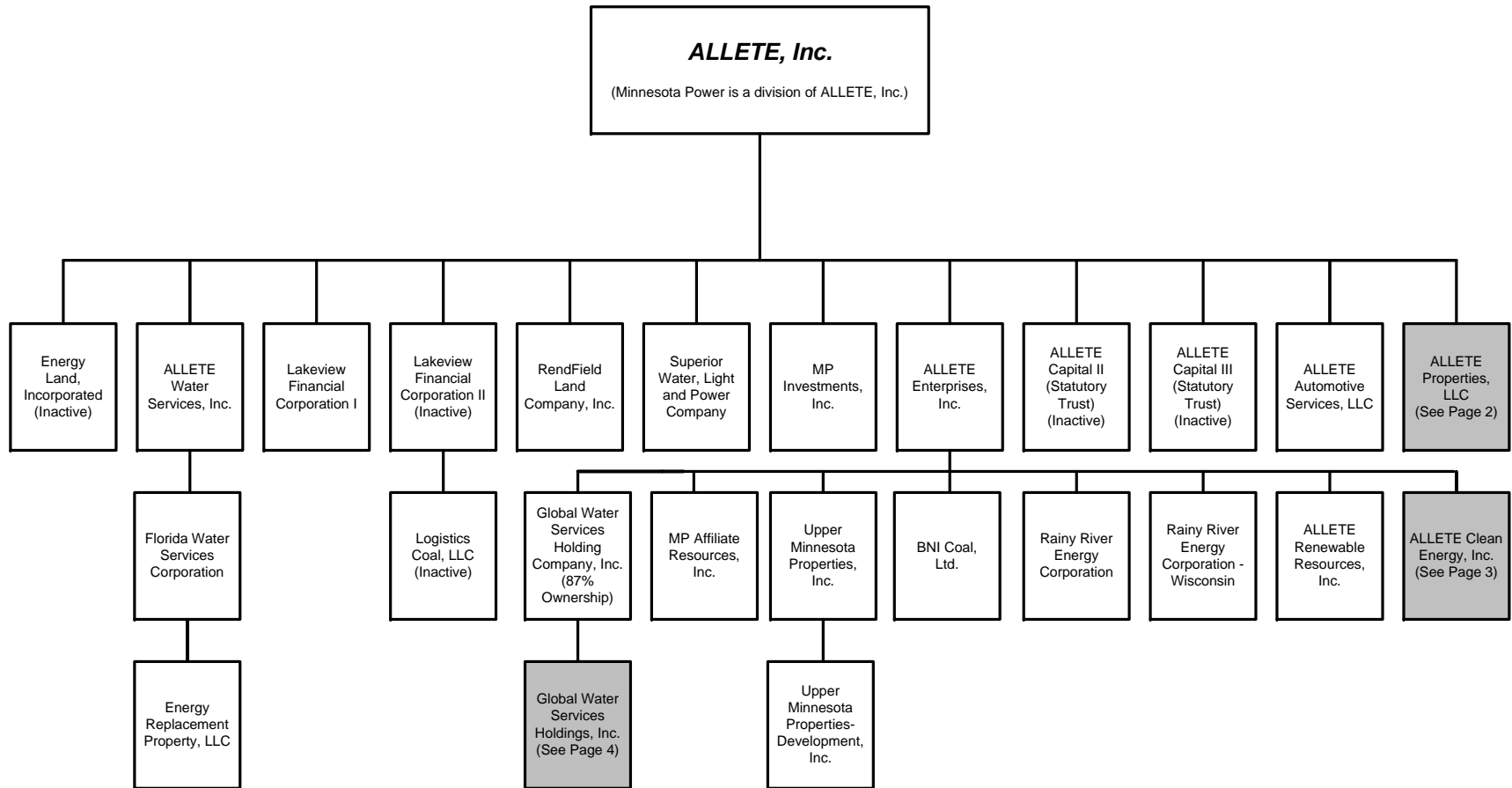
The following information is provided as required by Section 358.4(b)(3):

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>Strategic Initiatives</u></a>

Exhibit A ALLETE, Inc. Corporate Organizational Chart

# ALLETE, Inc. Legal Organization Chart

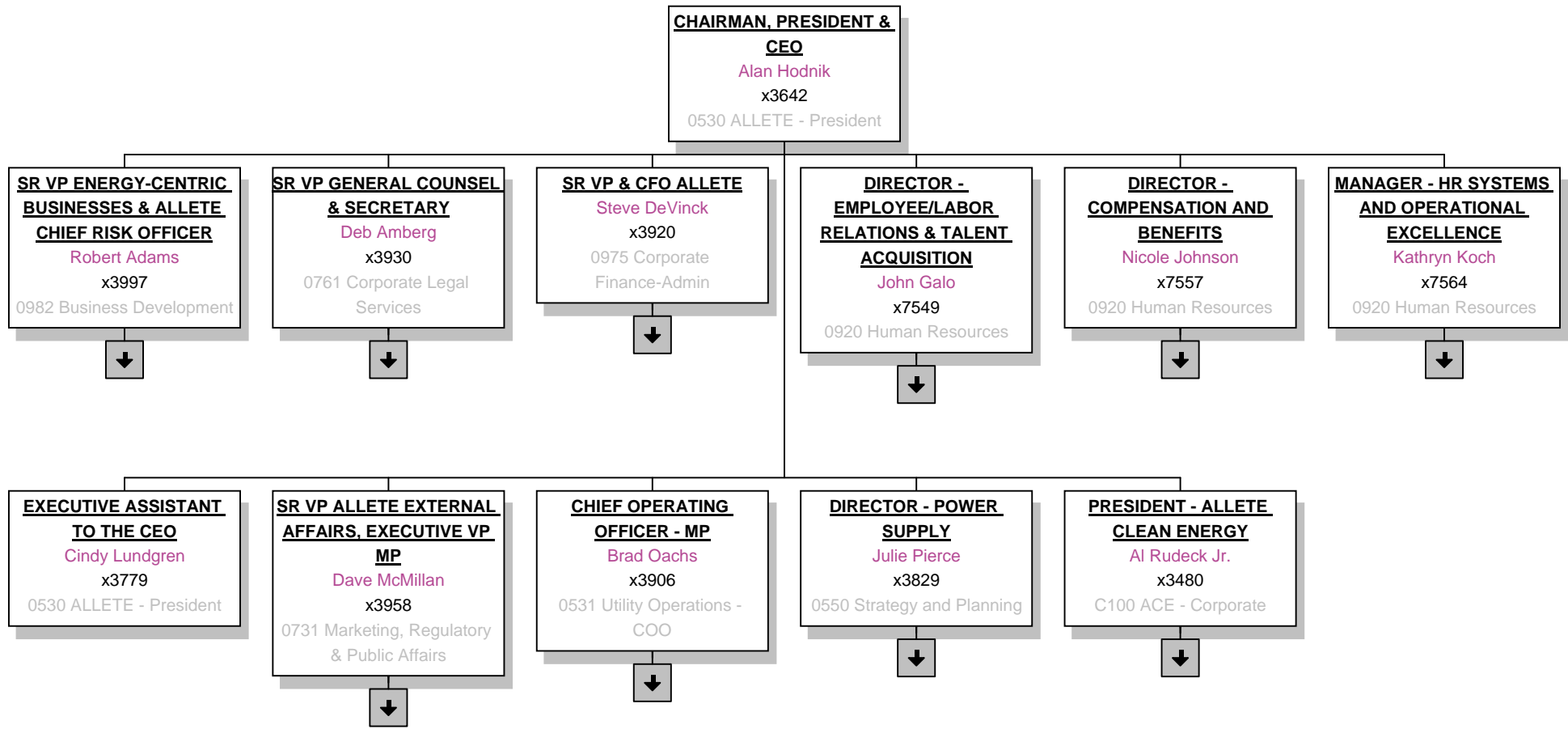


06/25/2015

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

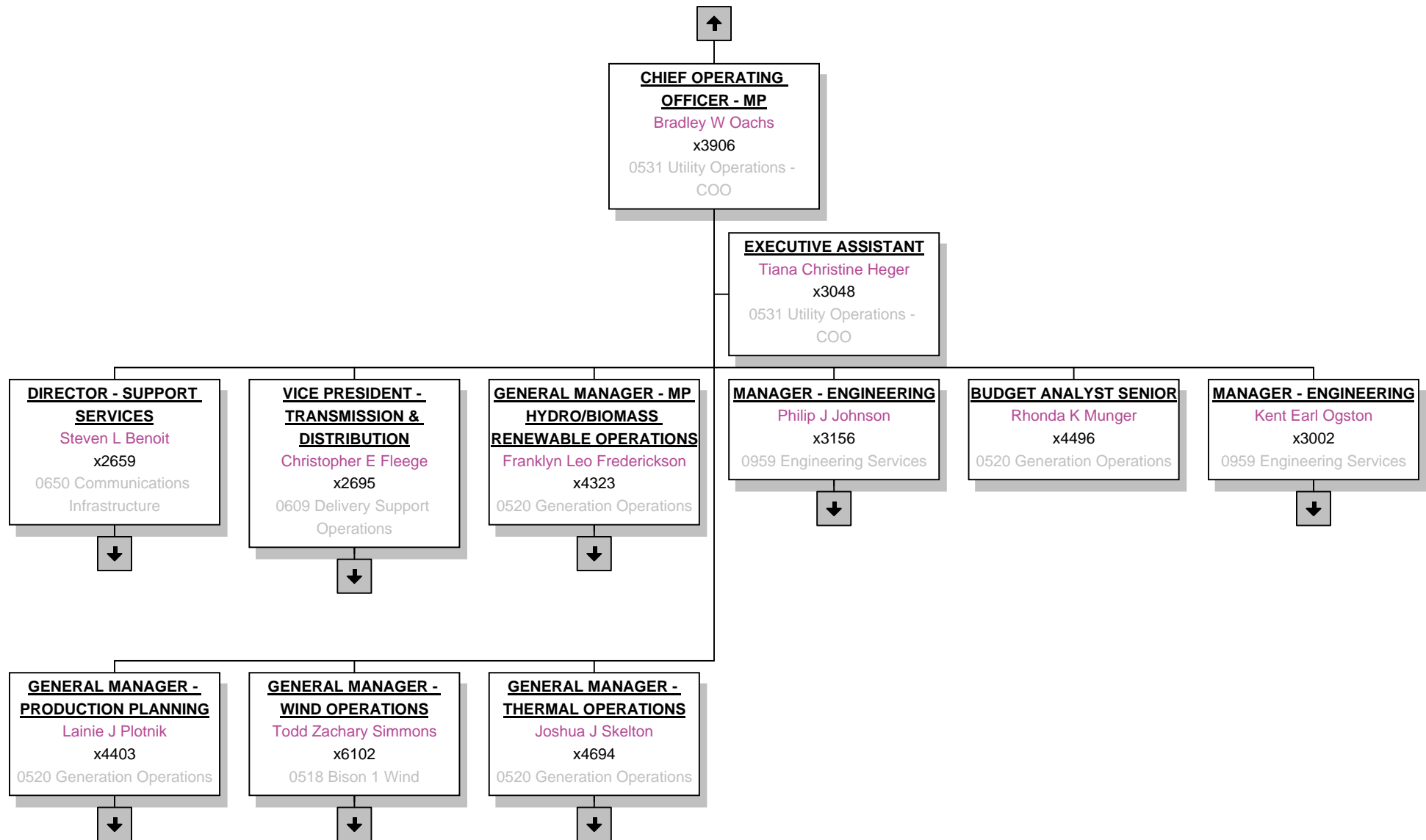
## Exhibit B Minnesota Power Organizational Chart

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

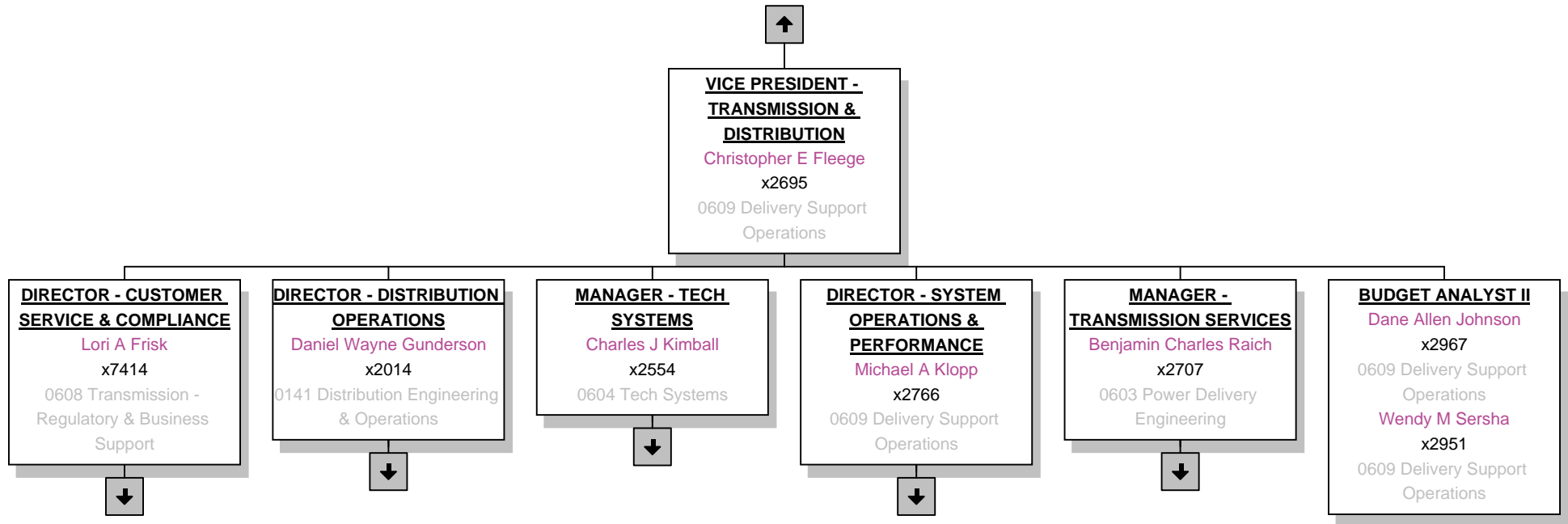


## Exhibit C Transmission and Power Delivery Organizational Chart

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

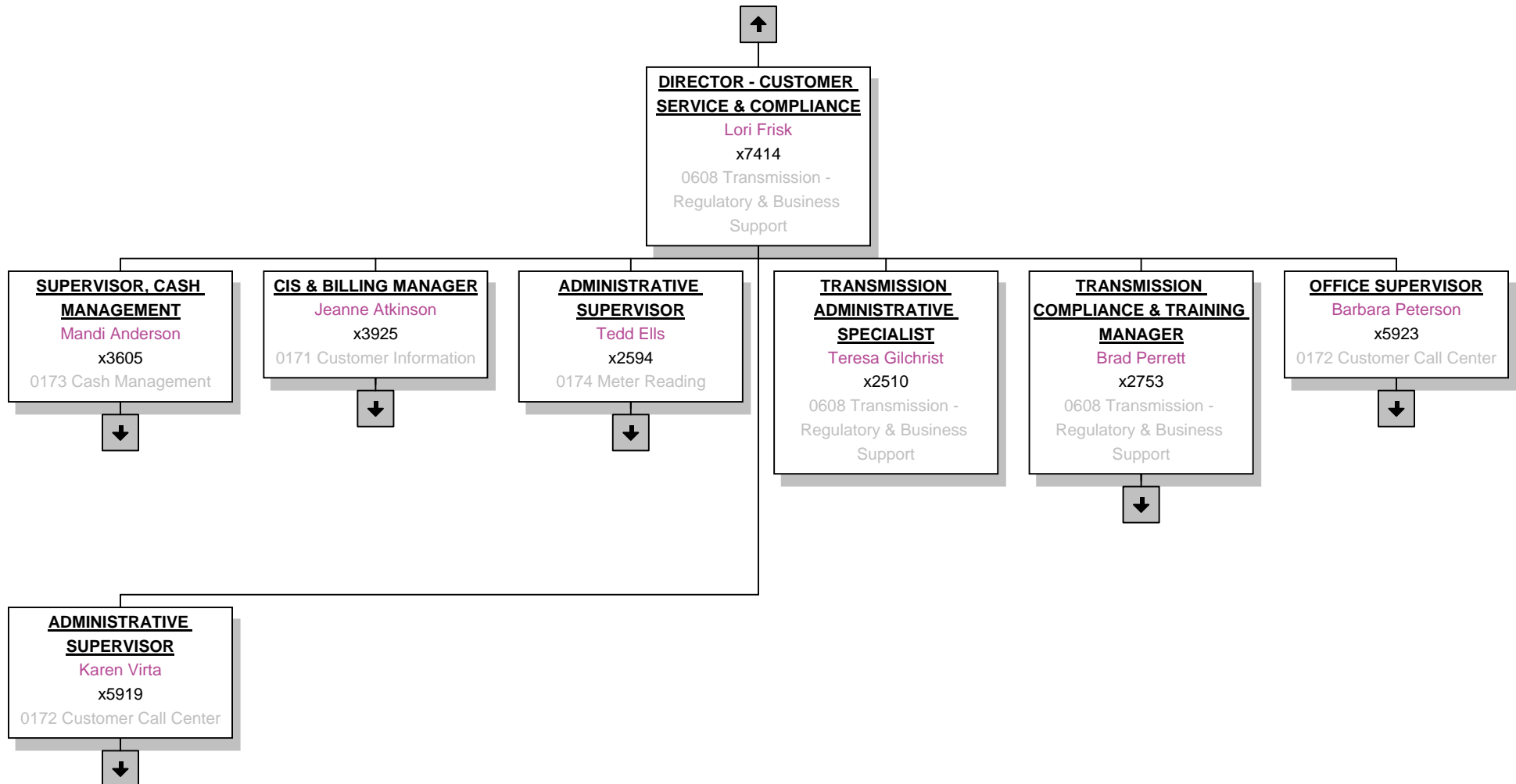


## Power Delivery/Transmission -- 0609 Delivery Support Operations -- 01/08/2016

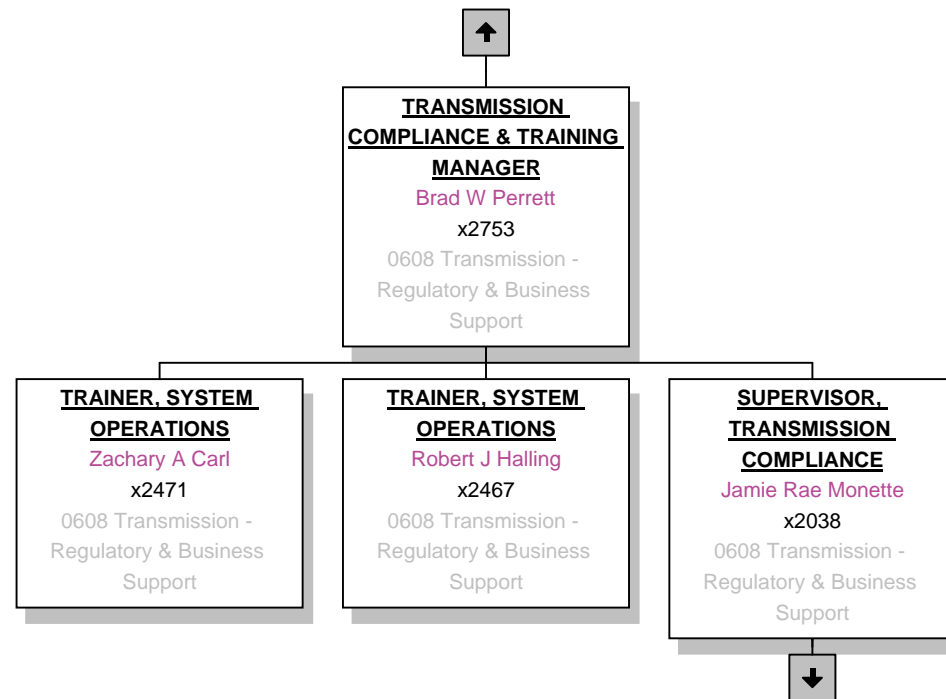


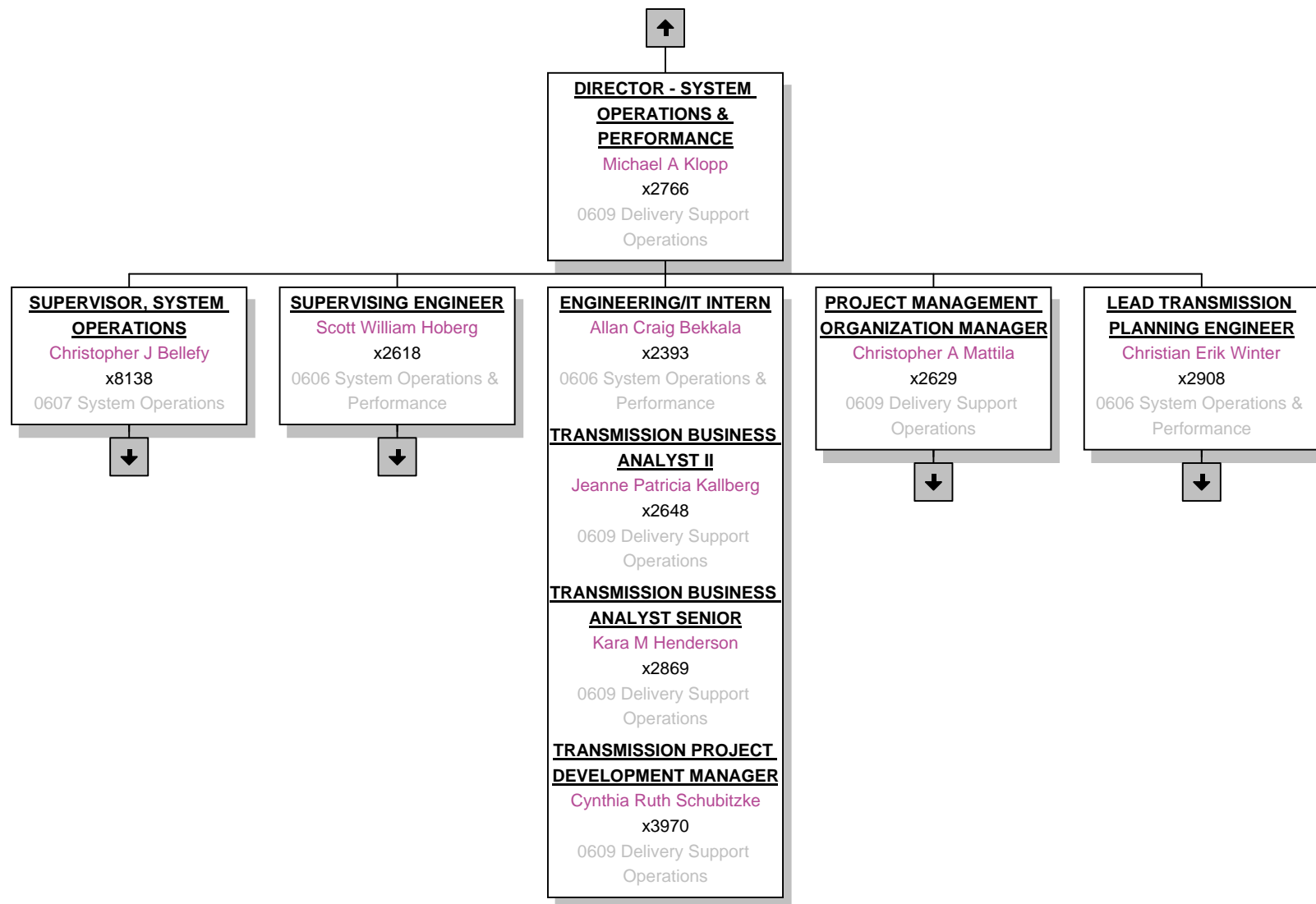


# Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 06/21/2016

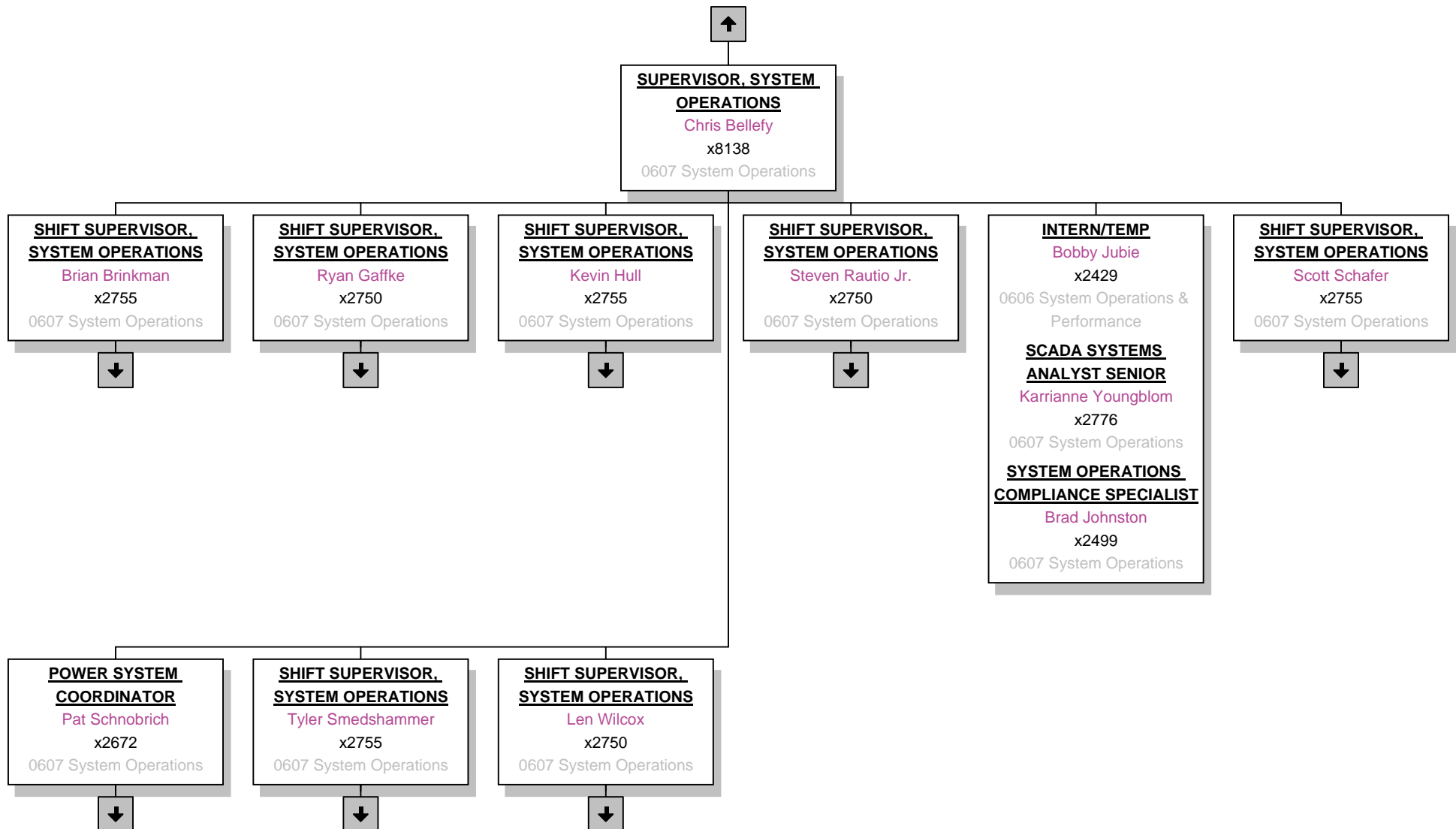


# Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 03/11/2016

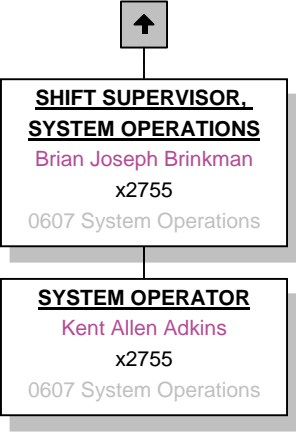




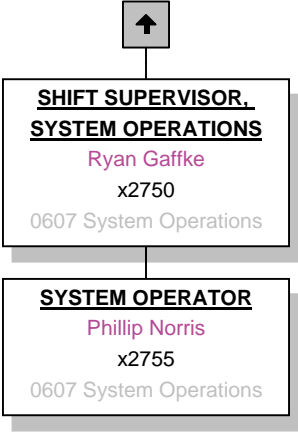
## Power Delivery/Transmission -- 0607 System Operations -- 07/22/2016



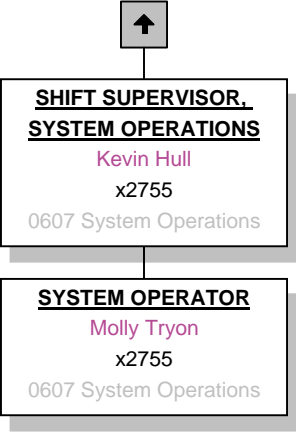
Power Delivery/Transmission -- 0607 System Operations -- 01/08/2016



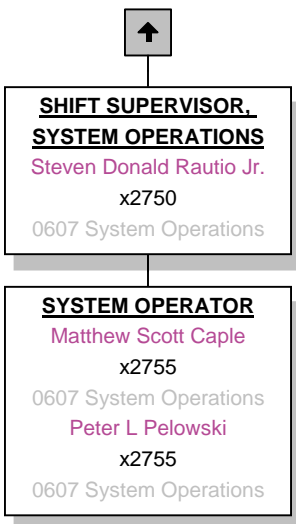
Power Delivery/Transmission -- 0607 System Operations -- 05/27/2016



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

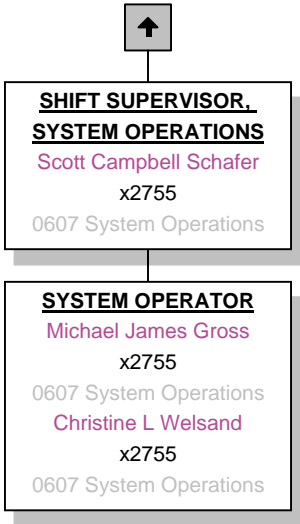


Power Delivery/Transmission -- 0607 System Operations -- 01/08/2016

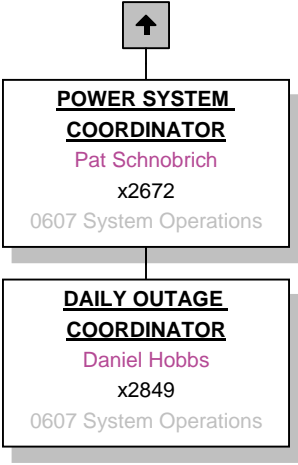




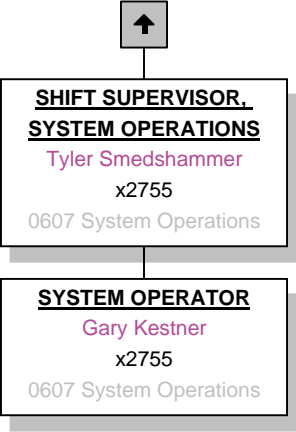
Power Delivery/Transmission -- 0607 System Operations -- 01/08/2016



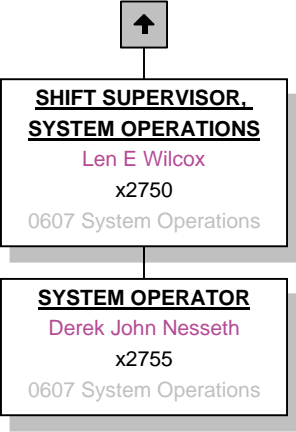
Power Delivery/Transmission -- 0607 System Operations -- 06/14/2016



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

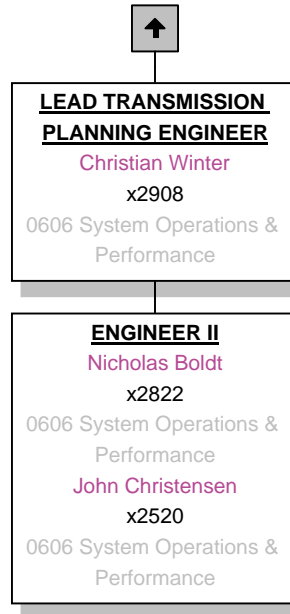
0606 System Operations &  
Performance**ENGINEER III**

Kyle Rogers

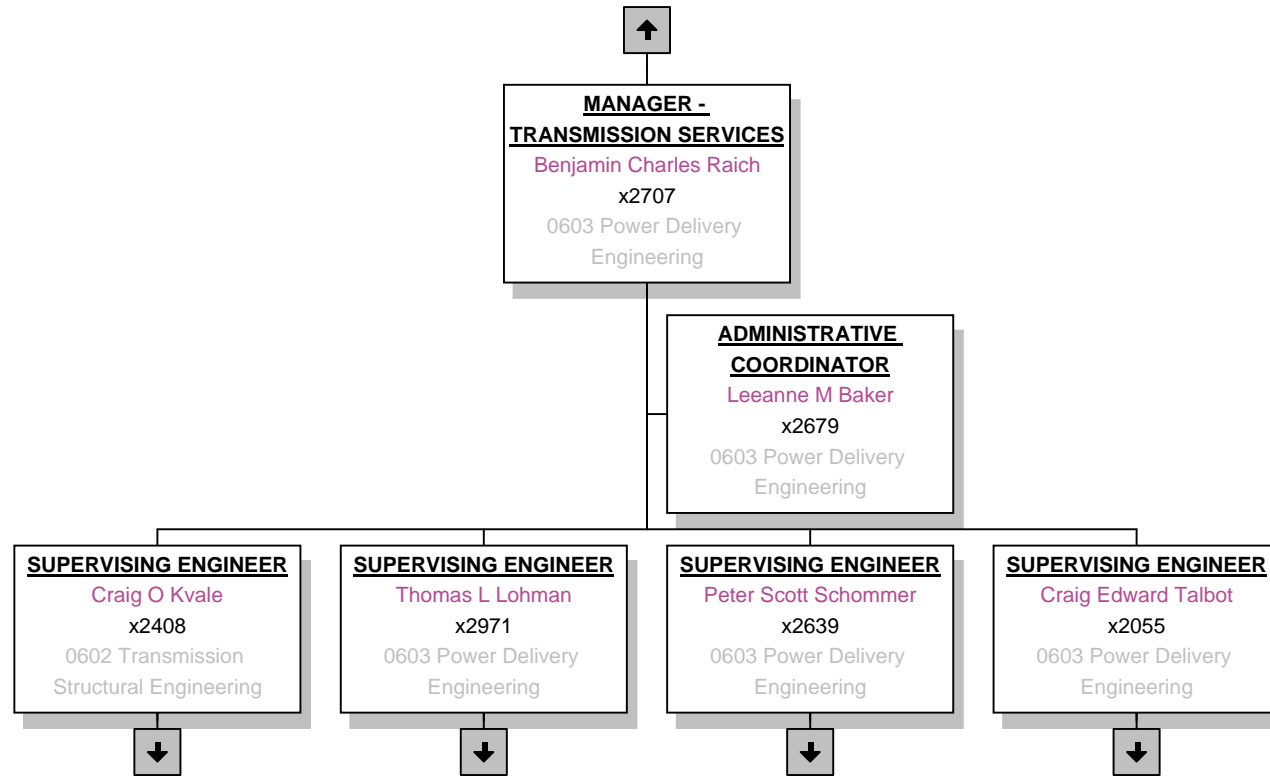
x2925

0606 System Operations &  
Performance

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



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



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

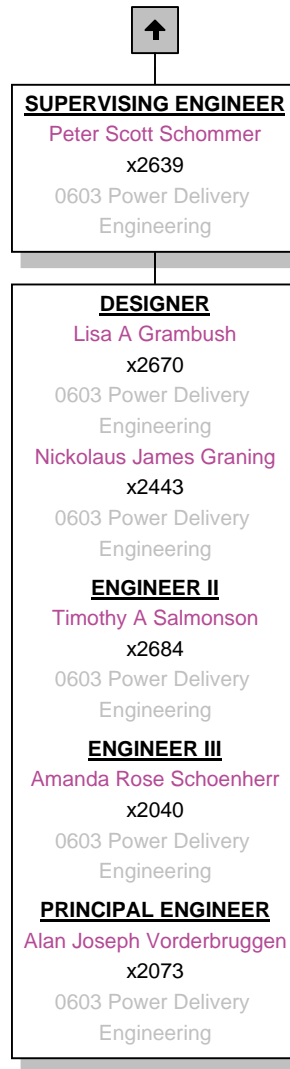
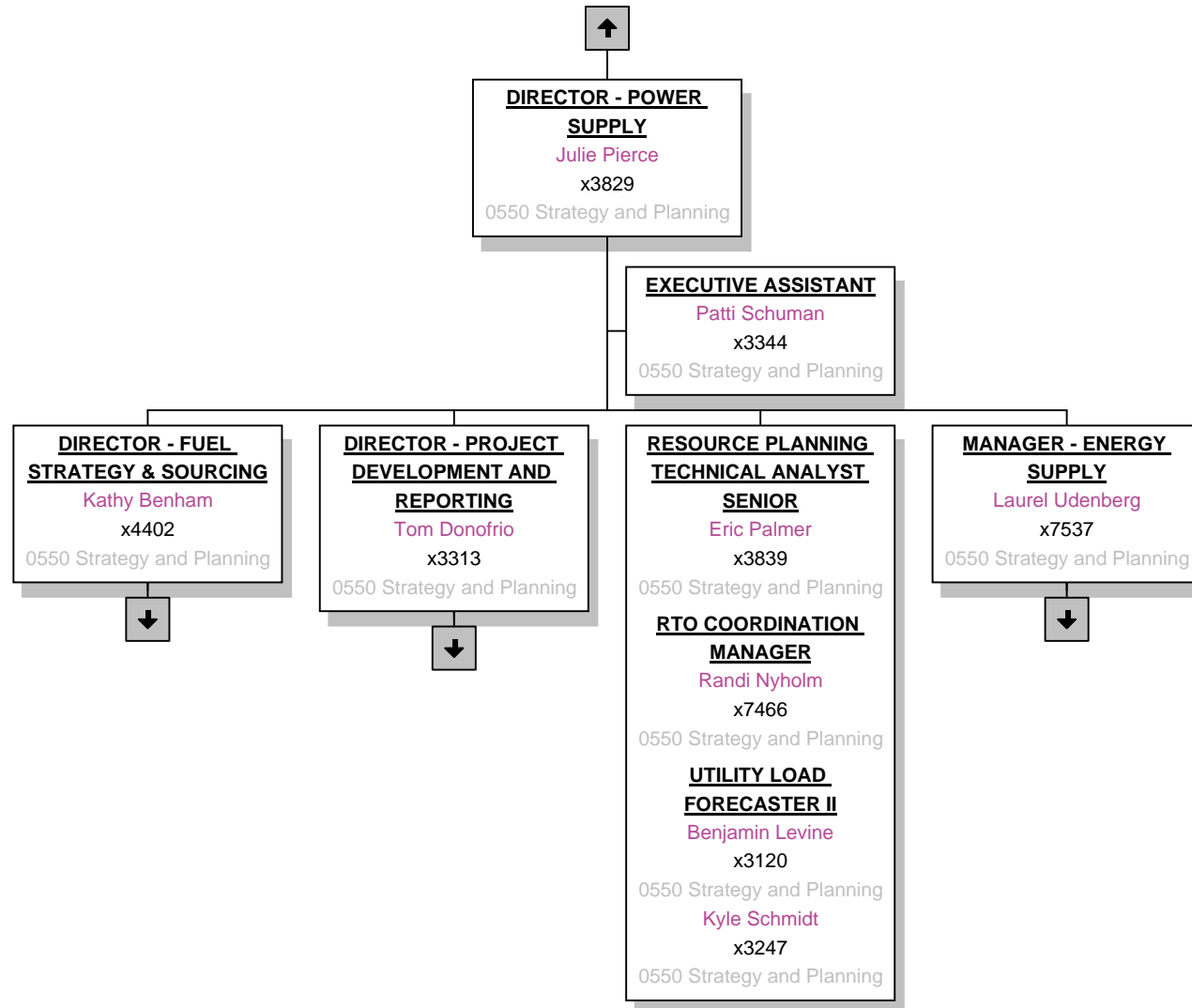


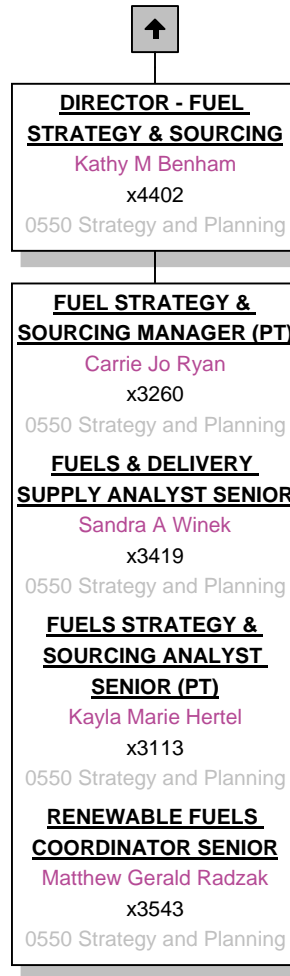


Exhibit D Strategic Initiatives

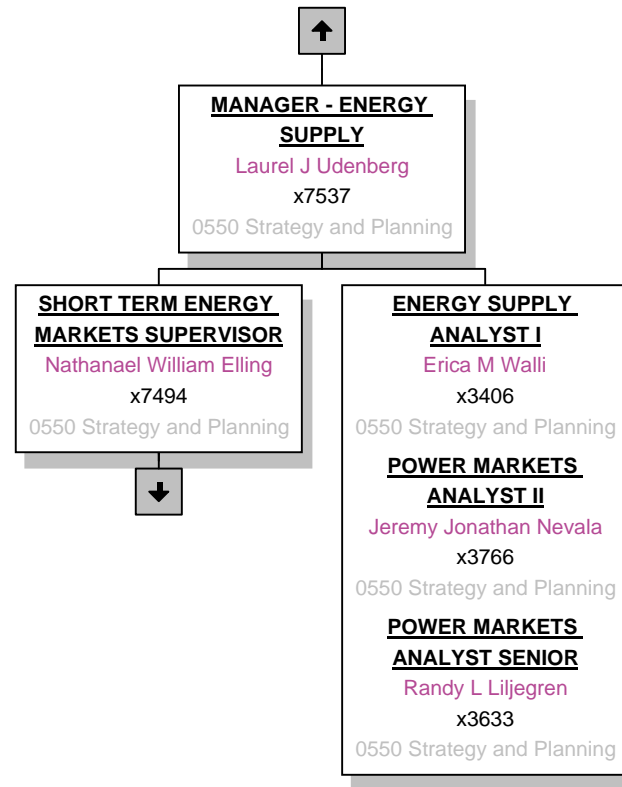
## Strategic Initiatives -- 0550 Strategy and Planning -- 07/08/2016



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



## 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