

**Minnesota Power
Standards of Conduct
Organizational Charts**

Organizational Charts

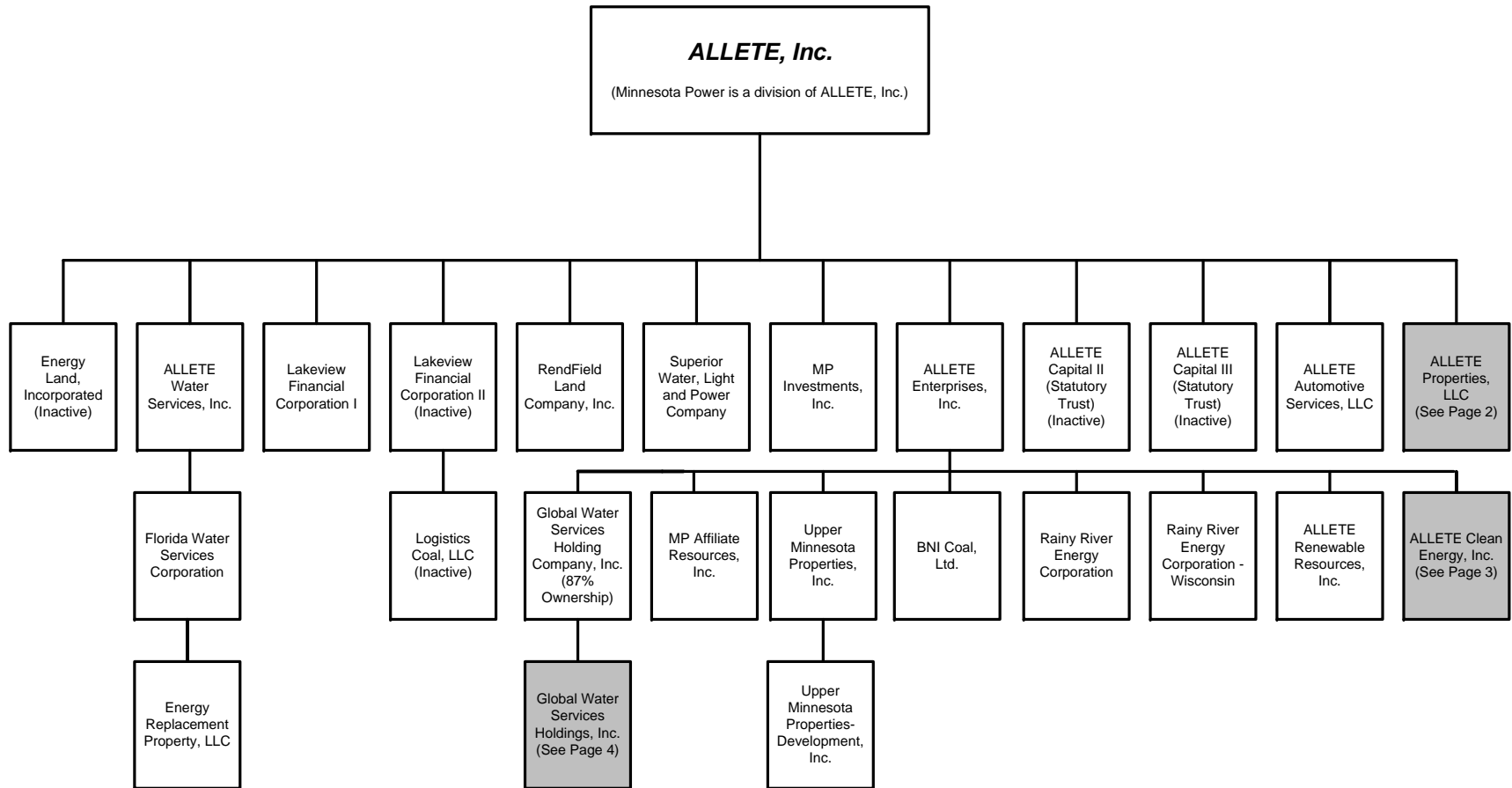
The following information is provided as required by Section 358.4(b)(3):

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 -- 04/21/2015

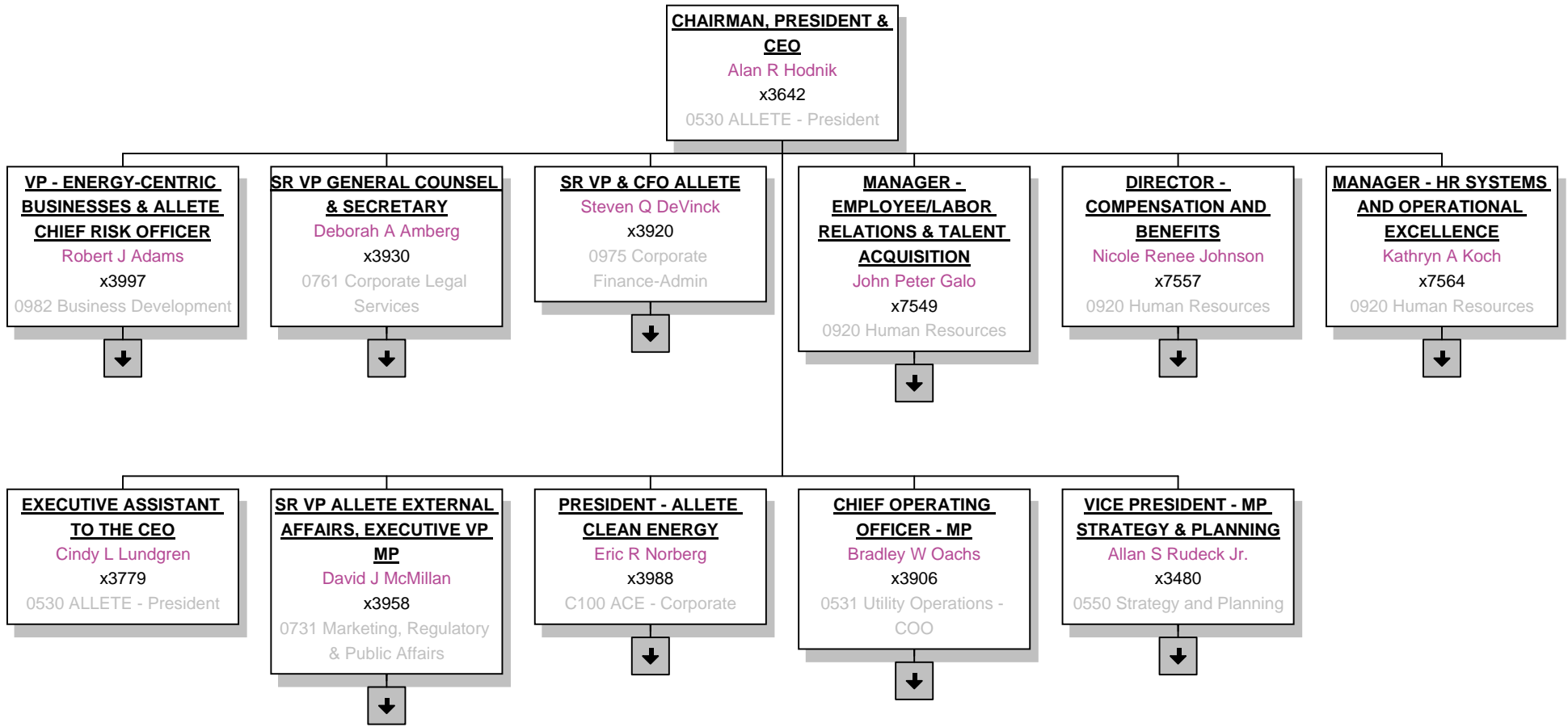
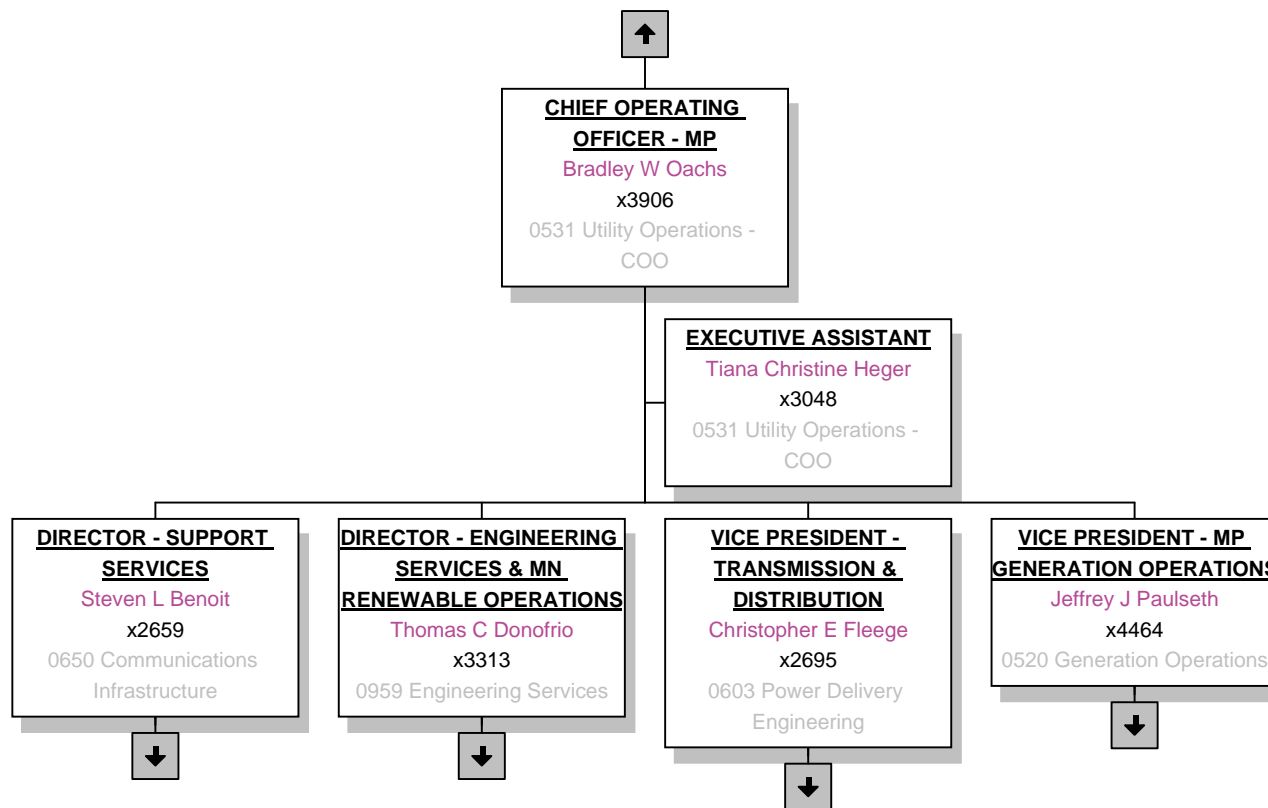
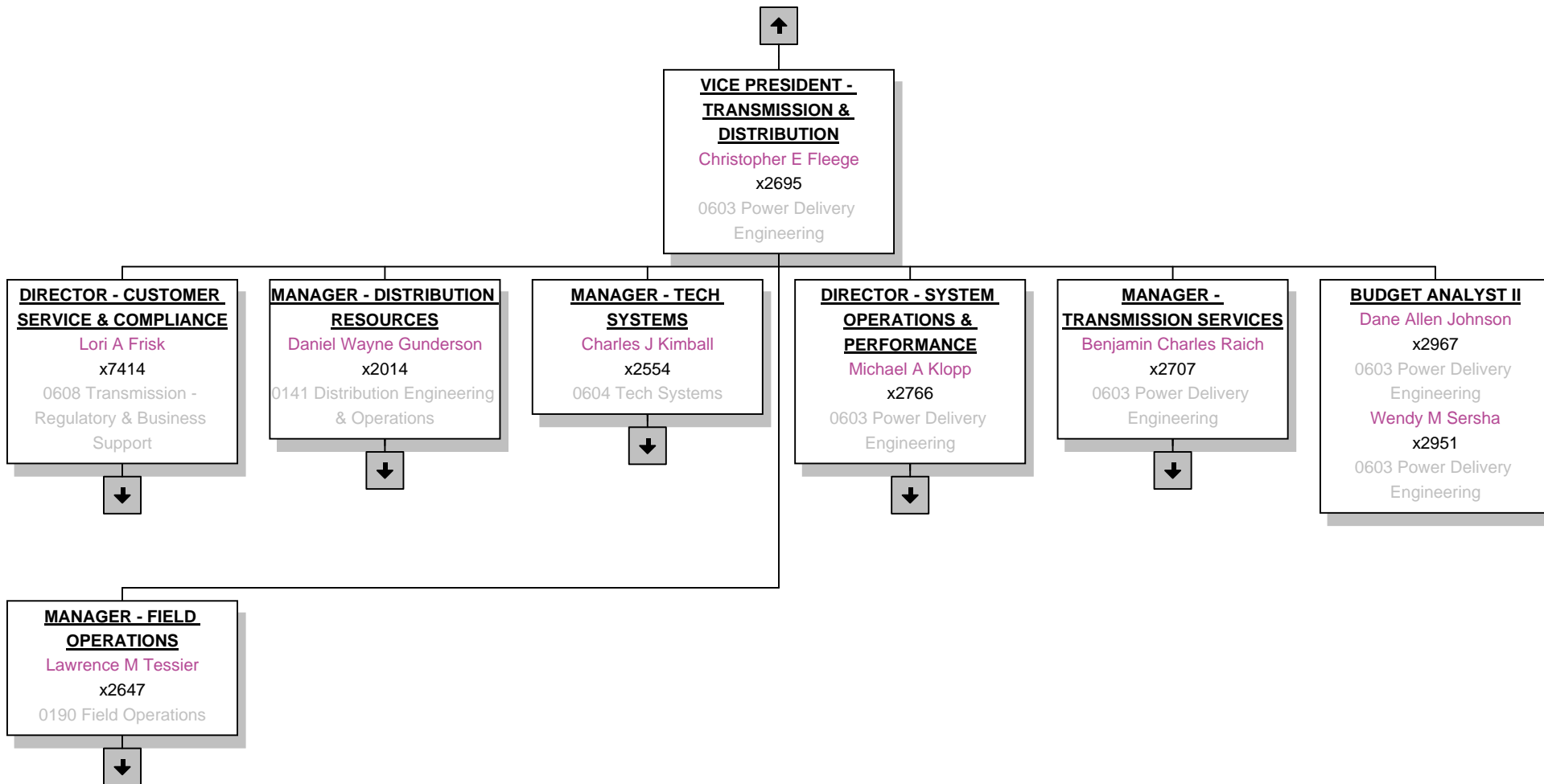


Exhibit C Transmission and Power Delivery Organizational Chart

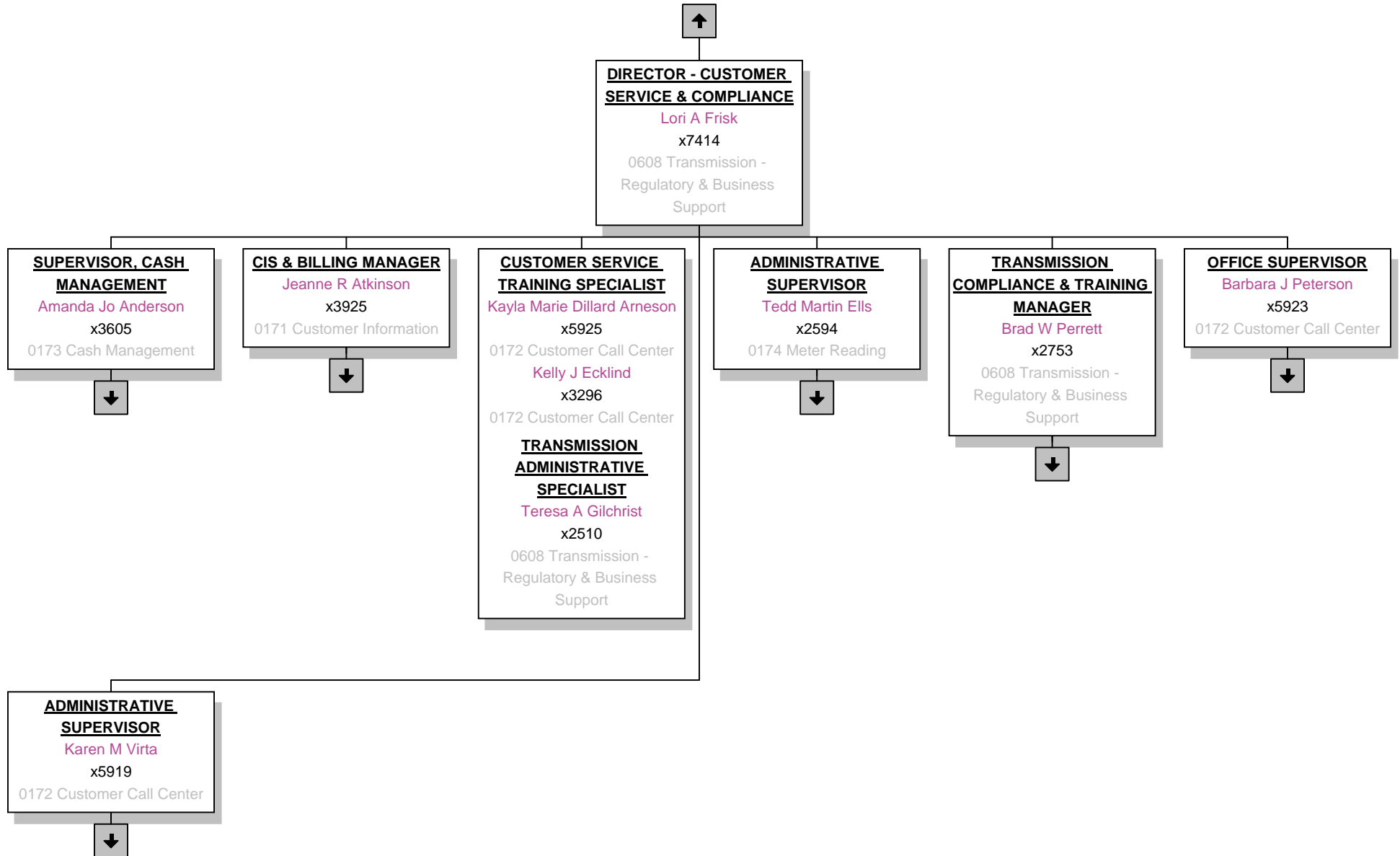
Utility Operations -- 0531 Utility Operations - COO -- 10/13/2015



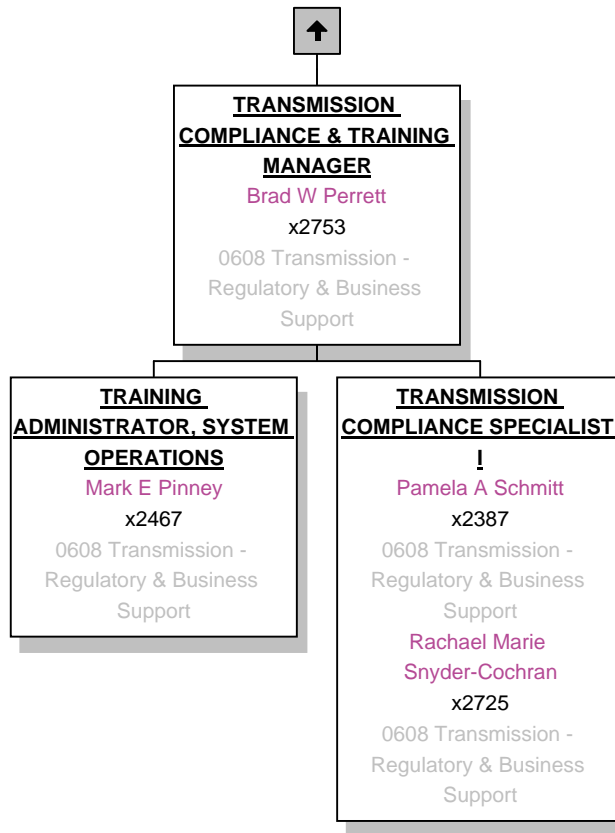
Power Delivery/Transmission -- 0603 Power Delivery Engineering -- 10/16/2015



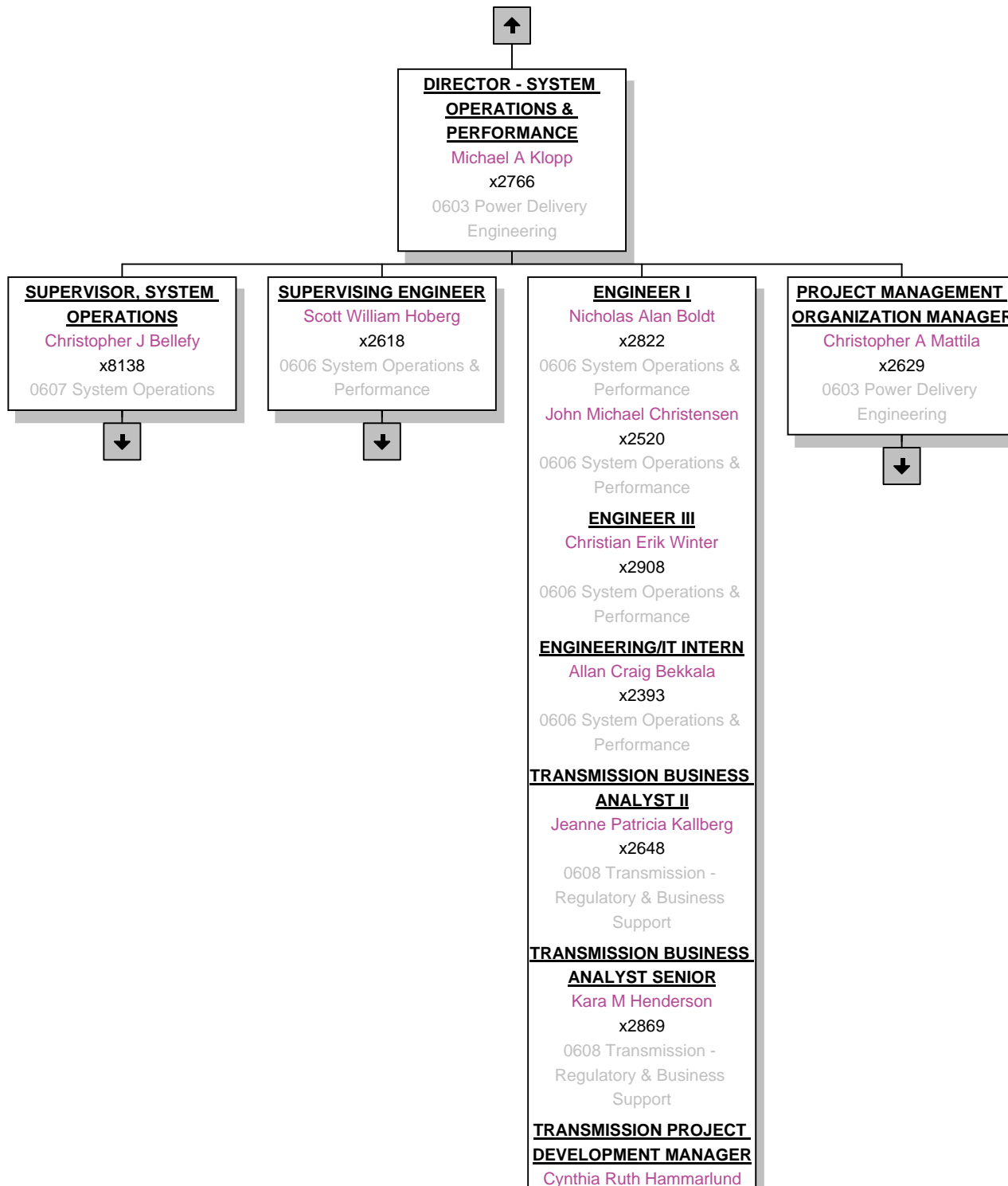
Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 10/13/2015



Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 11/16/2015

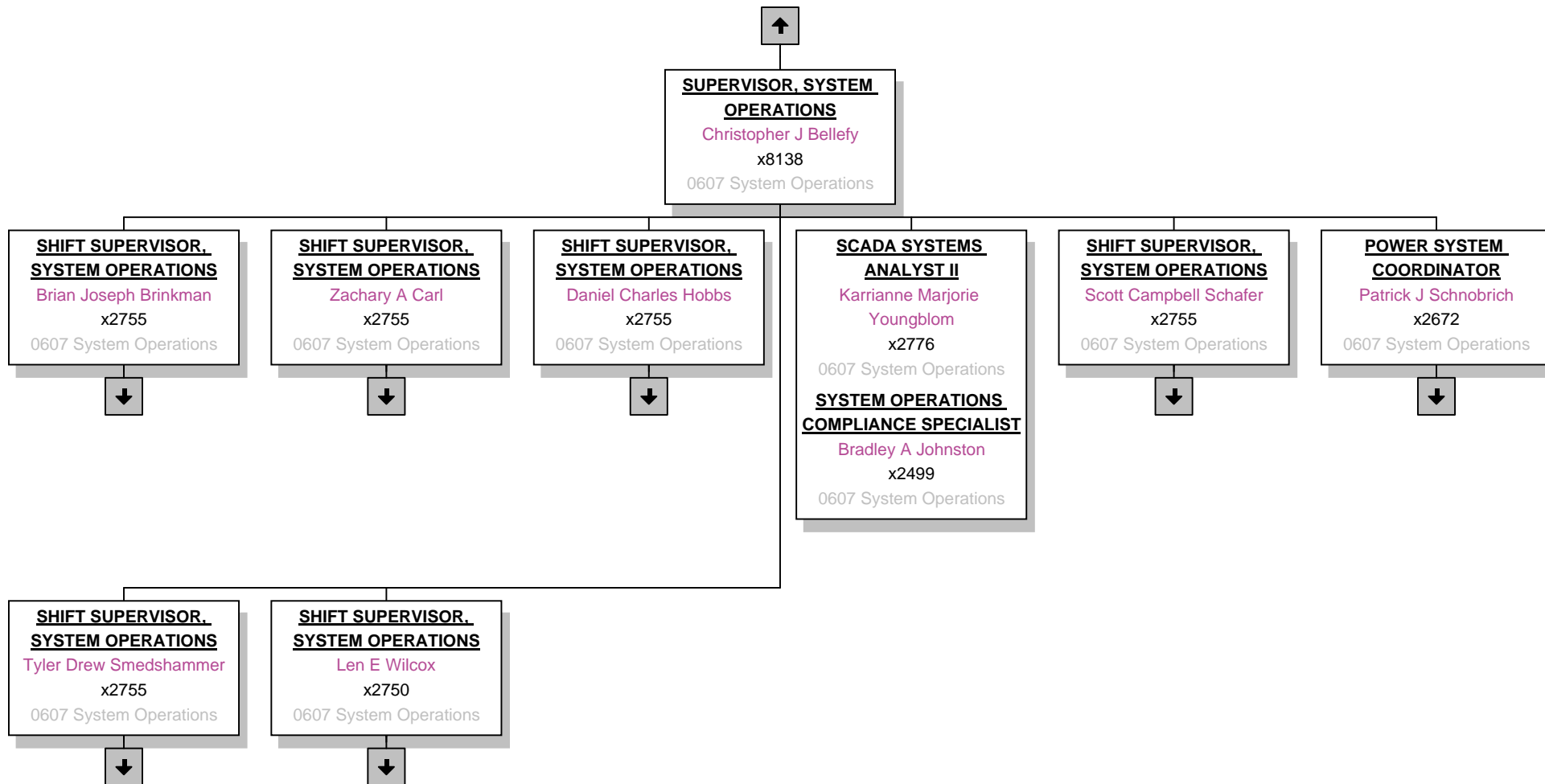


Power Delivery/Transmission -- 0603 Power Delivery Engineering -- 08/18/2015

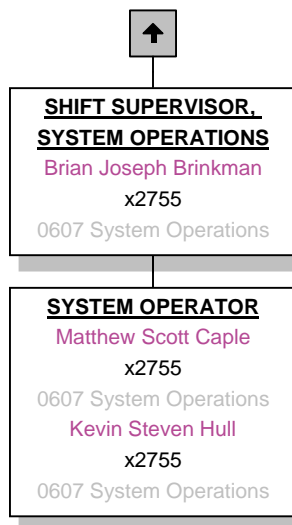


Cynthia Ruth Hammarlund
x3970
0608 Transmission -
Regulatory & Business
Support

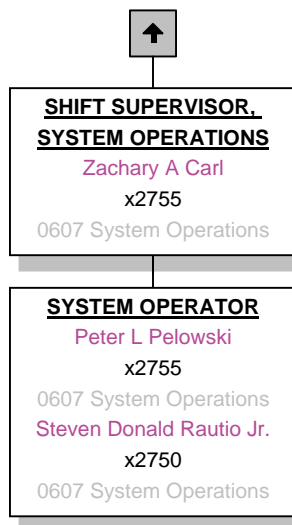
Power Delivery/Transmission -- 0607 System Operations -- 03/17/2015



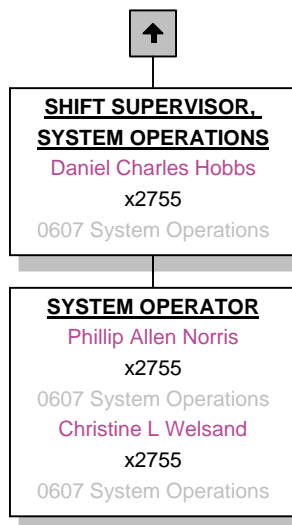
Power Delivery/Transmission -- 0607 System Operations -- 03/23/2015



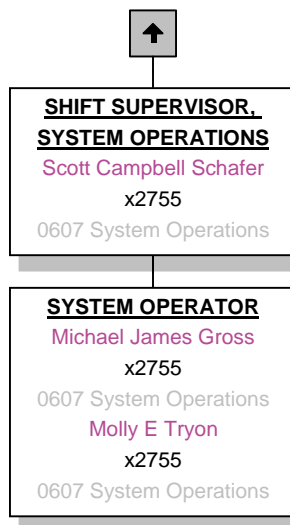
Power Delivery/Transmission -- 0607 System Operations -- 01/12/2015



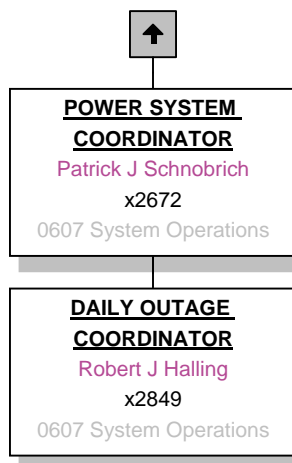
Power Delivery/Transmission -- 0607 System Operations -- 01/12/2015



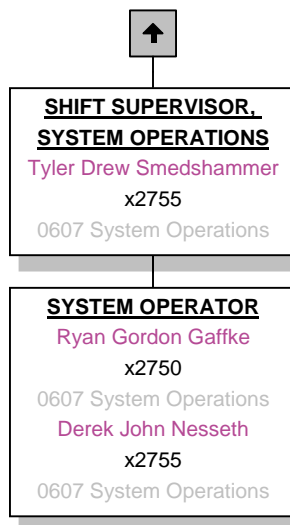
Power Delivery/Transmission -- 0607 System Operations -- 01/12/2015



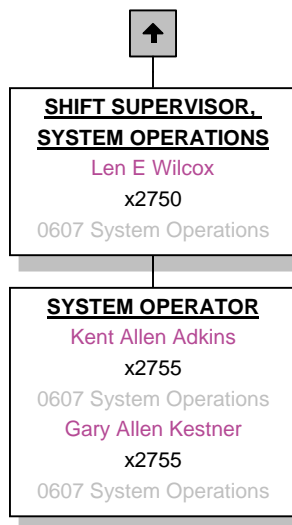
Power Delivery/Transmission -- 0607 System Operations -- 01/12/2015



Power Delivery/Transmission -- 0607 System Operations -- 01/12/2015



Power Delivery/Transmission -- 0607 System Operations -- 01/12/2015



Power Delivery/Transmission -- 0606 System Operations & Performance -- 07/27/2015

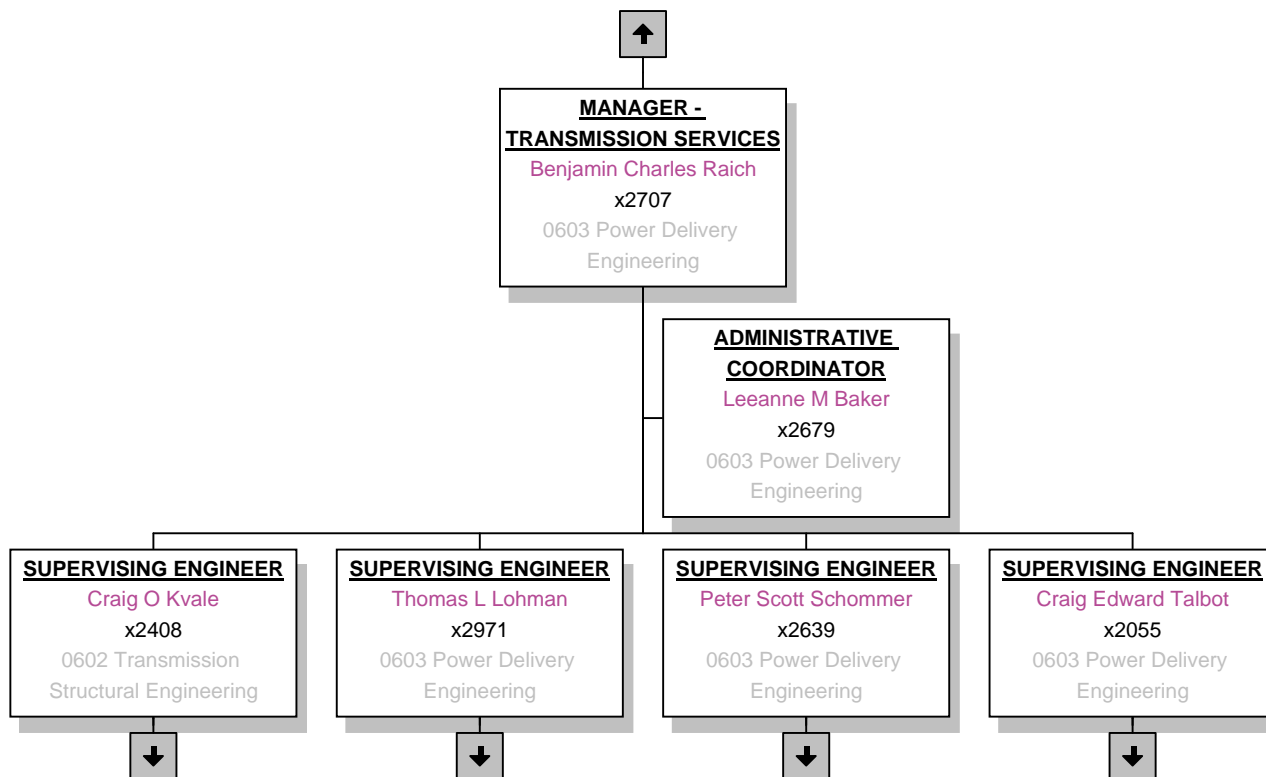


SUPERVISING ENGINEER
Scott William Hoberg
x2618
0606 System Operations &
Performance

ENGINEER I
Andrew John Kienitz
x2016
0606 System Operations &
Performance

ENGINEER II
Ruth Renita Pallapati
x2638
0606 System Operations &
Performance
Kyle John Rogers
x2925
0606 System Operations &
Performance

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



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



SUPERVISING ENGINEER
Peter Scott Schommer
x2639
0603 Power Delivery
Engineering

DESIGNER
Lisa A Grambush
x2670
0959 Engineering Services
Stanley J Meger
x2590
0603 Power Delivery
Engineering

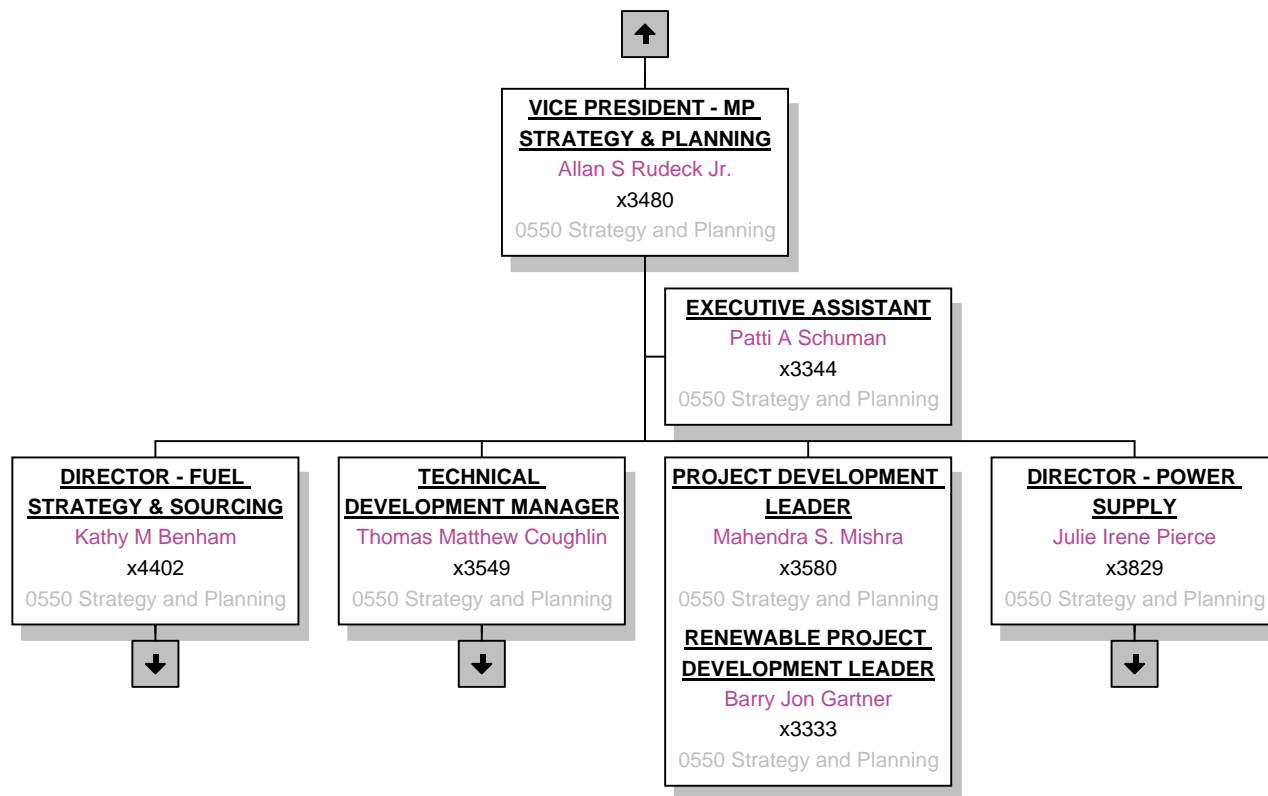
ENGINEER I
Timothy A Salmonson
x2684
0603 Power Delivery
Engineering

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 -- 11/19/2015



Strategic Initiatives -- 0550 Strategy and Planning -- 03/06/2015



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

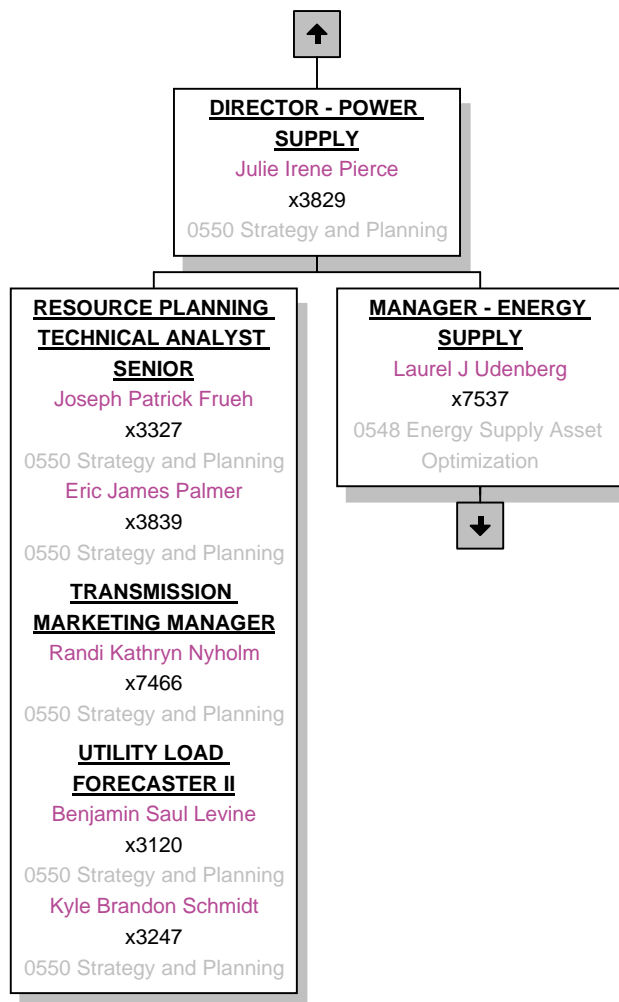
**FUEL STRATEGY &
SOURCING MANAGER (PT)**
Carrie Jo Ryan
x3260
0550 Strategy and Planning

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

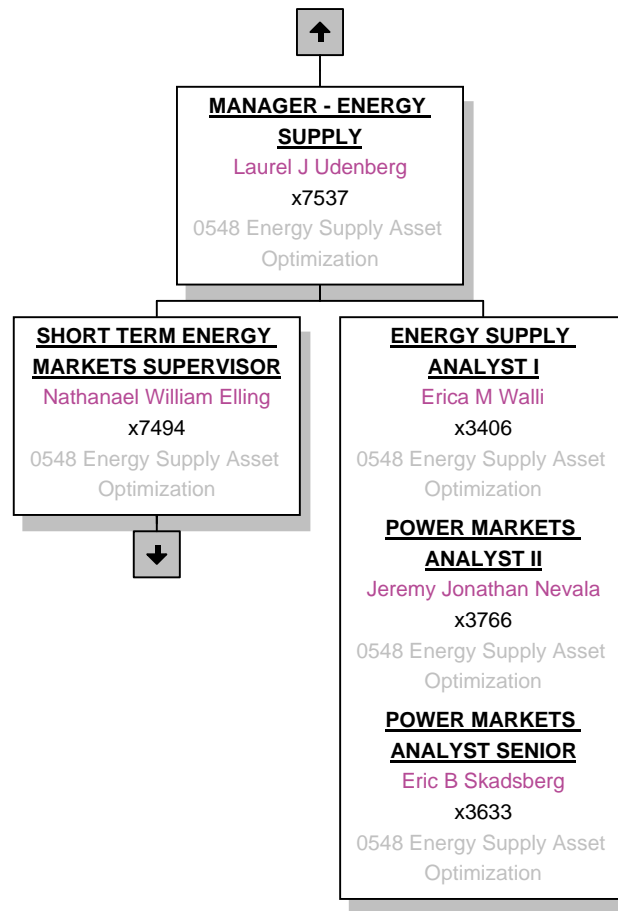
**FUELS STRATEGY &
SOURCING ANALYST
SENIOR**
Kayla Marie Hertel
x3113
0550 Strategy and Planning

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

Strategic Initiatives -- 0550 Strategy and Planning -- 09/17/2015



Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 04/14/2015



Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 11/19/2015



**SHORT TERM ENERGY
MARKETS SUPERVISOR**
Nathanael William Elling
x7494
0548 Energy Supply Asset
Optimization

REAL TIME TRADER I
Patrick Scott Anderson
x7491
0548 Energy Supply Asset
Optimization
Anthony M Hansen
x3972
0548 Energy Supply Asset
Optimization
REAL TIME TRADER II
Justin James Knetsch
x7491
0548 Energy Supply Asset
Optimization
REAL TIME TRADER III
Jacqueline A Albrecht
x7491
0548 Energy Supply Asset
Optimization
Randy L Liljegren
x7491
0548 Energy Supply Asset
Optimization