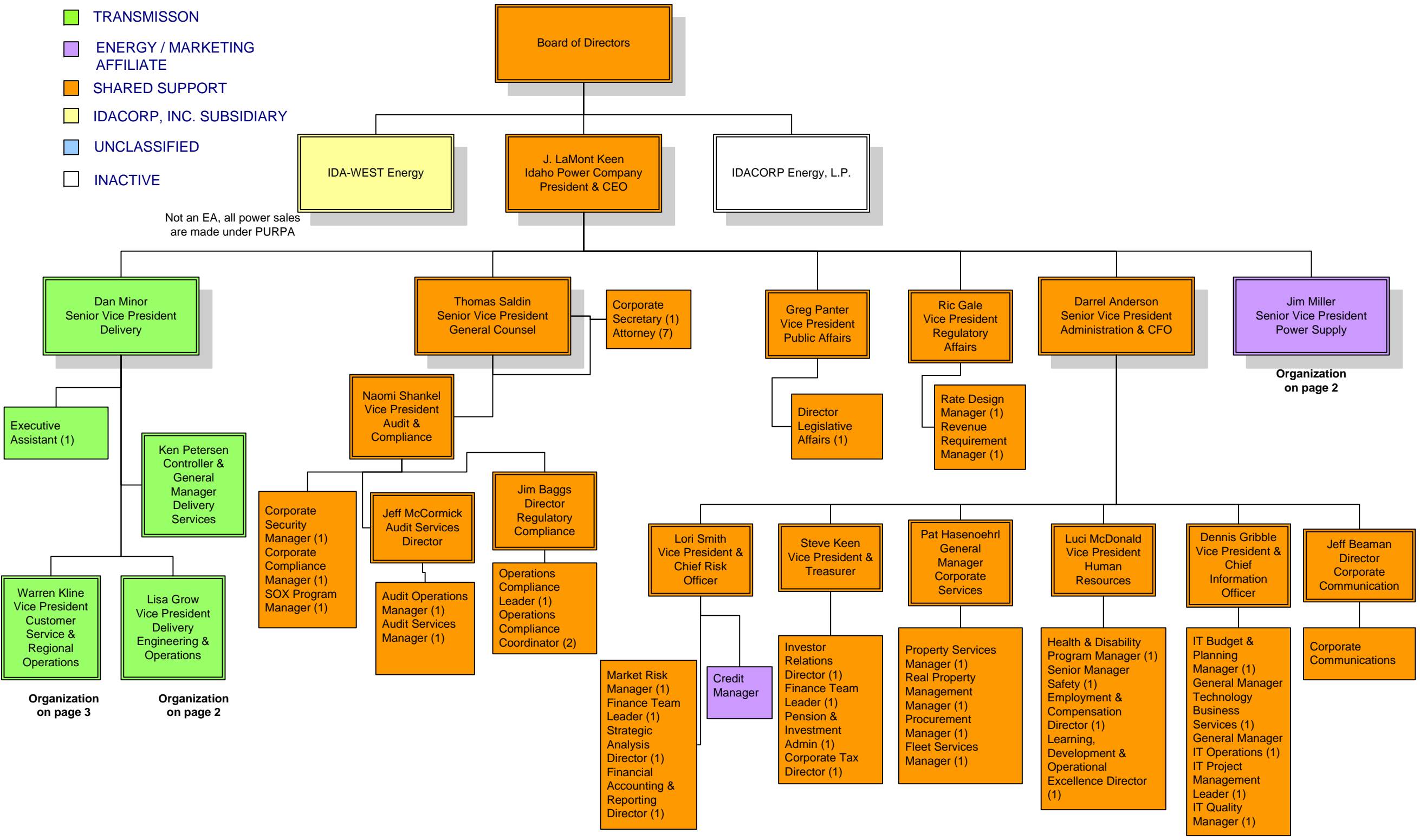
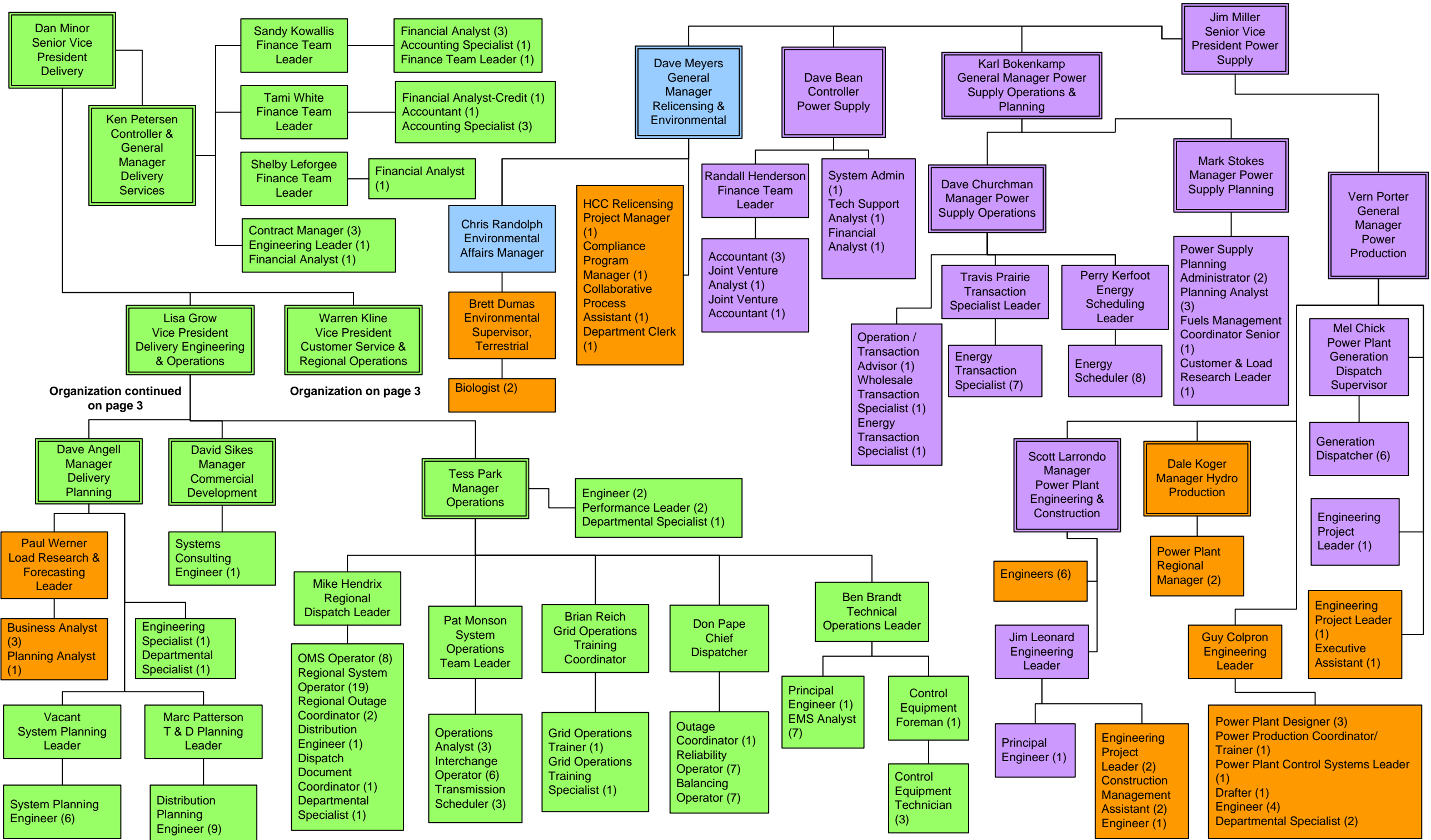
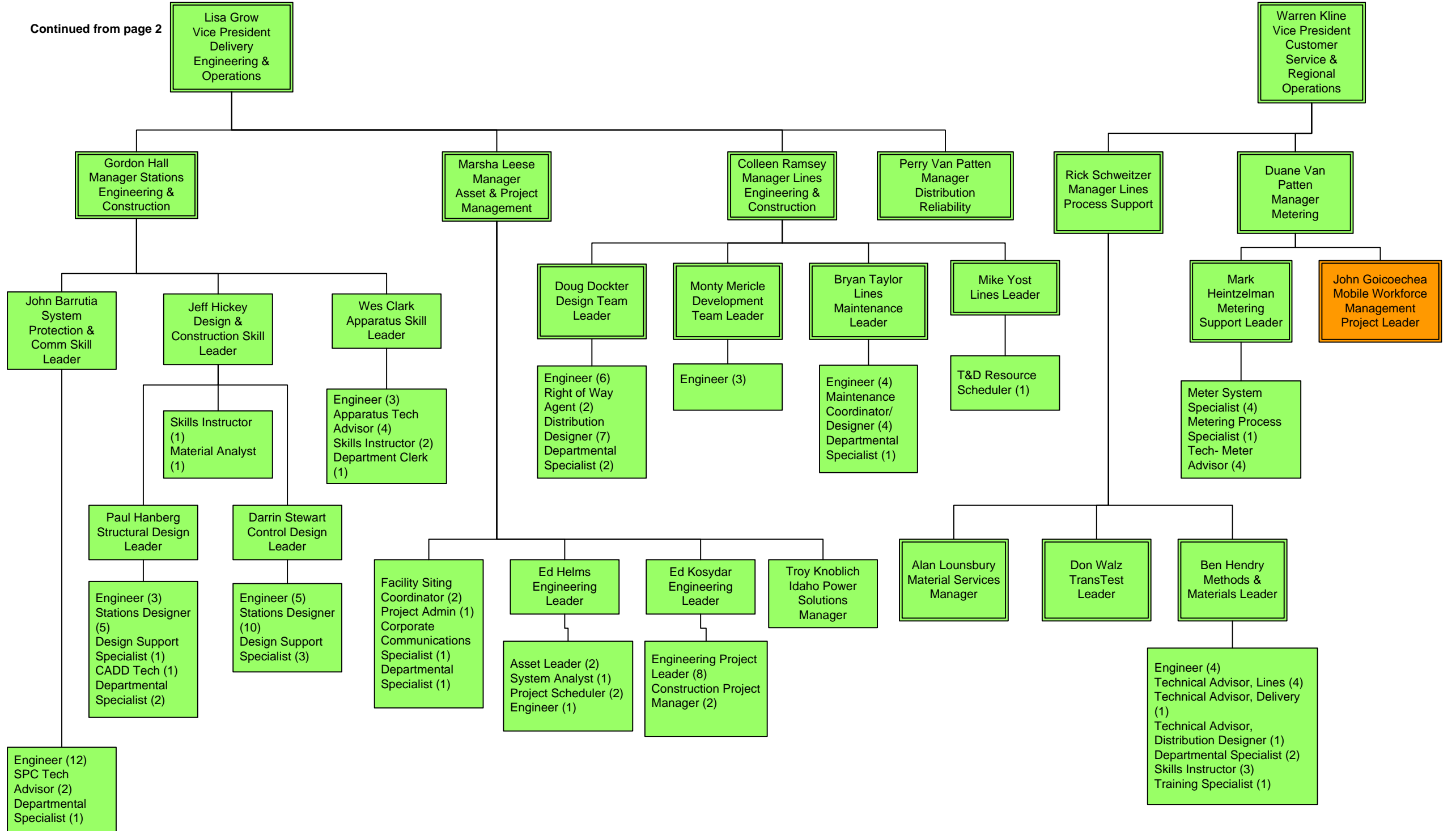


IDACORP, INC.
TRANSMISSION, ENERGY AFFILIATE AND SHARED EMPLOYEE
ORGANIZATIONAL CHART AND JOB DESCRIPTIONS

- TRANSMISSION
- ENERGY / MARKETING AFFILIATE
- SHARED SUPPORT
- IDACORP, INC. SUBSIDIARY
- UNCLASSIFIED
- INACTIVE







IDACORP, Inc. Organizational Chart Job Descriptions

IDACORP, INC. Board of Directors: Responsible for general oversight of IDACORP, Inc. on behalf of the shareholders.

1. Idaho Power Company

The following jobs are Shared.

Executive Officers

LaMont Keen, President and Chief Executive Officer: Responsible for the overall operation of Idaho Power Company.

Thomas Saldin, Senior Vice President, General Counsel: Serves as chief legal officer and maintains oversight of the company's compliance activities.

Corporate Secretary: Responsible for preparing minutes of director's and shareholder's meetings, authenticating records and giving notices as required by law.

Attorney: Provide legal guidance and support for the company.

Naomi Shankel, Vice President, Audit & Compliance: Responsible for internal audit and compliance functions.

Corporate Security Manager: Responsible for oversight of Information Security consulting on major projects, forensics investigations, risk assessments on company network, notification of vulnerabilities, disaster recovery and business continuity direction and Information Security training and awareness for employees and contractors. Provides physical security oversight which includes, managing of card reader system and physical keys.

Corporate Compliance Manager: Responsible for the administration of the IDACORP Code of Business Conduct and Ethics and the IDACORP Code of Business Conduct and Ethics for Directors including updates/revisions, training for all employees, administration of the procedures for reporting violations of the Codes and reporting issues related to the Codes to the Board of Directors as required.

SOX Program Manager: Manages the overall SOX program for the company, in accordance with the Sarbanes-Oxley act of 2002 and PCAOB standards.

Jeff McCormick, Director of Audit Services: Directs the financial, compliance and operational auditing within the organization. Designs, develops and implements internal auditing policies and procedures.

Audit Operations Manager: Responsible for planning, scheduling, and monitoring of Audit Services projects.

Audit Services Manager: Responsible for leading and developing the internal audit function of the company to provide ongoing assessments of the company's system of internal control over operations, compliance and financial business processes.

Jim Baggs, Director of Regulatory Compliance: Responsible for assisting the company in complying with FERC, DOE, and State regulatory agency requirements. Serves as Chief Compliance Officer for FERC Standards of Conduct and ensures operations compliance with NERC, WECC and other federal, regional and state regulatory requirements.

Operations Compliance Leader: Responsible for operations compliance with FERC Standards of Conduct, NERC, OATT and other federal and state regulatory requirements. Interprets SOC orders and associated rulings and ensures company compliance. Establishes, monitors and enforces operations policies, procedures and compliance measures and corrects deficiencies.

Operations Compliance Coordinator: Coordinates and performs assessment of internal controls over compliance as required by FERC Standards of Conduct, NERC and Open Access Transmission Tariff. Responsible for monitoring, oversight, and enforcement of compliance rules and policies within the company.

Greg Panter, Vice President, Public Affairs: Represents Idaho Power Company on all major political issues.

Director of Legislative Affairs: Represents Idaho Power Company before the Idaho Legislature and departments of state government.

Ric Gale, Vice President, Regulatory Affairs: Responsible for the development and implementation of Idaho Power Company's regulatory initiatives.

Rate Design Manager: Responsible for cost-of-service, rate design, and tariff administration functions.

Revenue Requirement Manager: Responsible for the quantification and recovery of Idaho Power Company's various jurisdictional revenue requirements.

Darrel Anderson, Senior Vice President, Administration & CFO: Responsible for all financial and treasury functions.

Steve Keen, Vice President & Treasurer: Responsible for treasury functions.

Investor Relations Director: Responsible for developing and executing the investor relations program acting as the primary contact with security analysts and rating agencies.

Finance Team Leader: Responsible for Cash Management, Accounts Payable & Cash Receipts.

Pension & Investment Administrator: Oversees investment of trusted funds for retirement programs, reclamation funds, and other special purpose investments established by the company.

Corporate Tax Director: Responsible for all corporate tax functions including income, property, sales, and other taxes.

Pat Hasenoehrl, General Manager Corporate Services: Oversee Corporate Services functions - Fleet Services, Real Property Management, Geographic Systems, Document Management, Procurement and Aviation.

Property Services Manager: Responsible for all geographic systems functions including CADD Production, GIS applications and GIS/AUD/CADD support.

Real Property Management Manager: Responsible for the strategic management of corporate real estate assets.

Procurement Manager: Responsible for corporate procurement of materials and corporate investment recovery (hazardous and non-hazardous material storage and disposal), contract administration support for Administrative Services and Power Supply and corporate travel.

Fleet Services Manager: Directs and coordinates activities of the vehicle fleet required for company operations.

Lori Smith, Vice President & Chief Risk Officer: Responsible for strategic analysis and corporate risk assessment.

** Continued organization under Energy Affiliate.

Market Risk Manager: Responsible for oversight and control of market risk exposures across business units.

Finance Team Leader: Responsible for providing financial support and assistance to the Corporate and Administrative areas of the company.

Strategic Analysis Director: Responsible for short and long term financial forecasting and forecast consolidation, management driven research, analysis, valuation.

Financial Accounting & Reporting Director: Responsible for Corporate Accounting, Property Accounting, Regulatory Accounting and External Reporting functions.

Luci McDonald, Vice President, Human Resources: Responsible for all human resource functions.

Health & Disability Program Manager: Responsible for managing the welfare benefit plans, disability plans and workers compensation.

Senior Manager, Safety: Responsible for the development and implementation of environmental and employee safety.

Employment & Compensation Director: Responsible for recruiting, hiring, payroll, employee issues, compensation, retirement benefits and incentive plans.

Learning, Development & Operational Excellence Director: Develop training strategies and associated curriculums. Provide overall company leadership, strategy, and results to implement a process improvement methodology.

Dennis Gribble, Vice President & Chief Information Officer: Responsible for all information technology functions.

IT Budget & Planning Manager: Responsible for IT contract negotiation and management, IT software licensing, compliance and asset management.

General Manager Technology Business Services: Responsible for IT project management, application development, data warehouse, business support, desktop services and service desk operations.

General Manager IT Operations: Responsible for management, operations and support of IT infrastructure, including data center operations, voice and data networks, mainframe and open systems, enterprise application administration, and database administration.

IT Quality Manager: Responsible for the IT change management process, IT general controls, IT quality measurement, and the IT service management program.

IT Project Management Leader: Provides leadership to the InformationTechnology Project Management Office. Oversees Project Managers assigned to a variety of IT projects, including an Applications Systems Life Cycle process and Resource Scheduling.

Jeff Beaman, Director of Corporate Communication: Responsible for the planning, production and distribution of formal company communications that target employees, retirees, shareholders, customers, the general public and the news media. Activities include newsletters, news releases, advertising, web sites, and brochures.

A. Transmission

The following jobs are Transmission.

Dan Minor, Senior Vice President, Delivery: Responsible for executive oversight of electricity distribution, transmission systems, metering and customer service.

Executive Assistant: Responsible for all administrative support for Delivery Office of the Senior V.P. and Vice Presidents.

Ken Petersen, Controller & General Manager Delivery Services: Responsible for the financial oversight of the Delivery Business Unit. General Manager of Contract Administration.

Contract Manager: Responsible for negotiating and securing contracts on Delivery's behalf.

Engineering Leader: Responsible for oversight of Delivery's contract management, line clearing and damage claims. Also negotiates and secures contracts on Delivery's behalf.

Financial Analyst: Responsible for financial support (variance analysis, budget, SOX compliance) related to Delivery Services. Manages contracts/contractors as they relate to the Delivery Business Unit needs, such as securing a contractor and ensuring the work was performed per the contract. Responsible for the financial support and analysis for Delivery including directly supporting Project Management and supporting the budget process for all of Delivery.

- **Sandy Kowallis, Finance Team Leader:** Responsible for the oversight of financial support and analysis for Delivery Regional Operations, Lines Services, Stations, Customer Service and Metering and Damage Claims areas. Responsible for analytical financial support services.

Financial Analyst: Responsible for the financial support and analysis for Customer Service, Metering, Regional Operations, Lines and Stations Engineering and Construction.

Accounting Specialist: Responsible for the financial and accounting support for the Damage Claims area and also provides accounting support for the monthly financial closing process.

- **Tami White, Finance Team Leader:** Responsible for the oversight of financial support and analysis for Delivery Contracting Administration, Grid Operations and Planning and Delivery Strategic Initiatives and Compliance. Responsible for financial reporting and compliance support services.

Financial Analyst-Credit: Responsible for the financial support and analysis for Grid Operations and Planning. Serves as Delivery's primary credit support person. Reviews, approves and monitors credit for transmission customers for service under the Idaho Power Company's OATT.

Accountant: Responsible for the monthly financial closing process. Serves as Delivery's primary accounting support person.

Accounting Specialist: In support of the Delivery Business Unit, Accounting Specialists perform a variety of complex accounting functions, reconciliation, compiling data and preparing routine reports for analysis, and assisting with special projects. Provides a variety of technical and administrative services including tracking, reviewing and processing invoices.

- **Shelby Leforgee, Finance Team Leader:** Responsible for leading, developing, and supporting the activities of Delivery Finance – Budget and Reporting Team. Provides leadership, direction, and oversight for all of the Delivery business unit's budgeting and budget reporting requirements, makes recommendations for budget adjustments, and manages transfer of budget dollars between cost centers. Monitors financial expenditures for all of Delivery.

Financial Analyst: Responsible for the financial support and analysis for Asset and Project Management and the Delivery budget.

Lisa Grow, Vice President Delivery Engineering & Operations: Responsible for the overall planning, design, construction, maintenance, protection, and control of the transmission and distribution systems.

- ◇ **Dave Angell, Delivery Planning Manager:** Responsible for long-term main grid and distribution planning functions.

** Continued organization under Shared descriptions.

Engineering Specialist: Responsible for data requests, and operational analysis associated with Planning.

Departmental Specialist: Provides administrative support to the Delivery Planning department.

- **Vacant, System Planning Leader:** Responsible for overall short term operating capability studies and long-term planning studies for the high voltage grid (generally 230 kV and above).
 - System Planning Engineer:** Responsible for short-term operating capability studies and long term planning studies for the high voltage grid (generally 230 kV and above).
- **Marc Patterson, T & D Planning Leader:** Responsible for overall short term and long term planning studies for the low voltage grid (generally 138kV and below).
 - Distribution Planning Engineer:** Responsible for short-term and long term planning studies for the low voltage grid (generally 138 kV and below).
- ◇ **David Sikes, Commercial Development Manager:** Responsible for transmission utilization and needs analysis, long-term transmission rights development and sales, tariff maintenance, and participation in regional market reform.
 - Systems Consulting Engineer:** Responsible for supporting transmission rights sales, tariff compliance and maintenance, transmission need analysis, regional market reform participation.
- ◇ **Tess Park, Operations Manager:** Responsible for electric grid operations including system operations (dispatch), real-time, pre-schedule and after the fact (ATF) transmission scheduling, system support and engineering.
 - Engineer:** Responsible for engineering support for transmission commercial development and real-time dispatch.
 - Performance Leader:** Provides operational expertise and oversight of Grid Operations operating procedures.
 - Departmental Specialist:** Provides administrative support for the Grid Operations department.
- **Mike Hendrix, Regional Dispatch Leader:** Responsible for overall operation of Idaho Power Company's distribution system.
 - OMS Operators:** Operates Outage Management System. Interface to Idaho Power Company's customer service center.
 - Regional System Operator:** Directs all switching associated with the distribution system. Responsible for issuing clearances to field personnel working on distribution lines or equipment and directing system restoration during storms or disturbances.
 - Regional Outage Coordinator:** Coordinates pre-scheduled outages on distribution lines and equipment.
 - Distribution Engineer:** Provides engineering support for Regional Dispatch personnel.
 - Dispatch Document Coordinator:** Maintains maps and substation prints for Regional Dispatch.
 - Departmental Specialist:** Provides administrative support for the Regional Dispatch department.
- **Pat Monson, System Operations Team Leader:** Responsible for supporting operations, transmission rights administration, ATC methodology and calculation, OATT compliance, and supervising pre-schedule, Real-time Interchange Operators, and after the fact personnel.
 - Operations Analyst:** Responsible for accurate posting of Available Transmission Capacity (ATC) on OASIS.
 - Operations Analyst:** Responsible for transmission customer service, tariff compliance and for administration of long term transmission service contracts, and legacy transmission contracts.
 - Operations Analyst:** Responsible for transmission contract administration and implementation.
 - Interchange Operator:** Responsible for processing in real-time OASIS requests and energy transactions. Responsible for the calculation and posting of Available Transmission Capacity (ATC). Posting of transmission outages and messages on OASIS in real-time.
 - Transmission Scheduler:** Responsible for processing OASIS requests and prescheduling energy transactions. Responsible for the calculation and posting of Available Transmission Capacity (ATC). Responsible for accounting, after-the-fact reconciliation and reporting.

- **Brian Reich, Grid Operations Training Coordinator:** Responsible for the development and administration of the Grid Operator Training and Certification Program in accordance with NERC/WECC Operator Training and Certification requirements.
 - Grid Operations Trainer:** Responsible for development and administration of Operator training in accordance with NERC/WECC Operator Training and Certification requirements.
 - Grid Operations Training Specialist:** Responsible for development and administration of Operator training in accordance with NERC/WECC Operator Training and Certification requirements.

- **Don Pape, Chief Dispatcher:** Responsible for overall real-time operation of Idaho Power Company's transmission grid.
 - Outage Coordinator:** Coordinates pre-scheduled outages on transmission lines and equipment.
 - Reliability Operator:** Directs all switching associated with the main transmission grid. Responsible for issuing clearances to field personnel working on transmission lines or equipment and directing system restoration during disturbances.
 - Balancing Operator:** Balances load and resources, oversees generation, responsible for AGC functions.

- **Ben Brandt, Technical Operations Leader:** Responsible for software and hardware support for systems related to System Dispatch, Distribution Dispatch and Balancing and Interchange operations.
 - Principal Engineer:** Responsible for engineering support of EMS.
 - EMS Analyst:** Responsible for system administration, program modifications, vendor coordination, and operational support of the EMS and associated subsystems.
 - Control Equipment Foreman:** Responsible for scheduling and assigning work for the Control Technicians in the support of the EMS infrastructures including master station hardware, networks, RTUs and analog telemetry.
 - Control Equipment Technician:** Responsible for the support of the EMS infrastructures including master station hardware, networks, RTUs and analog telemetry.

- ◇ **Gordon Hall, Manager Stations Engineering & Construction:** Responsible for design, construction, operation, and maintenance of Idaho Power Company's electrical substations.
 - **John Barrutia, System Protection & Communication Skill Leader:** Responsible to ensure secure operation of the interconnected power system through the use of properly applied protective relaying and communications facilities and their associated operations, maintenance, and testing programs.
 - System Protection Engineer/SPC Tech Advisor:** Responsible to ensure all transmission protection system operations are analyzed for cause, and to implement corrective actions as required. Responsible for the design and implementation of all protective relaying and control schemes for the protection of transmission lines and associated substation apparatus.
 - Departmental Specialist:** Provides administrative support for the System Protection & Communication Skill department.

 - **Jeff Hickey, Design & Construction Skill Leader:** Responsible for all aspects of the Stations Design and Construction process.
 - Skills Instructor:** Develops and presents training courses for the entire Stations apprentice training programs, including classes covering proper methods of installation, repair, and maintenance of equipment and facilities in substations.
 - Material Analyst:** Ensures project materials are ordered and delivered per the project scope and schedule. Orders bulk project material for control modules and structural material.
 - **Paul Hanberg, Structural Design Leader:** Responsible for all aspects of the Stations Structural Design/Engineering process.
 - Engineer:** Responsible for project scoping, providing engineering solutions, quality control through the design process, developing and maintaining stations design standards, and selecting new products.
 - Stations Designer:** Responsible for creating construction documents, supporting construction crews, coordination of contract design services, responding to issues from Station personnel.
 - Design Support Specialist:** Supports all aspects of structural design, available for production assistance, and aids Engineering Specialist in CADD and file management related issues.
 - CADD Tech:** Updates and revises all associated and pertinent drawings, maps and documents. Responsible to locate and lay out property, easements, right-of-ways, and permits from legal descriptions.
 - Departmental Specialist:** Supports the design and engineering staff, issues construction and record drawings.

- **Darrin Stewart, Control Design Leader:** Responsible for all aspects of the Stations Control Design/Engineering process
 - Engineer:** Responsible for project scoping, providing engineering solutions, quality control through the design process, developing and maintaining stations design standards, and selecting new products.
 - Stations Designer:** Responsible for creating construction documents, supporting construction crews, coordination of contract design services, Responding to issues from Station personnel
 - Design Support Specialist:** Supports all aspects of design, offers production assistance, and aids Engineering Specialist in CADD and file management related issues.
 - Communication Tech:** Responsible for performing quality control checks for communications related designs. Assist with the development of communication design standards.

- **Wes Clark, Apparatus Skill Leader:** Responsible for operation, maintenance, and analysis of Substation Apparatus (transformers, circuit breakers).
 - Engineer:** Responsible for support of substation apparatus, specification of new apparatus, analysis of existing and failed apparatus.
 - Apparatus Tech Advisor:** Responsible for data gathering and support of field personnel with regard to operation and maintenance of substation apparatus.
 - Skills Instructor:** Responsible for the implementation of the Substation Technician apprentice program.
 - Department Clerk:** Provides administrative support for Apparatus department.

- ◇ **Marsha Leese, Manager Asset & Project Management:** Responsible for the management of substation, transmission and distribution capital construction, upgrade and maintenance projects.
 - Facility Siting Coordinator:** Responsible for permitting substation and transmission facilities within local jurisdictions.
 - Project Admin:** Provides research and facilitation support for Delivery functions.
 - Corporate Communications Specialist:** Principally responsible for coordinating communications planning and strategy development within Project Management for both internal and external customers. Participate in Planning, Commercial Development and Project Management teams to ensure communication takes place in various processes regarding company operations, policies, and actions.
 - Departmental Specialist:** Provides administrative support for Project Management department.

- **Ed Helms, Engineering Leader:** Responsible for Asset Management and Project Scheduling within the Delivery Business Unit's Asset and Project Management Department.
 - Asset Leader:** Responsible for the oversight of projects to achieve corporate goals relating to system reliability and financial performance. Responsible for managing resources and budget allocations. Assists in project prioritization efforts.
 - System Analyst:** Responsible for providing the technical data and reporting needs for Delivery Asset Management and the Delivery Project Board.
 - Project Scheduler:** Responsible for the resource scheduling of substation, transmission and distribution capital construction, upgrade and maintenance projects.
 - Engineer:** Responsible for providing engineering support and analysis to the Asset Leaders.

- **Ed Kosydar, Engineering Leader:** Responsible for the management of substation, transmission and distribution capital construction, upgrade and maintenance projects.
 - Engineering Project Leader:** Responsible for the management of substation, transmission and distribution capital construction, upgrade and maintenance projects.
 - Construction Project Manager:** Oversees, monitors and coordinates work of construction resources on large infrastructure projects. Manages construction schedule and forecasts expenditures.

- **Troy Knoblich, Idaho Power Solutions Manager:** Responsible for the management of substation, transmission and distribution capital construction, upgrade and maintenance projects.

- ◇ **Colleen Ramsey, Manager Lines Engineering & Construction:** Responsible for design and construction of Idaho Power Company's transmission and distribution lines.
 - **Doug Dockter, Design Team Leader:** Responsible for management of the T & D Design department.

Engineer: Designs transmission line projects.

Right of Way Agent: Acquires easements and permits for transmission lines projects.

Distribution Designer: Designs capital distribution lines projects, both maintenance and new construction.

Departmental Specialist: Provides administrative support for the T & D Design department.

- **Monty Mericle, Development Team Leader:** Responsible for management of the T & D Development department.
Engineer: Responsible for daily technical and engineering support for the Lines teams and field personnel.
- **Bryan Taylor, Lines Maintenance Leader:** Responsible for management of the T&D Maintenance programs: areas include transmission line inspections and maintenance, distribution duct vault system maintenance, distribution direct buried cable replacement and injection program, transmission and distribution inspection and treatment and stubbing programs, and management of the power quality support engineers, dairy and harmonics technicians, and radio frequency interference technician.
Engineer: Responsible for Power Quality programs and support of regional power quality engineers.
Maintenance Coordinator/Designer: Responsible for inspection, treatment and stubbing programs. Oversight of transmission line maintenance and coordinates with transmission patrolmen for maintenance follow-up. Responsible for inspection, maintenance and upgrades of distribution duct vault systems. Detects radio frequency problems and resolves issues. Coordinates field measurements for dairies and assures compliance with neutral to earth voltage policies. Coordinates field measurements for harmonic distortion limits per the IEEE standard 519.
Departmental Specialist: Provides administrative support for the T&D Maintenance and Development departments. Tasks include data entry, maintenance and reporting from various databases. Develops forms, letters, reports, and queries. Orders material, pays invoices, sets up work orders, schedules meetings, takes minutes and maintains records.
- **Mike Yost, Lines Leader:** Responsible for oversight of transmission line construction.
T&D Resource Scheduler: Responsible for scheduling of project crews, contractors, outages and arranging transmission outages.
- ◇ **Perry Van Patten, Manager Distribution Reliability:** Responsible for design and implementation of distribution reliability programs and processes.

Warren Kline, Vice President Customer Service & Regional Operations: Responsible for directing all activities related to customer service (includes billing, customer call center, customer accounting, metering, credit and collections) and Regional Operations (includes lines operations, regional customer services, and community services).

- ◇ **Rick Schweitzer, Manager Lines Process Support:** Responsible for materials management and lines processes support for Idaho Power Company.
 - **Alan Lounsbury, Material Services Manager:** Responsible for the management of Delivery materials inventory and distribution.
 - **Don Walz, TransTest Leader:** Responsible for the management of the TransTest department: areas include the Transformer shop, the Protective Equipment Testing Lab and the Chemistry Lab for testing and analyzing oil and water samples.
 - **Ben Hendry, Methods & Materials Leader:** Responsible for management of the Methods & Materials department.
Engineer: Responsible for the Overhead and Underground Distribution Standards and ensuring that they meet appropriate codes and other requirements. Also responsible for approval of the materials and tools used.
Technical Advisor, Lines: Provides procedures, instruction, and support for Metering & Lines.
Technical Advisor, Delivery: Provides procedures, instruction, and support for Distribution Designers and Service Specialists.
Technical Advisor, Distribution Designer: Develops and instructs training for Distribution Designers within the Delivery Business Unit. Provides consulting assistance to regional Distribution Designer with all aspects of their duties.
Departmental Specialist: Provides support for the Training Specialist and Skills Instructors. Also supports the Manager Lines Services and the Methods & Materials department.

Skills Instructor: Develops and presents training programs related to the operation, construction, and maintenance of the Delivery System.

Training Specialist: Responsible for the training programs related to the operation, construction, and maintenance of the Delivery System.

◇ **Duane Van Patten, Manager Metering:** Responsible for Idaho Power Company metering functions.

*** Continued organization under Shared descriptions.

- **Mark Heintzelman, Metering Support Leader:** Responsible for meter data collection, management and distribution, for retail, system interconnection and sale for resale locations.

Meter System Specialist: Responsible for daily operation of meter data retrieval systems and distribution of meter data.

Metering Process Specialist: Provides meter process measurement, documentation of procedures and facilitates continuous process improvement.

Tech- Meter Advisor: Provides technical assistance to field metering personnel with installation, maintenance, testing and troubleshooting of meter installations.

The following jobs are Shared.

** **Paul Werner, Load Research & Forecasting Leader:** Directs the design and implementation of load research studies to support regulatory requirements and distribution planning.

Business Analyst: Performs statistical, economic, and rate-related analysis of customer loads and peak responsibility.

Planning Analyst: Forecasts sales and loads to meet multiple planning and reporting requirements.

*** **John Goicoechea, Mobile Workforce Management Project Leader:** Responsible for leading a team of subject matter experts from field operations as they select and implement a new software product designed to enhance the operational efficiency of field orders. The deliverable of the project include: creating an RFP, selecting a vendor and product solution, integrating the solution with other IPCo information systems and training employees on use of the new system.

B. Energy / Marketing Affiliate - Power Supply – Business unit of Idaho Power Company

The following jobs are Energy Affiliate.

Jim Miller, Senior Vice President, Power Supply: Responsible for executive oversight of hydroelectric and thermal generation plant operation, relicensing and environmental impacts.

- ****Jason Keil, Credit Manager:** Responsible for the management and oversight of IDACORP, Inc.'s enterprise-wide credit risk function.

Credit Analyst: Responsible for the assessment, measurement, monitoring and mitigation of IDACORP Inc.'s enterprise-wide credit risk.

Dave Bean, Power Supply Controller: Responsible for management of financial analysis, accounting, reporting and IT support activities of the Power Supply business unit.

System Admin: Provides IT support for energy transaction accounting and other documentation systems.

Tech Support Analyst: Provides IT support for energy transaction accounting and other documentation systems.

Financial Analyst: Provides financial analysis of proposals and financial forecasting.

- **Finance Team Leader:** Responsible for leading, developing and supporting a team of accounting specialists, accountants, and financial analysts, to ensure an understanding and performance of utility accounting within FERC guidelines and effective analysis activities.

Accountant: Provides confirmation review, checkout, vouchering, invoicing and reporting of Power Supply transactions. Includes budget and variance analyses.

Joint Venture Analyst: Provides financial analysis, auditing, and accounting services for jointly-owned thermal plants and coal mine.

Joint Venture Accountant: Provides accounting and auditing services for jointly-owned thermal plants and coal mine.

Karl Bokenkamp, General Manager, Power Supply Operations & Planning: Responsible for directing and coordinating efforts of Power Supply's Planning, Operations and Water Management Departments.

- **Mark Stokes, Manager Power Supply Planning:** Responsible for management of Power Supply Planning Department - areas include resource planning; operational planning; load forecasting; fuel management; cogen and small power producer (CSPP) contract management; risk management analysis and making recommendations to ensure the adequate supply of power to meet the needs of the Power Supply Business Unit.
 - Power Supply Planning Administrator:** Lead Contract Administrator responsible for negotiating contracts between Idaho Power Company and Qualified Facility generators including wind, small hydro, combined heat and power, small geothermal, and other generation sources. Represents the company before regulatory agencies.
 - Planning Analyst:** Responsible for coordinating and analyzing various aspects of the company's Integrated Resource Plan. Includes load/resource balance (energy and peak analysis), transmission overload and resource costs.
 - Fuels Management Coordinator Senior:** Manages the company fuel and fuel transportation contracts for the company's three coal-fired generation resources. Responsible for negotiating fuel supply and fuel transportation contracts.
 - Customer & Load Research Leader:** Lead analyst and program manager in Power Supply Planning. Responsible for hourly load forecasts, assists and provides guidance to other analysts regarding technical and program management issues. Represents Idaho Power Company before regulatory agencies. Manages short-term projects such as proposal evaluation for utility-scale generation resources.
- **Dave Churchman, Manager Power Supply Operations:** Responsible for management of Real-Time and Day Ahead Trading and Scheduling; short-term system optimization; long term wholesale transactions.
 - Operation/Transaction Advisor:** Responsible for mid-term and near-term operational planning, optimization and analysis.
 - Wholesale Transaction Specialist:** Develops and maintains contacts with brokers, marketers, utilities, public utility districts, municipalities, cooperatives and other approved counter parties; execute term transactions; manage existing wholesale contracts and exchanges; identify, analyze, develop, and negotiate beneficial wholesale transactions and exchange opportunities consistent with Power Supply's needs; assist with development of operational plans, and system optimization.
 - Energy Transaction Specialist:** Negotiates the purchase and sale of gas, power, and reserve capacity to balance system generation and load requirements.
 - Travis Prairie, Transaction Specialist Leader:** Purchases or sells energy to balance system load. Produces system schedules, reserves transmission, acts on Risk Management Committee directives to sell or buy energy in balance of the month, monthly and forward month's transactions. Coordinates actions of the energy transaction specialists and performs supervisory functions for the trading group.
 - Energy Transaction Specialist:** Purchases or sells energy to balance system load. Produces system schedules, reserves transmission, acts on Risk Management Committee directives to sell or buy energy in balance of the month, monthly and forward month's transactions.
 - Perry Kerfoot, Energy Scheduling Leader:** Produces tags, OASIS reservations, & schedules energy transactions, energy accounting. Coordinates actions of the energy schedulers and performs supervisory functions for the scheduling group.
 - Energy Scheduler:** Produces tags, OASIS reservations, & schedules energy transactions, energy accounting.

Vern Porter, General Manager Power Production: Responsible for oversight, operation, maintenance and construction related to Company power production facilities.

**Continued organization under Shared descriptions.

Engineering Project Leader: Responsible for the planning and implementation of an RFP for new generation resources.

- **Mel Chick, Power Plant Generation Dispatch Supervisor:** Responsible for performing generation operation functions.
 - Generation Dispatcher:** Responsible to operate and monitor, remotely, 3 CT turbines, 17 hydro power plants located in the Snake River Basin. Monitor and ensure Idaho Power receives the proper resource share of three thermal power plants. Responsible for generation capacities and ensure all governmental regulatory and company requirements are adhered to within the Generation System. Direct all switching associated with generation. Responsible for issuing clearances to field personnel working on Idaho Power Company generation units and unit transformers. Direct generation restoration during disturbances.
- **Scott Larrondo, Manager Power Plant Engineering & Construction:** Responsible for providing construction, operation, and maintenance engineering support to the company's power production facilities.
 - ***Continued organization under Shared descriptions.
 - **Jim Leonard, Engineering Leader:** Responsible for oversight of all major construction projects within Power Supply.

****Continued organization under Shared descriptions

Principal Engineer: Assists Engineering Project Leader and Engineering Manager in the construction of new generation resources.

The following jobs are Shared.

**** Dale Koger, Manager Hydro Production:** Responsible for the leadership of the Hydro Production Department. The department consists of the Company's Hydro Plants and associated facilities.

Power Plant Regional Manager: Responsible for the oversight of the Operation and Maintenance of the company's Hydro Plants within assigned region.

**** Guy Colpron, Engineering Leader:** Provides leadership to the Power Production Technical Services Group consisting of CADD, Administrative/Clerical and power plant control and protection functions.

Power Plant Designer: Creates or modifies existing AC and DC control schematics, wiring diagrams, panel layouts as well as civil and mechanical drawings. Communicate plant control systems and design circuits to either engineering or technicians specifications.

Power Production Coordinator/Trainer: Develops a training program for the group and ensure that the employees are developing their knowledge in power plant systems. The coordinator part of the position is based on balancing project work loads among group members to meet the department production goals and also includes close support of plant technicians as projects progress requiring extensive in-field time.

Power Plant Control Systems Leader: Leads the design and construction of power plant projects. Creates the scope and schedule of the project and once the project starts all others working on the project are under the leader's direction to insure that the project is constructed and commissioned correctly.

Drafter: Modifies existing AC and DC control schematics, wiring diagrams, panel layouts and civil and mechanical drawings. Corrects prints from the field as directed by either the trainer/coordinator or the power plant designers.

Engineer: Responsible for the Digital Control Systems (DCS) for both the Bennett Mountain (TXP DCS) and Danskin (PS7 DCS) gas turbine power plants. Programs and maintains the hydro power plants Graphical User Interface (GUI) and SCADA RTUs. Ensures power plants are in compliance with NERC Reliability Standards.

Departmental Specialist: Assists engineers, designers, drafters and leaders in creating, saving, issuing and archiving power plant documentation, technical data and drawings.

**** Engineering Project Leader:** Provides financial, operations, and maintenance oversight of the company's jointly owned thermal generation projects. Idaho Power Company representative for jointly owned thermal projects.

**** Executive Assistant:** Provides administrative support for the Power Production department.

***** Engineers:** Civil, Mechanical, and Electrical engineers who provide operation and maintenance support to the Company's power production, hatcheries, and recreational facilities.

****** Engineering Project Leader:** Project Management engineers who provide construction management leadership to large Power Supply construction projects.

Construction Management Assistant: Assists in the design, contracting and construction management of various small projects within the Power Supply group.

Engineer: Responsible for providing operation, maintenance, and construction engineering support for the Company's combustion turbine, diesel generator, and hydroelectric generation facilities.

Dave Meyers, General Manager Relicensing & Environmental (Unclassified): Responsible for directing and coordinating efforts of Power Supply's Relicensing and Environmental departments.

HCC Relicensing Program Manager: Responsible for coordinating the relicensing efforts associated with the Hells Canyon Complex and Swan Falls hydroelectric projects.

Compliance Program Manager: Responsible for coordinating license compliance efforts associated the company's hydroelectric facilities.

Collaborative Process Assistant: Responsible for providing administrative support to the company's relicensing and compliance efforts associated with our hydroelectric projects.

Department Clerk: Responsible for providing clerical support to the company's relicensing and compliance efforts associated with our hydroelectric projects.

Chris Randolph, Environmental Affairs Manager (Unclassified): Responsible for directing and coordinating efforts of the Power Supply's Environmental department.

Brett Dumas, Environmental Supervisor, Terrestrial: Responsible for directing and coordinating efforts associated with terrestrial resources relating to relicensing and license compliance efforts associated with our hydroelectric projects.

Biologist: Responsible for coordinating environmental permitting and compliance efforts with agencies for new and existing power lines.

Biologist: Responsible for managing the company's avian protection program (bird interactions with power lines) and overseeing compliance with state and federal laws protecting eagles and migratory birds. Coordinates modifications to power lines and structures, as deemed necessary, to maintain compliance with industry best management practices.