

Organization Charts for Public Service Company of New Mexico

Aug 19, 2008

Public Service Company of New Mexico (“PNM” – a utility operating company in New Mexico and Arizona), a subsidiary of PNM Resources, Inc. (“PNMR”), a registered holding company, is a Transmission Provider. Other subsidiaries of PNMR include: TNP Enterprises, Inc., (“TNP”) parent company for Texas-New Mexico Power Company (“TNMP” - a transmission and distribution service provider in Texas) and for First Choice Power, L.P. and First Choice Power Special Purpose, L.P. both Texas limited partnerships (both of whom are licensed retail electric service providers in Texas) and several other non-utility subsidiaries; PNMR Services Company (“PNMR Services” – a service company that provides services to PNM and the other subsidiaries); and several other subsidiaries (including some non-utility subsidiaries both active and in-active). As of January 1, 2007, all of TNMP’s New Mexico utility operations were integrated into PNM, and all other TNP functions (located within the ERCOT Interconnection) are subject to the jurisdiction of the PUCT. Therefore, the remainder of this Narrative and the Organization Charts depicted herein will address only PNM as a Transmission Provider and PNM’s relation to its affiliates that are subject to FERC jurisdiction.

There are a total of 11 organization charts included in this file representing the following areas:

1. PNM Resources Holding Company Organization
2. PNM Utilities President Organization
3. PNM Customer Solutions
4. PNM Utility Services/Gas
5. PNM Utility Operations (Includes PNM Transmission Provider and Merchant functions)

Shared Support Services:

PNMR Services Company provides shared support services to all areas of PNMR, including PNM and TNP, and the EnergyCo, LLC companies. These services include but are not limited to: human resources, legal, accounting, payroll, information technology, and regulatory.

There are also groups within PNM’s Customer Solutions and Utility Operations business units that provide shared support services to both the Transmission function and Merchant function. Those groups include: Business Strategy & Execution, Technical Projects, Corporate Communications, certain engineers in the Transmission Operations Department, the PNM Electric System Engineering Department, and Innovative Software Solutions.

Customer Solutions:

As Vice President, Marketing and Customer Service (Susan Fullen) provides executive leadership and strategic direction for the Customer Solutions business unit.

- Executive Director, Customer Solutions for PNM Electric and Gas Services (Brent Rice). Mr. Rice has managerial oversight for retail service including: customer contact, customer production operations, and quality customer operations & improvement. PNM currently provides bundled electric service to its retail load under the regulatory oversight of the New Mexico Public Regulation Commission. Mr. Rice also oversees Business Strategy & Execution -- which provide shared services.
- Director, Operations (Gary Kessler). Mr. Kessler oversees developments in integrated demand grid management.

- Manager, Customer Communication (Valerie Smith). Ms. Smith oversees corporate marketing and web business applications.

Utility Services/Gas:

Vice President of PNM Utility Services/Gas (Eddie Padilla, Jr.), has oversight of PNM's field & maintenance gas personnel and PNM's gas supply & transmission operations.

- Manager, Gas Supply & Transmission Operations (Tommy Sanders), this position is responsible for PNM's gas supply and transportation operations, gas transportation contracts, and gas acquisition for retail service and off-system sales.

Utility Operations:

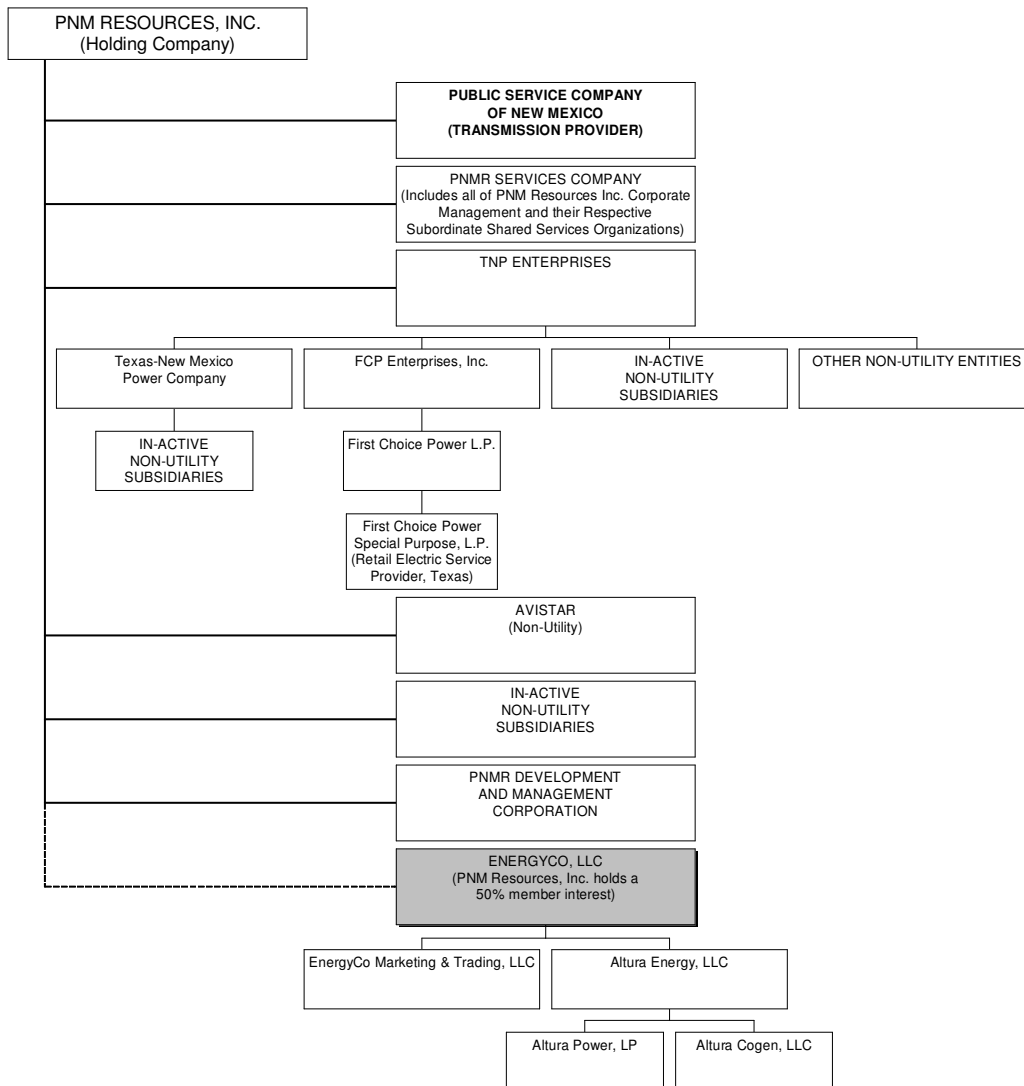
All electric utility operational functions for PNM and TNMP report to the Senior Vice President, Utility Operations (James Ferland).

- Vice President, New Mexico Operations for PNM (Joel Ivy), who has managerial responsibility for the following PNM functions: transmission engineering and operations; substation engineering and design; standards for transmission substations; distribution metering; vegetation management; right-of-way; business improvement; and the actual transmission operations and planning function. Additionally, this position has responsibility for PNM electric operations and maintenance, regional electric operations and business improvement. Among the individuals reporting to Mr. Ivy is:
 - PNM Lead Director, Transmission Operations (Greg Miller). PNM's Transmission Operations Department administers the PNM Open Access Transmission Tariff (OATT), PNM pre-OATT transmission service and interconnection agreements, and all long-term transmission planning functions, including system impact and facility addition studies. Mr. Miller's area is also responsible for system planning and analysis for transmission and distribution systems in New Mexico, generation interconnections, utility interconnections, electric system planning analysis for native load requirements, and transmission system operations in New Mexico. Among the individuals reporting to Mr. Miller is:
 - PNM Director, Power Operations (David Eubank). PNM's Power Operations Department is responsible for PNM's transmission system operations and for ensuring PNM's load requirements are adequately served. Mr. Eubank's area also administers PNM's Open Access Same-Time Information System, and handles all real-time transmission inter-utility communications.
- Vice President, Texas Operations for PNM (Neil Walker), has managerial responsibility for TNMP Operations located within the state of Texas and within the ERCOT interconnection.
- Director, Wholesale Power Marketing (David Miller) which includes responsibility for gas acquisition (power plant use) and off-system sales, and the electric power real-time and short-term merchant function that trades in the wholesale market. This group is also responsible for PNM's generation dispatch function.
- Vice President, Power Production (John Myers), with oversight of the operation of PNM's generation facilities and the Operating Agent function for the San Juan Generating Station (coal-fired facility) in northwestern New Mexico. This position also oversees solid fuel and fuel-oil procurement, generation development, and participant services.

- Director, Utility Services/Electric (Greg Nelson), has oversight of PNM's efforts in developing new utility generation, Environmental & Land Services and Safety.
 - Director, Environmental & Land Services (Maureen Gannon), responsible for managing operational environmental reporting and compliance with environmental regulations, requirements at the state and federal level and oversight of the Right-of-Way Department.
 - Manager, CIT Platform Projects (Steve Willard). Mr. Willard oversees developments in innovation and technology.
 - Director, Safety (John Haarlow). Mr. Haarlow oversees corporate safety-related activities.

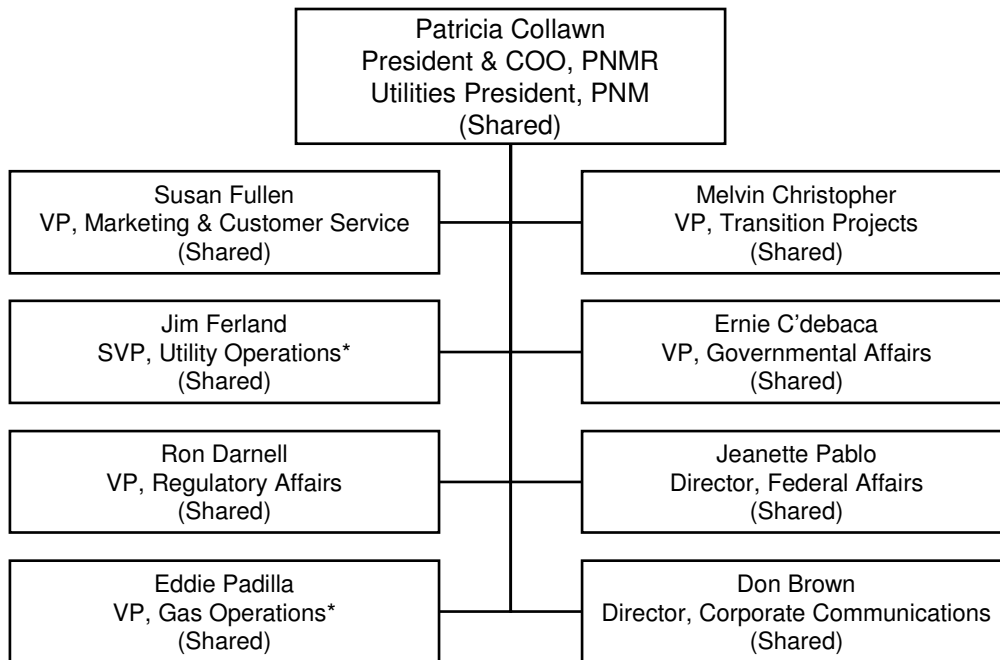
PNM has posted separately job titles and job descriptions for employees shown in these organization charts that are transmission function employees and wholesale power marketing function employees, separated as to whether the employee falls under the Transmission Provider function or the wholesale power marketing function.

PNM Resources, Inc.



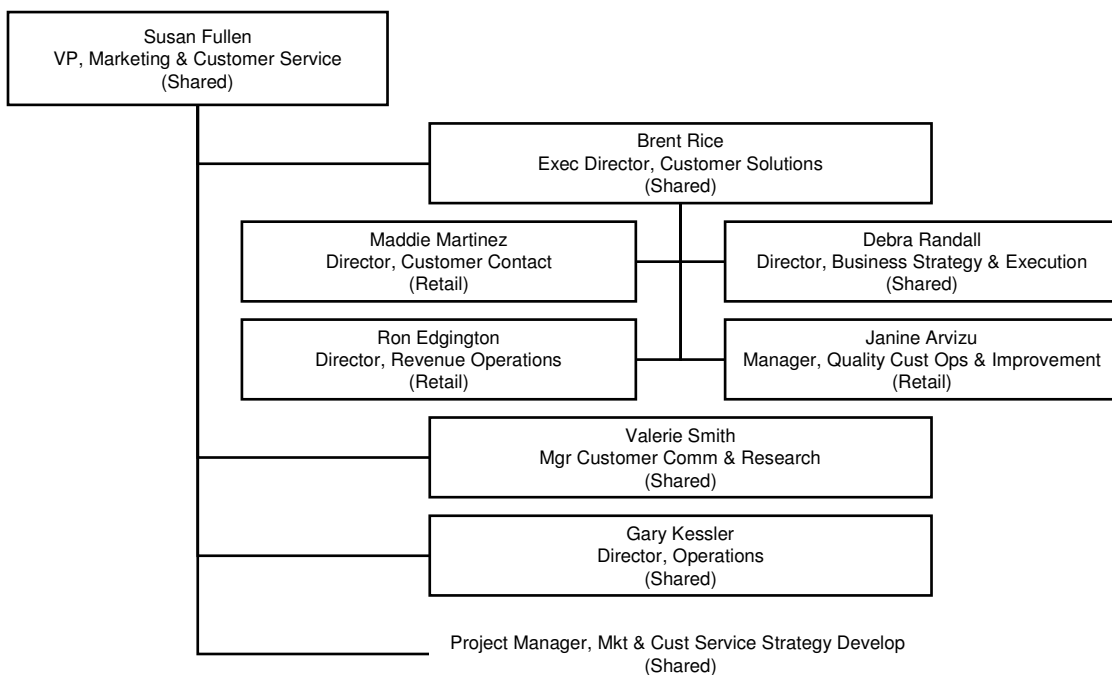
Public Service Company of New Mexico (PNM)

Utilities President Organization



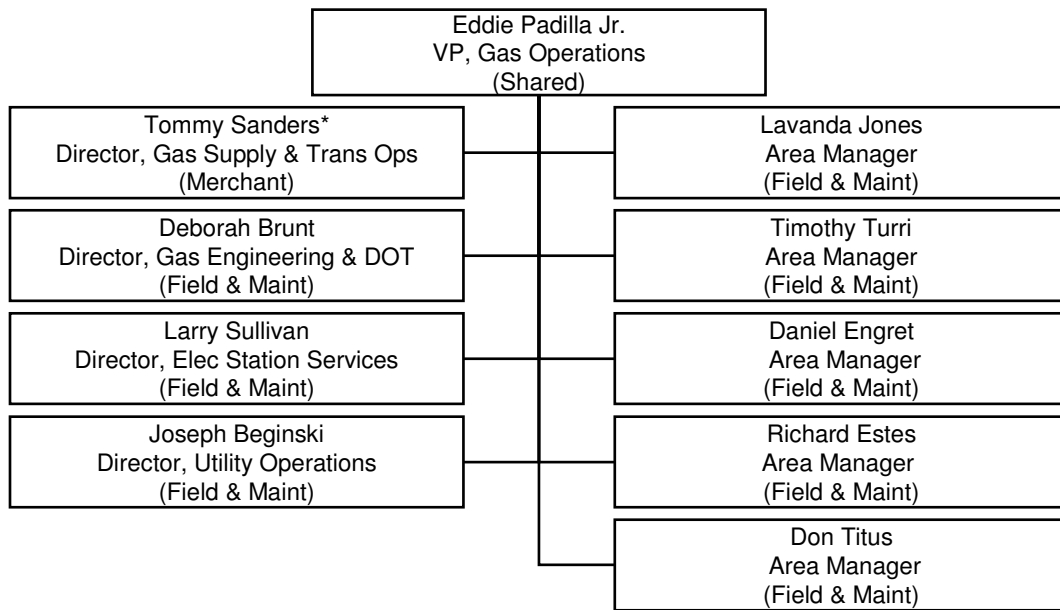
* Utility Operations includes both the electric Transmission Provider function and Merchant function. Gas Operations includes the gas Merchant function.

PNM Customer Solutions



PNM Customer Solutions business unit provides retail and shared services. Customer Solutions employees identified as shared are in PNMR Services Company. PNM has not included subordinate supervisors and employees.

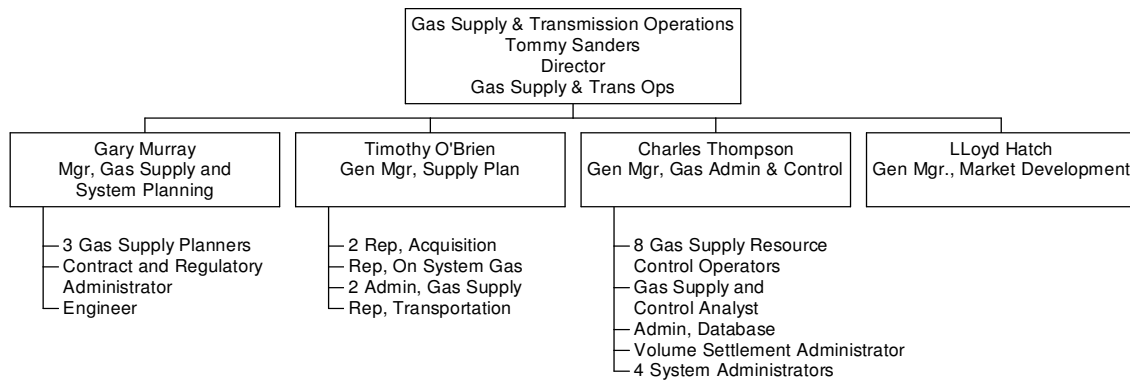
PNM Gas Operations



* PNM Gas Operations includes the gas Merchant function.

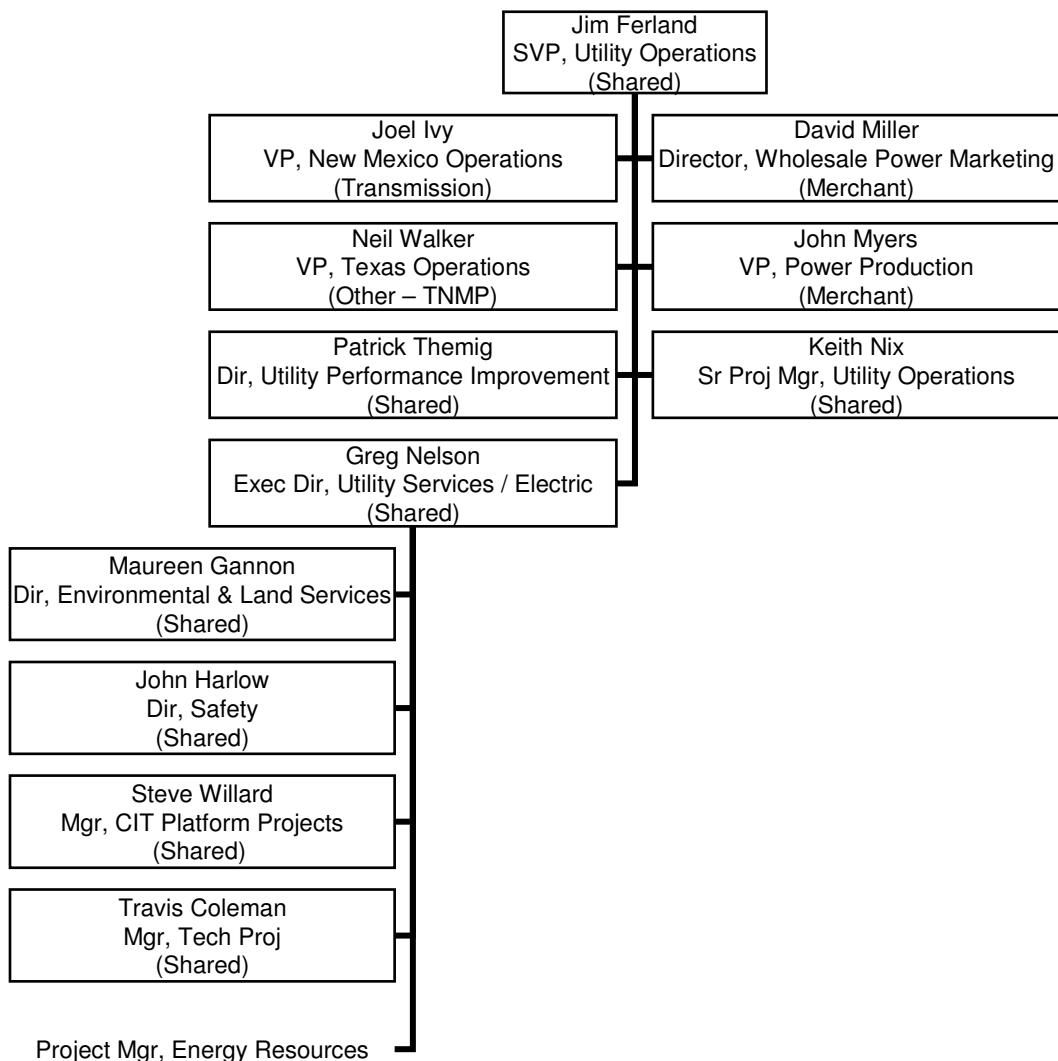
PNM Gas Operations

Gas Supply and Transmission Operations (Merchant Function)



PNM Utility Operations

(PNM Transmission Provider
& Merchant Functions / Electric)

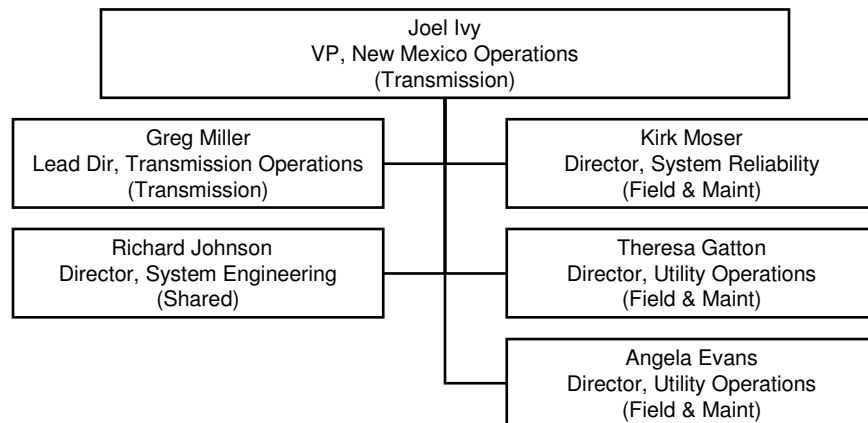


PNM Utility Operations business unit includes PNM electric Transmission Provider function and PNM's Merchant function. Utility Services provides shared support services, including environmental and safety.

PNM Utility Operations

New Mexico Operations

(PNM Transmission Provider Function)



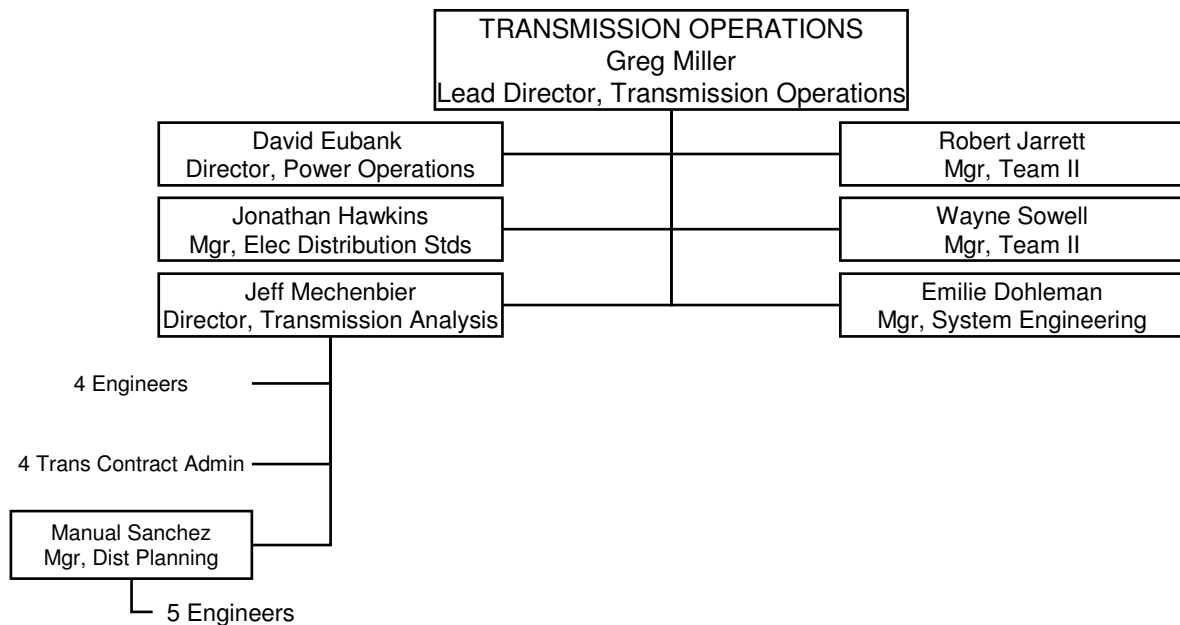
System Engineering is considered shared support. Utility Operations and System Reliability (includes Vegetation Management) provide field and maintenance services; certain employees in these groups also provide shared support services.

Vegetation Management also provides support services to TNMP through a services agreement.

PNM Utility Operations

Transmission Operations Department

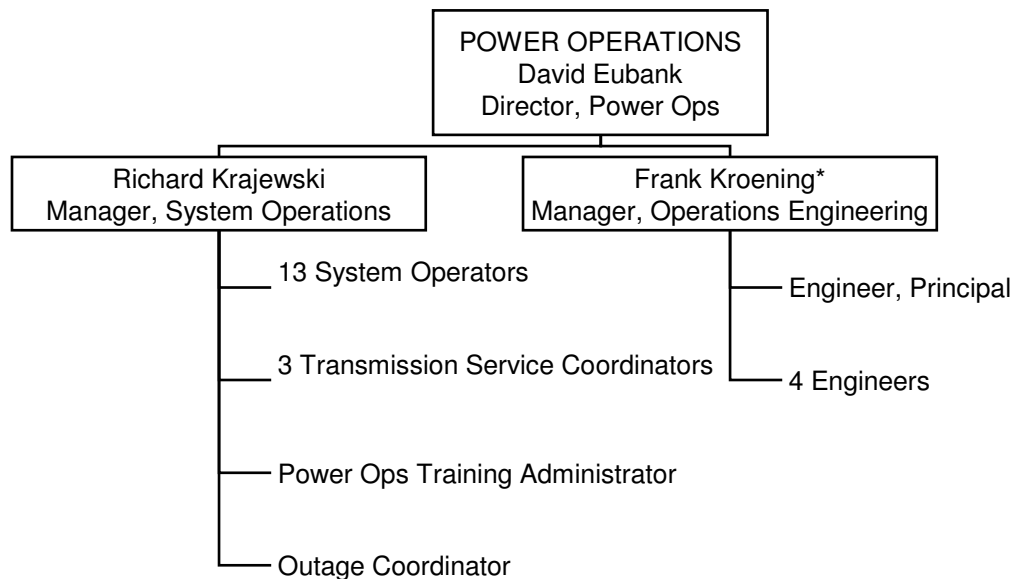
(PNM Transmission Provider Function)



PNM Utility Operations

Power Operations Department

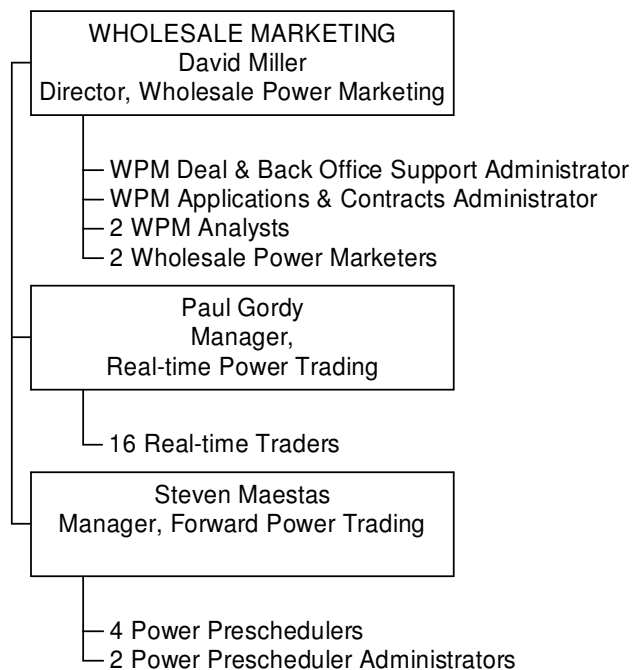
(PNM Transmission Provider Function)



* NOTE: Operations Engineering personnel are considered shared support services employees and provide support for the EMS computer.

PNM Utility Operations

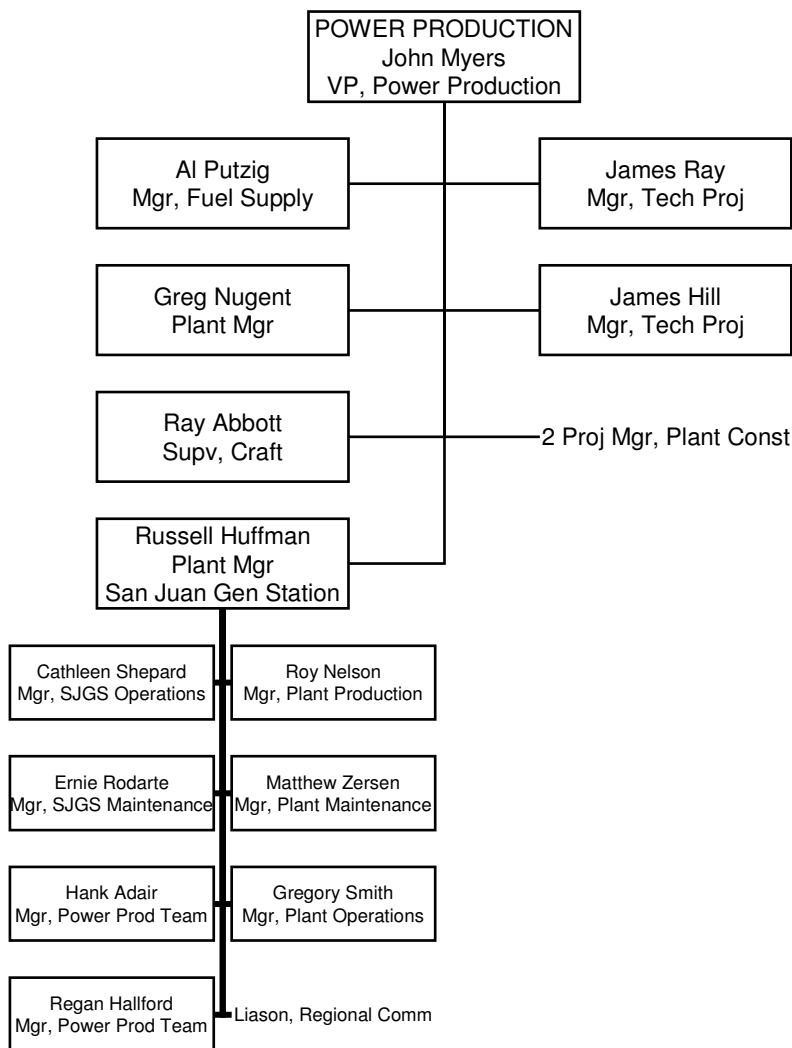
Wholesale Power Marketing (Merchant Function)



PNM Utility Operations

Power Production

(Merchant Function)



* NOTE: PNM has not included all of the subordinate Power Plant Supervisors and Operation and Maintenance Personnel (below the supervisory levels shown above), as they are all considered field and maintenance employees. VP Power Production is in the PNMR Services Company.