

**Minnesota Power
Standards of Conduct
Organizational Charts**

Organizational Charts

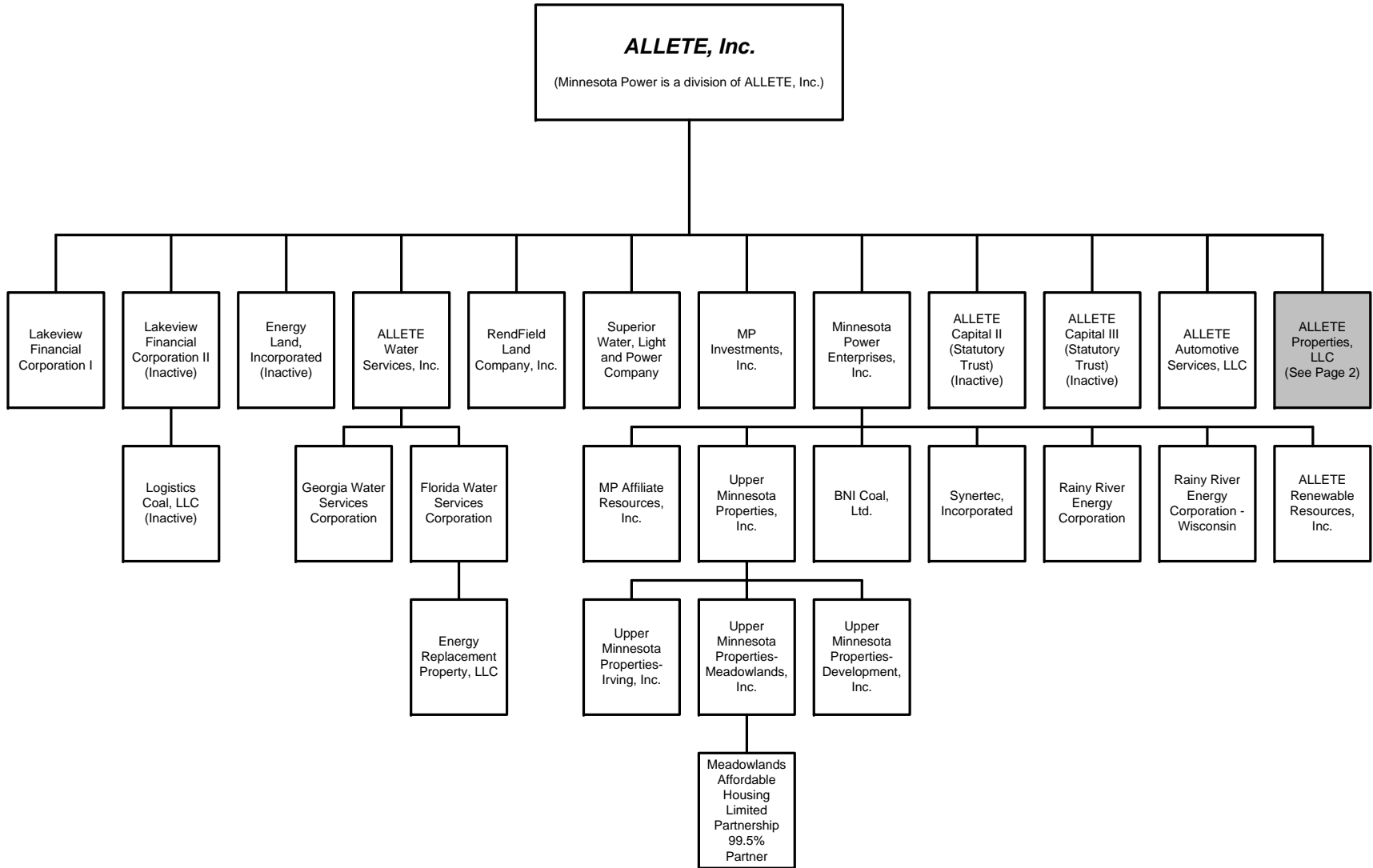
The following information is provided as required by Section 358.4(b)(3):

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.

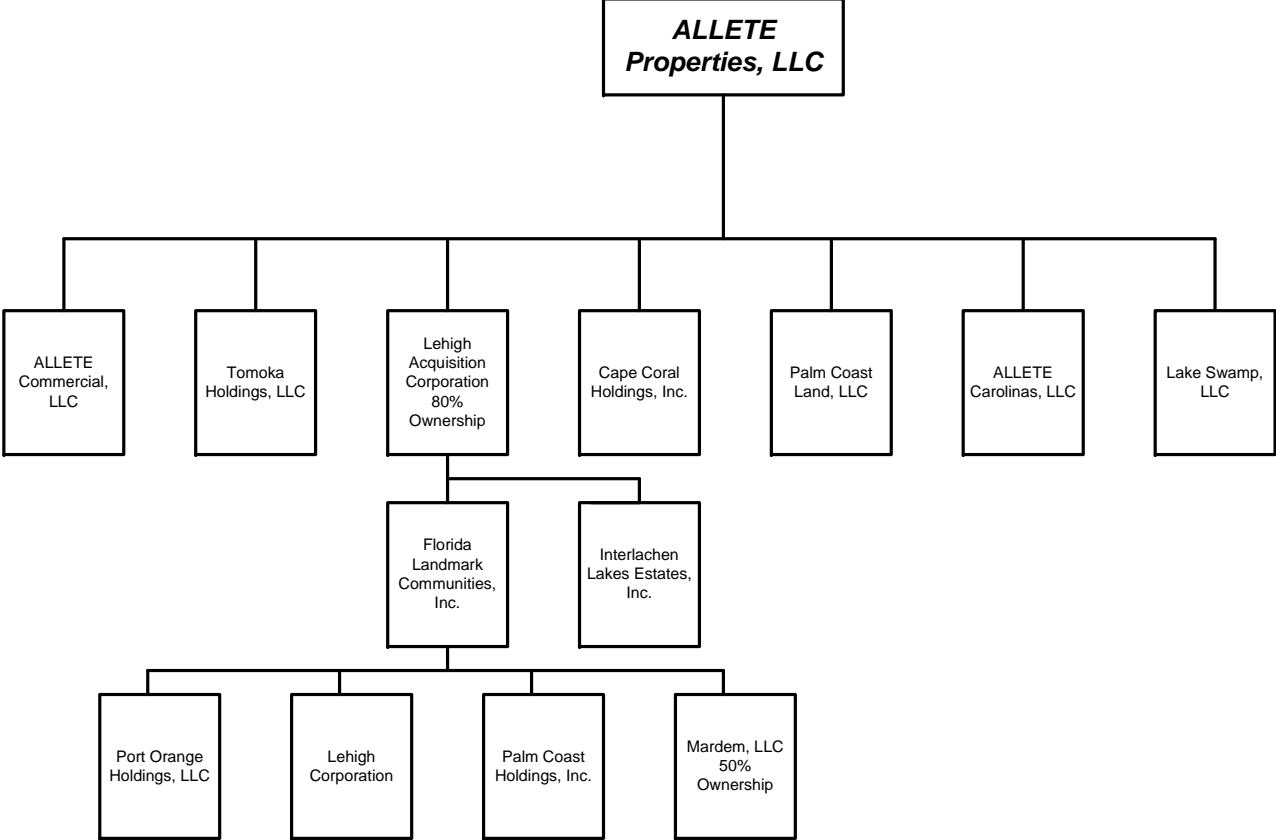
<u>Exhibit</u>	<u>A</u>	<u>Corporate organizational chart of ALLETE, Inc.</u>
<u>Exhibit</u>	<u>B</u>	<u>Minnesota Power</u>
<u>Exhibit</u>	<u>C</u>	<u>Transmission and Power Delivery</u>
<u>Exhibit</u>	<u>D</u>	<u>Marketing</u>

Exhibit A ALLETE, Inc. Corporate Organizational Chart

ALLETE, Inc. Legal Organization Chart



ALLETE, Inc.
ALLETE Properties, LLC
Legal Organization Chart



4/30/10

Mardem, LLC added; was reinstated to 2008 on 2/15/10

Exhibit B Minnesota Power Organizational Chart

ALLETE -- 0530 ALLETE - President -- 05/05/2010

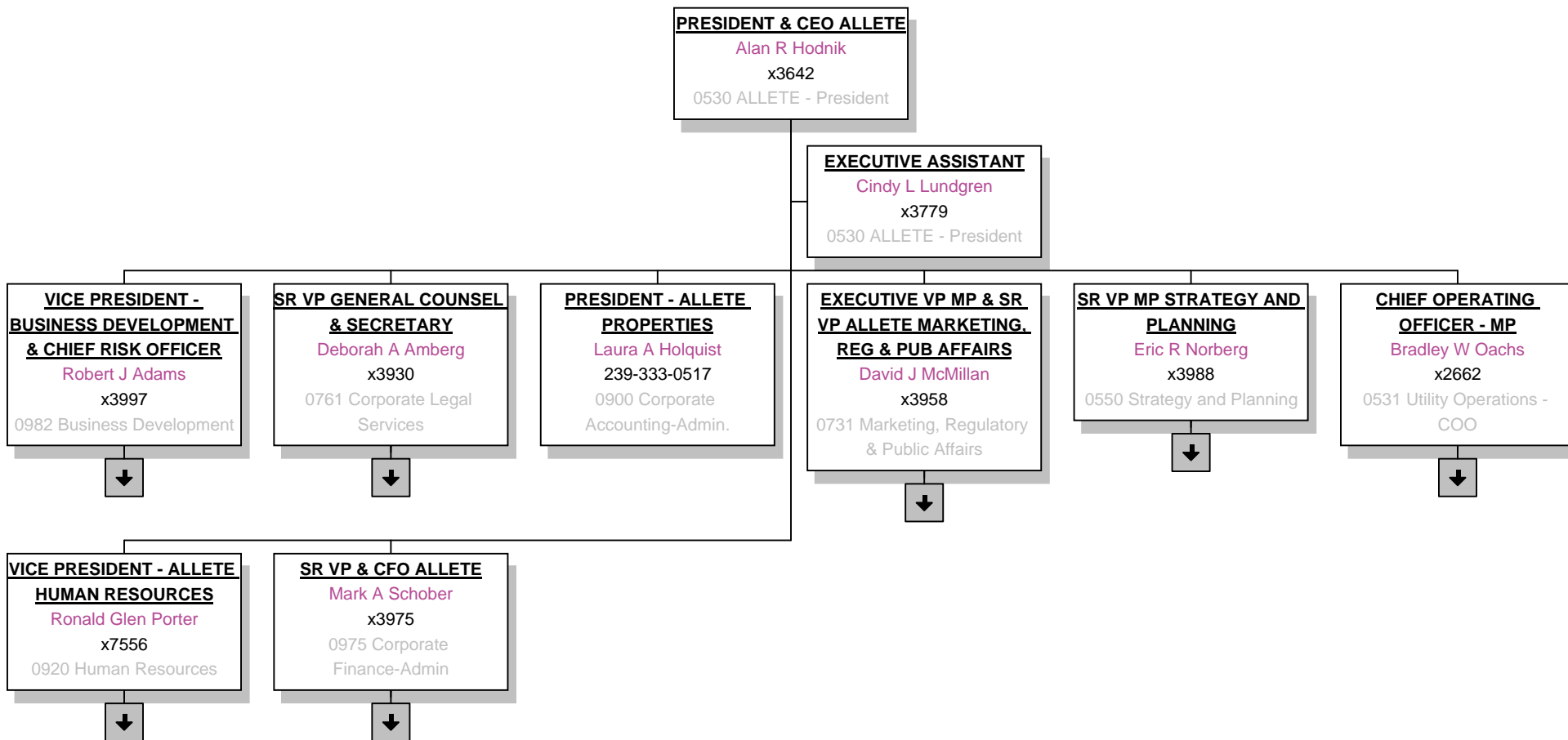
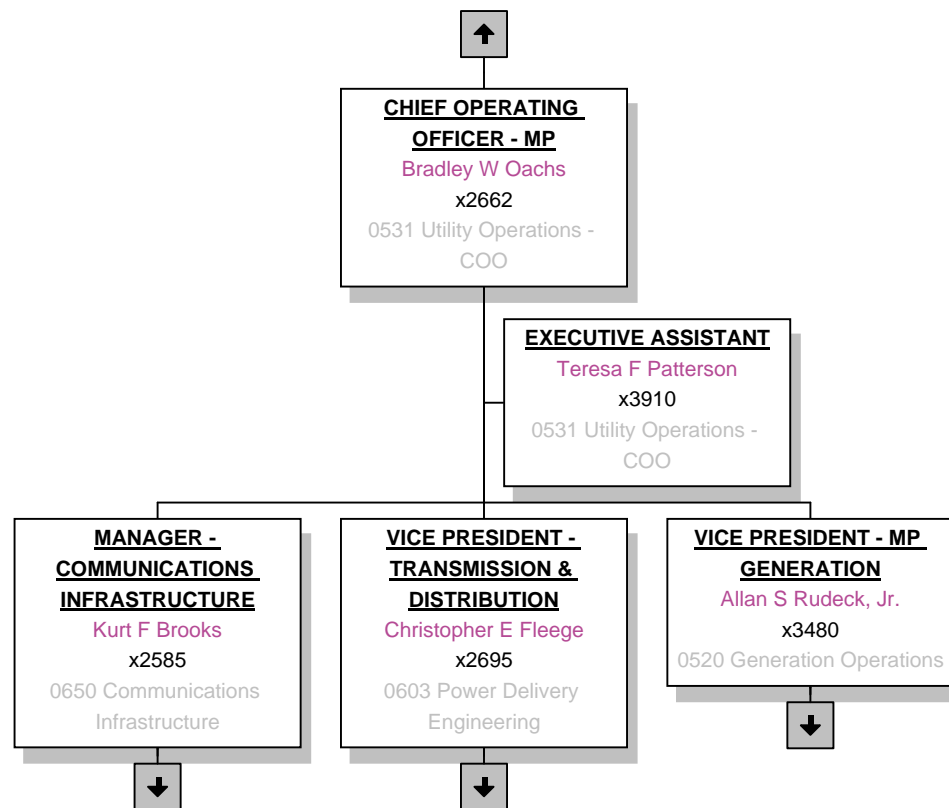
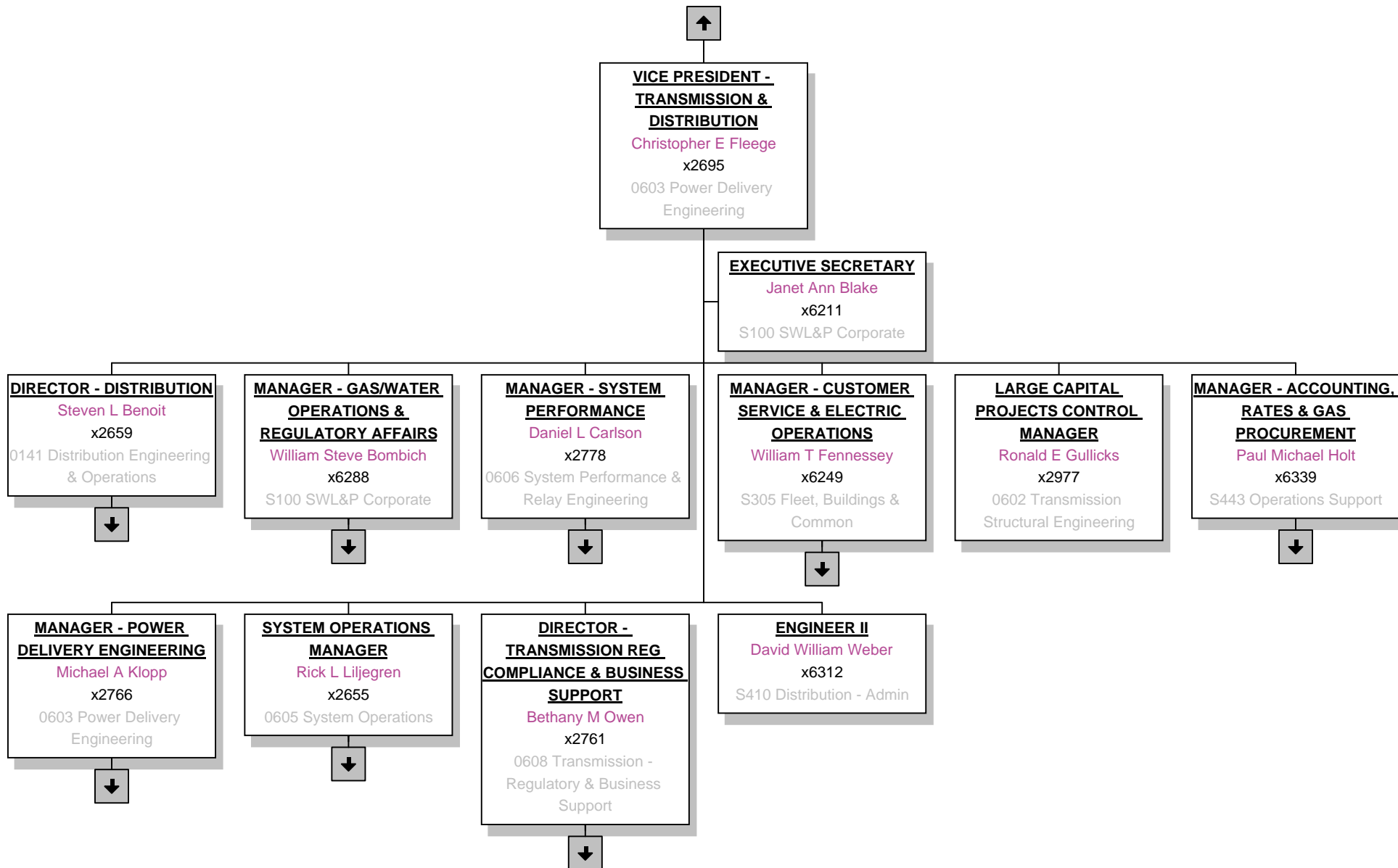


Exhibit C Transmission and Power Delivery Organizational Chart

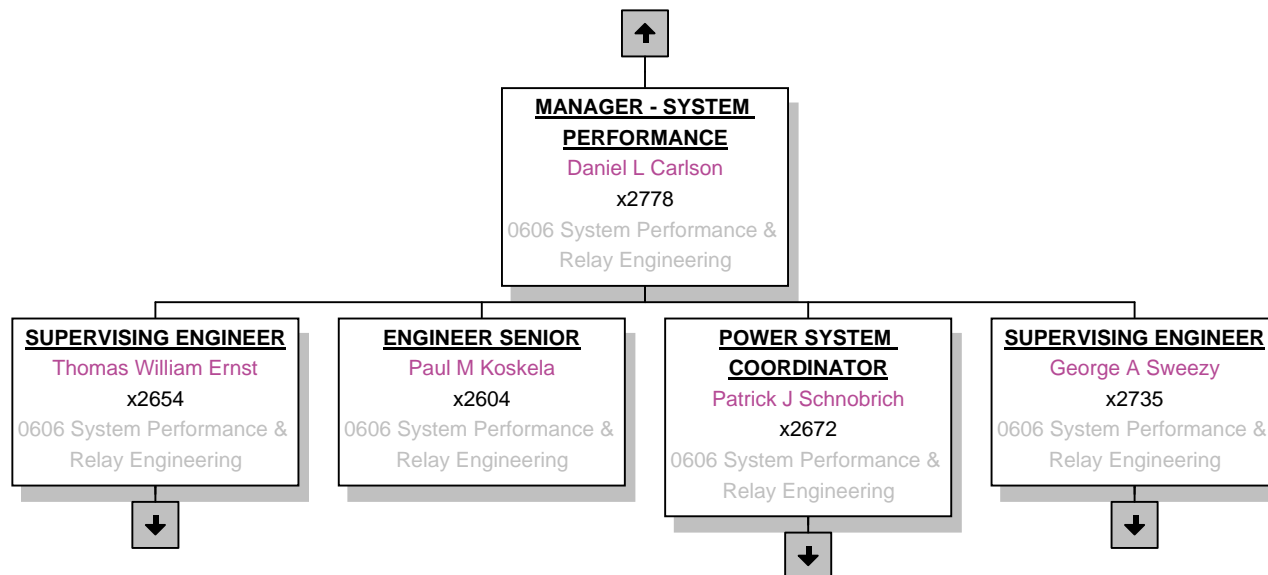
Utility Operations -- 0531 Utility Operations - COO -- 05/13/2010



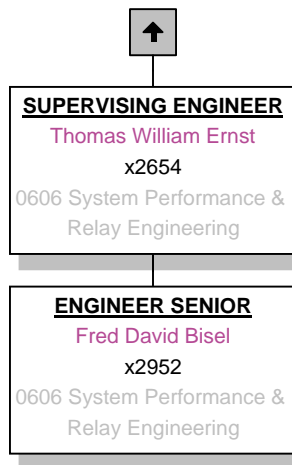
Power Delivery/Transmission -- 0603 Power Delivery Engineering -- 05/13/2010



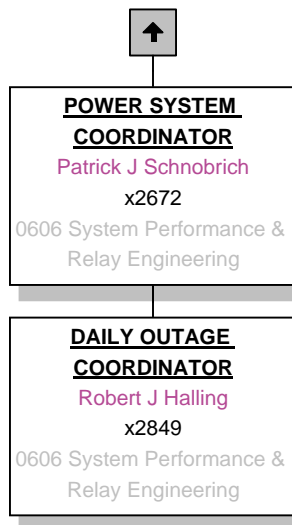
Power Delivery/Transmission -- 0606 System Performance & Relay Engineering -- 06/02/2009



Power Delivery/Transmission -- 0606 System Performance & Relay Engineering -- 03/12/2009



Power Delivery/Transmission -- 0606 System Performance & Relay Engineering -- 05/05/2009



Power Delivery/Transmission -- 0606 System Performance & Relay Engineering -- 05/13/2010



SUPERVISING ENGINEER
George A Sweezy
x2735
0606 System Performance &
Relay Engineering

ENGINEER I
Ruth Renita Pallapati
x2638
0606 System Performance &
Relay Engineering

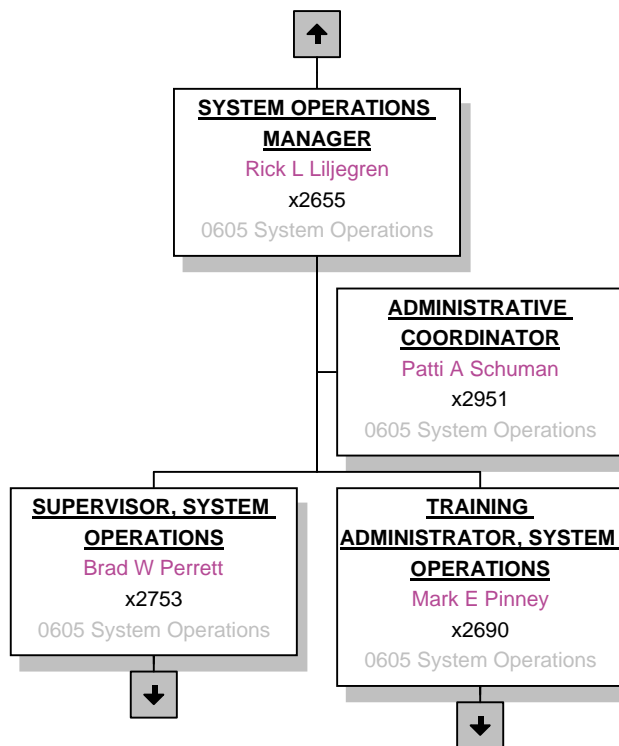
ENGINEER II
Scott William Hoberg
x2618
0606 System Performance &
Relay Engineering

Peter Scott Schommer
x2639
0606 System Performance &
Relay Engineering

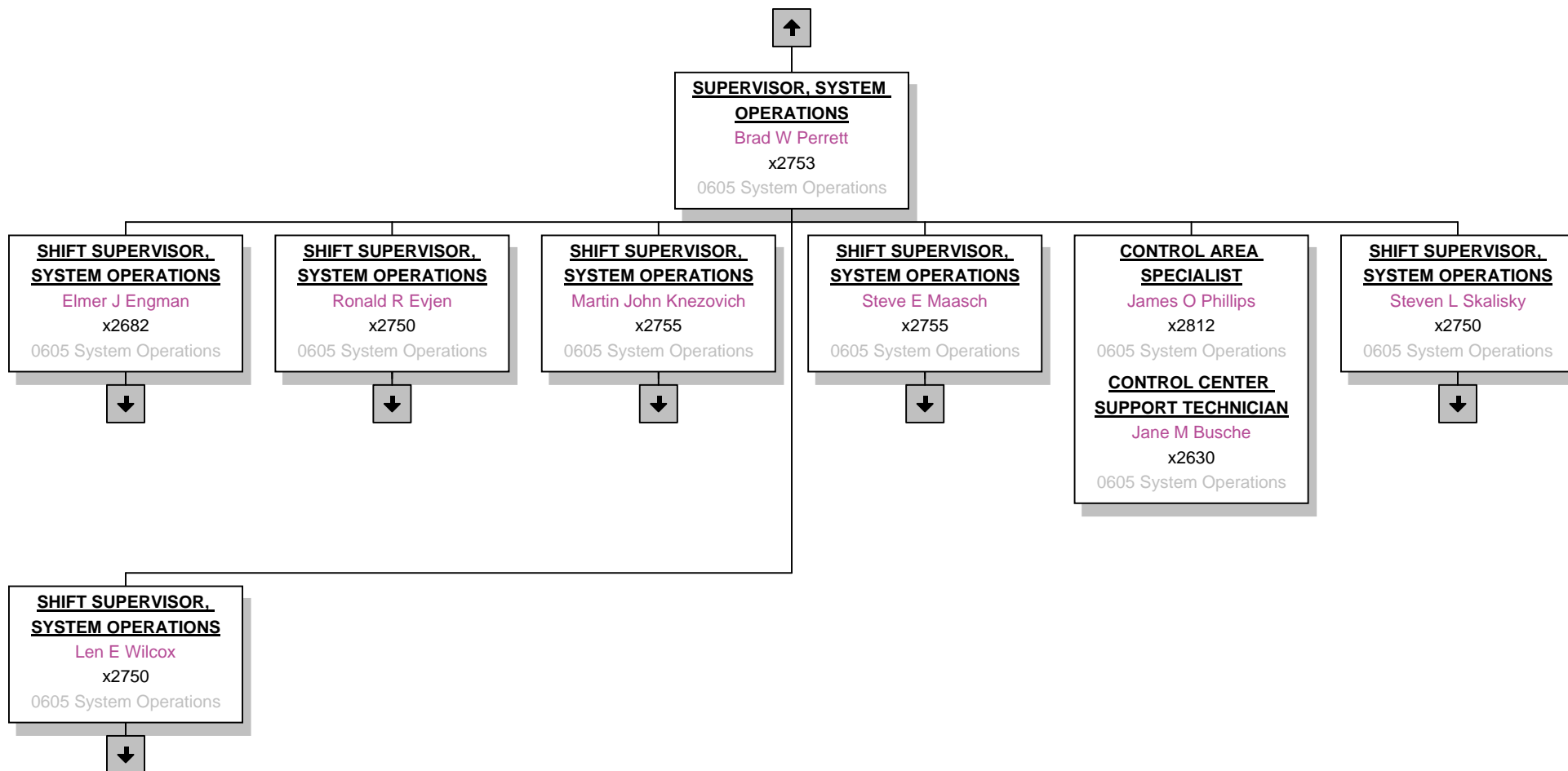
ENGINEER SENIOR
Lynn P Crane
x2624
0606 System Performance &
Relay Engineering

Dudley S Maki
x2684
0606 System Performance &
Relay Engineering

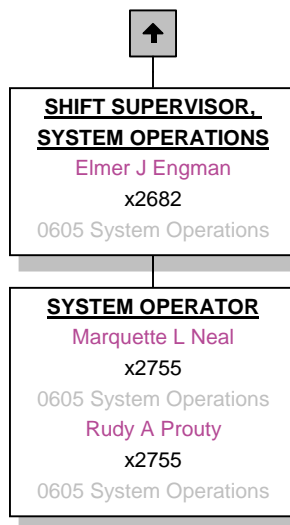
Power Delivery/Transmission -- 0605 System Operations -- 04/27/2010



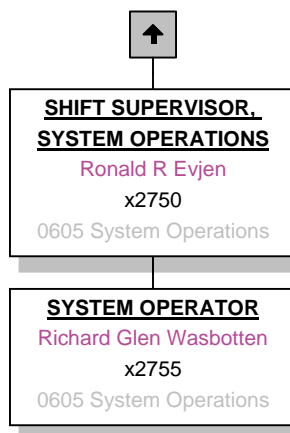
Power Delivery/Transmission -- 0605 System Operations -- 04/27/2010



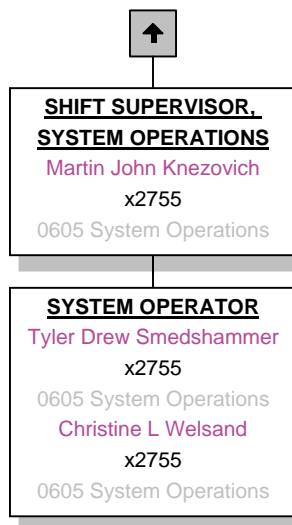
Power Delivery/Transmission -- 0605 System Operations -- 04/07/2010



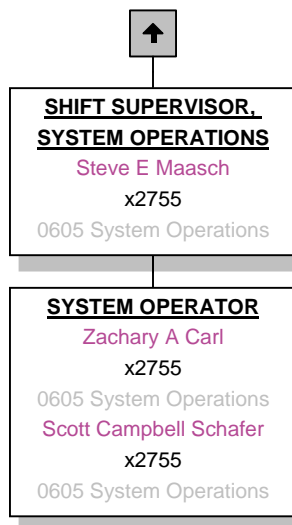
Power Delivery/Transmission -- 0605 System Operations -- 12/28/2009



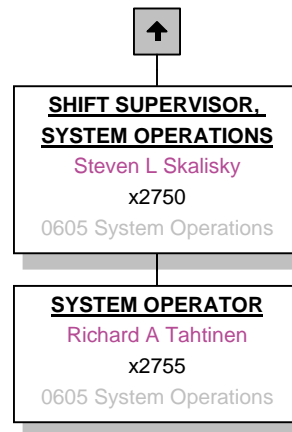
Power Delivery/Transmission -- 0605 System Operations -- 03/12/2009



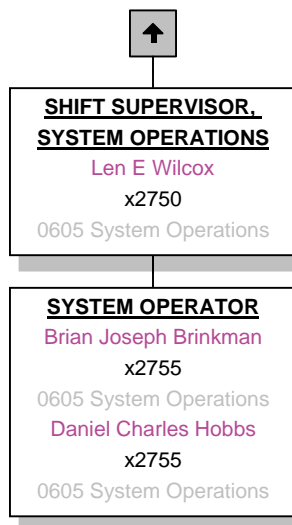
Power Delivery/Transmission -- 0605 System Operations -- 03/12/2009



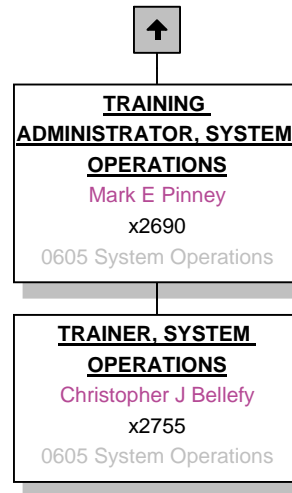
Power Delivery/Transmission -- 0605 System Operations -- 04/28/2010



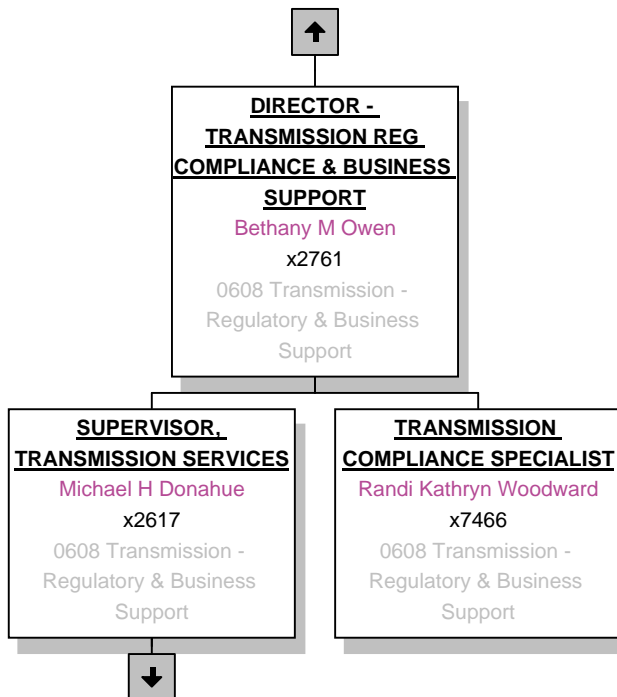
Power Delivery/Transmission -- 0605 System Operations -- 03/12/2009



Power Delivery/Transmission -- 0605 System Operations -- 04/28/2010



Power Delivery/Transmission -- 0608 Transmission - Regulatory & Business Support -- 09/29/2009



Power Delivery/Transmission -- 0606 System Performance & Relay Engineering -- 12/17/2008

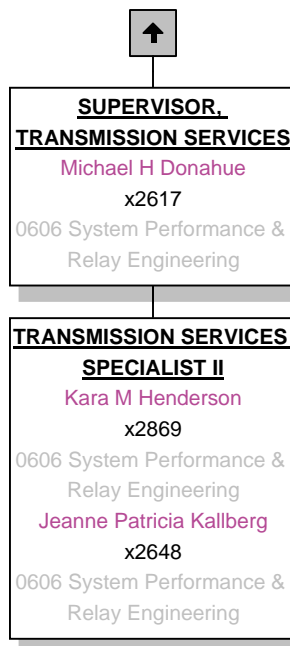
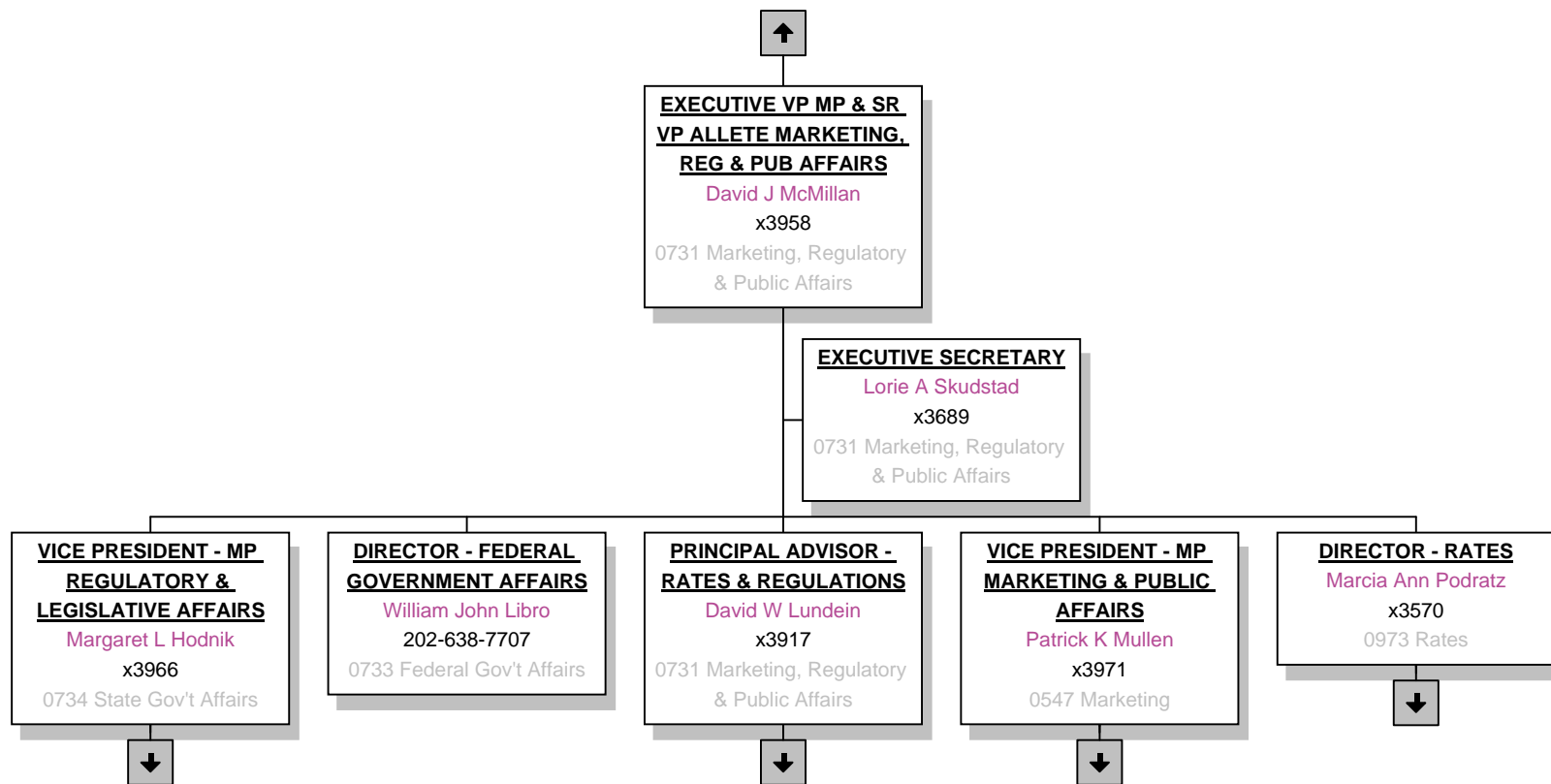
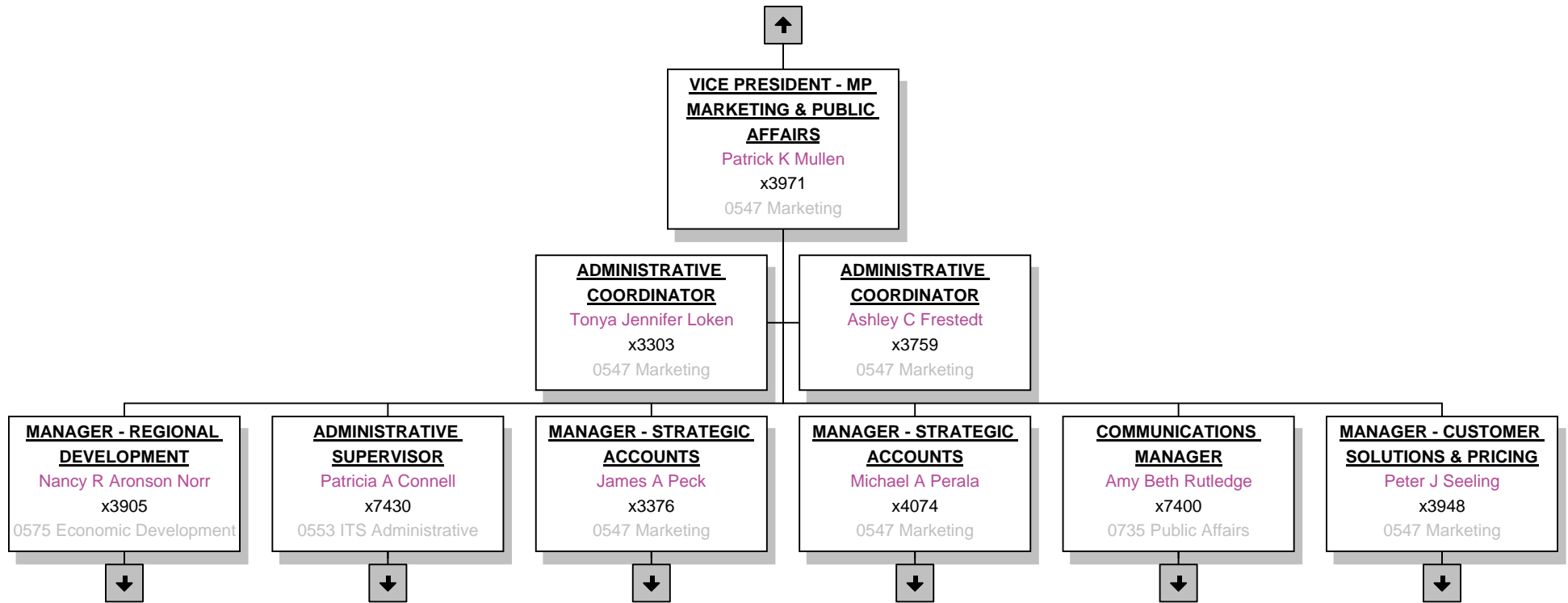


Exhibit D Marketing Organizational Chart

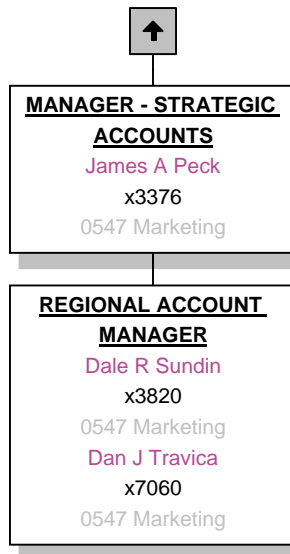
Marketing & Public Affairs -- 0731 Marketing, Regulatory & Public Affairs -- 07/07/2009



Marketing & Public Affairs -- 0547 Marketing -- 01/04/2010



Marketing & Public Affairs -- 0547 Marketing -- 09/22/2009



Marketing & Public Affairs -- 0547 Marketing -- 10/16/2009



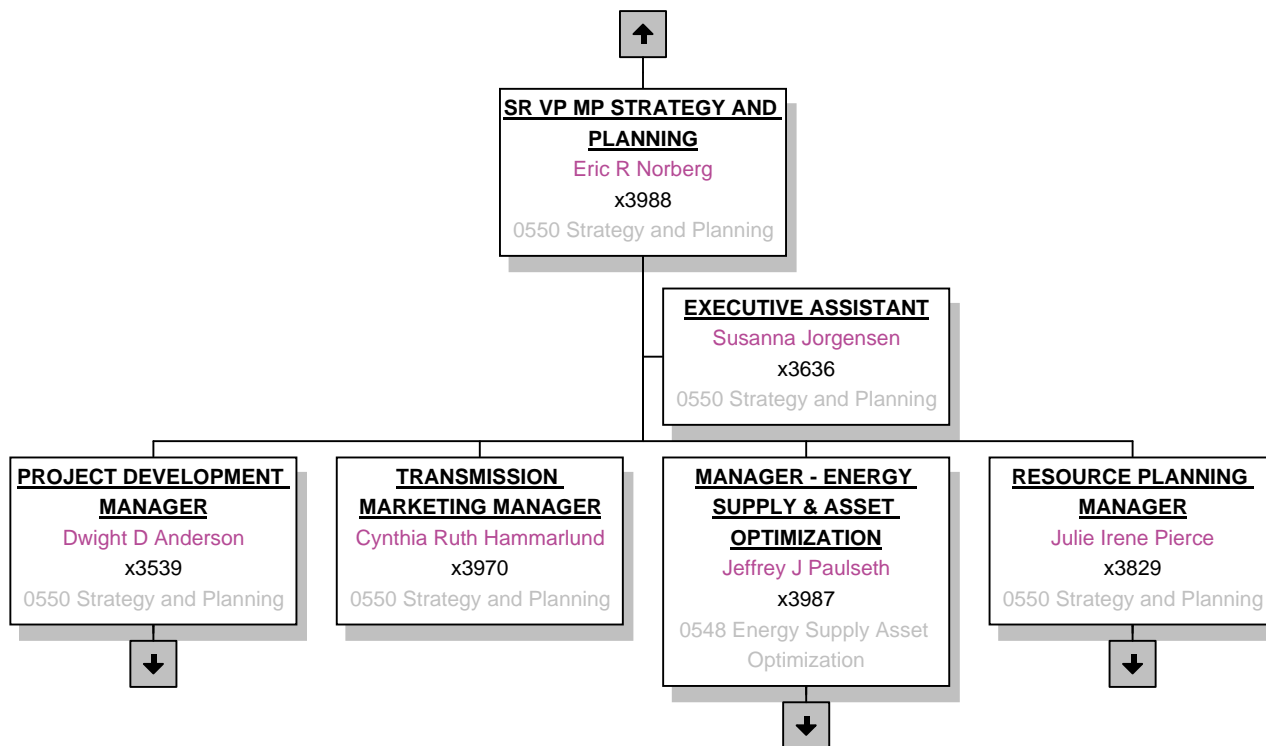
**MANAGER - STRATEGIC
ACCOUNTS**
Michael A Peral
x4074
0547 Marketing

ENGINEER II
Rochon Lee Kinney
x3297
0547 Marketing

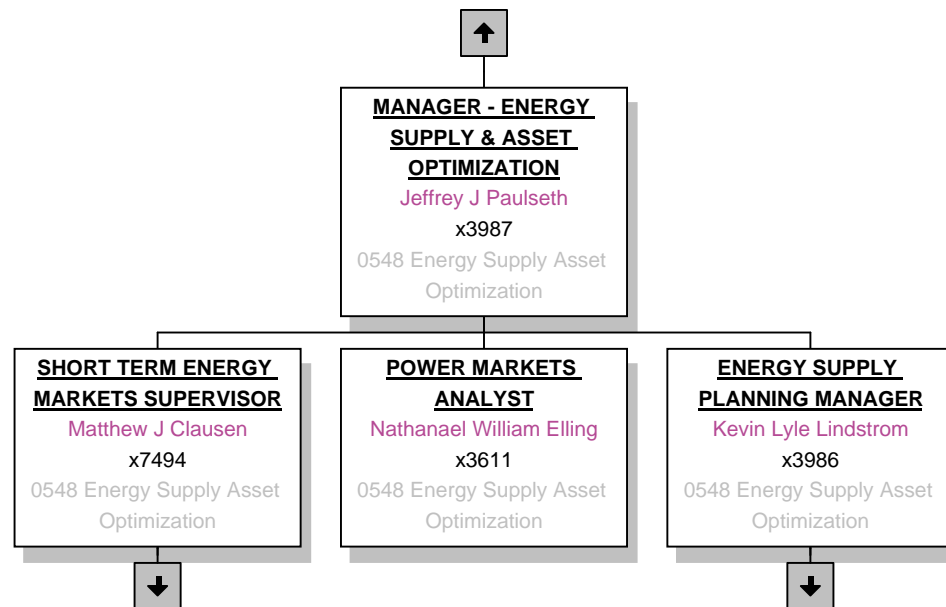
KEY ACCOUNT MANAGER
Steven A Betzler
x3933
0547 Marketing
Jeff D Hoyum
x3810
0547 Marketing
David L Zelinski
x4015
0547 Marketing

**KEY ACCOUNT
REPRESENTATIVE**
Robert Scott Nanti
x4024
0547 Marketing

Strategic Initiatives -- 0550 Strategy and Planning -- 08/11/2009



Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 05/13/2010



Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 05/13/2010



**SHORT TERM ENERGY
MARKETS SUPERVISOR**
Matthew J Clausen
x7494
0548 Energy Supply Asset
Optimization

REAL TIME TRADER I
George E Meneely
x3977
0548 Energy Supply Asset
Optimization

REAL TIME TRADER II
Randy L Liljegren
x3977
0548 Energy Supply Asset
Optimization

Laurel J Udenberg
x3977
0548 Energy Supply Asset
Optimization

REAL TIME TRADER III
Jacqueline A Corbett
x3977
0548 Energy Supply Asset
Optimization

Eric B Skadsberg
x3977
0548 Energy Supply Asset
Optimization

Strategic Initiatives -- 0548 Energy Supply Asset Optimization -- 02/02/2010

