

Pamela E. Klatt Annual Award

Please return to award@nwhydro.org by **January 10, 2020**



Criteria for Nomination

The Pamela E. Klatt Annual Award is presented to an individual within the regional hydro industry who:

- Exemplifies the mission of NWAHA:
“NWAHA is dedicated to the promotion of the region’s waterpower as clean, efficient renewable energy while protecting the fisheries and environmental quality which characterize our Northwest region.”
- Approaches each project with a strong commitment to the balance between resource protection and resource development;
- Demonstrates a true appreciation for the views and responsibilities of everyone involved;
- Demands the best work, always, from themselves and others; and
- Encourages others’ professional development as mentor and colleague

Nominee’s Information

Nominee Name & Contact Info:

John Duhamel*, Chief Executive Officer

Copper Valley Electric Association

Phone: (907) 822-3171

Email: heidelberg@cvea.org

**Mr. Duhamel does not know that he has been submitted for the Pamela E. Klatt Annual Award. We would like it to be a surprise if selected. Please contact Marissa Emmons.*

Proposer Information

Proposed By & Contact Info:

Marissa Emmons, VP / Director of Business Development

McMillen Jacobs Associates

Phone: (208) 342-4214 and (208) 559-7395 cell

Email: marissaemmons@mcmjac.com

Travis Million, Chief Operating Officer

Copper Valley Electric Association

(907) 822-8345 and (907) 259-1100 cell

Email: million@cvea.org

Recommendation

We appreciate this opportunity to respectfully recommend John Duhamel for the distinguished Pamela E. Klatt Annual Award.

John has only been in the electric cooperative industry just under 10 years; however, he has made a tremendous impact in that relatively short time. John is currently the Chief Executive Officer (CEO) of one of the most challenging utilities in the country, Copper Valley Electric Association (CVEA). The CVEA service area is the size of the state of Maryland, yet John maintains a very reliable and cost-effective system in some of the harshest climates, with a team of just over 40 team members. His additional achievements exemplifying the criteria standards are submitted herein.

Career Overview

John attended the Air Force Academy, receiving a bachelor's degree in engineering. He then spent 20 years serving our country in the Air Force. During that time, he earned dual masters' degrees in business and public administration, served in the gulf war (operation desert storm/desert watch), and was stationed in Korea and many other locations that are most likely still classified. John led teams with 1,200 members responsible for over \$600 million in assets and did so while earning great respect from his peers. John retired from the Air Force with the rank of Lieutenant Colonel.

After retiring from the military, John began a startup subsidiary company for a native corporation in the Fairbanks area. ***In just eight years, he managed to turn an idea into a very successful contracting company with hundreds of employees and earning millions of dollars of annual revenue.***

If you know John, you understand he has a hard time sitting still, so following his success at the native corporation, he went to work for the University of Alaska Fairbanks. Hired as a project manager, John was quickly sought out to fill a void in the HR department. He served as the head of HR, until the university permanently filled the position. During his time at the University, John also served as an adjunct professor in mathematics and business.

Lucky for CVEA, John really loved the City of Valdez, Alaska. So much so that he bought land and built a shop to store his fishing boat while still living in Fairbanks. When an opportunity arose to work in the Valdez area John jumped at it. He was hired by CVEA as the Project Manager/Executive Engineer to oversee the Allison Creek Hydroelectric Project and the environmental and regulatory compliance. John was instrumental in the successful completion of Allison Creek Hydroelectric Facility. His vast knowledge in procurement and project management allowed this project to be such a success. The project came in on budget (\$55M) and on schedule (3 short construction seasons), despite multiple environmental and regulatory challenges. The Allison Creek project recently won an Honor Award at the national level from the American Council of Engineering Companies (ACEC) for design and construction.

Exemplifies the Mission of NWAHA

Because of the valuable lessons learned on the Allison Creek project, John has been a voice for many current and potential hydroelectric project owners. John has led the charge as the chair of the APA hydro working group, highlighting challenges and potential solutions to the overwhelming regulatory burden in permitting, licensing, and re-licensing hydroelectric projects in Alaska and nationwide. During the annual APA federal legislative conference, John has led the charge sharing the message for all Alaska hydroelectric owners to three different FERC chairmen. His message rarely falls on deaf ears, feedback is regularly received from the Alaska delegation who hear it from FERC staff regarding the meeting and also from FERC inspectors, who regularly thank him for bringing up the issues.

Under John's leadership CVEA has gained tremendous efficiencies in hydro generation. ***Prior to John becoming CEO, hydro production averaged just under 50 million kilo-watt hours (kWhs) annually. Since 2013 CVEA has averaged nearly 58 million kWhs or a 16 percent increase.*** In 2019, CVEA members enjoyed over 74 percent annual hydro production, or just under 73 million kWhs generated, ***crushing all previously set records***, with much of this contribution being from the addition of Allison Creek. John is always supportive of other efficiencies to save the CVEA membership money. During his time as CEO, two newer model Caterpillar diesel generators have been installed in our Valdez Diesel Plant. These new generators replaced four older generators that had reached end of life, nearly doubling the efficiency and reducing emissions output.

Approaches each project with a strong commitment to the balance between resource protection and resource development

John developed the environmental and regulatory compliance program at CVEA from nearly nothing to a well-run department today. One of John's many successes in this area came early in his tenure at CVEA. From his many years in the military he learned that when a problem presents itself, to find a solution and not to accept defeat. ***John lead the way to rewrite the Environmental Protection Agency (EPA) definition of "Rural Alaska" to allow several additional utilities/cooperatives to get relief from an expensive rule; 40CFR63 Subpart ZZZZ, better known as Quad Z.*** This change to a rule, which later expanded into the Quad I regulation, was somewhat unprecedented and ***not only resulted in millions of dollars saved by CVEA members but many other Alaskan communities as well.***

John supports innovation and technology upgrades where they make sense. Recently, CVEA successfully implemented Advanced Metering Infrastructure (AMI) throughout the system. This project reduced the need to hire a contract meter reader, increased meter reading efficiencies, will improve outage response times, reduces employee exposure to unsafe conditions, and was completed under budget and in just nine months utilizing in-house resources.

Demonstrates a true appreciation for the views and responsibilities of everyone involved

Since beginning his career in the Air Force, John has had a clear understanding of his own responsibility, as well as how to truly appreciate the views and responsibilities of everyone involved.

For McMillen Jacobs, not only did we recognize his strong leadership, but also his ability to collaborate with those around him and bring out the “best ideas” for the success of a project. A specific example of this was fully demonstrated during the development of the Allison Creek Hydroelectric Project. In his role as Project Manager, John led the coordination of the design, FERC licensing, and permitting activities. John worked with a wide range of agencies and stakeholders from the local city of Valdez to the Aleyska Corporation, who manages the Valdez Marine Terminal. John successfully achieved full approval of all stakeholders through a true respect and appreciation of their views, responsibilities and the concerns affecting their organizations.

“I was always impressed by John’s ability to listen, process information, and instantly address a stakeholder’s issue with an effective solution. Throughout the Allison Creek project, it was obvious the stakeholders fully trusted John and appreciated his honesty and consideration of their views and responsibilities.”

- Mort McMillen, Executive Vice President, McMillen Jacobs Associates

Demands the best work, always, from themselves and others

John recognized a need to improve CVEA’s facilities to provide a more positive work environment for employees. His first of many building projects was upgrading the corporate headquarters. Before this project, some of the employees were working from a 20-year-old, single wide trailer with inadequate heat and space. By replacing the trailer with an energy efficient modular building and many upgrades to the main office, the employees gained a brighter, safer and energy efficient office in which to conduct the cooperative’s business. He also led the cooperative to construct a new state of the art 140 foot by 65-foot operations building in Glennallen for storing the bucket trucks and equipment used by the line crew, house the in-house mechanic, provide office space and a kitchen area for the line crew, and a workout facility for all CVEA employees. Just the ability to store the line equipment inside a heated facility drastically reduced CVEA’s outage response time, in addition to many of the other benefits this much needed building now provides.

John has an extremely high concern for safety of his team. With John’s leadership CVEA has become a leader in safety amongst electric utilities in the state and regionally. CVEA has set multiple safety records from a huge reduction in incidents and the longest streak of over 900 days without a loss time accident. CVEA was recognized in 2018 and 2019 at the NWPPA E&O conference for taking first place in the safety contest for utilities in the northwest, Canada, and Alaska.

Encourages others' professional development as mentor and colleague

John has become a leader within the Alaska electric utilities. He has served on the Environmental Regulations Committee, APA Board of Directors, APA Managers Association, and chair of the APA Hydro Power Working Group. In addition, the employee morale at CVEA is very high, resulting in the lowest employee turnover in recent years; and through John's leadership the CEO position has gained employees' respect and dedication. CVEA has become a well-respected cooperative in the communities we serve giving back through educational scholarships, donations, and participating in community events.

"John always puts the team first and strives to provide the guidance and support to ensure they are successful. When I began work at CVEA John provided me the guidance needed to understand the intricacies of the regulatory compliance requirements of a FERC jurisdictional hydro project. When he assumed the role of CEO at CVEA he continued to assist me in my professional development. He encouraged additional leadership training and education, provided opportunities to expand my leadership abilities, and has coached me in the political arena. A true testament to his mentorship is when he was unable to attend the ribbon cutting ceremony for the Allison Creek hydroelectric project due to health issues. I was able to comfortably step into his role and provide the presentation and tours to the dignitaries in attendance to include state representatives and the Governor. This is just one of many examples of John's passion to ensure his team is properly trained and has the ability to step up to expanded roles when needed."

- Travis Million, Chief Operating Officer, CVEA

Quotes from Proposer or from Other Supporters to be used at presentation

"I have worked with John Duhamel for nearly 10 years. When I first came to work at CVEA John oversaw the regulatory functions for our existing hydroelectric project, Solomon Gulch. John introduced me to the FERC regulatory process related to Solomon Gulch and mentored me in this area until I became very comfortable with overseeing this part of the project in addition to the operations. I worked very closely with John on the licensing and construction of CVEA's second hydroelectric project, Allison Creek. John was very knowledgeable with working with FERC as well as many other agencies that were involved with the project, his ability to collaborate with all entities and get consensus prior to filing the license application was second to none. Under most circumstances, once a project like Allison was completed, most would sit back and enjoy the benefits of the additional hydroelectric generation, but John continues to work hard for CVEA, the state of Alaska, and all hydro project owners. As the chair of the Alaska Power Association hydro power working group, he has been the spokesperson the last three years meeting with the chairman of FERC in Washington DC, sharing problems encountered and proposed solutions to those issues in the licensing process and in dam safety, security, and regulatory areas. John's tireless effort to strive to find the proper balance between efficiencies in ownership and government regulations is inspiring. I'm honored to nominate John for this award and to have worked with him and learned so much that will continue to benefit me and CVEA for years to come."

- Travis Million, Chief Operating Officer, CVEA

“John has been a client and a mentor to me. He gave me some of the best advice I received in my early career, and he did it in a way that was kind and supportive. Is John the ‘Mr. Rogers’ of the Copper Valley ‘neighborhood’? I happen to think he is.”

– Heidi Wahto, MPA, Principal, Stantec

Please also see attached letters of recommendation from Paul Kildal, President and Board Member, CVEA and Crystal Enkvist, Executive Director, Alaska Power Association

Again, we appreciate this opportunity to bring John’s years of dedicated and passionate service to your attention. We believe his personal and career accomplishments exemplify commitment to hydropower as an energy resource. Please do not hesitate to contact us if you have questions or would like more information about this nomination.

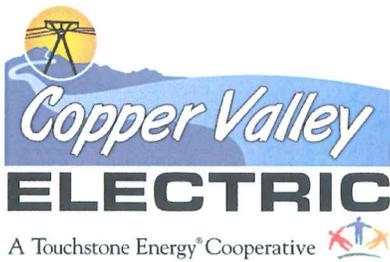
If your nominee is selected would you or someone you know be willing to introduce them at the award luncheon?

Please check the appropriate box:

I would

Not sure

Other. Please specify: Mort McMillen (McMillen Jacobs)



January 9, 2020

Ms. Heidi Wahto, Chairperson, NWA Annual Award Committee
c/o Northwest Hydropower Association
award@nwhydro.org

SUBJECT: 2020 NWA Pamela E. Klatt Award Nomination

Dear Heidi:

On behalf of Copper Valley Electric Association and the Board of Directors, I hereby nominate John L. Duhamel for the NWA Pamela E. Klatt Award.

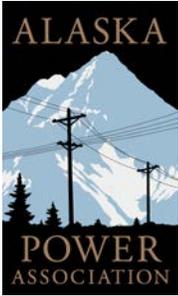
John has been in the electric utility industry for a relatively short time, just under 10 years. In that time he has become a remarkable leader locally as well as in the statewide arena. In addition to his role as CEO of CVEA, John has served on the APA Environmental Task Force, Managers Group, Board of Directors, and serves as the chair of the Hydro Working Group.

John works tirelessly to reduce the overburden of regulations that effect most utilities and hydroelectric owners within the State of Alaska and the Pacific Northwest. His leadership with the APA Hydro Working Group regarding FERC related issues, such as land use fees and licensing process improvements, are just a couple of his many accomplishments in this area.

I would be happy to discuss John's merits in much greater detail should you find it necessary. On behalf of the CVEA Board of Directors and Employees, I hereby offer my strongest nomination to select John Duhamel as the next Pamela E. Klatt Award winner.

Sincerely,

Paul Kildal, President
CVEA Board of Directors



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January 8, 2020

Ms. Heidi Wahto, Chairperson, NWA Annual Award Committee
c/o Northwest Hydropower Association
award@nwhydro.org

Dear Ms. Wahto:

I am delighted to support the nomination of Mr. John Duhamel, CEO of Copper Valley Electric Association, for the Pamela E. Klatt Award. John's effective and dedicated leadership on hydropower issues is known statewide and nationally.

Several years ago, with strong support from his colleagues on the Alaska Power Association Board of Directors, John founded the APA Hydropower Working Group. He was asked to chair the group and has done so in an exemplary manner. John's commitment to the advancement of hydropower in Alaska has garnered him respect and credibility from state and federal lawmakers and regulators. Under his leadership of the hydropower work group, Alaska Power Association has met annually with the Chairman of the Federal Energy Regulatory Commission and provided substantive feedback on regulations of importance to hydropower owners and operators. In addition, he spearheaded an effort, with support from APA and U.S. Senator Lisa Murkowski's office, which resulted in FERC lowering land fees in Alaska.

John's additional contributions of time and expertise to our association include testifying in support of hydropower in many state legislative hearings, preparing handouts for regulatory meetings, drafting white papers on hydro issues, and writing opinion pieces for publications.

He has been a featured speaker at many events including APA Annual Meetings and the National Hydropower Association Alaska Regional Meetings. When the prestigious Energy Council -- comprising state legislators from energy producing states -- held its annual meeting in Anchorage, Alaska last fall, John delivered a presentation on the challenges and opportunities of developing hydro in Alaska. Not surprisingly, it was well received and garnered praise from several attendees.

The Alaska Power Association membership formally and publicly recognized John's indefatigable commitment to advancing hydropower (and his leadership on the APA Board of Directors) by giving him the Mason LaZelle Achievement Award. This lifetime achievement award is the highest level conferred by our association and the standing ovation he received was well deserved.

It is truly my pleasure to share with you the many ways Mr. John Duhamel exemplifies the qualities within the Pamela E. Klatt Award.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Crystal Enkvist', with a stylized flourish at the end.

Crystal Enkvist
Executive Director