

**Attachment B**

**Sections 9 and 10 – Managerial and Technical Qualifications**

**John Zbihley - President**

Mr. Zbihley has over 25 years of energy industry experience and is an expert in energy procurement, production, delivery and energy efficiency program development for businesses. Through his leadership, OnDemand has grown from a startup energy services enterprise to one of the leading energy services providers in the Mid-Atlantic region. OnDemand currently serves over 3,500 business clients with over 3.0 Billion kwh of annual electricity usage and has reduced these clients energy bills by more than \$125 million. John brings extensive electric utility, facilities and engineering energy management experience. He also has had various senior-level management and leadership roles for DQE's ValuSource Energy and Duquesne Light Company subsidiaries. Mr. Zbihley earned his M.S. in Industrial Administration (MBA) from Carnegie Mellon University, with concentrations in marketing, finance and entrepreneurship, also studied engineering, economics and math at Pennsylvania University where he received a B.S. in Electrical Engineering.

**John Bodine –Vice President of Sales & Business Development**

Mr. Bodine has 23 years of experience in the areas of business development and sales spanning the Energy and Information Technology industries. John's most recent experience in the energy market involves the development and implementation of Energy Programs for OnDemand's broad groups of affinity partners and associations. A centerpiece of these Energy Programs utilize an innovative approach to aggregate small to medium size businesses and governmental clients into buying "pools" for those customers who would like to take advantage of the pool's buying power without subsidizing between customer classes. OnDemand's Energy Programs will also provide customized solutions to those clients who prefer that approach. Prior to joining OnDemand, John was instrumental in taking a sophisticated energy risk management product at Strategic Energy (SEL), normally reserved for large industrial users, and delivering it to small commercial pools and aggregations. John also led the sales efforts for SEL in the Midwest markets and was the sales lead for the nationwide small commercial aggregations sector of Direct Energy. Over the past two years over 2 Billion annual kwh's were served through the aggregations under John's leadership. Previously, during his tenure in the Information Technology sector, John led the sales efforts of several small start up ventures including nCUBE, which focused on high end computing and funded by Oracle founder Larry Ellison. John also led the sales efforts for Gigalabs, a startup venture focused on the networking of high end defense related supercomputers. John has a Mathematics degree from St. Vincent College and an Electrical Engineering degree (focused on power and energy) from Penn State University.

**George Goss, Vice President of Operations**

George Goss joined OnDemand in 1995. George is Vice President of Sales/Operations and leads OnDemand's Energy Advisor operations. He has over 35 years experience in the energy industry, and held various leadership positions in the electric contractor industry. George also established two successful private energy service companies -- Conserve Electric and EMC. Goss consults regarding both supply and demand side energy solutions for industrial and commercial clients. George holds a Bachelor of Science in Electric Engineering from Pennsylvania State University

**John Morris, Director of Energy Procurement**

John Morris is Director of Energy Procurement for OnDemand Energy. John has over 36 years experience in the energy industry. Prior to joining OnDemand, John served as Project Manager of Rates and Regulatory Affairs for Duquesne Light Company in Pittsburgh, Pennsylvania. At Duquesne, John was responsible for Cost of Service studies, electric rate design and tariff issues and worked extensively with the Pennsylvania Public Utility Commission. He was a key participant in rate design of unbundled retail tariffs into transmission, distribution, generation and stranded costs. John was also responsible for coordination of key regulatory filings, coordination of PaPUC management audits, preparation of testimony and served as a witness for cost-of-service filings to the Pa PUC. John is a registered Engineer with the State of Pennsylvania. John has a degree in mechanical engineering from the University of Pennsylvania; and an agricultural engineering degree from West Virginia University.

**Lisa Viduya, Senior Account Manager – Energy Procurement**

Lisa Viduya is a Senior Utility Tax and Procurement Specialist. She brings manufacturing engineering experience from General Motors and General Electric and project management skills from Marconi Communications to OnDemand Energy. Lisa interfaces with all the electric and gas suppliers to request, receive, and analyze pricing scenarios for OnDemand's major clients based on their usage patterns and individual needs. Lisa prepares the summary results of all pricing activity for OnDemand's sales personnel to present to the clients for contract execution. In addition to procurement activities, Lisa assists our manufacturing clients with utility sales tax regulations and claiming exemptions and refunds as applicable. Lisa is a mechanical engineering graduate from the University of Pittsburgh.



# OnDemand Energy Organization Chart

