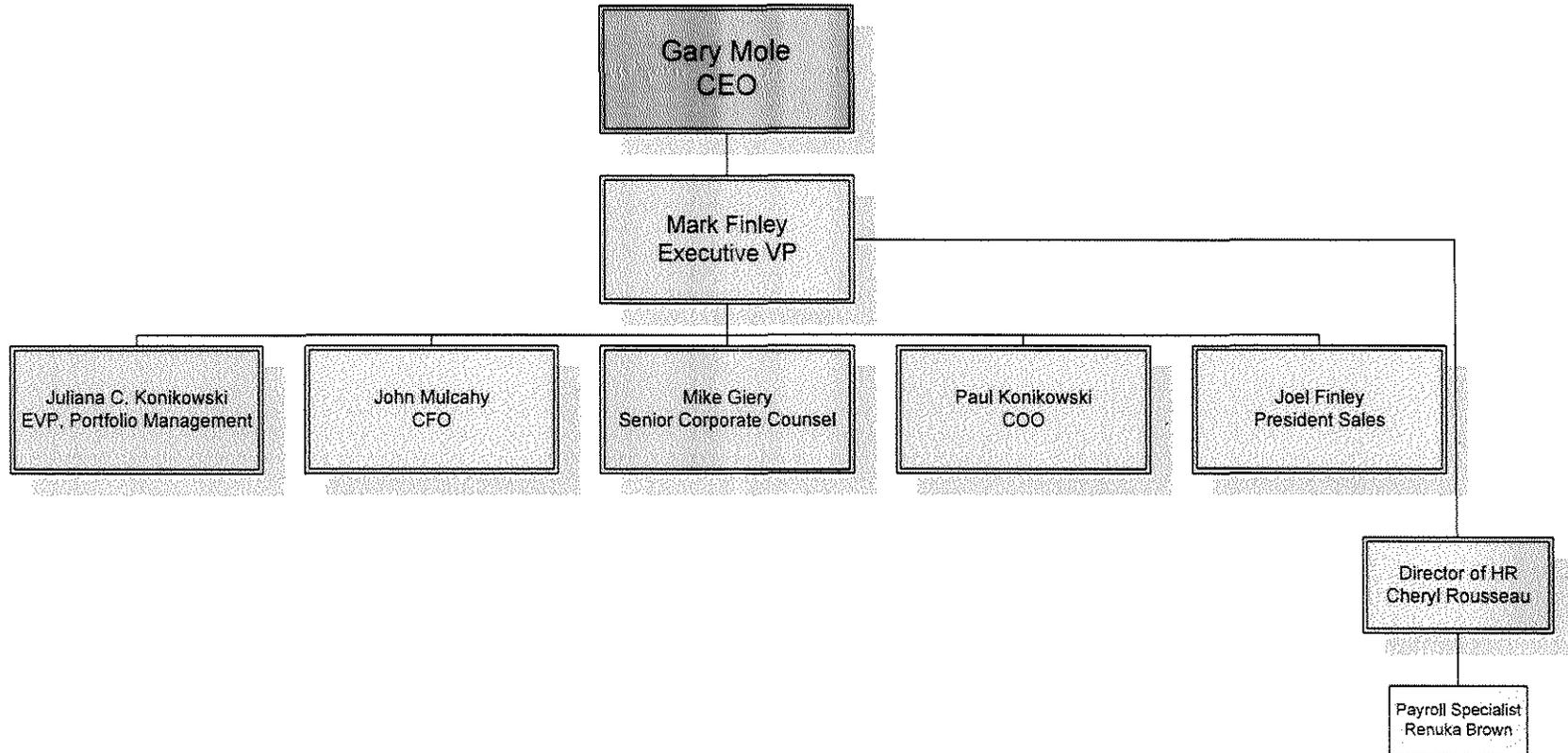




Glacial Energy

Executive Team



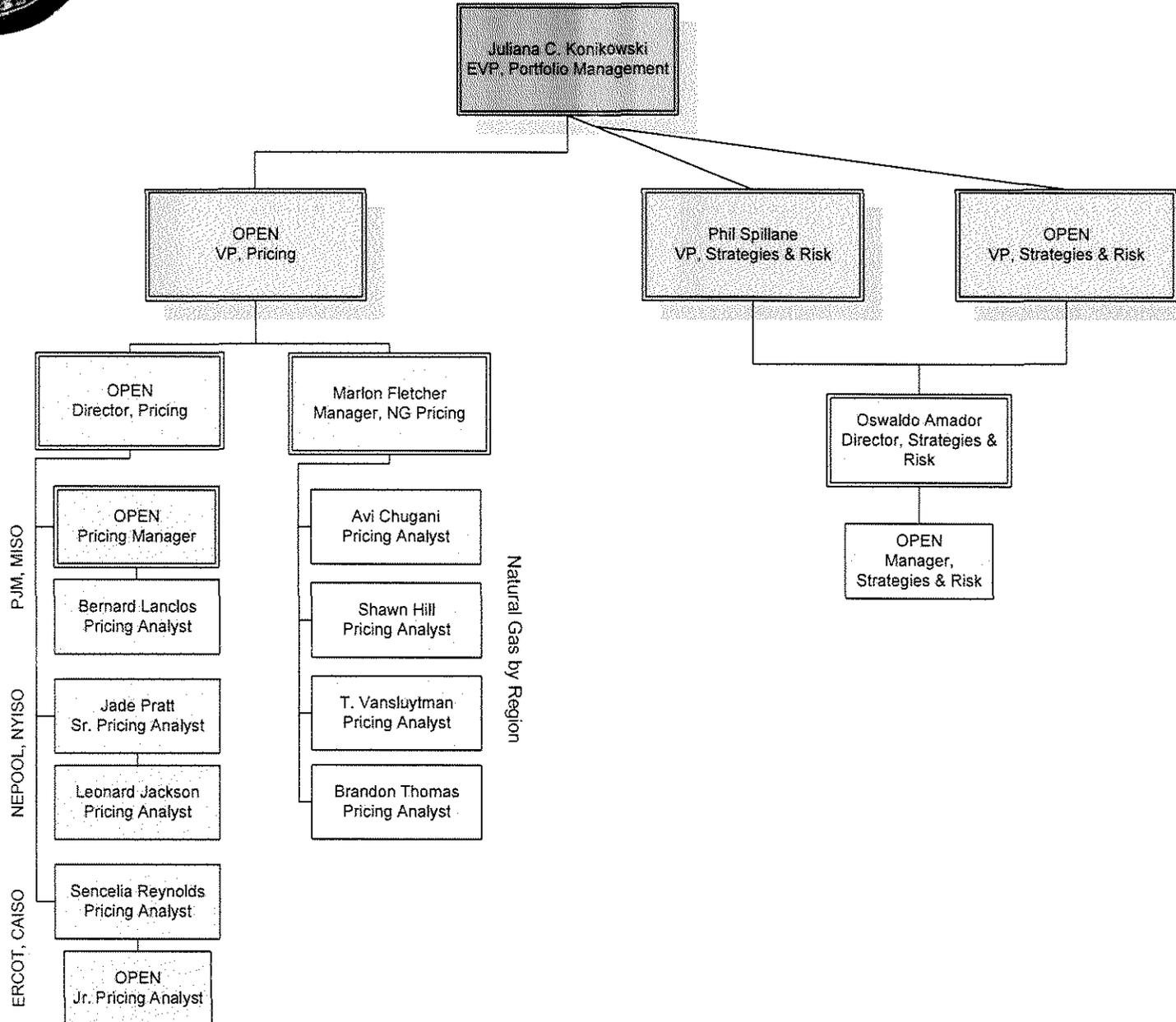
PENGAD 800-631-6889

EXHIBIT



Glacial Energy

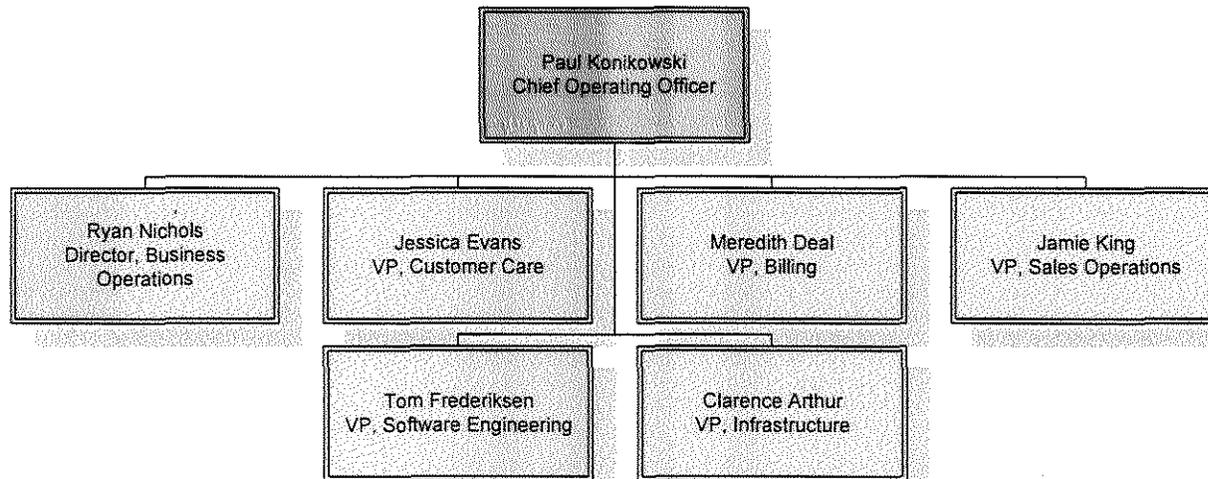
Portfolio Management
Pricing and Strategies & Risk





Glacial Energy

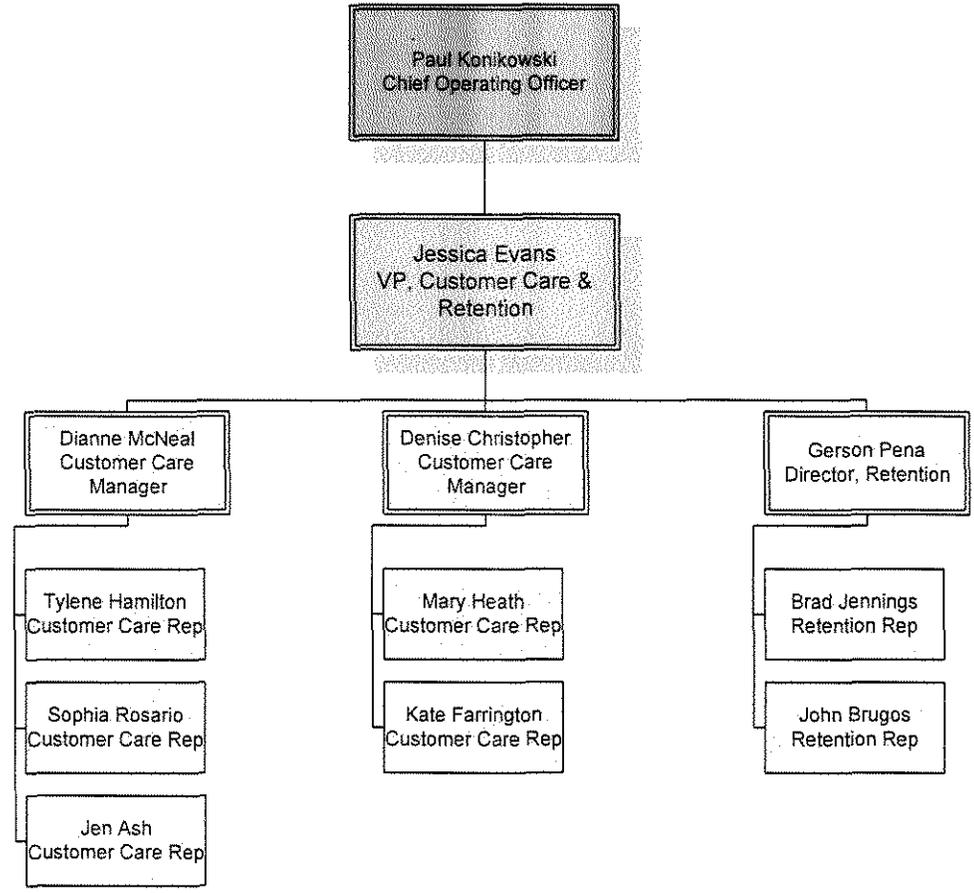
Operations





Glacial Energy

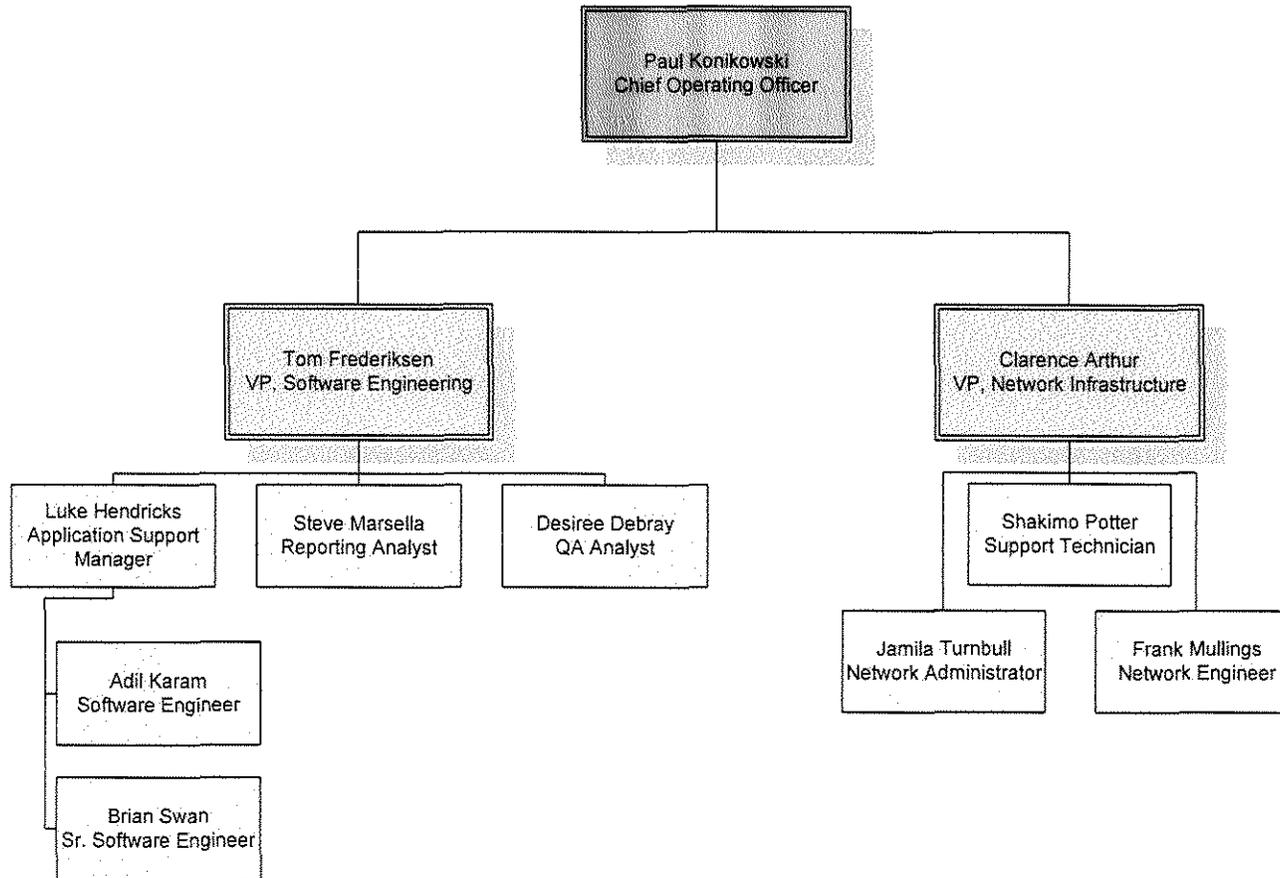
Customer Care & Retention





Glacial Energy

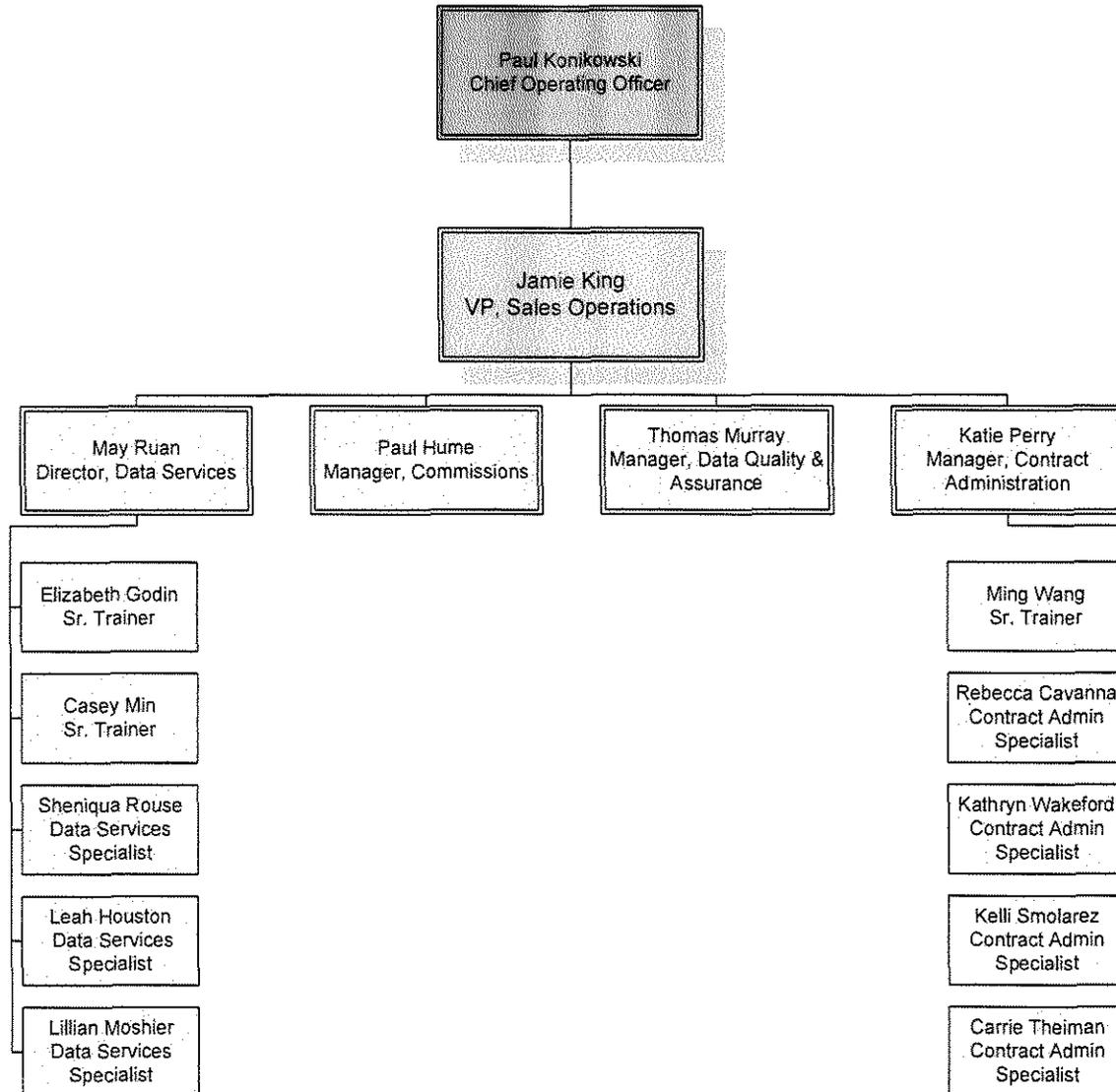
Network Infrastructure &
Software Engineering





Glacial Energy

Sales Operations





Glacial Energy

Billing

