

GLACIAL ENERGY OF ILLINOIS, INC.
ARES APPLICATION
ATTACHMENT F

Applicant meets the requirements of Section 451 with regards to Technical Qualifications.

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Biography of Juliana Konikowski

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Biography of Oswaldo Amador

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Resume of Paul Konikowski

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Organizational Chart

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Organizational Chart

Juliana Claussen Konikowski, Executive Vice President of Portfolio Management

In 2002, Juliana began her energy career as a Corporate Account Manager for Constellation Energy Group, where she managed large industrial accounts in the US, Canada, and Mexico. She then moved briefly to Aleris International as a Base Metals and Natural Gas Trader where she was responsible for managing the company's metal exposure and all natural gas physical and financial procurement for US based plants. From 2006 to 2011, Juliana joined Constellation Energy Group/MXenergy as Vice President of Risk, Pricing & Portfolio Management.

Juliana attended Pontifica Universidade Catolica in Sao Paulo, Brazil and holds a Bachelor's Degree in Economics from Xavier University in Cincinnati, Ohio.

Oswaldo Amador received a Bachelor of Science in Economics from Texas A&M University. He began his career as a Financial Analyst in Houston, TX, where he gained an interest in building financial tools using MS Excel and Visual Basic for Applications. Oswaldo pursued his passion for financial modeling by attending an extensive training at Operis, a London-based leading advisor in project finance which is renowned for financial modeling expertise, due diligence and funding advice.

In early 2005, Oswaldo accepted his first position in the energy industry with Reliant Energy where he gained experience in retail pricing for small commercial and industrial customers. In mid 2006, Oswaldo was promoted to Sr. Financial Analyst within the Risk Portfolio Management group. His primary role involved monitoring and reporting Reliant's daily exposure report.

With his retail electricity pricing experience, Oswaldo sought to expand his retail power background by joining MXenergy in mid-2007. He served as a Sr. Pricing Analyst learning gas fundamentals, pricing, pipeline industry and optimization. He applied his financial modeling skills to re-build and automate all of MXenergy's gas models.

In early 2009, Oswaldo's career progressed again when NextEra Energy, parent company FPL, invited him to join the Risk Management team as a Sr. Trading Risk Analyst on the wholesale side of the business. Oswaldo was responsible for performing independent pricing verification for all ISOs and their respective zones, power and Renewable Energy Credits, quarterly reporting on Financial Accounting Standard 157, maintaining heat rate methodology and forecasting for curve extrapolation, marking and uploading forward and spot prices for market-to-market, P&L, and value at risk reporting.

In March 2011, Oswaldo was promoted to Sr. Financial Analyst within the Full Requirement team. His responsibilities included responding to all Utility related RFPs in NE-ISO. He was also responsible for evaluating the impact of migration at the Utility level, market-to-market and P&L reporting, and executed hedges with different counterparties when an RFP was won.

Today, Oswaldo is Director of Strategy and Risk at Glacial Energy. He is responsible for building the pricing tools for all markets, gas and power, as well as monitoring and reporting the company's daily position and exposure report.

Paul Konikowski

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Houston, TX 77024

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CAREER ACCOMPLISHMENTS

Spark Energy –

3/2009 - 7/2010

Senior Vice President and Chief Information Officer

- Turn around assignment
- Developed tactical and strategic IT plan.
- Virtually halted employee attrition and built very strong well respected team.
- Stabilized a chaotic IT environment and eliminated 99.5% of financially impacting processing issues in first three months.
- Reduced new market entry time from six months to 4-6 weeks allowing for a large percentage of new customer growth from seven new markets.
- Remediated internal CIS system which allowed for the elimination and conversion of two external CIS providers.
- Implemented systems and processes necessary to move from a predominantly variable book to a fixed product offering.
- Created accounting data mart largely responsible for improving financial close process from 45 days to under 10 days.
- Deployed a new website that resulted in over 600% increase in online enrollments.
- Created and delivered IT shared service model to support shareholders' other companies including Marlin, E-Now, Ampegy, among others.

MXEnergy –

7/2006 - 3/2009

Managing Director of IT and Customer Operations

- Top position for IT and Customer Operations departments
- Converted four CIS platforms to one enterprise CIS without significant incremental spend resulting in best in class market entry, customer billing, and service.
- Developed and implemented IT strategy
- Implemented and maintained SOX compliance for IT and Customer Operations.
- Reduced IT spend by 15% in first year while simultaneously increasing overall IT project delivery and quality.
- Strategic creation and deployment of Data Warehouse resulting in estimated 3 million annual savings from more accurate and timely load forecasting and marketing data.
- Deployed consolidated enrollment entry and tracking system resulting in significantly reduced Cost Per Acquisition.
- Dramatically improved communication and cooperation between business units and IT thru a unique alignment methodology and the creation of a highly business savvy IT team.

Director of Customer Operations

- Turn around assignment for a failing department
- Reduced customer error rates by more than 80%
- Improved customer gross to net sales "stick" rates by more than 20%.
- Implemented controls for and achieved first time SOX compliance

Director of Infrastructure

- Number two IT position.
- Planned and managed consolidation of IT personnel and Infrastructure from New Jersey, Stamford and Maryland offices to Houston after the Shell Energy acquisition.
- Facilities Manager Houston – Built out Pennzoil 10th floor office.
- Created new strategic architecture rapidly improving up time from 98% to 99.5+.

IT Manager

- Managed all aspects of outsourcing Application Infrastructure in less than 6mos for a savings in excess of **60%** after transition cost in the first year alone. This resulted in a total of a **14%** bottom line impact to the company as a whole.
- Managed Microsoft Windows 2000 transition resulting in a **one-year payback** and no unplanned outage time.
- Architected Infrastructure redundancy and processes leading to a Core System uptime of **99.99%**
- Managed DBA's, Middleware, and Web development teams responsible for hundreds of thousands of transactions per day.
- Created and maintained a very strong link with the business units to ensure IT staff was working on projects with maximum benefit to SESCO.
- Managed dozens of system enhancement projects resulting in millions of dollars of benefits.

Business Systems Manager

- Led team tasked with both economic analysis of cross-functional company-wide projects and process improvement initiatives.
- Prioritized and oversaw numerous projects resulting in substantial financial benefit.
- Created a comprehensive statistical view of customer behavior from enrollments, to attrition, to seasonality, all the way down to price plan. This view fundamentally changed our customer acquisition strategy and has been used to influence everything from pricing to retention.
- Focused on and repaired seven key company processes with an expected result of increased customers satisfaction, reduced complaints and a substantial cost saving/revenue generation.

Shell Information Technology International – (Houston, TX) - *Consultant*

2/99 – 5/2003

Architecture/Strategy

- Designed and implemented the first production **Storage Area Network** at Shell resulting in extensive cost savings and improved operational performance. Adopted as the strategic storage model for most of Shell Worldwide.
- Designed and implemented the first shared Fibre Channel Backup solution resulting in improved backup times, substantially lower FTE per terabyte cost, and substantial hardware and media savings.
- Designed numerous clusters and high availability solutions including the first production solution at Shell in the US.
- Developed and implemented an enterprise wide monitoring system resulting in a **90% reduction in false alerts (VS-NetIQ)** and significantly improved ticket routing.
- Architected and developed hardware and software solutions for hundreds of projects, involving budgets in the 10s of millions, using cost-benefit analysis.

Product Development

- Acted as **Chief Technology Officer** for Shell Internet Works spin-off venture to provide storage and backup solutions to third party customers through 3rd stage of funding.
- Key negotiator responsible for winning comprehensive infrastructure contract resulting in nearly a **30% increase** in total division revenue.
- Developed cost, price and financial models adopted enterprise wide.
- Developed numerous processes for the Globalization of third level support and infrastructure.

EDP-Electronic Data Systems – Huntsman Petrochemical (Houston, TX) - *Contract*

3/98 – 1/99

Technical Support Team Lead –

- Turned around a sub-par technical support (90% reduction in unresolved problem queue)
- Led VIP, remote sales, and onsite support teams.
- Consistently outperformed all other sites in the enterprise.
- Designed and implemented inventory system to reduce overhead and delivery time.
- Implemented system maintenance tracking program to improve turnaround time.
- Dramatically improved customer relations through communication and improved service.

EDUCATION

Stephen F. Austin State University (Nacogdoches, TX)

Bachelor of Business Administration, December 1994

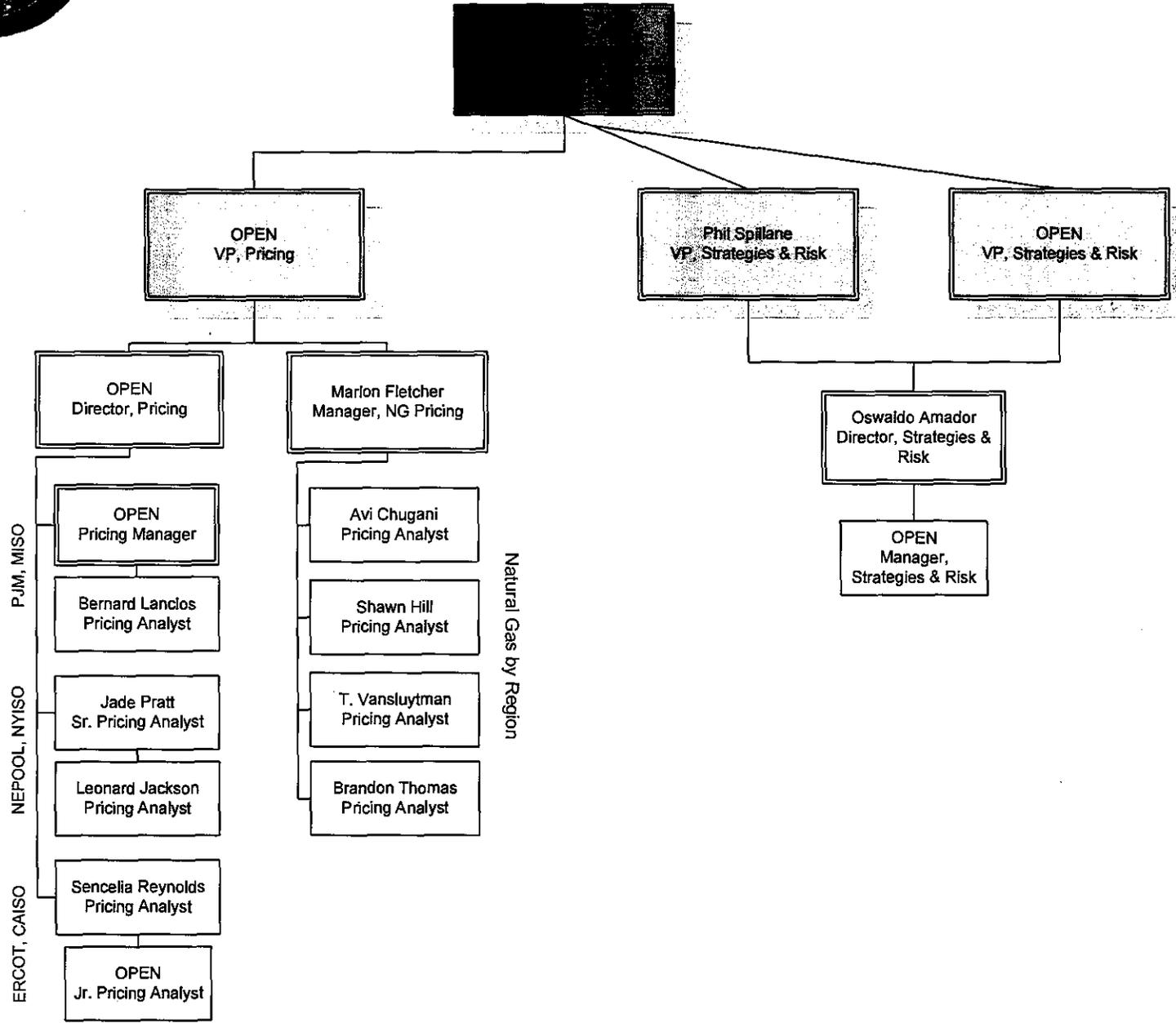
Major: Marketing

2nd Major: Computer Information Systems



Glacial Energy

Portfolio Management
Pricing and Strategies & Risk





Glacial Energy

Operations



Ryan Nichols
Director, Business
Operations

Jessica Evans
VP, Customer Care

Meredith Deal
VP, Billing

Jamie King
VP, Sales Operations

Tom Frederiksen
VP, Software Engineering

Clarence Arthur
VP, Infrastructure