

Attachment B - Managerial / Technical Qualifications

Applicant will utilize the individuals listed below to meet the requirements of Section 454.60(a). Refer to attached resumes below for background information.

Principal Officers, Directors & Partners

Huck B Hayes, Member
8225 Farnsworth Rd
Waterville, OH 43566
866-646-7322 ext 1024

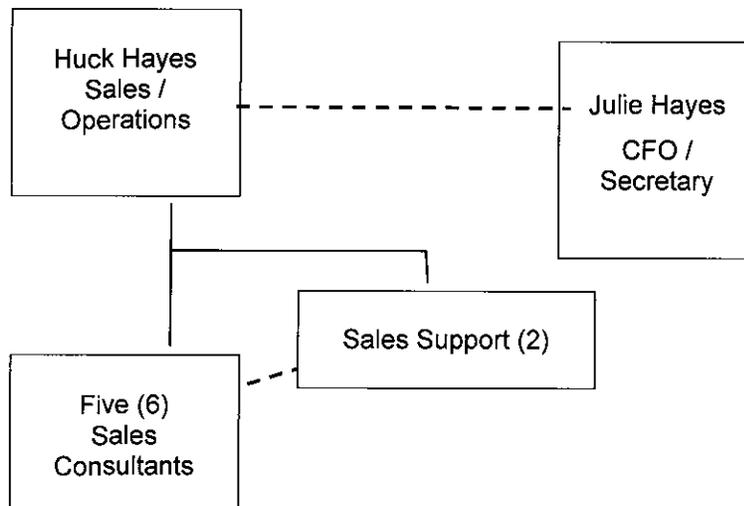
Julie V. Hayes, CPA (Inactive)
8225 Farnsworth Rd
Waterville, OH 43566
866-646-7322 ext 1023

Huck Hayes founded HB Hayes & Associates in 1991. With over 20 plus years experience in the deregulated natural gas and electric markets, the company now serves customers across 7 states. He has been involved in electric sales since 2006, and most recently 2009 when the Ohio market opened up. Mr. Hayes is responsible for sales and the day to day operations of the business.

Julie Hayes has worked for HB Hayes & Associates LLC since 1992 as the Chief Financial Officer. In 2009, she joined the company on a full time basis. Prior to this, she worked in various accounting positions in both Public and Industry, along with implementing large ERP computer systems in the manufacturing, distribution and service industries.

Ms. Hayes is responsible for all financial matters of the business as well as regulatory matters.

ALTERNATIVE ENERGY SOURCE ORGANIZATIONAL CHART



Huck B. Hayes

8225 Farnsworth Rd., Suite A-10, Waterville, OH 43566

Tel: 866-646-7322 Fax: 866-865-8740

Email: Huckhayes@aes-energ.com

EXPERIENCE

Owner 1991 to Present
Alternative Energy Source / HB Hayes & Associates, LLC *Waterville, Ohio*

- Successfully founded and continues to grow and manage the daily operations of an energy consulting company serving commercial and industrial accounts in Ohio, Michigan, Indiana, and Pennsylvania.
- Responsible for developing market share and for maintaining customer relationships, customer retention exceeds ninety (90%) percent.
- Responsible for developing supplier relationships and new market opportunities.
- Develop and manage energy supply programs for our clients, negotiate supply agreements, develop procurement/pricing strategies to best meet the needs of the customer.

Controller 1989 to 1991
Westhaven Pharmacy *Maumee, Ohio*

- Responsible for daily operations of accounting departments - \$12 million dollar company.
- Worked extensively with department managers developing and implementing budgets and internal controls.
- Managed a staff of twelve (12) full time office personnel.

Accounting Manager 1987 to 1989
Senior Auditor 1984 to 1987
Zale Corporation *Dallas, Texas*

- Involved with project team that assisted in developing and implementing the financial internal controls of the company's distribution centers accounting and inventory system.
- Worked extensively with department buyers and operation personnel coordinating activities to ensure proper financial control over all movement of merchandise ranging between \$10 Million to over \$500 Million.
- Managed a staff of six (6) full time office personnel.

Staff Accountant 1982 to 1984
Placid Oil Company *Dallas, Texas*

- Responsible for inventory system for domestic and overseas operations.

EDUCATION

Bachelors of Science, Major in Accounting 1982
Business College, Ohio Northern University *Ada, Ohio*

INTERESTS

Boating, Golf, Coaching Youth Baseball

Julie V. Hayes

8225 Farnsworth Road ♦ Waterville, OH 43566 ♦ 567.202.2728 ♦ JulieHayes@aes-energ.com

VICE PRESIDENT – FINANCE / CFO

A self leader with diverse industry expertise and a record of success in corporate financial management. A decisive organizer focused on maximizing growth and profit through financial management, cost containment, and internal control. Also an expert in corporate, partnership, and personal income tax preparation.

AREAS OF EXCELLENCE

- | | | |
|----------------------|-----------------------------|--------------------------|
| → Internal Control | → Budgeting and Forecasting | → Financial Reporting |
| → Project Management | → Database Management | → Income Tax Preparation |
| → Microsoft Word | → Microsoft Excel | → ACT Contact Manager |

FINANCE AND ACCOUNTING EXPERIENCE

Alternative Energy Source, Waterville, OH, August - 1992 to present

VICE PRESIDENT – CFO

Manage and control all aspects of the accounting and financial planning functions. Responsible for all income and payroll tax filing requirements, payroll, human resource responsibilities, benefits administration, IT, database management and special projects management.

Since joining the team full time in March 2009, I have successfully managed to streamline the process of price quotation, commission audits, and converting to a paperless filing management system.

Plante & Moran, PLLC, Toledo, OH, December 2004 – March 2009

TAX MANAGER

Responsible for the technical review or preparation of Corporate, Partnership and personal income tax returns for federal, state, and local taxing authorities. Was the Toledo office Trust and Estate expert. I was elected the Firm Champion for implementing an individual income tax data entry system that interfaced with our tax preparation software, including the preparation of user manuals and training each office champion. I was also elected the Firm Champion to implement a new fixed asset software program, including the preparation of user manuals, firm standards, and training each office champion.

Allegiant Data Systems, Blue Ash, OH, December 1999 – October 2002

SENIOR IMPLEMENTATION SPECIALIST

Responsible for implementing the financial, manufacturing, and customer service applications of two large Enterprise Resource Planning software programs. Responsible for customer employee training and teaching specialized add-on products.

Riker Products, Inc., Toledo, OH, October 1987 – December 1999
Vice President – Finance / CFO

Responsible for all aspects of the accounting operations, financial reporting, accounting staff of 12, human resource staff of 2, purchasing staff and IT. While at Riker, I researched, managed and implemented an ERP system. Was able to streamline the physical inventory process from three (3) days down to ¾'s of a day. I was quoted and published in the "Business Industry" magazine's feature story "Cash is King".

William Vaughan Company, Toledo, OH, May 1978 – October 1987
Staff Accountant

Responsible for monthly bookkeeping functions for several clients, along with the preparation of federal, state, and local taxing authorities for a variety of businesses.

EDUCATION

Bachelor of Science with an applied degree in Accounting, University of Toledo, Toledo, OH - 1981

Associate Degree in Business Management, University of Toledo, Toledo, OH – 1979

PROFESSIONAL ACCOMPLISHMENTS

Certified Public Accountant, State of Ohio, Certificate No. 26,700 – non-active status