

PAUL GATZEMEIER

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A retired, multi-faceted energy and natural resources industry senior executive, Mr. Gatzemeier has a record of success growing profits and increasing shareholder value for startups and divisions of mid-cap public companies. Known for his critical thinking skills, he has a history of building new high-performance organizations and restructuring and turning around existing operations in union and non-union environments both domestically and globally. He is active in the ownership and operation of a number of small businesses.

Mr. Gatzemeier has both corporate and non-profit board experience, is currently serving as an independent director and is pursuing additional independent director opportunities with publicly owned or family owned or controlled businesses.

Experience

Small Business Owner and Independent Director, 1998 to present.

As a small business owner, he and his wife own an executive services company, through which he provides advisory services including due diligence, strategic planning, economic and financial evaluation, project development, construction management and acquisition support.

He serves as an independent corporate director for WyoBen, a family owned company, is Chair of the Compensation Committee, a member of the Nominating Committee and chaired a Special Committee to address major shareholder concerns. He also is a member of the Advisory Board for First Interstate Bank, a publicly traded, family controlled company, and is a member of the board of IX Power Clean Water, a private water treatment startup company.

Senior Managing Director, Bicent Power LLC, 2007 to 2008.

Researched, analyzed and advised Chairman on potential acquisition opportunities in the independent power generation sector.

President & CEO, Centennial Energy Resources LLC (CER), (MDU Resources Group), 2001 to 2007.

As President & CEO and board member of CER and its subsidiaries and joint ventures (Section 16 officer), he developed and executed strategy for a new division focused on independent power generation. Within five years, he developed or acquired 1370 MW of domestic and international generation projects, both fossil fuels and renewables, international transmission and an Engineering Procurement and Construction company; realizing a 30% annualized return on shareholder equity. His division had Great Place to Work scores rivaling the 100 Best Companies. He also served on MDUR's Management Policy Committee, MDUR Foundation Board of Directors and the Employee Benefits Investment Committee and was a mentor in the corporate mentoring program.

Vice President Coal Operations, Montana Power Company and Entech, Inc., 1992 to 1999.

As President and board member of Entech's coal mining, clean coal technology and transportation subsidiaries and partnerships (Section 16 officer), Mr. Gatzemeier provided policy direction and managed all aspects of this national level division. He provided strategic direction in resolving major customer and labor issues including negotiations, arbitrations, litigation and a mediation. He initiated and completed a major reorganization of the Division within 120 days. The production companies received several state and national environmental awards during his tenure. In addition, he served on the Entech Business Expansion Team, the Entech Board of Directors and Chaired the Entech Management Development Committee.

Senior VP & GM, Western Energy Company, (MPC), 1986 to 1992.

Directed sales, administration and operations for this 15 million ton coal company in MT, increasing productivity nearly 35% and holding costs flat for five years. He negotiated agreements with DOE and a partner for the successful demonstration of a clean coal technology. He also successfully negotiated

resolution to long-term customer and Native American issues. Served on Western Energy Company's Board of Directors, the Entech Business Expansion Team and was a charter member of Entech's Management Development Committee, focusing on cultural change, talent development and diversity awareness.

Education

- Harvard Business School: Advanced Management Program,
- Stanford Graduate School of Business: Executive Program,
- Fielding Institute: Graduate studies in Organizational Development,
- Montana State University (MSU): BS in Engineering,
- Numerous management, executive and board development courses/seminars

Corporate Governance and Boards

- **Wyo-Ben, Inc.- Compensation Committee – Chair, Nominating Committee (family owned)**
- **First Interstate Bank Advisory Board (family controlled)**
- **IX Power Clean Water, Inc. (privately owned)**

- Centennial Energy Resources, LLC (and all related subsidiaries, partnerships and joint ventures),
- Entech Inc. (and all related coal subsidiaries, clean coal partnership and transportation subsidiary),
- Advanced Technology, Inc.

Non-profit Boards and Commissions

- **Interim Clean Power Plan Advisory Council**
- **Montana Board of Oil and Gas Conservation**
- **Montana State Workforce Investment Board**
- **Presidents Advisory Council–MSU**
- **Horses Spirits Healing – Chair**
- **National Coal Council – Finance Committee**

- Montana Chamber of Commerce – Chair
- Montana Chamber Foundation
- Montana Coal Council – President
- COSMET – Chair
- Montana Agricultural Heritage Commission – Vice Chair
- Montana Special Olympics
- Rimrock Foundation – First Vice President
- Yellowstone County Board of Planning (Metropolitan Planning Organization)-President
- Yellowstone County Policy Coordinating Committee
- Yellowstone Basin Advisory Council
- St. Vincent Healthcare – Audit and Finance Committees
- Local Executive Board–MSU

Other

- National Association of Corporate Directors
- Private Pilot- Instrument Rated