

FOR IMMEDIATE RELEASE:

Hometown Connections Launches Compensation Studies Service *To Help Public Power Utilities Attract & Retain Talented Top-Tier Workforce*

LAKEWOOD, CO—September 24, 2015 – To help members of the American Public Power Association (APPA) maintain a talented and motivated executive workforce, Hometown Connections is launching a Compensation Studies service in early 2016. APPA members will work with Hometown Connections to determine the market value of senior executive positions through compensation studies that are specific to the electric utility industry and region of the U.S.

With the support of the energy workforce experts at MFP-Connect™, Hometown Connections arranges for a certified compensation consultant to offer a public power utility two service options:

- 1) A custom survey of executive compensation packages—collecting data and analyzing the results; or
- 2) A market pricing study based on existing compensation survey data purchased from a publisher by the utility.

The final report includes a comprehensive market analysis and salary recommendations for review by the governing board and senior staff of the utility. The process enables APPA members to determine how much other utilities are paying for specific executive jobs. Surveyed positions include general manager and director of engineering, as well as senior managers for power supply/transmission/regulatory policy, IT/information systems, and finance/accounting.

“As the technology, financial and operational demands on public power systems continue to intensify, APPA members often struggle to balance local government budget requirements with the pressure to hire and retain top-tier professionals with a wide array of required skill sets,” said Tim Blodgett, President & CEO, Hometown Connections. “It’s imperative to identify organizations that may be competing with the utility for executive staff and what salary & benefits they are offering. Therefore, Hometown Connections is pleased to provide compensation studies and help APPA members secure reliable benchmark data as they design their salary and benefits structures.”

About Hometown Connections International, LLC

Hometown Connections is the utility services subsidiary of the American Public Power Association, offering public power utilities guidance and access to quality products/services from a trusted entity with public power’s best interests in mind. Hometown Connections is a resource to APPA members large and small, providing discounted pricing on technology, services, and other solutions from industry-leading companies. The products and services offered through Hometown Connections include the full range of advanced grid solutions, as well as consulting support in the areas of organization assessment, strategic planning, business planning, governance development, market research, financial policy guidance and staffing.

(more)

About MFP-Connect™

Jointly owned by Hometown Connections and Mycoff, Fry & Prouse, LLC, MFP-Connect provides interim personnel for utility general management, power generation, finance, accounting, transmission & distribution operations, and compensation studies.

For more information, visit:

www.hometownconnections.com

<https://www.facebook.com/HTConnections>

<https://twitter.com/HTConnections>

<https://www.linkedin.com/company/hometown-connections>

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Integrated Solutions for Public Power

ENGINEERING & OPERATIONS CUSTOMER CONNECTIONS BUSINESS & FINANCE SYSTEM IMPROVEMENT



SYSTEM IMPROVEMENT

Applying Public Power's Best Practices to Each Utility

Compensation Studies for Public Power

Data for Attracting & Retaining Superior Executive Personnel

Public power's mission is to provide communities with reliable electric service at reasonable rates in an environmentally responsible manner. To fulfill this mission, public power utilities must maintain a talented and motivated top-tier workforce. Hometown Connections is providing compensation studies to help develop human resource strategies for public power's long-term success.

The technology, financial and operational demands on public power systems continue to intensify. Yet, public power utilities often struggle to balance local government budget requirements with the pressure to hire and retain professionals with a wide array of required skill sets. A primary component to maintaining a talented executive level workforce is to provide salaries and benefits that are competitive in the marketplace.

In order to design effective human resources strategies, a utility must obtain reliable data about the organizations it may be competing with for executive workforce talent.

Paying people fairly is crucial. Underpay, and employees will eventually look for a better offer. Overpay, and the payroll budget will suffer. Therefore, organizations use market data to research the value of their positions.

To determine the market value for positions, APPA members can work with Hometown Connections to benchmark jobs through executive compensation studies that are detailed and specific to the electric utility industry and specific regions of the U.S.

Hometown Connections is providing public power utilities with executive compensation studies in a cost-effective and time-efficient manner.

With the support of the energy workforce experts at MFP-Connect™, Hometown Connections arranges for a certified compensation consultant to offer a public power utility two service options: 1) a custom survey of executive compensation packages—collecting data and analyzing the results; or 2) a market pricing study based on existing compensation survey data purchased from a publisher by the utility.

Surveyed positions include general manager and director of engineering, as well as senior managers for IT/information systems, power supply/transmission/regulatory policy, and finance/accounting.

The final report includes a comprehensive market analysis and salary recommendations for review by the governing board and senior staff of the utility. In person presentation of the results is optional.

Hometown Connections



Hometown Connections staff and industry colleagues help public power systems improve organizational, operational, and marketing effectiveness.

They offer integrated consulting services in the following areas:

FACILITATION SERVICES

- Strategic Planning
- Technology Planning
- Business Planning & Financial Policy Guidance
- Governance Training/ Board Retreats

RESEARCH SERVICES

- Customer Satisfaction, Service Preferences, & Public Power Awareness
- Employee Satisfaction
- Compensation Studies

CHECK-UPS

- Organization
- Cybersecurity
- Distribution System
- Reliable Public Power Program (RP3)

Hometown Connections and MFP-Connect™ Compensation Studies

With support from MFP-Connect, Hometown Connections is providing compensation studies to public power systems seeking to attract and retain top-tier personnel able to tackle industry challenges today and in the future. Jointly owned by Hometown Connections and Mycoff, Fry & Prouse, LLC, MFP-Connect provides interim personnel for utility general management, power generation, finance, accounting, transmission & distribution operations, and compensation studies.

To produce a compensation study, a certified compensation consultant works with a public power utility to evaluate the competitive marketplace and identify the appropriate research strategy: either develop a custom survey instrument or analyze data from compensation surveys the utility may purchase from a publisher. The consultant analyzes the data and presents the findings in a detailed report. The findings include:

- Workforce Demographics
- Salary Data by Position
- Survey Data Analysis
- Summary of Retirement Plans & Other Benefits
- Recommendations

Hometown Connections Strategic Planning Services

An experienced facilitator makes strategic planning efforts much more efficient and productive. Through onsite facilitation, workshops, and follow-up consultations, Hometown Connections covers the principles of effective strategic planning and reviews the roles and responsibilities of the staff and governing board in the planning and implementation process.

Hometown Connections Governance Facilitation & Training

In addition to strategic planning support, Hometown Connections provides governance training to public power board members. The staff helps boards to develop a policy direction and to leverage their skills and perspectives to the benefit of the utility department. The process fosters thoughtful dialogue through questionnaires, interviews, and sessions with the board and general manager, senior staff, city officers and other stakeholders. The result is a board able to provide predictability, respect reporting relationships, offer feedback to the general manager on a regular basis, and focus on the priorities of reliability, customer service, and rate management.

Hometown Connections Organization Check Up

Hometown Connections staff members with vast knowledge of public power best practices provide a quick and cost-effective assessment of key areas of utility management and operations. With expertise in the energy industry and municipal governance, Hometown Connections offers guidance from a trusted entity with public power's best interests in mind.

Hometown Connections & GreatBlue Research Market Research Services

To help municipal utilities, joint action agencies, and other public power organizations meet the specific needs of their constituencies, Hometown Connections and GreatBlue Research are providing customer satisfaction, employee satisfaction, product awareness/interest, and other market research services.

MFP-Connect™ Energy Workforce Solutions

MFP-Connect, LLC is a joint venture by Mycoff, Fry & Prouse, LLC and Hometown Connections. The Energy Workforce Solutions from MFP-Connect match retired executives with utilities to fill critical skills gaps on an interim basis and mentor staff for success in public power.

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Owned by Public Power, Hometown Connections is the utility services subsidiary of the American Public Power Association (APPA).

Hometown Connections is a national resource for APPA members as a trusted provider of guidance and quality products/services. Through Hometown Connections, APPA members gain access to discount pricing and integrated utility information systems from the industry's leading vendors, as well as consulting support in the areas of organization assessment, strategic planning, market research, and workforce solutions.