

## Mission

We deliver affordable power and water to our customer-owners in a safe, environmentally sustainable and reliable manner while successfully navigating complex change in our industry. We accomplish this by empowering our teams to provide quality service to our community, prudently managing costs while investing for the future, and striving to improve every day.

We take seriously our role in supporting the vitality of the communities we serve, today and tomorrow. Our strategic priorities are:

- ▶ Bolster operational reliability and resiliency
- ▶ Enhance and evolve customer experiences
- ▶ Actively help our communities thrive
- ▶ Build a sustainable future with our communities
- ▶ Create the culture and capabilities needed for the future

## Leadership Commitment

All employees will model behaviors that create a culture of mutual trust and respect. As leaders, we will hold ourselves accountable for our teams' successes and failures through positive engagement, collaboration and recognition. Leaders make a difference in helping others to be successful and realize their highest potential.

## Our Values

We hold ourselves and every member of Team PUD to high standards.

- ▶ We have **INTEGRITY**. We are a **TEAM**.
- ▶ Every day we **SERVE** with pride, **RISE** to challenges, **SAFEGUARD** what matters.
- ▶ We chose to **INCLUDE** all, **SEEK** growth, and be **BOLD**.



*Energizing Life in Our Communities*  
[www.snopud.com](http://www.snopud.com)

# Snohomish County PUD Quick Facts



Commissioners Tanya "Toni" Olson, Rebecca Wolfe, Sidney "Sid" Logan

- 2022 Electric System Operating Budget: \$670.4 million
- 2022 Generation System Operating Budget: \$16.2 million
- 2022 Water System Operating Budget: \$14.7 million
- The second largest public electric utility in the Pacific Northwest and the 12th largest in the U.S.
- A municipal corporation of the state of Washington, formed by the voters of Snohomish County in 1936
- Directed by three elected commissioners: Sidney "Sid" Logan, Rebecca Wolfe; and Tanya "Toni" Olson.
- 2021 Average Number of Employees: 1025

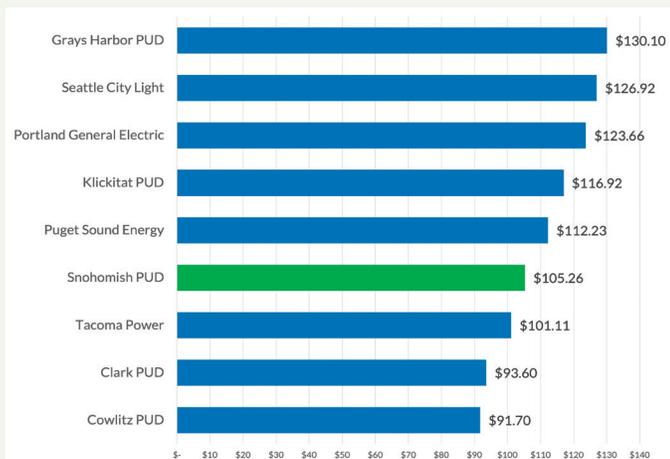
## Electric System

- Serves a population of about 851,000 through over 360,000 meters.
- Covers 2,200 square miles in Snohomish County and on Camano Island

## Water System

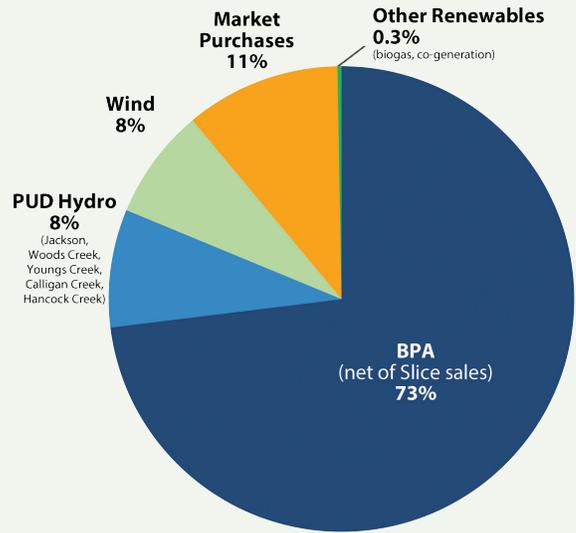
- Serves over 23,000 residential metered customers
- Covers about 196 sq. mi. in Lake Stevens, Granite Falls and several rural communities in the County

## Residential Rate Comparison



Based on 1,000 kilowatt-hours (average rates, as of April 2022; includes customer charges where applicable)

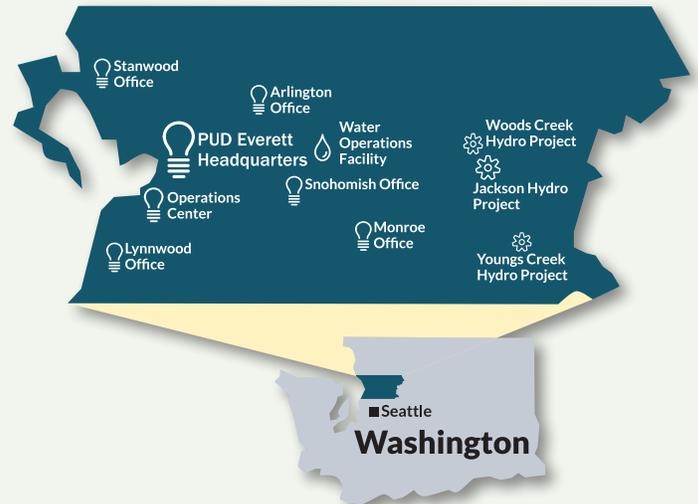
## 2021 Retail Power Sources



## Power Generation

- Jackson Hydroelectric Project
- Woods Creek Hydroelectric Project
- Youngs Creek Hydroelectric Project
- Calligan Creek Hydroelectric Project (near North Bend)
- Hancock Creek Hydroelectric Project (near Snoqualmie)

## PUD Office/Facility Locations



For more detailed information, please visit our website:

- Financial information: [www.snopud.com/investors](http://www.snopud.com/investors)
- Quick Facts: [www.snopud.com/quickfacts](http://www.snopud.com/quickfacts)
- Our values: [www.snopud.com](http://www.snopud.com) (About)
- Executive Leadership Team: [www.snopud.com](http://www.snopud.com) (About)

# General Counsel

## Reports to CEO/General Manager

In advance of a pending retirement, Snohomish County Public Utility District (PUD) seeks an experienced professional to partner with the CEO/General Manager and the Executive Leadership Team as General Counsel. Many of the PUD's operations, policies and practices have the potential to create legal or business risk, or require compliance with a variety of laws, regulations, and other requirements. The General Counsel acts as the chief legal advisor to the utility and its Board of Commissioners while providing leadership and professional support for complex business transactions, policy and legislation.

The General Counsel provides leadership for and manages 17 team members in the PUD's Legal Office and its District Information Governance (DIG) Office, including the legal and regulatory, records management, and public disclosure functions.

Our PUD values are at the center of our culture. Putting the safety, health, and well-being of our communities and those we work with is valued above all else, and everyone on Team PUD must meet this commitment daily. Nothing we do in achieving our mission is worth a single injury, and all who interact with us must feel they are valued and welcomed as individuals.

Everyone on Team PUD, in all positions, is accountable for achieving this safe and welcoming culture by:

- ▶ Taking full ownership for the safety of themselves and their coworkers, while ensuring everyone feels valued and welcomed.
- ▶ Taking action to identify and eliminate their own and others' at-risk behaviors, including the behaviors that may undermine another's feelings of being welcomed and valued.
- ▶ Openly sharing near-misses, safety learning opportunities, and ways we can learn to be a more welcoming place while encouraging others to do the same.
- ▶ Utilizing Stop Work Authority to intervene with anyone, anytime, in any place.
- ▶ Intervening or seeking guidance to stop actions that are harmful to the wellbeing, health, or sense of belonging of others, and which are detrimental to our PUD values.

### ACCOUNTABILITIES:

- ▶ Demonstrate powerful leadership that anticipates and supports community and customer needs and prepares for the future by participating as a collaborative member of the PUD's Executive Leadership Team to provide strategic direction, leadership and effective management of the utility's responsibilities and operations, including but not limited to reinforcing and supporting the PUD's culture, values and priorities, fostering innovation, and similar responsibilities.
- ▶ Achieve the highest level of employee and community trust in how the PUD manages compliance, responsible fiscal management, and continuous improvement by overseeing and directing all legal services for the PUD, the Board of Commissioners, the CEO/General Manager, and staff, including internal and external resources, consistent with the applicable rules of professional responsibility, to ensure the proficiency and quality of PUD legal services. Includes providing accurate, timely and effective legal counsel and advice to minimize legal risk and carry out the operations of the PUD and fulfilling all the functions and duties of a general counsel for a Washington public utility PUD, and similar responsibilities.
- ▶ Demonstrate powerful partnership that serves as a valuable resource for our customers, industry peers, and community partners by promoting continuous improvement and responsible management by proactive outreach and participation in such areas as reviewing potential legislation and regulation, developing and making recommendations on business initiatives and transactions, serving on subject matter or cross functional steering committees and advisory boards, and participating in external local and national industry-related and legal-related organizations, and similar responsibilities.
- ▶ Deliver exceptional value to our customers through fiscally responsible planning and management by managing, directing, coordinating, and reporting on all PUD litigation matters, and by overseeing the preparation of all formal utility resolutions, contracts and other important documents, overseeing the provision of legally required training such as that which applies to public records and open public meetings, and similar responsibilities.
- ▶ Achieve the highest level of employee and community trust in the management of the General Counsel Office by establishing goals and objectives, overseeing the development of administrative and other procedures, policies, practices, processes, and forms that meet legal, regulatory or operational needs, and similar responsibilities.

- ▶ Increase the public's confidence in the quality of the PUD's management and legal compliance by overseeing the PUD-wide PUD Information Governance (DIG) Office, including but not limited to the functions of records retention and management, public disclosure, data governance, related training, privacy best practices, and cross-functional collaboration in support of best management practices for the same, and similar responsibilities.
- ▶ Create a culture of caring, mutual respect and trust that empowers current and future employees to do their best work for the benefit of our team members, customers, partners and stakeholders by providing employees opportunities to develop, supporting employees through change, hiring the right person for the right job, recognizing employee performance and achievements, being open to receiving feedback from our employees and working daily to ensure a more equitable and inclusive environment, and similar responsibilities.
- ▶ Demonstrate continual improvement that delivers outstanding value to our customers by developing, recommending, and effectively managing budget/s, identifying, evaluating, and recommending resourcing options that reflect appropriate prioritization and trade-offs between cost and quality results, determining and realizing opportunities for improved efficiency and effectiveness, and similar responsibilities.

## The Organization

Snohomish County PUD, headquartered in Everett, Washington, is governed by a three-member Board of Commissioners. A commissioner is elected every two years in a general election to serve a six-year term. The commissioners establish PUD policies, set rates, adopt system plans for electric and water utilities, approve the revenue obligations, and hire the general manager.

John Haarlow serves as CEO/ General Manager of this dynamic organization. Having joined the utility in 2017, Mr. Haarlow works with the Board and employees to focus on strategic priorities for the utility's commitment to the communities it serves.



Snohomish County is the fastest-growing county in Washington state. Consequently, the PUD's customer base, as well as its energy load requirements, is increasing rapidly.

## Everett, Washington

The City of Everett is located approximately 25 miles north of Seattle, Washington, on Port Gardner Bay. Everett is the county seat and largest city in Snohomish County with a population exceeding 110,000. Everett is home to the largest building in the world as Boeing is the largest employer in the city.

Snohomish County offers a variety of growing urban settings rich in diversity and cultural amenities as well as tranquil rural settings perfect for outdoor and recreational pursuits. And for the water-lover, there is the beautiful Puget Sound, hundreds of lakes and dozens of rivers for boating, fishing and enjoying.

## Compensation & Benefits

Total compensation and relocation packages are competitive and will be dependent upon qualifications and experience. In addition to a competitive compensation program, Snohomish County PUD also offers a comprehensive benefits package. More information about our benefits can be found at [www.snopud.com/benefitoverview](http://www.snopud.com/benefitoverview).

## To Apply:

Joyce Gallo  
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 PO Box 1310  
 Conifer CO 80433  
 (800) 525-9082  
[jgallo@mfp LLC.us](mailto:jgallo@mfp LLC.us)

*All inquires and/or referrals will be held in the strictest of confidence. To learn more about Snohomish County PUD No. 1, please visit [www.snopud.com](http://www.snopud.com). Snohomish County PUD No. 1 is an Equal Opportunity Employer.*