

CONFIRMATION
HEARING
DIANA SNOWDEN

R E S U M E

DIANA E. SNOWDEN

Trapline Drive
SRA Box 1735-M
Anchorage, Alaska 99507

Home: (907) 344-0000
Work: (907) 263-2112

EXPERIENCE:

ALASCOM, INC., 949 EAST 36TH AVE., ANCHORAGE, AK 99502
TELEPHONE UTILITIES, INC., 1221 S.W. YAMHILL ST., PORTLAND, OR 97205

Vice President, Industrial Relations - September 1980 to September 1981. Salary and Bonus \$75,000.

Holding dual Vice President office positions for Alascom and Telephone Utilities (both subsidiaries of Pacific Power & Light), was responsible for policy level decisions affecting the overall business performance of the two companies and their 2,500 employees. As member of the senior executive staff, approved \$50 million in annual capital expenditure requests, participated in the budget review process of \$80 million in annual operating costs, reviewed financial and operating statements of the company's monthly progress against budget. Initiated written corporate policy statements, directed management efficiency studies as well as time-and-motion analyses designed to eliminate unnecessary staffing and inefficient spending in a regulated industry. Presented formal reports to the Board of Directors of Alascom, Telephone Utilities, and their parent company (Pacific Power & Light) on matters affecting administration, employee and labor relations.

Directed combined Industrial Relations and Corporate Administrative Services staff composed of over 60 professional and clerical personnel with a 1981 budget of \$7 million. Responsibility for direction and coordination of all functions of Industrial Relations included: corporate employment in over 80 geographic locations in five states, labor relations and contract negotiations with largest Teamster bargaining unit in Alaska as well as IBEW and CWA units in Pacific Northwest, wage and salary administration, employee benefits, management training and development, position classification, EEO and Affirmative Action Programs, employee communications, long-range organizational planning and development, Workers' Compensation, performance appraisals, College Honors Internship Program, Safety and DOD Military Security, and employee social and recreational events. Was further responsible for Corporate Administrative Services including: Word Processing Center, mail and courier services, Telex, corporate aircraft and travel, office supplies and equipment, company cafeteria and motor pool, records management, and office space planning and allocation.

Provided guidance and direction for establishment of corporate policies and long-range planning with regard to human resource management. Provided direct policy guidance on design and development of employee benefits and compensation programs. Personally served as chief negotiator and spokesperson in labor negotiations with seven (7) parent company unions, and determined grievance resolutions. Testified on behalf of Alascom before regulatory agencies on telecommunications issues; represented the Company by speaking to statewide community groups and organizations.

Director of Employee Relations (ALASCOM) - May 1979 to September 1980. Salary \$48,000.

Responsibilities essentially identical to those stated above, but were limited to Alascom only and did not include Telephone Utilities.

ANCHORAGE SCHOOL DISTRICT, 4600 DEBARR ROAD, ANCHORAGE, AK

Director of Employee Relations/EEO - August 1977 to May 1979. Salary \$39,000.

Served as Chief Negotiator on administration negotiating committees; reported directly to the School Board on labor and negotiation matters. Conducted administrative hearings on employee terminations, suspensions, and other serious disciplinary actions, and established District position on disputed union grievances before appointed Hearing Examiner or Arbitrator. Presented School District's case, examined witnesses, prepared briefs, etc. Represented School District before State Unemployment Compensation Office in appeal hearings and prepared cases and represented School District in student/employee discrimination suits (over 70) before various federal and state human rights enforcement agencies.

Organized and conducted School District's training seminars on grievances, EEO, and personnel management related subjects. Chaired Classified Evaluation pilot program committee. Chaired District's Planning and Development Committee and wrote substantial portion of District's five-year operating goals. Responsible for all CETA contracts with State and Municipality. Represented School District in speaking before organizations and groups on a variety of community interests/concerns.

Director, Equal Employment Opportunity Office - November 1973 to July 1977. Salary \$30,000

Responsible for development, implementation, and monitoring of comprehensive district-wide Affirmative Action Plan designed to assure fair and impartial programs relative to employment, pro-

motion, and training for nearly 4,000 employees of the School District. Substantially increased the percentage of minorities in every job classification level. Approved all employee selection and promotion decisions to increase consideration of minority applicants.

WESTWOOD MANAGEMENT CORPORATION, 5401 WESTBARD AVE., WASHINGTON, D.C.

Assistant Vice President/Treasurer - April 1970 to September 1973.
Salary and Options \$22,000.

Directed real estate management affairs concerned with day-to-day operation of office staff, which managed commercial real estate investments of over \$110,000,000, and held overall operational responsibility for headquarters office in absence of Executive Vice President. Prepared profit and loss statements, net cash flow charts, and cost-effectiveness studies based upon comparable Washington, D.C. real estate market.

SYSTEMS RESEARCH CORPORATION, 1028 CONNECTICUT AVE., WASHINGTON, D.C.

Manager, Proposals and Solicitations - July 1969 to April 1970.
Salary \$14,000.

General responsibilities centered on research and writing of proposals and government contract bids, including supervision and coordination of staff of nine; liaison with government officials; and marketing. Performed marketing research analyses, attended Congressional hearings, interviewed legislative aides, and researched expected appropriations. Also responsible for corporate news releases and design and writing of a company brochure.

Research Associate - January 1969 to July 1969.
Salary \$8,900.

Researched and co-authored five technical reports on pre-design phase of the Navy's Amphibious Fire Support Ship (LFS):
"Life-Cycle Cost Analysis," "Interface Requirements," "Fixed Annual Operating Costs," "Sensitivity and Trade-Off Analysis," and "Competing Systems."

Technical Assistant - September 1969 to January 1970.
Salary \$6,000.

Researched and wrote classified manuscripts on governmental and economic systems of Jordan, Tunisia and Turkey for technical documents prepared under contract to the U.S. Department of Defense. Rewrote, copy-edited text, and prepared all research and bibliographical materials for entire project.

EDUCATION (GRADUATE) PROFESSIONAL CERTIFICATE, LABOR/MANAGEMENT RELATIONS, UNIVERSITY OF ALASKA, ANCHORAGE, ALASKA, 1978.

M.P.A. CANDIDATE, UNIVERSITY OF ALASKA, ANCHORAGE, ALASKA. CONCENTRATION LABOR/MANAGEMENT RELATIONS (coursework completed; thesis remaining).

M.A. GEORGETOWN UNIVERSITY, WASHINGTON, D.C., 1969.
MAJOR - POLITICAL SCIENCE (URBAN STUDIES).

B.A. TRINITY COLLEGE, WASHINGTON, D.C. 1967, MAJOR -
GOVERNMENT

HONORS &
ACTIVITIES

COLLEGE: Four-year scholarship to Trinity College; Dean's List; V.P. Student Council; V.P. Russian Club; elected to Pi Gamma Mu Honor Society; graduated Summa Cum Laude; Nominated for Woodrow Wilson Fellowship.

HIGH SCHOOL: Valedictorian; National Merit Scholarship Finalist; Texas State Debating Champion; Second in U.S. Cross-Examination Debate; Texas Science Fair Winner in Biology.

PERSONAL

Date of Birth - October 29, 1947; Height - 5' 11";
Weight - 120 lbs; Health - excellent.

REFERENCES

References from current and all past employees provided gladly upon request.

STATE OF ALASKA

OATH OF OFFICE

Office or Department of Commerce & Econ. Dev.

I, Diana E. Snowden, do solemnly swear
(or affirm) that I will support and defend the Constitution of
the United States, and the Constitution of the State of Alaska,
and that I will faithfully discharge my duties as a Commissioner
of (board or commission) the Alaska Public Utilities Comm
to the best of my ability.

Diana E. Snowden

Subscribed and Sworn to before me this 23rd day of
Sept., 19 81.

Rona J. McPherson
Notary Public, State of Alaska
My Commission expires: 3-20-85

(Seal)

A F F I D A V I T
QUALIFICATIONS FOR APPOINTMENT
TO AN ALASKA BOARD OR COMMISSION

FULL NAME DIANA E. Snowden
PLACE OF RESIDENCE Anchorage, ALASKA
BIRTHPLACE New York, New York
MAILING ADDRESS SEA Box 1735-M, Anchorage 99507
I HAVE LIVED IN ALASKA FOR eight (8) YEARS.
DATE/PLACE OF NATURALIZATION, IF A NATURALIZED CITIZEN
n/a
PLEASE GIVE EXACT NAME OR NUMBER OF THE ALASKA PRECINCT IN
WHICH YOU LAST VOTED O'Malley Elementary #130

I, DIANA E. Snowden, DO
SOLEMNLY SWEAR (OR AFFIRM) THAT THE ABOVE STATEMENTS ARE
TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Diana E. Snowden

Subscribed and Sworn to before me this 23rd day of
September 1981.

Lorna J. McPherson
Notary Public, State of Alaska
My Commission expires: 3-20-85