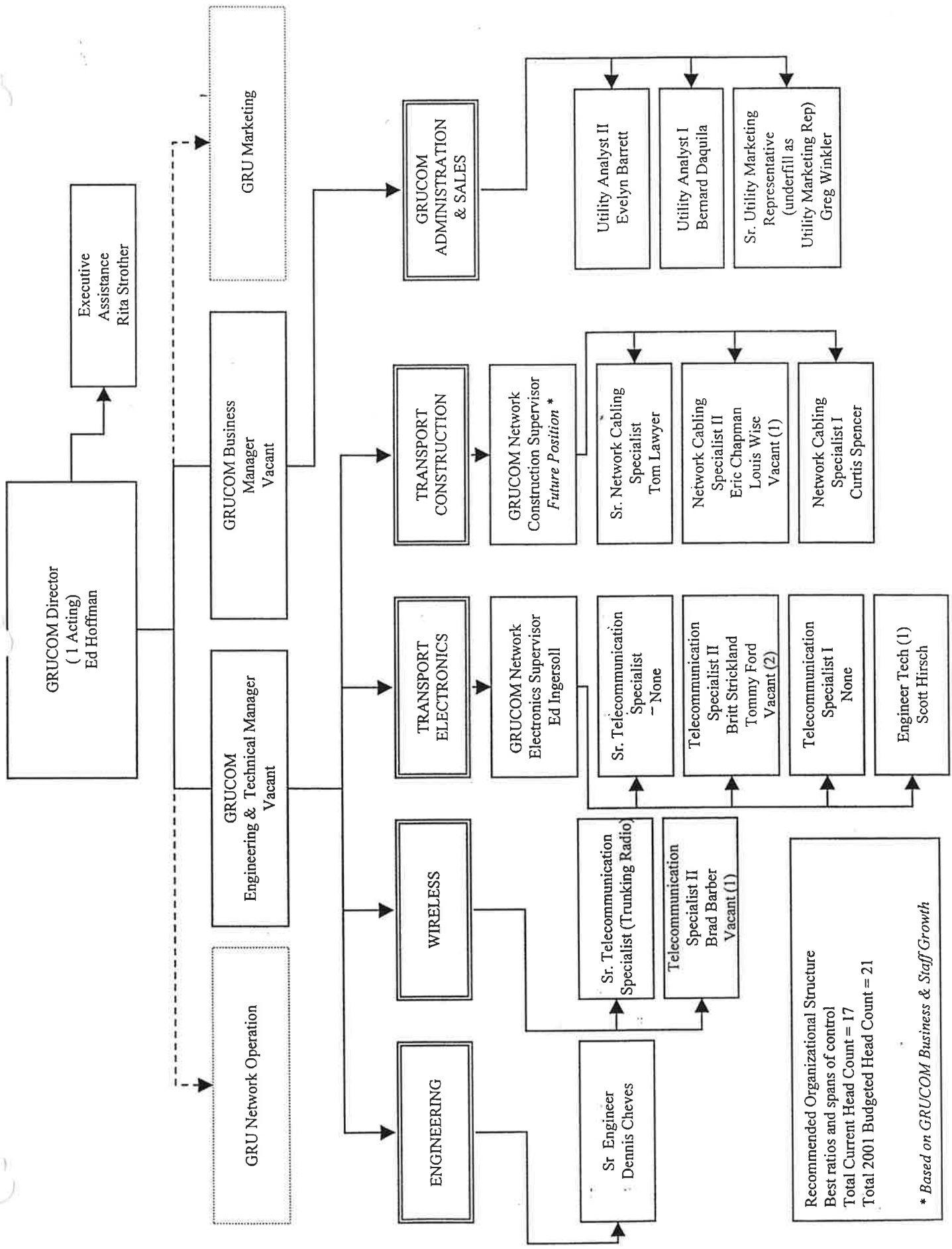


Recommended Organizational Structure  
 Best ratios and spans of control  
 Total Current Head Count = 17  
 Total 2001 Budgeted Head Count = 21  
 \* Based on GRUCOM Business & Staff Growth



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GRUCOM REORGANIZATION

NO	Reorganization New Job Title	Name	Pay Grade	Old Job Title	Old Pay Grade	Comments
1	GRUCOM Director	Ed Hoffman	TBD	New		Acting
1	GRUCOM Engineering & Technical Support Manager	Vacant	TBD	New		New position to be filled by competitive process
1	GRUCOM Business Manager	Vacant	78	Managing Util Analyst Plan	79	Change vacant position, to be filled by competitive process
1	Sr. Telecommunication Engineer	Dennis Cheves	52	Electric Util Engineer Sr	52	
1	Util Analyst II	Evelyn Barrett	48	Same	48	
1	Util Analyst I	Bernard Daquila	43	Same	43	
1	Sr. Utility Marketing Rep	Greg Winkler	46	Utility Marketing Rep	46	Underfilling Sr. Utility Marketing Rep Authorization
1	GRUCOM Network Electronics Supervisor	Ed Ingersoll	75	New		Reclassification upward as newly described job classification
0	Sr. Telecommunication Specialist	None	27	New		
6	Telecommunication Specialist II	Tommy Ford	25	Pwr Sys Control Specialist	21	Reclassification upward as newly described job classification
		Britt Strickland	25	Pwr Sys Control Specialist	21	Reclassification upward as newly described job classification
		Brad Barber	25	Pwr Sys Control Spec Sr	23	Reclassification upward as newly described job classification
		Vacant	25	Pwr Sys Control Specialist	21	Reclassification upward as newly described job classification
		Vacant	25	New		
		Vacant	25	New		
0	Telecommunication Specialist I	None	23	New		
1	Sr. Network Cabling Specialist	Tom Lawyer	25	Pwr Sys Control Spec Sr	23	Reclassification upward as newly described job classification
3	Network Cabling Specialist II	Eric Chapman	20	Pwr Sys Control Specialist	21	Reclassification downward as newly described job classification and reorganization, no pay impact
		Louis Wise	20	Pwr Sys Control Specialist	21	Reclassification downward as newly described job classification, no pay impact
		Vacant	20	New		
1	Network Cabling Specialist I	Curtis Spencer	16	Pwr Sys Control Spec Appren	16	Reclassification laterally as newly described job description, no pay impact
1	Executive Assist	Rita Stirother	36	Same	36	
1	Engineering Tech I	Scott Hirsch	14	Same	14	
21	TOTAL					