

LADD - -

EXHIBIT 1

RESUME

Michael J. Ladd
2008 Chestnut Drive
Hudson, Wisconsin 54016
Phone: (715)-381-1244 (Home)
(612)-386-1165 Ext. 4007 (Work)

EDUCATION

Completed MBA at Webster College, (July 1981), Management & Business

Completed a BS in Occupational Education at Southern Illinois University, (August 1980)

Anticipate completion of BS at Winona State University, (1999)

EXPERIENCE

November 1996 to Present - Training Process Manager Prairie Island:
I am responsible for maintaining the systematic approach to training and Institute of Nuclear Power Operations (INPO) accreditation in all Prairie Island training programs while integrating all training resources into the line organization. Prairie Island training was identified as one of the top nine training programs out of 238 with excellent training at the 1998 INPO CEO conference. Preparing all Training Programs for accreditation renewal in 2000. Represent PI on all NSP and Generation Training Committees and Process Reengineering teams.

February 1996 to November 1996 - Senior Nuclear Consultant:
I provided technical, operational, and administrative support to the CEO, President of Generation, the VP Nuclear, the Director Licensing and Management Issues on all issues related to Nuclear Generation BWR and PWR. I was the INPO, Nuclear Energy Institute, Investor Relations point of contact for all initiatives and emerging issues related to our nuclear plants. I also acted as the point of contact for most other NSP Depts. needing information on our nuclear plants such as communications and risk management. I wrote many presentations for the CEO, President Generation, VP Nuclear and the Director of Licensing on nuclear issues.

April 1991 to February 1996 - Technical Training Superintendent:
I provided direction, support and supervision 10 Instructors and Engineers, to administer & maintain 7 INPO accredited programs and SRO Certification program. Oversee the Emergency Preparedness Training & Scenario development process. Summer of 1993 Acting Training Manager for Prairie Island Nuclear Generating Site. Member of Minnesota Quality Award assessment team.
Training Representative for NSP on feasibility of becoming an Operating Company with Point Beach & Kewaunee summer of 1994. Assisted Corporate Training Dept. in the development of an apprenticeship training program for a new Multi Skilled Plant Mechanic. Team Leader for NSP Generation Training Process Improvement team 1995/6 T-6 Team. Completed 4 successful

INPO accreditation renewal visits for all Technical and Operations training programs.
Maintained SALP 1 in plant support for 2 SALP periods.

July 1985 to April 1991 - Administrator of Emergency Preparedness:
Coordinate and administer Emergency Planning for both NSP nuclear plants. Coordinate offsite planning with Minnesota and Wisconsin's Health Department and Division of Emergency Services, as well as various Wisconsin and Minnesota counties. Assist all agencies in identifying resources and staffing needs. Managed budget of 1.5 Million dollars, Supervised 4 personnel. Established an Emergency Preparedness (EP) resource sharing network for NRC Region 3 Utilities. Maintained SALP 1 in EP for 4 SALP periods. Wrote emergency plans, procedures and training for both NSP's Nuclear Facilities and assisted in writing State and County Emergency plans, procedures and training.

July 1981 to 1984 - Simulator/Operations Training Instructor:
Monticello Nuclear Generating Plant. Taught SRO classes, annual License Requalification, developing Licensing and Retraining programs, lesson plan development, writing, administering and grading RO/SRO exams; additionally managed the Acceptance Testing program for the Monticello Simulator, wrote and reviewed all Operations and Simulator curriculum. On-going project of INPO accreditation for all Operations training. Assisted in the development of the fuel shipping plan and provided three weeks fuel shipment training and public relations work in Wisconsin. Performed SRO and RO audit exams for various BWR and PWR Nuc Gen Stations across the US from 1982 to 1992.

Experience

March 1981 to July 1982 - Training Engineer
Westinghouse Electric Corporation. I Taught NSSS systems and power conversion systems within the classroom. Additionally, I provided in-plant tours at the Zion Nuclear Power Plant. My tasks also involved providing training on the SNUPPS simulator. I was also involved in writing lesson texts and lesson plans for all ECCS systems for Rochester Gas and Electric. An on-going objective was the writing and programming of lessons in Tutor language for computer assisted instruction.

November 1979 to March 1981 - Consultant employed by Westinghouse:
Responsibilities included curriculum development in the area of Heat Transfer and Thermodynamics. I wrote the first Heat Transfer Fluid flow & thermodynamics book for Westinghouse, post TMI. Additional responsibilities included nuclear fundamentals training for National and International

students. An additional task was writing of marketing brochures for newly developed instructional programs.

September 1970 to March 1981 - Active duty US Navy:
Highest rank attained while on active duty was E-7 Chief Petty Officer. In charge of Operations and Mechanical Maintenance for various nuclear and fossil fueled ships. Qualified all the senior operations watches on every ship I served on. Additional duties and responsibilities included training officer assigned to the apprentice training division, recruit training command, Great Lakes, Illinois. I was responsible for developing, administering and managing educational systems for the Fireman, Airman and Seaman programs. Additional responsibilities included acting as a technical advisor for the Instructional Program Development Center, Great Lakes, Illinois. I also wrote power transfer courses for 600 & 1200 psi fossil fueled boilers.

TRAINING

The Seven Habits of Highly Effective People, 1998
Performance Improvement International, Reducing Human Error, 1998
Human Performance Improvement Techniques for Managers August - 1997
Improving Your Management Effectiveness - July 1997
Evaluating Training Programs - July 1997
Minn. Management Academy, Executive Development Center UofM - November 1995
Human Performance Evaluation System - November 1994
Error Reduction Techniques - November 1993
Celebrate Diversity - February 1993
Managing and Motivating Employees - November 1991
Leadership Development, NSP Course - February 1991
Join the Management Team, NSP Course - January 1990
Affirmative Action - January 1991
Ethics, NSP Course - November 1988
Project Management, University of Minnesota - December 1987
Managing for Productivity, NSP Course - September 1986
How to deal with the Media - June 1986
Information Management System - February 1985
Emergency Planning, Harvard University - June 1985
BWR SRO License, February 10, 1984, License #SOP-30323
SRO BWR Hot License Certification, Morris Simulator - November 1982
SRO/RO Retraining, Morris Simulator - December 1982
SRO/RO PWR Certification - March 1981 SNUPPS & Zion
Simulator Training, Westinghouse - August 1981
Systems Training, Westinghouse - July 1981
Instructor Training, Westinghouse, (Instructor Certified) - March 1981
Fundamentals Training, Westinghouse - January 1980
Company Commanders School, US Navy - September 1978
Class C School, Instructor Duty School - August 1978
Engineman Basics - December 1974
Class C School, Air Conditioning & Refrigeration School - Nov. 1973
Engineering Laboratory Technician School - November 1972

SIC Nuclear Submarine Prototype - August 1972
US Naval Nuclear Power School - February 1972
Class A School, Machinist Mate - April 1971
Basic Propulsion Engineering School - February 1971