



# 2019 ANNUAL REPORT





## OUR MISSION:

to co-create independence and dignity  
through the power of personal and  
workforce development.





# LETTER FROM THE CEO



As I write this (and, undoubtedly, as you read it), our community, nation, and world are battling a pandemic. At the moment, it feels like we are losing that fight. But a time will come when the tide will turn, and we will begin to win it—perhaps through our social behaviors; perhaps through a vaccine.

## **The tide will turn. 2019 was a tide-turning year for Goodwill Detroit.**

As you probably know, we depend on our social enterprises as places where our trainees can gain meaningful employment opportunities (both short-term and long-term). As importantly, we also depend on those social enterprises to generate revenue to support many of the workforce development and personal development programs that we run. However, generating that revenue has been a challenge the past few years.

So, 2019 was an important year of investment in the future of our social enterprises. At the beginning of the year, we welcomed a new leader, Caleb Rutledge, to Goodwill's Green Works (GGW). While GGW had maintained profitability over recent years, it was important to continue its success. Over the course of the year, we also continued investigating ways to improve sales at our six stores, and happily saw consistent sales increases during that period. Finally, at the end of the year our board of directors approved the move and spin-off of our assembly and kitting business, internally known as GIS. Those changes have us looking to the future with more optimism than ever.

## **From a programmatic standpoint, in 2019 we delivered even more and greater impact for our community:**

- We launched the operation of a Detroit at Work Center at the Northwest Activities Center along with our partners, the Detroit Employment Solutions Corp and SER-Metro Detroit. The Center will serve thousands of Detroiters annually.
- We continued and expanded the successful operations of the MI Works! offices in Novi and Pontiac, through which we serve thousands of residents of Oakland County looking for employment.
- We began the build out of a new facility for our welding school, which has already trained hundreds of men and women in the art of welding, with over a 95% placement and retention rate. The new facility will allow us to almost double the number of people who graduate with a level 1 welding certificate every year.
- We improved what were already outstanding outcomes for job placement (increased to 77%), job retention (improved to 91%), and the starting wage for our trainees in their new jobs is a stunning \$17.07/hour!

Of course, this good work is only possible because of good people, like you, who support us with donations of money, goods, and time. Your contributions help turn the tide for tens of thousands of our neighbors in southeast Michigan.

Thank you for your continued support!

Sincerely yours,

A handwritten signature in black ink that reads "Dan Varner". The signature is fluid and cursive, with a long horizontal line extending from the end.

**Dan Varner**

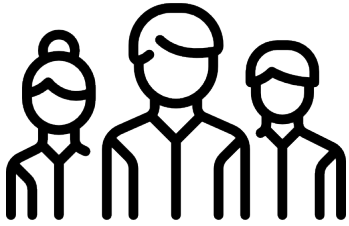
CEO Goodwill Detroit

# OUR IMPACT

2019



# MISSION IMPACTS



## 16,537

people served

**14,007** Community & Basic Services  
(School to Work, Unemployment/  
Retention and Walk-in Services)

**416** Intensive Personal Development  
Services (Ongoing Intensive Personal  
Development Services not focused  
on Job Entry)

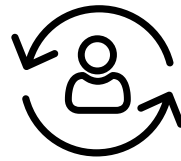
**2,114** Intensive Job Placement Services  
(Employability Skills, Job Readiness,  
and Job Development Services)



## 77%

job placement rate

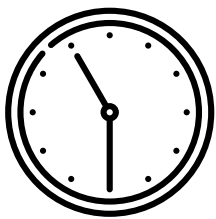
**2,202** Persons obtained competitive  
employment out of 2,859 job-ready candidates



## 91%

job retention

The skills gained through Goodwill services  
help individuals maintain employment  
beyond 90 days



## \$17.07

avg. starting  
hourly wages

Job-ready individuals who participate in  
Goodwill programs earn competitive wages



## \$1,123,858

Goodwill wages paid

Goodwill Wages paid to persons in  
transitional work experience programs

# SUCCESS STORY



Wendel was referred to Goodwill and enrolled in Flip the Script while on probation. With little direction and no real plans, Wendel knew he had to get it right this time and be a role model for his 4-year-old son. During his time in the program, he gained valuable lessons and skills, and upon graduation, he enrolled in Goodwill's welding school.

Upon gaining his A-1 welding certification, he was accepted in the Ironworkers union apprenticeship program, began working a great job and purchased a home. Wendel is truly thankful for the impact Goodwill Detroit has made on his life and he wouldn't be where he is without the help of the program. Wendel is building a solid foundation for himself and his family. He is now a man his son and daughter can look up to, and is looking forward to giving back as others gave to him.

“

**This is the best thing to happen to me in my life so far. Before the program I didn't have a job or direction in my life...Flip the Script was the best thing I've ever started and finished.**

*Wendel Washington*

”



# ORGANIZATION HIGHLIGHT



**Goodwill industries is an example of how government and non-profits can work collaboratively to leverage resources and manpower to transform lives. Goodwill has established two highly effective Michigan Works! locations in Oakland County with a commitment to equity, access and economic self-sufficiency for all.**

*Jennifer Llewellyn,*

*Director of Oakland County Michigan Works! and  
manager of workforce development Oakland County*



## EXPANSION AND GROWTH:

In 2019 Goodwill Detroit opened the doors to the new Pontiac Career Center, increasing our service reach into north Oakland County, and providing access to employment and training services to residents of the area.

Goodwill Industries of Greater Detroit was selected as Partner of the Year by Oakland County Michigan Works! due to our leadership in the effective transition of the Michigan Works! office in Pontiac.

Through our co-management of the Detroit at Work Career Center at the Northwest Activities Center in Detroit, we also expanded our partnership with Michigan Works! In addition, we broke ground on our all new welding training facility, which will allow us to increase class sizes and offer evening trainings.

# DATA & FINANCIALS

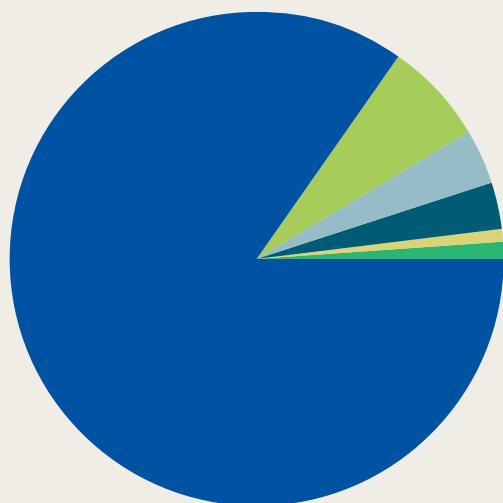
2019





## PERSONS SERVED PROFILE

TOTAL NUMBER OF PEOPLE: 16,537



**89% UNEMPLOYED/UNDEREMPLOYED**  
14,740 PEOPLE

**1% PHYSICAL DISABILITY**  
130 PEOPLE

**7% INTELLECTUAL/DEV. DISABILITIES**  
342 PEOPLE

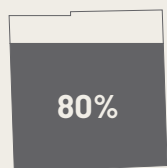
**1% MENTAL HEALTH**  
120 PEOPLE

**3% YOUTH**  
470 PEOPLE

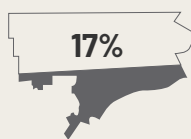
**<1% SUBSTANCE USE**  
8 PEOPLE

**<1% VETERANS**  
37 PEOPLE

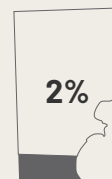
### BY COUNTY



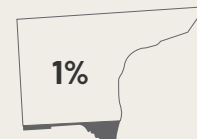
OAKLAND COUNTY



CITY OF DETROIT



MACOMB COUNTY



WAYNE COUNTY

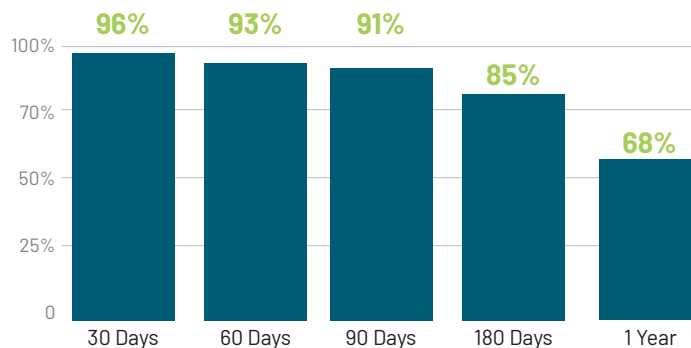
## 2019 SNAPSHOT

### People Hired

**2,202**

people were placed in employment by Goodwill, primarily in the Customer Service, Factory/General Labor, Healthcare, Retail Sales and Food Service Sectors.

### Retention Outcomes



### Avg Hourly Wage

**\$17.07**

### Avg Hours Worked per Week

**38**

### Percent Full-Time Status

**93%**

## POSITIVE OUTCOMES OTHER THAN EMPLOYMENT

**52 PEOPLE**  
Entered  
Vocational  
Training

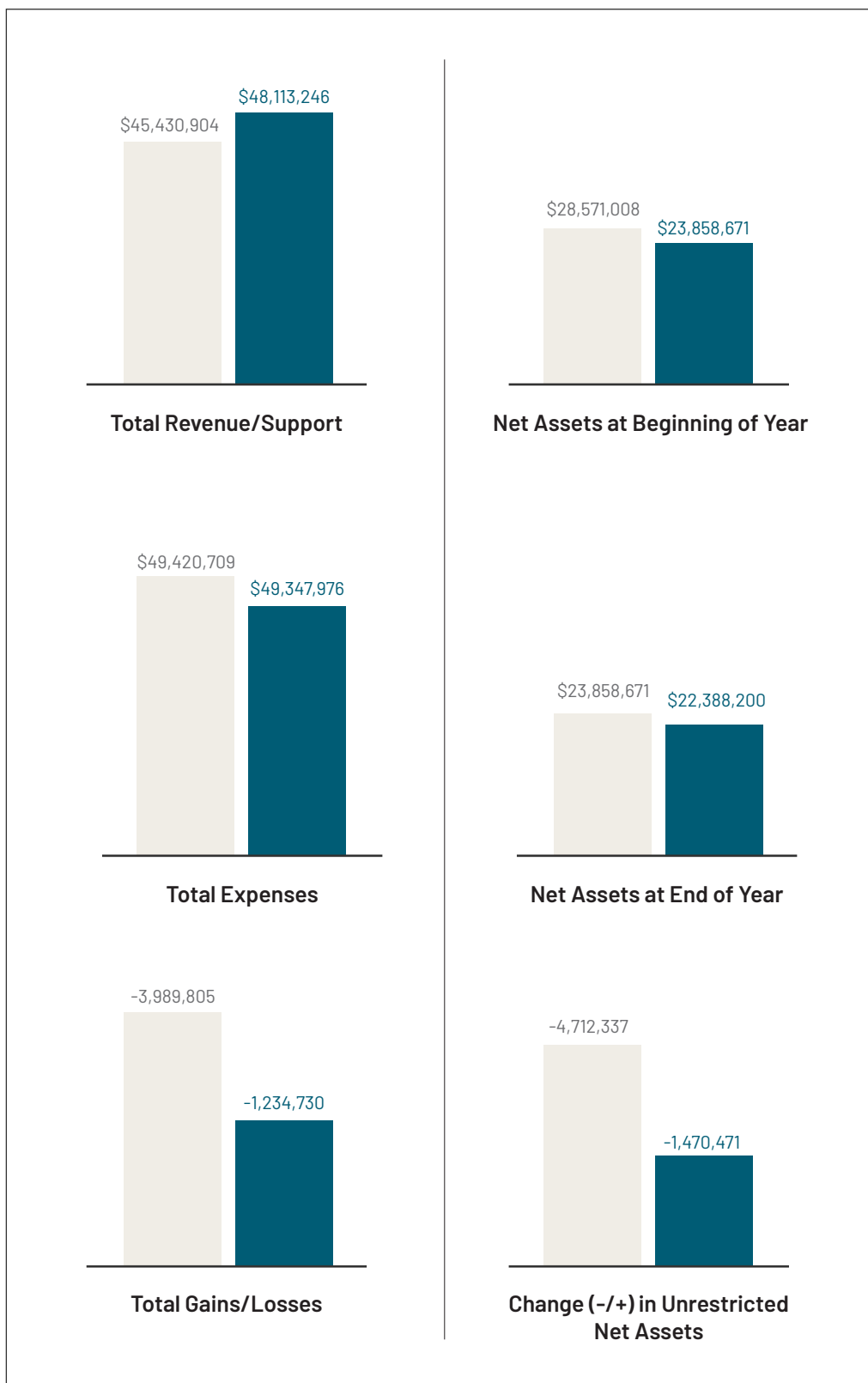
**18 PEOPLE**  
Obtained  
Post-Secondary  
Degree

**8 PEOPLE**  
Obtained  
Occupational  
License

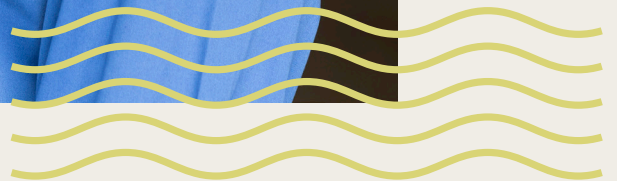
**4 PEOPLE**  
Entered College  
Degree Program

# FINANCIALS

## COMBINED STATEMENT OF ACTIVITIES



# DONOR SPOTLIGHT





# DONOR RECOGNITION

## **\$50,000 - \$199,999**

Clarence Jan  
DTE Foundation  
James & Gargi B. French  
RoseAnn, Comstock Living Trust

## **\$10,000 - \$49,999**

Ally Financial  
Barbara Smith  
John Andrews

## **\$5,000 - \$9,999**

AlphaUSA  
Dennis Curtis  
DTE Energy  
Motor City Casino Hotel  
Source Hub LLC

## **\$1,500 - \$4,999**

123 Net  
Allied Building Services  
Bill Snethkamp Inc  
Blue Cross Blue Shield of Michigan &  
Blue Care Network  
Clarence Pozza  
Delois Whitaker-Caldwell  
Doug Brown Packaging Products  
Drew Smith  
EFC International  
Frank S Maria Angileri  
GalaxE. Solutions  
Ground Effects  
Guardian Alarm Sales  
Jane McKee  
Jane Bowman  
JPMorgan Chase  
Kronos  
Lawrence Larson  
Mahindra  
Michael Piccolo  
Miller Canfield Paddock & Stone,  
PLC  
Mutual of America  
Penske Corporation  
Pinnacle Construction Group  
PTM Corporation  
Richard W. Paul & Associates  
SEEL, LLC  
Segal Consulting  
Solomon Plumbing  
The Northern Trust Company  
UHY LLP  
United Way for Southeastern  
Michigan  
Wall Colmonoy  
XFER Communications

## **\$500 - \$1,499**

Amanda Van Dusen  
Annis Pratt  
Barton Malow Foundation  
Bruce Brorby  
Burns and Wilcox  
Charles & Renee Dardas  
Cleat Spacht

Crawford Products  
CVS Healt  
Daniel Varner  
Dennis Matthews  
Donald Smith  
Felicia Hunter  
Fidelity Charitable  
Frank & Mary Agosti  
Fraza Forklift  
Hudson-Webber Foundation  
Invest Detroit  
James Gotch  
James Slowik  
Jay Wilber  
John & Joanne Carter  
Jon Feikens  
Joni Nelson  
Judy Trunsky  
Katrina Hancock  
Kensington Hotel  
Kirk Martin  
M-1 Rail  
Marathon Cable Corp  
Mark & Heidi Maher  
MCL Jasco Inc.  
MPS Group  
Philip & Patricia Gerwert  
Randal Leslie  
RCO Engineering  
Rivore Metals, LLC.  
Robert & Marion Wyatt  
Robert & Mary Schroeder  
Sandalwood Engineering  
& Ergonomics  
Stevenson Family Charitable Fund  
Talvis Love  
Ted & Janet Payne  
The Angelo & Margaret DiPonio  
Foundatio  
The Elmira L. Rhein Family  
Foundation  
Thomas Margosian  
Vision Plastics Inc.  
Walter Ford  
Waste Management

## **\$499 and Below**

Alan Sheets  
Alan & Carole Farnstrom  
Alexander Mann  
Alice Ahearn  
Alice Phillips  
Alvin Hunter  
Amazon Smile  
Amy Kessler  
Amy Good  
Andrew & Eleanor Cleary  
Angela Maday  
Ann Ford  
Anthony Stokes  
Ari-El Enterprises  
Armerion Fowler  
Asandi Conner  
Ava Thrower  
B S J Christian Seminars, Inc.  
Barbara Lowe  
Barbara Call

Barbara Lehto  
Barbara Alexander  
Barbara Burns  
Barbara Campbell  
Ben Kolanowski  
Bernadette Tayler  
Bert & Debbie DiStefano  
Betty Hall  
Betty Smiley  
Beverley Hines  
Blair Vesterfelt  
Bobette Jackson  
Bomi Hathikhhanavala  
Bonnie Brooks  
Brad & Laura Host  
Bradley Ashbrook  
Brant Lee Funkhouser  
Brenda Krachenberg  
Brian York  
Bright Funds  
Brooks Kushman P.C.  
Bruce Glidden  
C. Arthur & Linda Brakel  
Candice Betts  
Carol Gerlach  
Carolyn Pope  
Charles Hoover  
Charles Porretta  
Charles Wendt  
Charlotte Wolfe  
Cherie McCullough  
Christine Bedz  
Christopher HooSang  
Christopher & Debra Hughes  
Claire McCarthy  
Claire & Janet B. Douglass  
Clarence & Cynthia LaBudde  
Clyde Reggins  
Constance Roberts  
Constance Cool  
Craig & Diane Wernette  
Cynthia Hill  
Dan Chandler  
Daniel Holland  
Daniel & Joyce Colaluca  
Darby & Pat McEvilly  
Darlene Pelkey  
Daryl McCabe  
David Hain  
David Grossman  
David DuMouchel  
David Cain  
David Lussier  
David Liening  
David & Bernadette Broughton  
David & Dorothy Nesbitt  
David & Kathy Guest  
David & Rose Ann Padowicz  
Debbie Osborne  
Deirdre Groves  
Delisa Norris  
Dennis Spensley  
Diane Arnold  
DiAnna Solomon  
Dietrich Vincent  
Dolores Mavian  
Domingo Vidal  
Donald Ducey  
Donald Povlitz  
Donald Simon  
Donald & Elizabeth Titus  
Donald & Marilyn Trinklein

Donald & Michele Mullen  
Doreen Chandler  
Doris Brown  
Doris Witherspoon-David  
Dorothy Smith  
Dorothy Warren  
Douglas Sims  
Douglas Juntunen  
Douglas & Kimberly Sinclair  
E. Schelke  
E. Irene Greene  
E. Lucas Dowler  
Earl & Susan Belger  
Edna Egerton  
Edward Nemetz  
Edward Augustyn  
Edward & Betty Ann Burski  
Edward & Susan Winters  
Elaine Rankin  
Eleanor Saxon  
Elizabeth Vuylsteke  
Elizabeth Rice  
Elizabeth Fidler  
Eric Gold  
Erica Robertson  
Erin Leipold  
Esther Lyons  
Eva Packard  
Evelyn Gianino  
Frances De Basco  
Frances Redick  
Frank Harrison  
Frank & Phyllis Vroom  
Fredrick Cottingham  
Gabriel & Jeannette Tiberio  
Gail & Bill Hansen  
Gary Macioce  
Gary Gorski  
George Element  
George & Maiga Friess  
Georgia Hardin  
Gerald Matthews  
Gerald Czernel  
Gerald Pichler  
Gloria Becker  
Gloria Bookstein  
Gloria Bates  
Gordon Adams  
Graziano Canini  
Greg Peterson  
Gregg & Carole Brumm  
Gregory Masel  
Gregory & Margene Henry  
Haley Howell  
Hamilton Adult Foster Care  
Homes  
Harmon & Leah Tron  
Harold Pogats  
Harry & Susan Letzmann  
Helen Santiz  
Helen Kropik  
Hollis Witkowski  
Howard Jacobs  
Hugh & Darleen Mahler  
Igmur Uy  
Irene Cavanaugh  
Irvin Poston  
Jacqueline Moon  
James Lapinski  
James Jacobs  
James Jordan  
James & Barbara Buysse

## **\$499 and Below Continue**

James & Elizabeth Galbraith  
James & Patricia Duerr  
James & Sharon Nowakowski  
Jamie Chapoton  
Janice Porter  
Janyth Hess  
Jean King  
Jeanette Onachuk  
Jeff & Rachelle Ukrainec  
Jeffrey & Marilyn Gilbert  
Jeffrey & Susan Comstock  
Jennifer Merz  
Jerrell & Patricia Calvert  
Jessica McCall  
Jeven Joseff  
Jewell Yarbrough  
Joan Ford  
Joan Bokano  
Joan & Douglas Wright  
Joann Nawrocki  
Joann Gray  
Joe Lesko  
John Gorsky  
John Catello  
John Dahlstrom  
John Gayer Jr.  
John Novak  
John Rykert  
John Joseph  
John & Carol Gasior  
John & Cynthia Williamson  
John & Farran Heenan  
Johnny & Carolyn Slaughter  
Jon & Cynthia Stults  
Joseph Grocholski  
Joseph Galasso  
Joseph Frattarola  
Joseph Marusic  
Joseph Nance  
Joseph & Virginia Farrug  
Joyce Tucker  
Joycelene Carter  
Juanita Wood  
Judith Locher  
Judith Raetz  
Judy Kanasty  
Judy Adams  
Jules Breslow  
Julia Koths  
Julian Triest  
Julie Downham  
Justin Forster  
Karen Quarnstrom  
Karla Jaeger  
Katherine Randolph  
Kathleen Keyes  
Kathleen Zalewski  
Kathleen & John Liadis  
Kathryn Ellis  
Kathryn Hood  
Katie Balesky  
Kay Schloff  
Keith Hunt  
Kenneth Ogilvie  
Kenneth Collinson  
Kenneth & Cathy Kajkowski  
Kenyan & Marjorie Bixby  
Kerri Heydens  
Kristine Shevsky  
Larry & Mary Hamburger

Laura Byars  
Laurence Winokur  
Lavada Hines  
Law Offices of Robert J. Morad,  
PLLC  
Lawrence Taylor  
Lawrence & Linda Bolam  
Leeann Gevercer  
Lena Barkley  
Leo & Helen Rumptz  
Leroy & Brenda Etheridge  
Leslie Smith  
Lillian Rosati  
Linda Culpepper  
Lisa Muschong  
Lisa Armstead  
Lois Norman  
Loretta Phillips  
Loretti Conti  
Lorna Pollock Dieter  
Louise Bergiel  
Malcolm & Lois Swift  
Manuel Ramos  
Marcia Freind  
Margaret Danigelis  
Maria Kuziemko  
Marilee Clark  
Marilyn Ricard  
Marjorie Covert  
Mark Pierzecki  
Marli Basso Rodrigues  
Marsh McLennan Agency  
Martha & Phillip Leszczynski  
Martin Ackley  
Mary Sepe  
Mary McLeod  
Mary Morris  
Mary Sweeten  
Mary Babcock  
Mary Krampitz  
Mary Geib  
Mary & James Stephens  
Mary Ellen Stroup  
Marybeth White  
Marylou Sepke  
Matthew & Terri Franzen  
Maurie Leising  
Maxine Martin  
Maxine & Stuart Frankel Foundation  
Meagan Davis  
Melanie Johnson  
Melvin Lee  
Michael Santicchia  
Michael Locricchio  
Michael Kelly  
Michael Zeller  
Michael Turner  
Michael & Laurice Platzke  
Michelle Monk  
Michigan State University  
Miranda Hinojosa  
Myra Lee  
Myron & Joyce La Ban  
Nancy Norling  
Nancy Scalia  
Nancy & David Pembroke  
Nikki Pearson  
Noah & Mary Greenhill  
Norine Jachym  
Norma Jones  
Ola Wallace  
Otis Brooks

Pace Custom Printing  
Patricia Canfield  
Patricia Doemer  
Patricia Sweitzer  
Patricia Walters  
Paul Marcelli  
Paul & Susan Martzowka  
Peter De Steiger  
Peter & Marguerite Polidori  
Phillip Nicolai  
Ralph Raciti  
Ramchandra Patel  
Randall Murphy  
Randy Pantelis  
Rayford Consulting Group  
Raymond Trudeau  
Raymond Byers  
Raymond Keeling  
Rebecca Stegall  
Renate Reimer  
Rich Teets & Mary Pickett  
Richard Mangol  
Richard Bruning  
Richard Faulkner  
Richard Hall  
Richard Fortin  
Richard & Carol Crowe  
Richard & Cheryl Bowman  
Richard & Christine Marsack  
Richard & Emily Moellering  
Rick Heys  
Rita Spence  
Robert Cleland  
Robert Strong  
Robert Jungwirth  
Robert Sparks  
Robert Greening  
Robert Troup  
Robert Harris  
Robert & Carol Anne Rigonan  
Robert & Ethel Hull  
Robert & Jacquelin Riley  
Robert & Susan Smith  
Rodney III & Georgia Beckwith  
Rolf & Harriet Amsler  
Romona Sipes  
Ronald Clinton  
Ronald Hitt  
Ronald Majka  
Ronald Kopski  
Ronald Shargel  
Roseanne Horne  
Ruben Kurnetz  
Russel Dobson  
Ruth Jones  
Sally Zabawa  
Samuel McKim  
Scott Ward  
Seetha Uthappa  
Sharon Wells  
Shell Adams  
Shirley Krol  
Sidney Berkowitz  
Stanley Vogler  
Stephen Bugin  
Steve Tobocman  
Susan Cranfield  
Susan Najmowicz  
Susan Jeffries  
Suzette Ciminelli  
Sylvia Morin  
Sylvia Heggen

Tanya Walker  
Terrah Opferman  
Tess & Raymond Tchou  
The Helppie Family Charitable  
Foundation  
The Kroger Company  
The Network For Good  
The O'Brien Family Fund  
The WW Group, Inc.  
Theresa Mahoney  
Thomas Ensich  
Thomas Rinehart  
Thomas Blaser  
Thomas Whittaker  
Thomas Itchue  
Thomas Lootens  
Thomas & Juliana Downham  
Thomas & Maureen Wightman  
Thomas & Terese Jozwiak  
Tibor Czako  
Tina Almanza  
Todd Straub  
Tom Porter  
Tommie Spiller  
Vera Weiland  
Vern Tessier  
Verna Hines  
Violet Hoyer  
Vincent & Hortense Fields  
Virginia Torosian  
Vytautas & Mary Kaunelis  
Wallace Hopp  
Walter Kwik  
Wilberta Johnson  
William Clark  
William Gamage  
William Moore  
William & Donna Sanders  
William & Lorraine Kapushinski  
William & Marilyn Dean  
William III & Judith Irving  
Wolverine Contractors, Inc.  
Yin Hing Klisowski  
YourCause, LLC.

COMPANY

INFORMATION





# RETAIL STORE LOCATIONS

## **Canton**

41937 Ford Road  
Canton, MI 48187  
734.981.1692

## **Commerce Township**

3281 Crumb Road  
Commerce Township, MI 48390  
248.859.5927

## **Dearborn**

22451 Michigan Avenue  
Dearborn, MI 48124  
313.288.5927

## **Livonia**

12651 Middlebelt Road  
Livonia, MI 48150  
734.245.0115

## **Woodhaven**

20080 West Road  
Woodhaven, MI 48183  
734.301.3902

## **Ypsilanti**

3782 Carpenter Road  
Ypsilanti, MI 48197  
734.272.0667



# PROGRAM AND CORPORATE LOCATIONS

## **Corporate Headquarters**

3111 Grand River Avenue  
Detroit, MI 48208  
313.964.3900

## **Detroit Skill Building Services**

3111 Grand River Avenue  
Detroit, MI 48208  
313.557.8635

## **Supports Coordination Services**

3111 Grand River Avenue  
Detroit, MI 48208  
313.557.8610

## **North Oakland Career Center – Novi**

31186 Beck Road  
Novi, MI 48377  
248.926.1820

## **Flip the Script**

2777 East Grand Boulevard  
Detroit, MI 48211  
313.557.4848

## **A Place of Our Own Clubhouse**

1401 Ash Street  
Detroit, MI 48208  
313.931.0901

## **Wayne County Employment & Training**

28526 Van Born Road  
Westland, MI 48186  
734.467.6600

## **North Oakland Career Center– Pontiac**

1850 N. Perry Street  
Pontiac, MI 48340  
248.276.1777

## **Detroit at Work Career Center Northwest Activity Center**

18100 Meyers Rd,  
Detroit, MI 48235  
313.578.7500

## **OTHER LOCATIONS**

### **Goodwill's GreenWorks, Inc.**

6421 Lynch Road  
Detroit, MI 48234  
313.499.3100

### **Goodwill Industrial Solutions**

3111 Grand River Avenue  
Detroit, MI 48208  
313.964.3900

# EXECUTIVE STAFF AND BOARD

## Executive Team

### **Daniel S. Varner**

President and CEO

### **Felicia Hunter**

Chief Administrative Officer  
and Executive Vice President  
Employment & Training

### **Jeffrey Ukrainec**

Vice President  
Donated Goods Retail

### **Raymond Byars**

Vice President  
Finance

### **Mark Maher**

Vice President  
Information Technology

### **Jessica McCall**

Vice President  
Marketing & External Affairs

### **Jennifer Merz**

Vice President  
Fund Development

### **Blair Vesterfelt Executive**

President  
Goodwill Industrial Solutions  
Executive VP, Assembly Operations

### **Joni Nelson**

Vice President  
Human Resources  
Organizational Development

### **Caleb Rutledge**

President  
Goodwill's Green Works

### **Karen Gamber**

Executive Assistant  
Office of the President  
& Compliance Officer

## Board Members

### **Lena Barkley**

Area 7 Manager Workforce  
Initiatives  
CVS Health

### **Jeff Huebner**

Managing Member  
Pointe Capital Management

### **Amy Good**

CEO  
Alternatives for Girls

### **Ryan Hoyle**

Senior Director  
GalaxE.Solutions

### **Talvis Love**

SVP & CIO Pharmaceutical Segment  
Cardinal Health

### **Lisa Muschong**

Corporate Secretary  
& Chief of Staff  
DTE Energy

### **Terrah Opferman**

Executive Director, Healthcare  
JPMorgan Chase

### **Erica Robertson**

CEO  
Education at Scale

### **Daniel S. Varner**

President & CEO  
Goodwill Industries  
of Greater Detroit

### **Scott Ward**

Central Region Market Manager  
Bank of America

## Board Officers

### **Thomas Margosian**

Chairperson  
Director IT Audit Services  
Ford Motor Company

### **Laura Byars**

Immediate Past Chairperson  
Vice President Human Performance  
Blue Cross Blue Shield  
of Michigan

### **Deidre Groves**

Vice Chairperson  
Executive Director  
Challenge Detroit

### **Randal Leslie**

Secretary  
VP Marketing, Distribution  
& Product Support-Global  
Johnson Controls

### **Dennis Curtis**

Treasurer  
Partner, National Power & Utilities  
PricewaterhouseCoopers (PwC)