

NEWS RELEASE

November 17, 2016
For Immediate Release

Bill Elmore, KUB Executive VP and Chief Operating Officer, Announces Retirement

Hagood, Bolas to be Promoted

Bill Elmore, Executive Vice President and Chief Operating Officer at the Knoxville Utilities Board, has announced his plans to retire at the end of the calendar year. “Bill has been such a valued member of the KUB team, and although we are happy for him as he moves into this next stage in life, we will all miss his leadership at KUB,” said Mintha Roach, KUB President and CEO. “Bill’s integrity, work ethic and customer focus have influenced a generation of leaders at KUB and will live on in our work after he has moved on to a well deserved retirement.”

Two of those who have followed in Elmore’s footsteps will be stepping up into leadership roles that were also announced today. Derwin Hagood, a 30-year KUB employee, will be promoted to Senior Vice President of Operations, with oversight of the day to day operations of KUB’s systems, as well as oversight of KUB’s construction forces and plant operations. Hagood, a Professional Engineer, has served in a variety of roles throughout his tenure at KUB, including previous engineering and operations roles, as well as stints in customer service and process improvement/information services functions.

Gabriel Bolas, also a Professional Engineer and a 21-year KUB employee, will be promoted to Senior Vice President and Chief Engineer. Bolas, who most recently has served in a management role over KUB’s Overhead Construction Department, also has long experience in electric engineering, and has served as manager of KUB’s environmental stewardship function. Both Hagood and Bolas will report directly to Roach. (Summaries of their careers are attached)

“I’ve always believed that part of being a leader is being sure that there are strong people to follow behind us. KUB is fortunate to have a strong bench of experienced staff ready to take the reins,” said Elmore. “I’ve worked with both Derwin and Gabe for years, and I am confident that I am leaving this job in capable hands.”

Elmore leaves KUB with 39 years of service, including 10 years spent on the wastewater system prior to its 1987 transfer to KUB from city government. During his tenure, KUB’s operations have won numerous awards for quality, including recent perfect scores from regulators inspecting the drinking water system; dozens of Peak Performance awards from the National Association of Clean Water Agencies, recognizing regulatory performance at each of KUB’s wastewater treatment plants; and recognition by the American Public Power Association for outstanding electric reliability under its Reliable Public Power Program (RP3), just to name a few. KUB has also made great strides in the natural gas area, with the completion of the long-planned South Loop gas transmission line completed in 2015, and a continued focus on regulatory compliance in this highly regulated industry.

Elmore also played a critical role in KUB’s most notable strategic initiatives, PACE 10 and Century II. PACE 10, a \$650 million wastewater improvement program, was established in 2004 to support KUB’s

compliance with state and federal regulatory orders requiring massive upgrades to both the wastewater collection system and treatment plants. Under Elmore's leadership, PACE 10 projects have been completed on time and on budget, and the program is on track for completion as required by the federal consent decree. KUB has seen an 82% decrease in sanitary sewer overflows on its system as a result of this work.

The lessons learned from PACE 10 led KUB to establish the Century II program, an infrastructure rehabilitation and replacement program for all four of KUB's utility systems. Under Century II, KUB has established replacement cycles for all its major assets in the electric, gas, water and wastewater systems. Those capital replacement plans are in place and are already being implemented, providing benefits to customers.

"There is no doubt that KUB is a stronger organization as a result of Bill's leadership," said Roach. "These improvements didn't just happen – it took a coordinated effort and Bill was a critical part of that work. KUB customers are the ultimate beneficiaries, and we thank him on their behalf."

KUB, a municipal utility serving Knox and parts of seven adjacent counties, provides reliable electric, gas, water, and wastewater services to more than 445,000 customers.

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Derwin Hagood, PE
SVP – Operations

30 years of service

EDUCATION

University of Tennessee, Knoxville
BS Degree (with honors), Civil Engineering 1985

FORMER POSITIONS HELD

VP, Operations and Plants
VP, Business Performance/Information Services
VP, Procurement and Facilities
VP, Marketing Services
Director, Marketing Services
Manager, Underground Construction
Manager, Customer Service
Manager, Water/Wastewater Engineering
Manager, Water Plant Operations
Engineer, Water/Wastewater
Environmental Engineer, Wastewater

ASSOCIATIONS

American Water Works Association
American Society of Civil Engineers
National Society of Professional Engineers
Tennessee Society of Professional Engineers
Chi Epsilon (national civil engineering honor society)



HONORS AND ACTIVITIES

Tennessee Society of Engineers, Knoxville Chapter
Young Engineer of the Year
KGIS (Knoxville, Knox County and KUB Geographic Information System) Coordinating Committee
State of Tennessee One Call Coordinating Committee
Farragut/West Knox Chamber of Commerce Board member (2 terms); served 2 terms as Chair
United Way Loaned Executive
KUB United Way Chair
KUB liaison with the City of Knoxville
Cokesbury United Methodist Church, Director of Leisure Ministries; Finance Committee member

Gabriel Bolas, PE
SVP/Chief Engineer

21 years of service

EDUCATION

University of Tennessee, Knoxville
BS Degree, Electric Engineering, 1994
MS Industrial Engineering, concentration in
Engineering Management, 2000

FORMER POSITIONS HELD

Manager, Overhead Construction
Manager, Environmental Programs/Asst. to the
COO
Manager, Engineering Systems
Supervisor, Engineering
Engineer

ASSOCIATIONS

Tennessee Society of Professional Engineers
Tennessee Valley Public Power Association
National Society of Professional Engineers

HONORS AND ACTIVITIES

Professional Distribution Engineer, Tennessee
Valley Public Power Association (TVPPA)
Tennessee Society of Professional Engineers
(TSPE) - Past President, State Director, Young
Engineer of the Year, Engineer of the Year in
Government



HONORS AND ACTIVITIES (cont.)

Alliance for Better Nonprofits, OnBoard program
participant
United Way - KUB Leadership Campaign Chair
KUB Employees Association Treasurer
Financial Peace Class Facilitator
Restoration House volunteer
Appalachian Service Project volunteer
Beaver Ridge United Methodist Church – Past
Chair of the Finance Committee, Past Chair of the
Trustees, Adult Sunday School Leader
Karns Lions Club - Past President, Past Zone
Chairperson, Lion of the Year, Young Lion of the
Year
Habitat for Humanity volunteer