



Western States Petroleum Association

December 1, 2009

Memorandum

To: Interested Parties

**From: Catherine Reheis-Boyd
Joe Sparano**

Re: WSPA Organization Transition Plan

WSPA's Board of Directors has approved a transition plan for the Association that becomes effective January 1, 2010, the same day Catherine Reheis-Boyd becomes WSPA's next President.

The new organizational structure includes a continuing role for outgoing President Joe Sparano who plans to retire in March of 2011. Joe will serve as Executive Advisor reporting directly to the Chairman of WSPA's Board of Directors.

Joe will focus his efforts on WSPA external communications activities and on sharing his experience with and training WSPA staff members, as they expand their responsibilities during the transition and following his retirement.

Many of the responsibilities held by Cathy in her current role as WSPA's Executive Vice President and Chief Operating Officer will be distributed to a leadership team comprised of vice presidents and directors. Those leadership team members who will report directly to Cathy, and their respective responsibilities, are as follow:

- Suzanne Noble, currently Manager, Production Regions and State Waste Issues, will assume the newly created position of Vice President, Regional Issues and Chief of Staff. Suzanne will be responsible for management of regional activities and issues within the asset committees - Bay Area, Southern California and Northwest Refining Regions, and Production Regions as well as coordination of internal association operations;
- Jodie Muller, currently, Manager, External Affairs and South Coast Region, will become Vice President, Government and Regulatory Affairs and Constituency Development - also a newly created position. Jodie will be responsible for external advocacy programs dealing with government, public affairs and constituencies, and for the coordination of regulatory issues within the service committees - Legal, Government Affairs and Cross-Regional;
- Tupper Hull will become Vice President, Strategic Communications, continuing his key and successful contributions in further expanding WSPA's political relevance through the use of clear, direct and effective communications tools;

- Gina Grey will become Vice President, Strategic Policy, Fuels, Southwest and Hawaii Regions, continuing her critically important contributions and leadership role in the areas of addressing fuels policy initiatives and implementation efforts, along with management of regional issues in the Southwest and Hawaii;
- Steve Slakey will become Vice President, Finance, Administration and Human Resources. Steve's expanded responsibilities include the Association's finance and accounting and treasury activities, budget planning and budget management activities, administrative and human resources functions, and benefits administration;
- Michaelleen Mason, currently Director, Statewide Regulatory Issues, will expand her portfolio in the new position of WSPA's Director, Climate Change Policy;
- Will Ferrari will continue as WSPA's Director, Information Technology.

In another organizational realignment, Mike Wang will take on additional duties as Manager, Cross Regional Issues and Legal Affairs, reporting to Jodie Muller. All other Managers will report directly to Suzanne Noble in her role as the new Chief of Staff.

The transition plan includes three new positions. Two of the positions are necessary to fill the positions being vacated by Suzanne and Jodie in the producing regions and Southern California region, respectively.

The third new position involves converting a temporary clerical position in the Sacramento office currently staffed through an employment agency, to a full-time WSPA Administrative Assistant position reporting to the Chief of Staff. Joey Martinelli will also continue as Executive Assistant to the new President.

This announcement is an element of a specific 90-day transition plan that will guide this effort starting January 1, 2010. The plan will re-affirm WSPA's current goals, priorities and commitments, and will set the strategic vision of the Association going forward.

Please join us in congratulating and supporting all of the WSPA staff members in their new or modified organizational roles. We are determined to continue working with our allies and advocacy partners to create the highest quality advocacy communications and the most successful results.

If you have any questions, please contact Catherine at cathy@wspa.org.