



## Women IN Energy Conference 2025 Award Nominees

### Woman Making an Impact Award Nominees

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These remarkable women have made a lasting impact on our industry—driving progress, uplifting others, and championing career growth. Their nominators believe their leadership and generosity deserve recognition and celebration.

#### **Amy Thurmond • Managing Senior Corporate Counsel • MISO**



Amy Thurmond serves as Managing Senior Corporate Counsel in the legal department of the Midcontinent Independent System Operator (MISO) where she leads a team of four attorneys and two legal analysts who mainly focus their efforts on regulatory matters primarily in the areas of markets and operations. Amy and her team also advise business partners who are responsible for activities on MISO's seams, transmission rates, and integration of new members. Even though Amy was new to the energy industry when she joined MISO nearly six years ago, energy has proven to be the challenge she was seeking, finding it rewarding to examine thought-provoking issues and solve complex problems alongside some of the sharpest minds in the industry.

#### **Angelique Collier • Director of Environmental Affairs • AES**



As Director of Environmental Affairs, Angelique leads a team responsible for providing technical assistance and guidance to ensure compliance with environmental programs at AES's global businesses. In this capacity, Angelique monitors and participates in the development of regulations and provides environmental support by applying for and obtaining environmental permits for new and existing operations or overseeing these processes.



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### Anita Hurst • Senior Manager, Operations Support • MISO



Anita Hurst is a dynamic Learning & Development leader with over 20 years of experience driving transformational change and advancing organizational capability. As Senior Manager of Operations Support at MISO, she leads multi-level teams, has developed enterprise-wide learning strategies, and partners across business units to align people, processes, and technology with strategic goals. Anita is passionate about her people-first leadership philosophy, cultivating high-performing teams, and fostering continuous growth through intentional learning frameworks. Recognized for her ability to translate complex challenges into sustainable employee development solutions, she has led multimillion-dollar initiatives, helped secured major grants, and redefined learning cultures that enhance both performance and engagement.

### Christa Graft • Director, Rates & Regulatory Planning • Duke Energy Indiana



Christa Graft, Director of Rates and Regulatory Planning for Duke Energy Indiana, joined the utility in 1998. She has spent 16 years of her career in rates and regulatory planning where she is responsible for supporting various regulated rate matters for Duke Energy Indiana, including rate cases, CPCNs, fuel and environmental riders, and power purchase agreements. She serves as a witness in these rate matters before the Indiana Utility Regulatory Commission, providing both written and oral testimony. Prior to her role in rates and regulatory planning, Christa worked in financial planning and analysis, where she was responsible for providing accounting and budgeting support to various business operational groups. Christa has also held roles in accounting research and SEC reporting.

Christa received a bachelor of science degree in business with a major in accounting from Indiana University and is a Certified Public Accountant. She and her husband, Jeromy, have two teenage sons and reside in Brownsburg, Indiana.



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### Elizabeth Jones • Community Relations Associate • EDP Renewables



Elizabeth Jones is a passionate advocate for community engagement and renewable energy development. As a Community Relations Associate at EDP Renewables North America, she manages national partnerships with organizations like FFA and 4-H, developing energy education programs that connect local communities with the benefits of clean energy. Elizabeth plays a key role in advancing renewable projects across the U.S. and Canada—building relationships with stakeholders, addressing community concerns, and creating opportunities for collaboration and impact.

With a background spanning government affairs, education, and community leadership, Elizabeth brings a unique blend of policy insight and people-first communication to her work. She previously served as Government Affairs Associate at EDP Renewables, where she engaged with legislators, trade organizations, and advocacy groups to shape renewable energy policy.

Elizabeth holds a Master of Arts in International Relations from the University of Edinburgh and a Graduate Diploma in Law from the University of Westminster. A former educator and lifelong learner, she's dedicated to empowering communities and fostering understanding between industry, policymakers, and the public in the transition to a sustainable energy future.

### Grace Clark • Community Relations Associate • EDP Renewables



Grace Clark entered the renewables industry just over three years ago, by way of a career at the intersections of art, education, and conflict resolution. At EDP Renewables (EDPR), she supports wind, solar, and energy storage sites across North America— with her skills and experience in communications, crafting educational materials, and relationship-building driving her work. Grace has found special interest in collaborating with EDPR's operational site teams, where she believes there's extra potential to not just embrace and champion existing project communities, but also build and strengthen sincere, long-term relationships.



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### **Kelley Karn • Vice President, Regulatory Affairs & Policy • Duke Energy Indiana**



Kelley Karn joined Duke Energy in 1998 while in law school and was promoted to Counsel in 2000. In 2006, she assumed the position of lead Indiana regulatory counsel for Duke Energy after shepherding the approval of the Cinergy / Duke Energy merger through the Indiana Utility Regulatory Commission. Karn was promoted to Deputy General Counsel in 2008. In this role, Karn managed attorneys and advised the company on regulatory, legislative and policy matters in Indiana. In 2021, Karn was promoted to her current position. As VP Regulatory Affairs and Policy reporting the state president, Karn has responsibility for regulatory relations with Indiana state agencies and key policy and strategic priorities for Duke Energy Indiana.

Prior to joining Duke Energy, Karn worked in the adult literacy and family social service fields. Karn's current philanthropic and volunteer activities include St. Maria Goretti Church and School, Board Member of United Way of Central Indiana, and Board Member of Easterseals Crossroads. Karn earned a Bachelor of Arts degree in Government, International Relations and Public Policy from the University of Notre Dame, cum laude. Her Juris Doctor degree is from Indiana University School of Law – Indianapolis, summa cum laude. She is admitted to the Indiana Bar. Karn and her husband, Ron, have three sons and two dogs and reside in Noblesville, Indiana.

### **Keri Glitch • Vice President, Chief Information Officer • Fortis, Inc.**



Ms. Glitch's career began in the energy sector in 2005. She provides information technology and cybersecurity oversight at Fortis. Before joining Fortis, she was Chief Digital Officer and Chief Information Security Officer at MISO. She was responsible for integrating MISO's technology functions and developing long-term digital strategy to enable reliable and secure operations for future grid requirements. A veteran technology leader, Ms. Glitch also formally served as the Chief Security Officer for AVANGRID and Chief Information Officer for Iberdrola USA.

Ms. Glitch holds a Bachelor of Science from the State University of New York at Geneseo and a Master of Science in multidisciplinary studies from the Rochester Institute of Technology. Her former board experience includes Midwest Reliability Organization, where she served as Chair of their Organizational Group Oversight committee.



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### Marie Nunley • Manager • Riverstart Solar



Marie Nunley brings a strong blend of leadership, dedication, and community-driven focus to her role as Manager at Riverstart Solar. She is recognized for her rapid learning, positive attitude, and commitment to excellence in every task.

With a background that spans operations, stakeholder engagement, and project management, Marie is adept at navigating complex project environments and ensuring meaningful outcomes for both her organization and the communities it serves. Her hands-on approach emphasizes clarity, collaboration, and integrity—hallmarks of her professional style.



## Women IN Energy Conference 2025 Award Nominees

### Rising Powerhouse Award Nominees

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*A "powerhouse" is someone with great power, is a source of influence or inspiration, and has great drive, energy, or ability.*

These incredible women were nominated for their outstanding commitment, work ethic, and ambition to shape the future of our industry. Their nominators believe their talents deserve recognition and a spotlight on the impact they're already making.

#### Allie Peters • Environmental Associate • EDP Renewables



Allie has over 9 years of experience in the environmental sector, including 6 years at EDP Renewables (EDPR). At EDPR, she manages environmental compliance for a growing fleet of operational wind, solar, and storage sites across the US and Canada. Her expertise encompasses spill prevention, waste management, natural resource conservation, and permit compliance across various topics. Notably, Allie played a key role in developing and spearheading the Close the Loop program, an industry-leading initiative aimed at promoting circularity throughout renewable energy projects at EDPR by focusing on waste minimization, reuse, recovery, and recycling.

#### Ashleigh Moore • Advisor, Interregional Planning • MISO



Ashleigh Moore has spent the past decade at MISO, building a career that proves creativity, courage, and connection can power an unexpected career. With a Fine Art degree and no background in energy, she joined MISO in 2014 through an entry-level role in External Affairs. Since then, she's developed her expertise across project management, transmission planning, and strategy – now helping drive how regions plan the grid together.

Beyond her technical achievements, Ashleigh's greatest impact has been advancing women across MISO and the industry. As former Chair of MISO's Women's Resource Group, she led with authenticity – strengthening partnerships, fostering dialogue with leadership, and creating a lasting culture of inclusion.

A dedicated member of the Women IN Energy Conference planning committee, Ashleigh has been a driving force behind its growth – securing sponsorships, shaping programs, and inspiring others through her unwavering commitment. Outside of work, Ashleigh channels that same energy into her most meaningful role: Mom to two amazing girls.



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### **Bethany Guice • Manager, Market Affairs • ACES**



Bethany Guice began her energy industry experience as a Real-Time Trader at ACES in 2018, bringing a unique perspective shaped by her Bachelor of Science degree in Molecular and Cellular Biology earned from the University of Arizona. Before ACES, Bethany honed her analytical skills as a Research Specialist at the Arizona Cancer Center, where she explored critical aspects of centriole biogenesis and genetic instability – a hallmark of cancer. Additionally, she has a deep-rooted enthusiasm for learning and educating by utilizing her minor studies in Nutritional Science and Biochemistry to lead educational seminars at the Diabetes Education and Prevention Center.

Her passion for learning and knowledge allowed Bethany to quickly advance at ACES across various operations and trading roles, serving ACES' clients out of the ACES West Regional Trading Center (WRTC). In her current role as Manager of Market Affairs, she plays a pivotal role in ensuring ACES' clients are well-informed on the evolving policy development actively shaping the Western market landscape and the impact on their business. At ACES, Bethany is also the President of the WRTC Toastmasters Club, where she is passionate about the transformative power of effective communication. Bethany took on the role of Toastmasters President to face her fear head-on. Through this role, she strives to inspire others to step out of their comfort zones and embrace the challenge of public speaking, as it not only enhances personal and professional relationships but empowers individuals to express their ideas and stories confidently.

### **Charlotte Massie • Director, Trading Control • ACES**



Charlotte Massie is the Director of Trading Control at ACES. She manages the trading control staff for the Midwest and North regional trading centers. With almost two decades of experience in various roles at ACES, Charlotte has been a key collaborator on many initiatives. Charlotte is a lifelong learner who enjoys sharing her knowledge and experience with others. She finds purpose in mentoring and the professional development of those around her. In addition to managing the trading control department, Charlotte recently took on the added role of Client Relationship Manager. It presented a challenging opportunity to build upon her experience while ensuring the client's current and future needs are being met. Charlotte is the dedicated mother of two teenage boys and one middle-aged beagle.



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### Dagny Zupin • Manager, Government & Community Relations • Duke Energy



Dagny Zupin serves as Manager of Government & Community Relations for Northwest Indiana at Duke Energy Corporation, where she leads regional community-relations efforts. With a strong focus on building collaborative partnerships between the utility sector and local communities, Dagny ensures that civic leaders, residents, and policymakers are aligned on energy initiatives and infrastructure developments.

Dagny's background blends strategic communication, advocacy, and community outreach. She is committed to listening to community concerns, fostering transparent dialogue, and advancing energy solutions in the Northwest Indiana region. Her experience in community engagement brings both the macro policy drive and the on-the-ground responsiveness required in today's energy environment.

### Milan Das • Environmental Manager • EDP Renewables



Milan Das is an experienced environmental permitting specialist with eight years in the renewable energy sector, all at EDP Renewables North America. During her tenure, she has successfully supported the permitting and construction of 12 wind and solar projects across the United States and Canada. Milan also led compliance efforts for EDPR's Incidental Take Permits and is currently managing complex permitting processes for projects in Indiana, New York, and Alberta. She is passionate about building a sustainable future—one that advances renewable energy development while upholding strong principles of environmental stewardship.



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### **Natalie Coklow • Director, Regulatory Accounting • AES**



Natalie Coklow is the Director of Regulatory Accounting and has been with AES for 11 years. Natalie works with a great group of people who she truly appreciates! She has been in the accounting field for 18 years and has worked in the energy industry for that same amount of time. Natalie has an accounting degree from IU (Go Hoosiers!) and has been married to husband Demetrius for 13 years. They have a cat named Luna and they enjoy traveling, playing cards, watching sports, and attending events in their community of Franklin, Indiana.

### **Wynter Wagoner • Project Development Analyst • EDP Renewables**



Wynter Wagoner joined EDP Renewables (EDPR) in 2022, driven by a passion for building a more reliable and sustainable energy future. She began her renewables journey as a Development Coordinator, supporting project teams with internal systems and real estate processes. Now a Project Developer, she is currently developing a utility-scale wind project in eastern Indiana. Wynter is especially passionate about project community engagement and working closely with local stakeholders to ensure renewable energy projects deliver lasting benefits tailored to the community's needs. She also has a deep love for animals and enjoys meeting all kinds of treasured pets and farm animals during her time in the community.



## Women IN Energy Conference 2025 Award Nominees

### Allyship Award Nominees

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These allies have demonstrated a strong commitment to advancing diversity, equity, and inclusion in the workplace. Their nominators believe their leadership, values, and advocacy for others deserve recognition and celebration.

#### **Aneta Godbole • Manager, Resource Utilization • MISO**



Aneta Godbole joined MISO in 2016 and has over nine years of experience in Generator Interconnection and System Planning, playing a key role in initiatives that support the reliability of the MISO Transmission System. As Manager of Resource Utilization, she leads a team overseeing the dynamic MISO Generator Interconnection Queue, with a strong focus on collaboration and continuous improvement. Aneta also serves on the board of the Polish Cultural Society of Indiana, promoting cultural heritage and community engagement. She holds bachelor's and master's degrees in environmental engineering from Gdansk University of Technology in Poland. In her free time, she enjoys traveling, football, and spending time with her family as she prepares for the transition to an empty nest next year.

#### **Glory Adepetu • Director, Utility Digital Strategy & PMO • AES Indiana**



Glory Adepetu is an energy professional who loves to solve complex problems by creating an environment where highly collaborative business solutions can be realized. She has been on the Women IN Energy conference planning committee for years and has enjoyed contributing an energetic day each year.

Glory entered the energy industry as an intern at MISO in 2008 and began working as an electrical engineer at Indianapolis Power & Light, now AES Indiana. Halfway into her time with AES, she transitioned to the AES Corporation to focus on technology. At AES, Glory helped to accelerate the future of energy by leading strategy development and tactical execution of the digital initiatives that are part of the Smart Grid digital transformation roadmap. She enjoys improving on the solutions of yesterday, transformation, and innovation!

Glory received her BS in electrical engineering from Purdue University Indianapolis campus, where she was involved in the Society of Women Engineers and the African Students Association. She recently received her MBA at the Kelley School of Business in Indianapolis.



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### **Kristie McKillip • Managing Director, Midwest Large Business • Duke Energy**



Kristie McKillip serves as Managing Director of Midwest Large Business for Duke Energy Corporation, where she leads the strategic direction and account-management team for key business clients across Duke's IN, KY, and OH region. With a strong focus on driving growth, building high-performing teams, and delivering meaningful value to customers, Kristie is a respected leader in the energy industry.

Anticipated by many for her collaborative leadership style and commitment to regional business development, Kristie continues to advocate for her team's success and her company's role in strengthening the communities it serves.

### **Nirav Shah • Chief Digital Officer & Transformation Officer • MISO**

Nirav Shah serves as MISO's vice president and chief digital and information officer, responsible for technologies that support MISO's strategic priorities in reliability, markets, and innovation. He leads efforts to leverage data, digital, and security ecosystems to drive smarter business outcomes.



Before joining MISO, Nirav served as CIO and Vice President of IT at Republic Airways, leading the company's digital transformation. He also held leadership roles at OneAmerica Financial and Interactive Intelligence (now Genesys).

Nirav holds an MBA from Missouri State University, a Master's in Computer Science from the University of Missouri-Kansas City, and a Bachelor's in Computer Engineering from the University of Mumbai. A TechPoint "Best of Tech" Mira Award winner and 2019 CTO of the

Year, he also serves on the boards of TechPoint, United Way of Central Indiana, and Eleven Fifty Academy. A –