



# California ISO

## News Release

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### Organization restructuring planned at ISO

Edson announces retirement; directors will move into officer-level positions to handle grid growth

FOLSOM, Calif. – The California Independent System Operator (ISO) announced today that Karen Edson, Vice President of Policy & Client Services, will retire effective April 1.

That position will be restructured into dual officer-level roles, which will be filled by Stacey Crowley and Thomas J. Doughty, currently serving as directors at the ISO.

“We wish Karen well, congratulate her on a successful energy policy career, and thank her for her contributions to the ISO’s evolution,” said ISO CEO Steve Berberich. “As we move forward, the restructuring of our organization underscores the critical importance of regional coordination and customer service to our future vision of a clean, efficient and cost-effective power grid.”

A 38-year veteran of electricity industry public affairs and policy, Edson joined the ISO in 2005, becoming an integral part of the company’s relationship with external state leaders. She previously served in senior roles in state government, including California Energy Commission member, as well as a consultant to renewable and cogeneration power producers.

“Her skills were particularly useful in helping the state in the development of renewable energy projects during the recent financial crisis,” Berberich said. “She was also instrumental in maintaining grid reliability after the closure of the San Onofre nuclear plant, and for crafting policies that helped with the phasing out of aging once-through-cooled power plants.”

Edson is also credited with implementing customer service programs that expanded stakeholder engagement and outreach, while building ISO credibility throughout the western states region.

“It has been a joy to work at the ISO, and a privilege to have been part of the organization’s successes,” Edson said. “I know the ISO will continue on its journey toward regionalization, working with state energy leaders and others across the West. My sincere thanks to the customers, and regulatory, business, and environmental leaders in the region for their engagement in this process.”

Crowley, currently Director of Regional Affairs, will become the new Vice President of Regional and Federal Affairs; Doughty, currently Director of State Regulatory Strategy, will become the new Vice President of Customer and State Affairs.

The newly created positions reflect the commitment the ISO sees as crucial to explore deeper multi-state western collaboration, and maintain quality customer service in a time of rapid industry transformation, Berberich said.

Crowley has a strong background in energy policy, community development and regional energy coordination. She previously worked as policy advisor to Nevada Gov. Brian Sandoval, where she spearheaded Sandoval's energy objective at the regional and national levels, and managed Nevada's federal grant programs and economic incentive regulations for clean energy projects. She joined the ISO in 2013, and has since been leading outreach with key regulatory and industry stakeholders throughout the West. She is also facilitating a governance change to include a regional voice in the Energy Imbalance Market and coordinating the integration of new entities into the ISO.

This year marks the beginning of the fourth decade of Doughty's electric industry career. He joined the ISO in 2003, assigned to lead customer care functions. He developed customer partnership programs and created the ISO Stakeholder Symposium, now the largest electric industry conference on the West Coast. Doughty currently oversees the ISO's interactions with state regulatory agencies. He has held senior leadership positions with many energy organizations, including the Los Angeles Department of Water and Power, and was a principal in the launch of electric vehicles 25 years ago.

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