

Exhibit 15-A

John Kuba Curriculum Vitae

JOHN C. KUBA

EDUCATION

B.S. Animal Science with Wildlife Science emphasis; Biology Minor (Magna Cum Laude)
Tarleton State University - 2006

PROFESSIONAL EXPERIENCE

2024 to Present **Grid United LLC** Houston, TX

Vice President; Environmental

- Responsible for environmental study and federal and state permitting for Grid United's portfolio through leadership of internal Environmental Team, and external consultants and outside counsel.
- Lead federal and state agency coordination, permitting and environmental review for the North Plains Connector Project, including DOE lead agency involvement under Section 216(h) of the Federal Power Act.
- Develop and implement internal and external initiatives, policies, and practices related to environmental issues, stakeholder and Tribal engagement, and construction and operational activities.
- Promote and maintain active relationships with Native American Tribes' Tribal Historic Preservation Offices through leadership of Tribal Engagement Team, and facilitation of meaningful consultation..

2018 to Present **ConnectGen Management LLC** Houston, TX

Senior Director; Environmental Affairs

- Developed environmental permitting and compliance program to support a growing portfolio of industrial-scale generation and BESS development assets totaling ~20 GWs of capacity.
- Lead Environmental Affairs functional team consisting of six, in-house environmental professionals collectively supporting all environmental and permitting functions at the project level, including daily direction and management of environmental consultants and outside counsel.
- Directly responsible for permitting strategy and implementation for projects requiring federal, state, and local environmental permitting and/or regulatory compliance. Currently support multiple projects that involve complex permitting, including NEPA, ESA, and NHPA compliance (DOE, BLM, USFWS), CEQA (CA), EFSEC (WA), DPU/EFSB (MA), ISA §109 (WY), §94-c (NY), and OPSB (OH).
- Developed strategic biodiversity management and cultural resource/tribal mitigation strategies that have garnered both agency and Native American Tribe acceptance, respectively.
- Outreach and communication lead for external environmental information exchange, including but not limited to expert witness testimony at regulatory and permitting hearings, agency and tribal consultation, media interviews, presentations during public scoping meetings/open houses, as well as internal communications ranging from C-Suite strategy discussions to corporate environmental stewardship seminars.
- Schedule and budget oversight for complete portfolio focusing on permitting critical path management and risk reduction while cultivating timely progression to NTP.
- Served as co-developer for 900 MW generation associated with development joint venture.
- Conduct diligence and audits for various M&A opportunities with CapEx values up to ~\$150M.

2011 to 2018

Clean Line Energy Partners LLC

Houston, TX

Director; Environmental Affairs

- Led or directly supported the routing/siting of >2,300 miles of linear ROW for 345kV HVAC to 600 kV HVDC electric transmission lines. Includes data collection, stakeholder coordination, and reporting, expert witness testimony for state-level PUC filings, testimony writing and data request response.
- Collaborated and provided technical expertise for multiple NEPA evaluations and compliance efforts, leading to Final EIS, Record of Decision, EA and FONSI publications.
- Led formal and informal Section 7 ESA consultations for DOE, BOR, BIA and USACE actions. Notable examples include strategic management and publication of 30 species Biological Assessment for the 720-mile Plains & Eastern Clean Line HVDC Transmission Line.
- Directed the successful pre-construction aquatic resource permitting effort for a federally designated FAST Act infrastructure project. Includes completion of USACE §.404, §.10, §.408, state aquatic resource permitting and federal easement acquisition in under 11 months.
- Supported §.106 National Historic Preservation Act consultations with Native American Tribes and state historic preservation offices. Assisted in the implementation of programmatic agreement and historic property identification plan, and historic property treatment coordination.
- Directly responsible for all environmental field survey efforts. Notable example includes direct oversight of pre-construction aquatic, biological and cultural field surveys for 720-miles of ROW (Seven consulting firms and >100 field staff).
- Completed in-house Critical Issues Analyses and Environmental Due Diligence efforts for dozens of generation and transmission acquisitions, partnerships, and U.S. development prospects.
- Brokered multi-species, compensatory mitigation supply contract in compliance with permit obligations valued at ~\$4M.
- Developed and managed various RFPs for environmental services, resulting in significant cost savings, improved team continuity, and strategy verification.
- Schedule and budget management, monthly, quarterly, and annually, for multiple large-scale generation and transmission projects. Executive management, finance, and technical team collaboration on budget and scope considerations related to development and viability. Trusted with management of MSAs and Task Orders up to \$8M in executed value.
- Established corporate environmental stewardship efforts including Avian Program and Ag Impact Mitigation Program.
- Created internal development tracking and prioritization program for renewable generation projects.
- Supported the sale of multiple transmission and generation assets, including generation portfolio transaction to Quantum Energy Partners.

2007 to 2011

Turner Biological Consulting LLC

Buffalo Gap, TX

Lead Biologist /Project Manager

- Supervised full time and seasonal employees performing field research and a wide range of environmental consulting services in the energy sector with focus on renewable and transmission projects.
- Successful in both procurement and project execution efforts including but not limited to budgeting, scope planning, and staffing for both large and small value public and private contracts, while ensuring safety and work product quality.
- Specialized in state and federal T&E species Biological Assessments and Evaluations, including species habitat characterizations/delineations, and presence/absence surveys for energy facilities, military installations, rural utilities, residential developments, pipelines and transmission lines in 30 Texas counties
- Project Manager of black-capped vireo research and monitoring on the Horse Hollow, Callahan Divide, and Capricorn Ridge Wind Projects in TX. Permitted and executed the 1st black-capped vireo population dynamics and wind energy impact studies.

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- Performed environmental due diligence and Critical Issues Analyses for >5 GWs of renewable energy development (wind and solar) in the Trans Pecos and Texas Panhandle Regions
- Supervised environmental monitoring and permit compliance program for the FPL/NextEra's Horse Hollow Generation Tie Line (345kV HVAC) - 225 mile project constructed in 15 months
- Performed and supervised general avian, raptor, and bat acoustic surveys on proposed and operational wind farms; aquatic resource delineations and JDs for linear and spatial development projects; including >250 miles of utility line routes
- Taught FERC Environmental Compliance and Inspection Training for Environmental Inspectors and Ag Environmental Inspectors contracted to the Kinder Morgan Rockies Express Pipeline.
- Crafted compliance, monitoring, and reporting plans including, hazardous spill cleanup and containment, SWPPP/ECD implementation and monitoring for various construction and operational projects
- Authored various environmental reports, including Natural Resource Tech Reports, Veg Management Plans, EAs, BAs, CIAs, SWPPPs, Phase I ESAs, SPCC Plans for large area spatial and linear projects

SUMMARY OF QUALIFICATIONS

- Inherently analytical in processing complex environmental issues and developing strategic solutions.
- Experienced communicator, well-read and practiced on a wide range of issues associated with the natural, cultural, and human environments. High level of professionalism and experience communicating in a variety of settings, from field to C-suite conference room.
- Nineteen years of direct experience in the power and electric transmission space including team development and leadership.
- Seasoned in compliance and application of pertinent environmental laws and policies; including NEPA, MBTA, BGEPA, ESA, CWA, RHA, NHPA, and 14 CFR Part 77, as well as state environmental laws and codes.
- Strong siting and routing experience. Practiced in quantitative and qualitative alternatives analysis, and strategic application of WEGs, ECPGs, APLIC Principles, and various state siting/operating guidance.
- Competent in document production – Budgets and schedules, RFPs and proposals, EISs, EAs, BAs, Phase 1 ESAs, CIAs, SWPPPs, SPCCs, reclamation plans, and compensatory mitigation plans
- Versed in various state and federal agency policy and implementing procedures, developed through direct experience working with DOE, FERC, USFWS, USFS, BIA, BLM, BOR, USACE, and state environmental or regulatory agencies from 21 states
- Multi-disciplinary environmental background, strongest in biological/ecological assessment and management with ornithology and T&E emphasis (Former USFWS Section 10(a)(1)(A) Permit holder).

RELEVANT INDUSTRY ORGANIZATIONS AND AFFILIATIONS

Renewable Energy Wildlife Institute and Renewable Energy Wildlife Research Fund; American Clean Power Association (*Multiple committees and Subcommittees*); Energy Wildlife Action Coalition (*Multiple committees and Policy Representative*)

SELECTED PRESENTATIONS AND TECHNICAL REPORTS

Clean Line Energy Partners. 2014. Avian Program.

http://www.cleanlineenergy.com/sites/cleanline/media/resources/Clean_Line_Avian_program.pdf

Gordon, C., K. Karsten, A. Hale, G. Forcey, S. Turner, J. Grzybowski, B. Suson, J. Kuba, and H. Greeney. 2010. Reproductive Success of Black-capped Vireos and other shrub-nesting passerines in relation to distance from wind turbines. National Wind Coordinating Collaborative Wind Wildlife Research Meeting VIII, October 19-21, 2010. Lakewood, CO.

Kuba, John. 2013. A Powerline Runs Through It: Mitigation and Transmission Line Development. The Nature Conservancy All Science Conference. Presenter and Panelist. December 10-12, 2013. San Jose, CA.

White, T., J. Kuba, and J. Thomas. 2014. Data Driven Generation Siting for Renewables Integration in Transmission Planning. Published by ESRI.