

**Statement of Qualifications**

Kristi L. Johnson

Ms. Johnson graduated from the Southwest Minnesota State University with a degree in Business Administration. Additionally, she received her Professional in Human Resources (PHR) certification in 1998, Senior Professional in Human Resources (SPHR) certification in 2009 and her SCP in 2015. Ms. Johnson has worked in the human resources field for more than 25 years, taking more progressively responsible roles, and has served in a management capacity for more than 10 years.

She began her human resources career with Orion Enterprises in June 1992 as a personnel assistant. She has held positions in human resources in areas of training, employee relations, recruitment, generalist and talent acquisition throughout her career. Organizations in which she held positions include Gateway, Avera McKennan, POET, Great Western Bank and Midco.

Ms. Johnson began her employment with Black Hills Corporation in March 2016, as the Talent Acquisition Manager in Rapid City, SD. She moved to the Director of Talent Management and HR Regulatory role in 2018 and is currently the Director of Total Rewards. In this role she is responsible for leading and managing the total rewards function and providing direction and leadership for the design, development, administration and management of all benefit and compensation programs. She provides direct oversight for the Company's compensation, HR regulatory, benefits and retirement services teams. In addition, she develops regulatory strategy for the HR function as well as creating testimony and execution of data review for all rate cases. She manages a team of nine employees: three within the compensation focus area and six that work with employee benefits.