

## **Statement of Qualifications and Experience**

### **Nicholas N. Paluck**

Nicholas Paluck has been employed by Northern States Power Company in pricing positions for 18 years and his current position is Manager, Regulatory Analysis. His job responsibilities include rate design, rate-revenue determinations, and cost allocations for the utility operating subsidiaries of Xcel Energy.

Paluck has supported rate design efforts in proceedings before state regulatory commissions in Minnesota, North Dakota, and South Dakota.

Paluck has presented several topics on rate design at industry conferences.

Paluck received his Bachelor of Arts degree in Economics from the University of Minnesota-Morris and his Master of Business Administration degree from the Carlson School of Management at the University of Minnesota.