

Bennie Covington

Currently the Chief People Officer at Integrated Financial Settlements (IFS), a Structured Settlement firm that helps people navigate change by providing effective financial solutions to support their goals. IFS structures over \$2 Billion in personal injury claims annually.

During his tenure at IFS and Companies, Bennie has played a key role in defining and executing the strategy necessary for the organization and its subsidiaries to expand the talent base, financial products, distribution, and corporate governance. His biggest impact has been leading the organization through a talent, team and cultural redesign that has markedly improved its capabilities. This talent strategy renaissance has resulted in the release of industry leading financial products, software, IT security and a comprehensive integrated commitment to diversity, equity and inclusion.

Bennie was featured as a "*Top 10 HR Executives to Watch in 2023*" in CIO Views Magazine. He was also awarded the Money 2.0- *Outstanding Leadership Award* for his contributions to the Finance Industry in 2022.

Before Joining IFS, Bennie was the Director of Talent Development at the Scrum Alliance and the Head of Global Leadership Development for Janus Henderson (Formerly Janus Capital).

In 2017 he was recognized for developing *Best New Leader Training, Executive Coaching and Team Building developmental programs* by HR.Com. He also received recognition from the CEO and Board of Directors at the Scrum Alliance for *Outstanding Leadership in Building Organizational Culture*.

Bennie has lived in the district for over six years and has served on the North Pecos Water and Sanitation Board of Directors for two years.

I believe I will be a good candidate because I have a lot of experience making good financial and talent related decisions that impact many constituents. I have also served on the Board of Directors for North Pecos Water for a couple of years and am intimately familiar with the projects, challenges and opportunities facing the district. I hope to help North Pecos navigate the population, commercial development and infrastructure growth it is currently experiencing to ensure the best possible benefits to residents.

Dennis Towndrow

A native of Denver, Colorado, Dennis Towndrow has served on the North Pecos Water and Sanitation Board of Directors for twelve years (the last six years as President of the Board). He has also served on the Metro Water Recovery Board for six years. Dennis has been diligent about attending regular/special Board meetings, Metro workshops, and SDA (Special District Association) conferences. His primary focus has always been the District's "ratepayers" and keeping rate increases to a bare minimum. An example of this includes personally attending a Denver Water Board meeting to protest "higher" rates to Master Meter customers, (i.e. North Pecos) compared to Denver's own direct billed customers.

Dennis graduated with honors from Regis University, with a Master's Degree in Computer Information Science. He devoted the majority of his working career as a Process Piping/ Mechanical Engineer and Computer Support Engineer.

If elected, Dennis promises to use his combined experience to ensure North Pecos Water and Sanitation is the type of public utility our customers deserve. Examples of this include :

- > Creating a Committee that will examine the District's strategic plan to make sure it accurately reflects the current business model and mission of the District.
- > Continue to attend District meetings and special events.
- > Maintaining an ongoing commitment to being a "strong advocate" for the customers of North Pecos Water and Sanitation.

Naomi Dekker

Has a background as a Computer Systems Software Engineer at Mountain Bell (US West, Qwest, CenturyLink, Lumen) for 25 years working with large Mainframe computers as well as PC's, servers, and other peripheral equipment, plus six years working as a contractor for IBM, MCI, and Coors.

I have worked my way up from Computer Operator throughout my career, I have performed numerous duties, and was a technical supervisor for 17 years, participating in long and short-range planning and coordination of mainframe computers and peripherals, as well as supervising people, technical writing, and technical classes.

In addition to m other duties during my career, I have also been a technical writer tasked with providing charts, reports, graphs, and other mediums for meeting and presentations, acquiring knowledge of numerous word processing programs, spreadsheets, and my least favorite – PowerPoint.

Hopefully, you will consider my knowledge and talents a good addition to the board of directors.