



**NEWS RELEASE
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Austin Utilities Announces Retirements, Advancements

AUSTIN, Minn. January 18, 2021 - Austin Utilities today announced the retirement of Kim Duncomb, Employee Relations Director with 20 years of service effective January 31, 2021. “We want to wish Kim the best in her retirement, and we appreciate the service she has provided to the community” said Mark Nibaur, General Manager at Austin Utilities. Kim began her career with Austin Utilities in March 2000 as the Human Resource Manager in a shared position between the City of Austin and Austin Utilities. After a few short months she moved to a full-time position with Austin Utilities as the HR/Safety Manager. In 2006, she was promoted to Customer and Employee Relations Director and most recently, after a companywide reorganization, Employee Relations Director.

Kim administered contracts and benefits for three unions as well as a companywide safety program in a heavily regulated industry. In 2020 Austin Utilities had zero OSHA recordable incidents. One of Kim’s many accomplishments during her career was overseeing the contracting and implementation of new customer service billing and accounting software at Austin Utilities. In addition, she was responsible for the recruitment and hiring of our staff over the last 20 years. During her retirement Kim is looking forward to having more time available to spend with family, friends, travel and hobbies.

As a result of Kim’s retirement, Austin Utilities welcomes Dan Ulland as the new Employee Relations Director. “We are happy to welcome Dan to the Austin Utilities team,” Nibaur said. “We look forward to his leadership.”

Dan’s background includes over 30 years of Human Resources experience across many industries. He is a graduate of the University of Minnesota Carlson School of Management and has earned the Certified Employee Benefits Specialist designation awarded from the Wharton School of Business, University of Pennsylvania. Dan transferred to Austin 3 years ago to be closer to his parents. Interesting fact about Dan, he has played piano since the age of six and enjoys playing professionally.

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Austin Utilities is a municipal utility serving approximately 12,300 electric customers, 10,300 natural gas customers, and 9,000 water customers. Their mission is to offer utility products and services in a safe, reliable and responsible manner in order to enhance the quality of life in our community. Austin Utilities' Board of Commissioners are elected by the consumer-owners of Austin to represent their best interest. For more information on Austin Utilities visit their website at www.austinutilities.com.