

**BEFORE THE TENNESSEE PUBLIC UTILITY COMMISSION
NASHVILLE, TENNESSEE**

July 14, 2026

IN RE:	)	
CHATTANOOGA GAS COMPANY'S	)	
PETITION FOR APPROVAL OF ITS 2025	)	
ANNUAL RATE REVIEW FILING	)	DOCKET NO. 26-00032
PURSUAN TO TENN. CODE ANN.		
§ 65-5-103(D)(6)		

**REBUTTAL TESTIMONY
OF
JEFF PETREA**

**ON BEHALF OF
CHATTANOOGA GAS COMPANY**

1 **Q. PLEASE STATE YOUR NAME, BUSINESS ADDRESS, AND**
2 **OCCUPATION.**

3 A. My name is Jeff Petrea. My business address is 2207 Olan Mills Dr.,
4 Chattanooga, Tennessee. I am the Director of External Affairs for Chattanooga
5 Gas Company (“CGC” or “Company”).

6 **Q. HAVE YOU PREVIOUSLY PROVIDED TESTIMONY BEFORE THE**
7 **TENNESSEE PUBLIC UTILITY COMMISSION (“TPUC” OR THE**
8 **“COMMISSION”)?**

9 A. No, this is my first time providing testimony to the Commission.

10 **Q. WHAT IS THE PURPOSE OF YOUR REBUTTAL TESTIMONY?**

11 A. The purpose of my rebuttal testimony is to respond to the Pre-filed Testimony of
12 Consumer Advocate Division Witness William H. Novak regarding CGC’s
13 proposed treatment of the Company’s external affairs expense in this ARM
14 filing.¹ Specifically, I explain and support how the Company arrived at the 25%
15 exclusion proposed by CGC, which is conservative and more than captures the
16 lobbying and lobbying-related portion of the Company’s external affairs
17 activities.

18 **Q. ARE YOU OFFERING A LEGAL OPINION ON WHAT CONSTITUTES**
19 **LOBBYING?**

20 A. No. I am not offering a legal opinion. My testimony is factual. I considered my
21 work activities and identified the activities that were lobbying or lobbying-related

¹ *Pre-filed Testimony of Consumer Advocate Witness William H. Novak*, pp. 8-10, TPUC Docket No. 26-00032 (June 15, 2026) (hereinafter “*Novak*”).

1 based on the purpose and objective of the activity. For purposes of that review, I
2 treated activities as lobbying or lobbying-related when they involved advocacy to
3 influence legislative, policy, ordinance, rulemaking, or other discretionary
4 governmental action, as well as related preparation and follow-up when it was
5 tied to that advocacy.

6 **Q. WERE YOU THE SOLE DECISIONMAKER IN DETERMINING WHAT**
7 **CONSTITUTES LOBBYING OR LOBBYING-RELATED ACTIVITY IN**
8 **YOUR REVIEW?**

9 A. No. As Company Witness Tiffani Weems stated in her Pre-filed Direct Testimony
10 submitted with the Petition, the Company periodically reviews its costs to ensure
11 continued compliance with Commission requirements, including reviewing costs
12 recorded to CGC Government Affairs.²

13 **Q. WHAT EXTERNAL AFFAIRS COSTS ARE YOU ADDRESSING IN**
14 **YOUR TESTIMONY?**

15 A. My testimony addresses the Company's external affairs departmental expense
16 associated with my position as Director of External Affairs for Chattanooga Gas.
17 During 2025, CGC's External Affairs department consisted of one employee: me.
18 There were no other CGC external affairs employees, and therefore no one else
19 whose labor costs and related activities were included in the department or cost
20 category addressed by my review.

21 **Q. CAN YOU EXPLAIN GENERALLY THE COMPANY'S REVIEW?**

² *Pre-filed Direct Testimony of CGC Witness Tiffani Weems*, pp. 11-12, TPUC Docket No. 26-00032 (April 20, 2026).

1 A. First, as outlined in Witness Weems' Pre-filed Direct Testimony, prior to the
2 filing of the Petition in this docket, the Company analyzed the costs recorded to
3 Government Affairs O&M in 2025. Because the Company's External Affairs
4 department consists of one employee, me, this review analyzed my actual day-to-
5 day activities for 2025 to determine whether there were portions of my work that
6 were not arguably considered lobbying activities. That analysis indicated that the
7 vast majority of my responsibilities and activities were *not* related to lobbying. As
8 a conservative estimate, the Company arrived at a 25% exclusion. Next, in
9 response to the Consumer Advocate's challenge to the 25% exclusion, I
10 undertook a detailed, granular-level analysis of my 2025 calendar and expenses as
11 discussed below to confirm that the 25% exclusion was fair and appropriate.

12 **Q. SHOULD THE COMMISSION UNDERSTAND THIS CALENDAR AND**
13 **EXPENSE REVIEW AS A NEW ANNUAL TIMEKEEPING OR AUDIT**
14 **REQUIREMENT?**

15 A. No. This was not intended to create a new annual timekeeping system or a
16 requirement that CGC conduct and produce the same level of detailed calendar
17 and expense review in every ARM. It was a validation exercise performed in this
18 case because CGC is supporting a change from the prior blanket 100% exclusion
19 to a more accurate, but still conservative, 25% exclusion.

20 **Q. WHAT TYPE OF SUPPORT WOULD BE REASONABLE GOING**
21 **FORWARD?**

22 A. In my view, a reasonable approach would be for CGC to continue applying the
23 25% exclusion to its Government Affairs O&M costs, subject to management

1 review each year to determine whether my duties, the structure of CGC's External
2 Affairs department, or my lobbying activity have materially changed. If there is
3 no material change, a summary confirmation should be sufficient. If there is a
4 material increase in lobbying activity, CGC should increase the exclusion as
5 necessary so that lobbying expense is not recovered from customers.

6 **Q. TO BE CLEAR, WOULD CGC MAINTAIN THE 25% EXCLUSION IF**
7 **LOBBYING ACTIVITY MATERIALLY INCREASED IN A FUTURE**
8 **YEAR?**

9 A. No. If the Company's lobbying activities materially increased in a future year
10 such that a 25% exclusion would understate lobbying or lobbying-related activity,
11 CGC would increase the exclusion for that year. The 25% exclusion is intended to
12 be conservative, not to understate lobbying activity.

13 **Q. PLEASE DESCRIBE YOUR JOB RESPONSIBILITIES.**

14 A. My role is Director of External Affairs for Chattanooga Gas. It is a mixed role. It
15 includes governmental affairs, but it also includes regulatory support, rate
16 proceeding coordination, responses to regulatory data requests, coordination with
17 regulators and the Consumer Advocate, customer and constituent issue resolution,
18 community and economic development support, municipal and stakeholder
19 coordination, and internal operational support. Engaging in lobbying is only one
20 of my many job responsibilities.

21 **Q. WHY IS IT IMPORTANT TO DISTINGUISH BETWEEN EXTERNAL**
22 **AFFAIRS AND LOBBYING?**

1 A. Because not all external affairs work is lobbying. A utility like CGC must
2 coordinate with local governments, regulators, customers, community
3 organizations, emergency-management personnel, and other stakeholders to
4 provide safe and reliable service. Those activities can involve public officials or
5 governmental staff, but the purpose is often operational, regulatory, customer-
6 service-related, safety-related, or informational—not advocacy to influence
7 legislation or policy.

8 **Q. DID YOU TREAT EVERY CONTACT WITH A PUBLIC OFFICIAL AS**
9 **LOBBYING?**

10 A. No. The attendance of a public official or government employee at a meeting does
11 not determine whether the activity is lobbying. I looked at the purpose of the
12 activity and considered what actually occurred during any such meeting. If the
13 purpose was advocacy regarding legislation, policy, an ordinance, rulemaking, or
14 another discretionary governmental action, I treated the time as lobbying or
15 lobbying-related. If the purpose was utility operations, regulatory compliance,
16 customer service, public safety, emergency coordination, routine permitting,
17 right-of-way coordination, or requested information, and no lobbying or lobbying-
18 related activity occurred, I did not treat it as lobbying.

19 **Q. WHAT RECORDS DID YOU REVIEW?**

20 A. I reviewed and considered my 2025 calendar, my day-to-day activities, my 2025
21 expense reports, and my job description. Because CGC's External Affairs
22 department consists of one employee, me, my calendar and expenses captured
23 CGC's employee-level information for the external affairs function at issue. I

1 also considered the purpose of meetings and activities, the participants involved,
2 and whether the activity related to lobbying, regulatory support, operations,
3 customer service, community engagement, economic development, or other non-
4 lobbying work.

5 **Q. HOW DID YOU TREAT AMBIGUOUS CALENDAR ENTRIES?**

6 A. I treated ambiguous entries conservatively. If a calendar entry involved public-
7 policy or governmental stakeholders and I could not determine that the purpose
8 was operational, informational, requested, routine, regulatory, or administrative, I
9 treated the time as lobbying-related. That approach was intended to avoid
10 understating lobbying-related time.

11 **Q. DID YOUR REVIEW INCLUDE TIME SPENT DISCUSSING OR**
12 **MANAGING THE WORK OF CGC'S CONTRACT LOBBYISTS?**

13 A. Yes. To the extent I participated in meetings concerning legislative strategy,
14 discussions with CGC's contract lobbyists, or evaluations of their work related to
15 lobbying activities, I treated those meetings as lobbying or lobbying-related. For
16 example, meetings concerning the legislative session or the performance of CGC's
17 contract lobbyists were included in the lobbying-related category.

18 **Q. WAS YOUR CALENDAR REVIEW A PERFECT TIME STUDY?**

19 A. No. My calendar is not a timekeeping system. It does not capture every phone
20 call, email, informal conversation, preparation item, or follow-up task. For that
21 reason, the review was not intended to be a precise time study. It was a
22 reasonableness check on whether CGC's 25% exclusion was conservative.

23 **Q. WHAT DID THE CALENDAR REVIEW SHOW?**

1 A. The calendar review showed that lobbying and lobbying-related activities,
2 including PAC, political, and similar activity, represented approximately 12% of
3 the included scheduled work reflected on my calendar.

4 **Q. DID YOU ALSO REVIEW POTENTIALLY AMBIGUOUS PUBLIC-**
5 **POLICY ENTRIES?**

6 A. Yes. When potentially ambiguous public-policy-related entries were added to the
7 lobbying category, the total represented approximately 16% of the included
8 scheduled work reflected on my calendar. Even under that conservative approach,
9 the lobbying and lobbying-related time was substantially below the 25%
10 exclusion proposed by CGC.

11 **Q. WHY IS THE 25% EXCLUSION STILL APPROPRIATE IF YOUR**
12 **CALENDAR REVIEW SHOWED LESS THAN 25%?**

13 A. CGC is maintaining the 25% exclusion to be conservative and administratively
14 reasonable. The 25% exclusion captures the confirmed lobbying time, potentially
15 ambiguous public-policy time, related preparation and follow-up, short calls or
16 informal communications that may not appear separately on my calendar, any
17 input from Southern Company Gas employees, and ordinary year-to-year
18 variation. To be clear, CGC is not asking the Commission to reduce the exclusion
19 to the lower percentage shown by my calendar review.

20 **Q. DID YOU REVIEW YOUR EXPENSES?**

21 A. Yes. I also reviewed my 2025 expenses. I reviewed them to determine whether
22 the expense activity associated with my role was consistent with the calendar

1 review and whether the expenses indicated a materially higher level of lobbying
2 activity than reflected in my calendar.

3 **Q. WHAT DID THE EXPENSE REVIEW SHOW?**

4 A. The expense review, covering over 100 expense items, showed that approximately
5 20% of total expense dollars were fairly classified as lobbying, political, public-
6 policy, or otherwise lobbying-related.

7 **Q. HOW WERE THE REMAINING EXPENSES CLASSIFIED?**

8 A. Approximately 70% related to other business, stakeholder, community, industry,
9 customer, or similar non-lobbying activities. Approximately 10% related to
10 regulatory or utility regulatory support. Those categories were consistent with my
11 role as a mixed external affairs position, of which lobbying is only one
12 component.

13 **Q. SHOULD EXPENSE DOLLARS BE USED AS A PROXY FOR WORK**
14 **TIME?**

15 A. No. Expense dollars are not a time study. They can be affected by airfare, hotels,
16 registration fees, meals, and other costs that may be incurred for a small number
17 of events. A single trip can create a large expense entry even if it represents a
18 relatively small amount of annual work time. For that reason, I did not use
19 expense dollars as a proxy for my work time.

20 **Q. WHY IS THE EXPENSE REVIEW STILL USEFUL?**

21 A. The expense review is useful because it corroborates the calendar review. Even
22 using expense dollars, which can overstate the significance of lobbying-related
23 activity because travel costs are not normalized, the lobbying-related amount was

1 approximately 20% of total expense dollars, which is in line with the calendar
2 review. That is still below the 25% exclusion CGC proposes for external affairs
3 activities.

4 **Q. IN THE COMPANY'S PRE-FILING REVIEW AND YOUR DETAILED**
5 **CALENDAR AND EXPENSE REVIEW, WHAT TYPES OF ACTIVITIES**
6 **DID YOU COUNT AS LOBBYING OR LOBBYING-RELATED?**

7 A. I counted activities as lobbying or lobbying-related when they involved advocacy
8 or participation connected to legislative, policy, ordinance, rulemaking, PAC,
9 political, or similar public-policy matters. I also included related preparation and
10 follow-up when the activity was tied to those matters. For ambiguous entries, I
11 took a conservative approach.

12 **Q. WHAT TYPES OF ACTIVITIES DID YOU NOT COUNT AS LOBBYING?**

13 A. I did not count ordinary utility operational coordination as lobbying. Examples
14 include municipal coordination regarding utility work, right-of-way and project
15 coordination, customer or constituent issue resolution, emergency-response and
16 public-safety coordination, internal operations meetings, regulatory data response
17 support, rate case coordination, and routine communications necessary to provide
18 utility service.

19 **Q. HOW DID YOU TREAT REGULATORY AND RATE CASE SUPPORT?**

20 A. I did not treat ordinary regulatory and rate case support as lobbying. My job
21 includes supporting regulatory filings, coordinating information, helping respond
22 to data requests, and working with internal subject-matter experts to ensure that
23 regulatory information is accurate and timely. That is part of operating as a

1 regulated utility and is distinct from lobbying activity intended to influence public
2 officials.

3 **Q. HOW DID YOU TREAT INTERACTIONS WITH REGULATORS,**
4 **STAFF, OR THE CONSUMER ADVOCATE?**

5 A. I treated those interactions based on their purpose. Work related to regulatory
6 compliance, data responses, rate proceedings, or other ordinary regulatory matters
7 was not treated as lobbying. If a non-ex parte communication was made to
8 influence broader legislative or policy action outside the ordinary regulatory
9 process, I treated it as lobbying or lobbying-related.

10 **Q. HOW DID YOU TREAT MUNICIPAL, FRANCHISE, PERMITTING,**
11 **RIGHT-OF-WAY, AND PROJECT COORDINATION?**

12 A. I treated routine municipal, franchise, permitting, right-of-way, construction,
13 street-work, and project coordination as non-lobbying operational work. These
14 activities help CGC provide safe and reliable service, coordinate infrastructure
15 work, respond to local concerns, and avoid delays. They are part of the practical
16 work required to operate a gas utility.

17 **Q. HOW DID YOU TREAT COMMUNITY AND ECONOMIC**
18 **DEVELOPMENT ACTIVITIES?**

19 A. I reviewed those activities based on their purpose. Where the activity supported
20 utility service, customer growth within CGC's service territory, infrastructure
21 coordination, local stakeholder communication, or customer and community
22 engagement, I did not treat it as lobbying. Where an activity involved advocacy to

1 influence governmental policy or discretionary governmental action, I treated it as
2 lobbying or potentially lobbying-related.

3 **Q. WHY DO CUSTOMERS BENEFIT FROM THE NON-LOBBYING**
4 **PORTION OF YOUR WORK?**

5 A. Customers benefit because my non-lobbying work supports CGC's ability to
6 provide safe, reliable, and responsive service. That work includes helping
7 coordinate with local governments on utility work, supporting emergency and
8 public-safety communications, assisting with regulatory filings and data requests,
9 helping resolve escalated customer or constituent issues, and supporting
10 coordination with communities where CGC provides service.

11 **Q. WHY SHOULD THE COMMISSION NOT TREAT YOUR ENTIRE**
12 **SALARY AND RELATED ACTIVITIES AS LOBBYING?**

13 A. Because that would not reflect the work I actually perform. Again, CGC's
14 External Affairs department consists of one employee – me. My role (and,
15 therefore, CGC's External Affairs department as a whole) includes some lobbying
16 and lobbying-related work, and CGC is excluding 25% of the department's
17 expense to account for that work (plus a conservative margin of error). But the
18 substantial majority of my role involves non-lobbying activities that support
19 CGC's utility operations, regulatory responsibilities, customer service, and
20 community coordination.

21 **Q. DOES THE FACT THAT CGC PREVIOUSLY EXCLUDED 100% OF**
22 **THIS CATEGORY MEAN THAT 100% OF YOUR WORK IS**
23 **LOBBYING?**

1 A. No. The prior 100% exclusion was a highly conservative ratemaking treatment
2 that the Commission accepted as part of previous settlements, which are not
3 precedential. Additionally, the previous 100% exclusion was not an analysis of or
4 statement—by either CGC or the Commission—that CGC’s External Affairs
5 department performs only lobbying functions. Nor was it a concession that all
6 external affairs activities was lobbying. The reviews conducted for this docket
7 simply provide a more accurate basis for separating lobbying activities from
8 otherwise recoverable non-lobbying external affairs activities.

9 **Q. IS THE COMPANY CHANGING THE METHODOLOGY OF THE ARM?**

10 A. No. CGC has been excluding and continues to exclude all lobbying activities from
11 recovery through rates. The only change is that the Company is gaining accuracy
12 about what activities are lobbying or lobbying-related (which it determined was
13 substantially less than 25%) and what activities are not lobbying or lobbying-
14 related.

15 **Q. WHY IS A 25% EXCLUSION REASONABLE?**

16 A. A 25% exclusion is reasonable because it is conservative and administratively
17 workable, which my actual 2025 calendar and expense review confirms. The
18 calendar review showed lobbying and lobbying-related time well below 25%,
19 even under a conservative approach. The expense review corroborated this
20 approach.. Maintaining the 25% exclusion therefore protects customers from
21 paying for lobbying while allowing recovery of the non-lobbying work that
22 benefits customers.

1 **Q. DO YOU UNDERSTAND THAT CGC’S PROPOSAL IS ALSO**
2 **INFORMED BY THE COMMISSION’S TREATMENT OF SIMILAR**
3 **POSITIONS?**

4 A. Yes. I understand that the 25% exclusion fits with the Commission’s treatment of
5 similar mixed external affairs or government affairs positions at other utilities. My
6 testimony provides the factual support from my own work showing that the 25%
7 exclusion is conservative for the Company’s external affairs department costs.

8 **Q. ARE YOU ASKING THE COMMISSION TO REQUIRE DETAILED**
9 **CALENDAR AND EXPENSE AUDITS IN FUTURE ARM FILINGS?**

10 A. No, I am not. This review was performed to validate CGC’s proposed allocation
11 in this case. Going forward, the more reasonable approach is for CGC to maintain
12 the 25% exclusion unless there is a material change in duties, the structure of
13 CGC’s External Affairs department, or my lobbying activity. If there is a material
14 change, CGC should adjust the exclusion accordingly.

15 **Q. WHAT WOULD BE A PRACTICAL WAY TO IMPLEMENT THAT**
16 **APPROACH?**

17 A. CGC could continue to apply the 25% exclusion and perform an annual
18 management review to determine whether there has been a material change in my
19 duties, the structure of the External Affairs department, or the level of lobbying
20 activity. If there is no material change, the 25% exclusion would remain
21 appropriate. If there is a material increase, CGC would increase the exclusion
22 accordingly. CGC could provide a summary confirmation if needed, without
23 producing detailed calendar and expense records in every ARM.

1 **Q. WHY IS THAT APPROACH FAIR TO CUSTOMERS?**

2 A. It is fair to customers because it prevents recovery of lobbying expense while
3 avoiding unnecessary administrative burden. The 25% exclusion is higher than
4 the lobbying and lobbying-related activity shown by my review. Customers
5 therefore receive the benefit of a conservative exclusion, while still receiving the
6 benefit of the non-lobbying work that supports CGC's utility service.

7 **Q. WHAT EXHIBITS ARE YOU SPONSORING OR SUPPORTING?**

8 A. I am supporting JP-1, my job description. I am not proposing to attach my full
9 calendar or all expense detail to my testimony.

10 **Q. WHAT IS YOUR OVERALL CONCLUSION?**

11 A. My overall conclusion is that CGC's proposed 25% exclusion is conservative and
12 reasonable. The Company's initial review, including my analysis of my
13 responsibilities and day-to-day activities, indicated that a 25% exclusion would
14 more than capture all lobbying and lobbying-related activities. In response to the
15 Consumer Advocate's opinion that the 25% exclusion was not supported, I
16 conducted a granular-level review of my calendar and expenses. This further
17 confirmed the Company's position stated by Company Witness Tiffani Weems
18 regarding the 25% exclusion level. This additional review of my 2025 calendar
19 review confirmed lobbying activity of approximately 12% of included scheduled
20 work time, and even a conservative review including potentially ambiguous
21 public-policy entries was approximately 16%. The additional review of my
22 expenses confirmed lobbying and lobbying-related expenses of approximately
23 20% of total expense dollars reviewed. These reviews support the conclusion that

1 a 25% exclusion more than captures the lobbying portion of my role while
2 allowing customers to receive the benefit of the non-lobbying external affairs
3 work that supports CGC's utility operations and service.

4 **Q. Does this conclude your rebuttal testimony?**

5 A. Yes.

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PETITION FOR APPROVAL OF ITS)
2025 ANNUAL RATE REVIEW FILING)
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DOCKET NO. 26-00032

VERIFICATION

STATE OF TENNESSEE)
COUNTY OF DAVIDSON)

I, JEFF PETREA, being duly sworn, state that I am authorized to testify on behalf of Chattanooga Gas Company in the above-referenced docket, that if present before the Commission and duly sworn, my testimony would be as set forth in my Pre-Filed Rebuttal Testimony in this matter, and that my testimony herein is true and correct to the best of my knowledge, information, and belief.



JEFF PETREA

Sworn to and subscribed before me
this 13th day of July, 2026.



Notary Public

My Commission Expires 11-8-2027





**AGL RESOURCES
JOB DESCRIPTION**

Job Title:	Director, External Affairs (CGC)	Job Code:	008066
Reports to:	VP, External Affairs	Salary Grade:	N
Company Name:		FLSA Status:	Exempt
Dept#/Name:			
Location:	Chattanooga Gas Company (CGC)	Effective Date:	9/1/2024 12:00:00 AM

Basic Function:

Provide exceptional community leadership across Chattanooga Gas Company's (CGC) service area in Hamilton and Bradley Counties.

Representative Duties and Responsibilities:

Safety

-Encourage and engage in leading the focus on Safety Excellence.

Regulatory

- Develops, manages, and implements state regulatory and governmental affairs strategies in a time sensitive environment.
- Oversees and provides project management for all facets of rate proceedings.
- Oversees regulatory filings and responses to regulatory data requests to ensure accuracy, consistency, and timeliness; ensures interdepartmental coordination of data.
- Ensures proactive, positive interactions with regulators, staff and the Consumer Advocate.
- Resolves escalated issues from constituencies.

Legislative

- Manages activities at the state and local governmental affairs levels and ensures GAS is providing appropriate support to economic development activities in Tennessee.
- Enhance and maintain strong relationships with local, state, and federal elected officials and their staffs.

Community & Economic Development

- Lead and be actively engaged in local & regional economic development organizations and initiatives
- Maintain CGC as a leader in the community for community & economic development.



Sales

- Assist with sales activities including: lead generation and local market intelligence.
- Own and leverage external relationships to expand sales influence, maximize customer value, and identify sales opportunities.
- Maintain an active knowledge of CGC products, services, and new offerings.

Customer Value

- Serve as a point of contact for local customer service contacts/interactions to ensure the customer remains at the center of what we do

External Affairs

- Continue to strengthen the relationships with key contacts & media in the CGC footprint.
- Gain/maintain leadership positions on key community boards, committees, and non-profit organizations to strengthen CGC's external presence in the community

Education and Experience:

Required:

- BA/BS degree
- 5-8 years of progressive management experience with a regulated energy utility, regulated business; or federal, state, or related local government experience
- Equivalent combination of education, training, and/or experience

Preferred:

- MBA/MA
- Strong mathematical or finance background

Or

Equivalent academic education and experience

Skills:

Required:

- Detailed understanding of ratemaking strategies and financial implications of regulatory changes.
- Understanding of Company issues and the ability to communicate these issues to others.

Certifications/Licenses:

None required

AGLR Success Factors:



Executing for Results	Collaboration and Building Relationships
Learning and Thinking	Industry Knowledge/Business Acumen
Honoring Corporate Values & Standards	Leading Teams

Working Conditions/Physical Requirements:
Position is located in an office environment.

Disclaimer: This information describes the general nature and level of work performed by employees in this job. The description is not designed to be a comprehensive inventory of duties, responsibilities and qualifications required of employees in the job. Reasonable accommodation may be made to qualified disabled individuals for performance of essential duties and responsibilities.