



Based in Detroit, MI, **DTE Energy** (<http://www.dteenergy.com>) is a leading publicly traded (NYSE: DTE) energy and energy technology provider. DTE is a developer of merchant power and industrial energy projects and is one of the nation's largest purchasers, transporters and marketers of coal. We develop and invest in emerging energy technologies such as distributed generation.

DTE Energy's subsidiary, [Detroit Edison](#), is one of the nation's largest electric utilities as they supply energy to over 2 million customers in Southeastern Michigan. Another utility subsidiary, [MichCon](#), is one of the largest natural gas distribution companies in the US as they serve over 1 million customers across Michigan. Together, these operations create a leading energy provider with assets of more than \$17 billion.

Advanced Degree Development Program

Program Purpose / Overview:

The purpose of the Advanced Degree Development Program (ADDP) is to identify, recruit, hire and develop high-potential individuals with advanced degrees in business (MBAs) who will bring critical leadership, analytical and financial skills to the company and become future corporate leaders both within and outside of Finance at DTE Energy.

Program Objective:

The ADDP will provide meaningful developmental assignments for newly hired MBA graduates to provide them with hands-on experiences across a broad range of areas of the company. These experiences should serve to build ADDP participants' knowledge of the industry, company, and core CFO functions.

- ADDPs will be assigned to specific rotations based on a combination of employee development needs and employee preference (subject to position availability and company need).
- Rotation assignments will include a combination of tactical responsibility to provide ADDPs with direct exposure to key aspects of the CFO function, and special projects which will give ADDPs the opportunity to interact with senior leaders and develop a strategic perspective.

I. Types of Developmental Assignments

- **Decision Support** – Analyze overall business unit performance, provide forecasting guidance for O&M and Capital expenditures and work closely with operations groups to develop long-term strategies.
- **Trust Investments** – Assist Trust Investments team in the oversight of trust assets and develop periodic and project-based reporting.
- **Renewable Energy** – Support the strategy and business development efforts of Detroit Edison's Renewable Energy business and provide financial analysis and modeling support for various commercial activities.
- **Audit Services** – Evaluate the existence and effectiveness of internal controls and make recommendations for improvement to management.
- **Treasury** – Assist the Corporate Finance team in providing analytical and technical expertise to management related to financial market theory, financial policies and financing alternatives.
- **Planning & Analysis** – A blend of managing the Corporation's policies concerning the capital investment review / approval process and overall corporate strategy development.

Program Structure:

ADDPs are expected to complete at least three 12-month developmental assignments and work with leaders to provide decision support, financial planning and project management support while on the program. To provide a solid foundation of knowledge and experience in Finance, ADDPs can expect assignments in both business unit decision support and enterprise/consolidation. (In some circumstances, a 12-month rotation cycle may include two 6-month assignments.)

- Rotation assignments are determined by the ADDP Committee, and will be consistent with the Rotation Objective.
- Typically, two rotations will be Core and one will be Non-Core.

I. Core Rotations

Rotations that directly support the purpose of the program (see Program Purpose) and are considered to provide ADDPs with a solid foundation of financial knowledge of the company and its utility businesses. These positions will typically be filled every year and be a 12-month duration.

II. Non-Cores Rotations

Rotations that will further broaden the ADDPs' knowledge and understanding of the company in key financial and operational areas. Assignment availability may vary year-to-year based on changing business needs, thus not every position will be filled every year. Rotation duration may be less than 12 months and may be combined with another rotation.

Required Core Skills:

- MBA graduates with a minimum of five years experience exhibiting a progressive work history.
- Strong written and verbal communication skills with proven abilities to cohesively defend or justify recommendations.
- Ability to think strategically and creatively while demonstrating strong analytical skills.
- Demonstrated ability to successfully handle multiple projects simultaneously.

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