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|  | Karen Hyde is currently the senior vice president, chief compliance & ethics officer, chief audit executive, and chief risk officer for Xcel Energy. In this role, Karen is responsible for internal audit, corporate compliance and business conduct, enterprise risk management, risk management of trading operations, and risk analytics.  Karen is a member of the executive team.  Karen’s experience in risk assessment and management as well as a strong knowledge of financial reporting and the roles of internal and external audit will provide a valuable perspective to the board. Karen has spent considerable time in the corporate board room and brings that corporate governance and compliance experience to this board. In her 30 years at Xcel Energy, Karen has been a leader of the clean energy transition and continues to excel at putting strategy into action including successfully gaining approval through legislatures and commissions. Karen serves on the board of a large human services non-profit and understands issues facing communities in Colorado. Before Xcel Energy, Karen was a lead nuclear engineer as a civilian employee of the department of defense overhauling submarine reactors.  Karen has a Bachelor of Science in Metallurgical Engineering from Lafayette College and a Master of Science in Mineral Economics (applied economics) from the Colorado School of Mines. |