



News Release

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Alliant Energy announces leadership changes

John Larsen, Terry Kouba and David de Leon promoted

MADISON, Wis. – December 17, 2018 – As part of the company’s succession planning efforts, the Alliant Energy Corporation (NYSE:LNT) Board of Directors made the following leadership appointments, effective January 1, 2019:

- John O. Larsen as president and chief operating officer of Alliant Energy and chief executive officer of Interstate Power and Light Company (IPL) and Wisconsin Power and Light Company (WPL)
- Terry L. Kouba as president – IPL and senior vice president – Alliant Energy
- David A. de Leon as president – WPL and senior vice president – Alliant Energy

These changes follow the announcement by Douglas R. Kopp, president of IPL and senior vice president of Alliant Energy, of his intent to retire. Kopp has been with Alliant Energy for more than 26 years. His retirement date will be set in the first half of 2019.

“Doug has been central to the customer-focused transformations at Alliant Energy, from plant modernization to environmental strategy to our renewable buildout,” said Patricia Kampling, chairman and CEO of Alliant Energy. “We thank Doug for his many years of effective, authentic leadership, and we wish him the best in his retirement.”

Mr. Larsen will oversee all Alliant Energy utility operations as president and chief operating officer. Larsen continues to take positions of increasing responsibility at the company and was appointed president of Alliant Energy in 2018. Prior to that, he served as senior vice president of Alliant Energy from February 2014 to December 2017 and as senior vice president of generation from January 2010 to February 2014. He has served as president of Wisconsin Power and Light Company (WPL) since 2010.

Mr. Kouba will replace Mr. Kopp as IPL’s president. Kouba has served as vice president of generation operations for the company since 2014, and director of generation operations since 2011. He has served in various engineering, operations and customer service positions at Alliant Energy and its predecessors since 1983.

Mr. de Leon will replace Larsen as WPL’s president. De Leon has served as vice president of operations for the company since 2017, director of generation construction since 2016 and director of construction since 2011. He has served in various engineering and operations positions at Alliant Energy and its predecessors since 1987.

“These leadership changes recognize John’s success in setting our vision and executing our strategy. Continued strong leadership is central to our success at Alliant Energy,” said Kampling. “Terry and David are well-respected and have a proven record of leading utility operations. They are ideally equipped to work with John to lead our utilities into the future.”

Alliant Energy Corporation (NYSE: LNT), headquartered in Madison, Wis., provides regulated energy service to 960,000 electric and 410,000 natural gas customers across Iowa and Wisconsin. Alliant Energy’s mission is to deliver the energy solutions and exceptional service customers and communities count on – safely, efficiently and responsibly. Interstate Power and Light Company and Wisconsin Power and Light Company are Alliant Energy’s two public energy companies. Alliant Energy Corporation is a component of the S&P 500. For more information, visit alliantenergy.com.

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