



Susan Stratton
Executive Director

Susan Stratton is the Executive Director of the Northwest Energy Efficiency Alliance (NEEA) whose purpose is to accelerate energy efficiency in the Northwest working in collaboration with 130 utilities.

Susan has more than 30 years of experience leading both NGO and government organizations. Most recently, as Executive Director of the Energy Center of Wisconsin, she led energy efficiency and renewable energy research, demonstration, program design, and education initiatives in the Midwest. As a key participant and influencer in Midwest energy policy, she supported Wisconsin as a leader in energy efficiency and renewable energy sources over many years and more recently assisted with the development of the statewide efficiency program in Indiana. Susan has also served as a utility regulator in Wisconsin and Virginia, and led the Public Utility Institute at the University of Wisconsin.



Julia Harper
Director of Administration

Julia Harper joined NEEA in 2011 to lead the core administrative functions at NEEA, including Finance, Human Resources, IT, Legal and Facilities. Julia's career began in the energy industry, with 12 years working for a major domestic energy producer. After moving to Portland, Julia transitioned into the high technology industry and spent several years in management and executive roles with ESI and RadiSys. Most recently, Julia spent two years as the Finance and Administration Director for the YWCA of Greater Portland.

Julia has a Bachelor degree in Accounting from the University of Texas at Arlington and a MBA from Southern Methodist University.



Susan Hermet
*Director of Planning
and Evaluation*

Susan Hermet joined NEEA in 1999 where she currently holds the position of Director of Planning and Evaluation. In this role, she oversees four areas: portfolio management; initiative lifecycle management process; cost effectiveness analysis and modeling; and cost effectiveness and energy savings reporting.

Prior to coming to NEEA, Susan spent over eight years in private sector, working in marketing and sales positions. Over seven of those years, was with Tetra Pak, Inc., a food processing and packaging company, where she held positions ranging from Northeast Regional Sales Manager to Director of Marketing. Susan received her MBA from the William E. Simon Graduate School of Business Administration at the University of Rochester in Rochester, New York and a BS from Cornell University in Ithaca, New York. Susan was raised on a commercial fruit farm in Western New York. She enjoys many activities, including gardening, cooking, and spending time with family.



Executive Team



Jeff Harris
Director of Technology
and Market Strategy

Jeff Harris is NEEA's Director of Technology and Market Strategy, where he manages the efforts to build a "pipeline" of commercially available energy efficiency technologies for the region. For more than 25 years, Jeff has been at the forefront of the Northwest's energy efficiency work.

Jeff began his career working on energy efficiency R&D projects for Bonneville Power Administration (BPA) where he helped launch BPA's new residential construction program and corresponding energy codes effort. After joining the Northwest Power and Conservation Council (NWPPCC) in 1989, Jeff contributed to the Third and Fourth Power Plans for the region, and significantly influenced the creation and adoption of more simplified and stringent energy codes across Northwest. While "on loan" from NWPPCC, he helped NEEA get off the ground in 1996, and then joined NEEA as a full-time staff member in 2001, managing NEEA's new product development group. While at NEEA, Jeff has also played a key role in developing its commercial, residential and industrial sector market transformation strategies and evaluation methods. Over the span of his career, Jeff has also been a leading advocate for building operation efficiency and commissioning, helping found the Northwest Building Commissioning Collaborative, an organization that was a forerunner to the now named International Building Commissioning Association. Jeff also helped found and is on the Board of Directors of the New Buildings Institute (NBI), a non-profit organization which supports emerging technologies and improved codes and standards for commercial buildings. Jeff holds a Bachelors of Science in Electrical Engineering and a Master of Science in Mechanical Engineering from Oklahoma State University. Jeff was recognized for his lifetime contribution to energy efficiency by the American Council for an Energy-Efficient Economy (ACEEE) in 2012.



Karen Horkitz
Director of Market
Execution

Karen Horkitz is the Director of Market Execution for the Northwest Energy Efficiency Alliance (NEEA). She brings NEEA more than 20 years of experience in brand and product management, strategy, market research, and performance measurement.

During her tenure at NEEA, Karen has worked with staff to help it function as a learning organization that continuously adapts the management of its initiatives to optimize effectiveness. Karen also played an instrumental role in developing NEEA's 2010-2104 Strategic and Business Plans. Prior to joining NEEA in 2003, Karen was the Director of Customer Experience and Storefront Marketing for Network Solutions. She previously held various other management positions including: Director of Market Research and Assessment for Network Solutions, Director of Brand Management for MCI Telecommunications and Senior Manager of Product Management and Market Research for MCI. Karen holds a B.A. degree in Economics from Emory University and an M.S. degree in Management from the M.I.T. Sloan School of Management.



Clay Norris
Director of Stakeholder
Relations

As NEEA's Director of Stakeholder Relations, Clay Norris leads NEEA's stakeholder engagement and communications efforts with utility funders, energy efficiency organizations and other key stakeholders around the region.

Clay was most recently serving as the Director of Energy Resources and Services at Clatskanie Public Utility District. Before that, he served as Division Director of Power Resources at the Eugene Water and Electric Board (EWEB) for three years, where he was responsible for resource planning, generation operations, power marketing, energy efficiency and demand-side programs. Norris served on NEEA's Board from 2010-12.

Prior to joining EWEB, Clay spent ten years at ElectriCities of North Carolina, most recently as Senior Vice President of Planning and Marketing. He also spent nearly 18 years at Illinois Power in a number of planning, fossil generation, and financial services roles.