

# PickensPlan

## T. Boone Pickens Media Coverage 12.11.09

### Total of 3 Placements

- Blog/Online: 2
- Broadcast: 1

### Coverage Summary:

Pickens will be the keynote speaker during Texas State University's commencement ceremonies on December 19<sup>th</sup>. A *NewsStreamz.com* piece previews his speech in San Marcos.

On a local Fox Sports Program in Dallas, Pickens completed an interview providing an update and highlighting the accomplishments of Pickens Plan, while also noting his busy life on the road.

### Highlighted Placements (Full Articles Below)

- **Pickens To Speak At Texas State Graduation** – *NewStreamz.com* – 12/11/09
- **Fox Sports Southwest Schedule** -- *Fox Sports Southwest* – 12/10/09

### Blog/Online Placements (Full Articles Below)

- **Pickens To Speak At Texas State Graduation** – *NewStreamz.com* – 12/11/09
- **Developing Finance Talent at Sempra Energy** – *BusinessFinance* – 12/10/09

## HIGHLIGHTED COVERAGE

### **Pickens To Speak At Texas State Graduation – *NewStreamz.com* – 12/11/09**

Energy proprietor T. Boone Pickens will be the keynote speaker at one of four commencement ceremonies to be held at Texas State next weekend in Strahan Coliseum.

Pickens founded and chairs of BP Capital Management, managing one of the nation's most successful energy oriented investment funds. Last year, the long-time oilman turned vigorously towards other sources of energy, including water resources, wind power and a company named Clean Energy, a transportation fuels company he founded and took public last year.

Pickens is consistently ranked by the Chronicle of Philanthropy as one of the nation's most generous donors. Time magazine listed him as among the 100 most influential people in the world this year.

The university will award honorary doctoral degrees to Bruce and Gloria Ingram of New Braunfels during the 2 p.m. graduation ceremony on Dec. 18. The Ingrams are among Texas State's most generous benefactors, donating \$7 million to support of programs and scholarships in the Ingram School of Engineering at Texas State. Bruce Ingram is the founder of Ingram Readymix, a manufacturer of concrete that operates 26 plants in 22 Texas cities. Both are active community volunteers. They are co-chairs of the Texas State Pride in Action Campaign Academic Excellence pillar.

There are 2,681 Texas State students who are candidates for bachelor's, master's or doctoral degrees this fall at Texas State.

Pickens will speak during the 10 a.m. ceremony on Saturday, Dec. 19. Degree candidates from the College of Liberal Arts and the University College will attend the Saturday ceremony.

Degree candidates from College of Applied Arts and the College of Fine Arts and Communication will attend the 10 a.m. ceremony on Friday, Dec. 18.

Candidates from the College of Science and the McCoy College of Business Administration will attend the 2 p.m. ceremony on Friday, Dec. 18.

Candidates from College of Education and the College of Health Professions will attend the 6 p.m. ceremony on Friday, Dec. 18.

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**1. Fox Sports Southwest Schedule**  
**Fox Sports Southwest (---) Dallas/Fort Worth**  
**12/10/2009            07:00 PM - 07:30 PM**

**DMA: 5**

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is not not something that this country should expect. It's a security issue with me, that's number one. I want to use everything American. I want I'm seriously asking you to help me and to go on that website, because we are very close to finally getting an energy plan for America. You know, it's a pretty simple subject, you're talking about one resource, you're talking about dependency on foreign oil, so there you've got the problem and there you've got the solution. And, you know, you can really summarize it in three minutes. And that's what Rahm Emanuel said. He said it can't be this simple. It is, though. ...

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### **Developing Finance Talent at Sempra Energy – *BusinessFinance* – 12/10/09**

By Steve Player

Our interviewer Steve Player speaks with Joe Householder, SVP, controller, and chief accounting officer of Sempra Energy about his finance career and how the energy company develops its talent.

SP: Joe, you have a fairly varied background, coming to finance really from the legal side and from the tax side.

Householder: Yes, I thought I would be an accountant, and I actually went to work for a large regional CPA firm for a short time. And then I switched to work for a local CPA firm, where I was mostly doing normal audit work for small companies.

But I always had it in the back of my mind that I might like to go to law school. My father had gone to law school at night while he was working, and it always kind of intrigued me. So, after a few years, I decided

that I would pursue my law degree. I did that at Loyola Law School at night while I was working as a CPA. As I started to go to law school, I got intrigued with tax -- so I switched to become a manager working in the tax area.

After I finished up, I went to work in downtown Los Angeles for a law firm in kind of a corporate environment, and it just didn't seem right to me. I felt bored. One day, I read an ad in The Wall Street Journal. UNOCAL, which had just fought a takeover battle with T. Boone Pickens, was looking for a tax lawyer to come in and run its master limited partnership. I really enjoyed partnerships, so I sent in a resume and the next thing I knew, I was over there in the tax group.

It turned out to be just wonderful for me. I was there for about 14 years, and I just got to do such a wide variety of activities. Because of the takeover attempt, the company took on a lot of debt, so we had to sell a lot of assets. We were investing a lot overseas, so I traveled a lot. I got to do a lot of international finance work, and a lot of M&A activity, and it just was a wonderful place. This is where I met Neal Schmale and he became my mentor. I worked closely with him, and it was a great company. Much like Sempra, it had very high ethical standards and it felt kind of like a family.

SP: What role do you think mentors play in talent development?

Householder: I think that mentors are very helpful. I try to be hands-on and work closely with people and help them to understand things. What I look for are people who, number one, have high ethics, but number two, who are inquisitive. I don't really want the kind of person who's just going to kind of come in and do their job that day and follow some task book. I want people who are naturally inquisitive and want to think about things and understand the business.

We have an accounting and finance leadership program that's for new hires. We bring people out of college and we put them through a 3-year program. We're trying to start them all in internal audit because we think that this will be a good way to give them exposure to the whole company. We then move them through a variety of jobs and give them a lot of educational training. We hope that they'll become really top-notch finance people as they move into the jobs within the company.

I'm trying to do the same thing in a less formal program with my direct reports and the managers within the finance organization, to actually get them to rotate. Too often, I see people get pigeonholed, and they say, "Well, I just want to do this." That's great, if you know what you want to do. If you want to be the best cost accountant in the world, then find the best cost accountant in the world and be under that person and learn all you can ... that's fine.

SP: What's the typical time frame that you like to rotate people within?

Householder: Well, it really does depend on the job. Some jobs require somebody to be in there for a little while. I think probably as a minimum we would want them there 18 to 24 months. But I hate to see somebody in a job for 5 years. You know, if they haven't mastered it and fixed that area and gone on, I think that they've been there too long.

But if you want to be the CFO, I think that you need a broad variety of experiences. So I'm trying to encourage people to take risk and move around. I've taken some of our best people and moved them within the organization. Last year, we moved about eight people who are pretty senior. It's a little uncomfortable for them, but I'll tell you -- I know for myself, for our CFO, and for our COO -- we've all moved around into different jobs a lot of times and have a lot of experiences. We're all the sum of our experiences.

SP: Are there other development programs for people above entry level?

Householder: Well, that's one of the things I just worked on with our organizational development group, which is our HR group. It helps people with their careers and to do succession planning. I just worked with the chief financial officer from our utility group. We spent a lot of time on thinking about how people develop and how individuals have to take ownership of their careers. We've reviewed every job within finance and have put together the critical skills that each job teaches people or that you need for that job.

We've put them on a Web site. Then, when people have their reviews and their manager or their peers say, "You're doing great in these five areas, but you need this experience," they can go and say "Oh, I need that kind of experience. What jobs could I get? What lateral job could I take that would help me with that?" The senior manager can say, "Hey, this other job over here would be really good for you." So we're kind of trying to put a little bit more science and less art into career management. How can people get the right experience to go where they want to go?

SP: How big an effort was it to get all these jobs defined and all that mapping done?

Householder: It was a bit of an effort, but we have a small but great team of professionals in our organizational development group. It's just about two or three people there, but they went and interviewed all of the directors, and managers, and vice presidents, and built this electronic tool. We just rolled it out this year, and I am really excited to see over the next year or two how it works.

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## BROADCAST COVERAGE:

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