



**T.J. Ermoian**  
*President*

T.J. Ermoian is the founder, owner and president of TEA, as well as a pioneer and innovator of Texas deregulation. He focuses on simplifying decisions regarding electricity choices for consumers and works to promote ethical standards in the industry while serving on the board of the Texas Energy Professionals Association (TEPA).

An entrepreneur in Central Texas for more than 30 years, T.J.'s professional experience includes managing a broker sales team for an affiliate Retail Electricity Provider. He was instrumental in the growth of the world's largest solar energy company during the 1980s and worked in the proliferation of the cable television industry in the 1990s. In 2003, he received an Electricity Aggregator's license from the Public Utility Commission (PUC).

Over the course of three legislative sessions, T.J. spearheaded legislation and eventually shepherded HB 1064, which was signed into law by Governor Perry in April 2011. The bill is expected to save millions of dollars annually for small businesses, schools, churches, athletic and performing arts facilities throughout Texas.

Widely recognized as a public speaker on electricity deregulation, T.J. assists and empowers schools, energy managers, purchasing managers and municipalities to take full advantage of electricity deregulation.

A graduate of Texas State Technical College in Waco, T.J. wears many hats including songwriter, musician and writer. He has been a leader and community volunteer throughout his life, serving on the boards of several non-profits. He is a graduate of Leadership Waco and past President of the Waco Jaycees. He has been particularly active in Texas politics, education, arts, as well as the church and is married with five children.



**Kevin A. Schaffer**  
*Chief Operating Officer (COO)*

Kevin Schaffer is the chief operating officer (COO) at Texas Energy Aggregation. He has been with TEA since early 2006. As the main point of contact between the energy companies and TEA, Kevin has a vast amount of duties. He is primarily responsible for negotiating the best terms and pricing on behalf of TEA's clients. His vast knowledge of the dynamic and often volatile energy markets is an invaluable resource to TEA's clients. Kevin is described as an innovative thinker in solving problems for the company's top clients. Kevin develops long-term relationships with both the client and energy companies – creating a mutually agreeable solution for all. Kevin is a Certified Electricity Professional (CEP) through Texas Energy Professional Association (TEPA)

**(Schaffer, cont.)**

Kevin is married to a school teacher in the Waco area. Together, they enjoy travelling, remodeling their newly purchased home and playing with their two dogs – Milhous and Franklin. Kevin has a theory that, “We are all nerds about something.” His wife and he have visited 8 of the 12 presidential libraries across the country. His dedication to TEA is unparalleled.



**Walter D. Fenoglio**  
*Chief Financial Officer*

Walt manages the financial and business operations for TEA as chief financial officer. He also provides energy consultation for key private and public sector clients. Walt is recognized by the Texas Energy Professionals Association (TEPA) as a Certified Electricity Professional (CEP).

With more than 35 years of experience in the electric utility industry, Walt has held management positions with Dallas Power & Light Company, Texas Utilities, TXU Australia, Texas Energy Association for Marketers and Edison International. His experience in business and financial operations, management, regulatory affairs, strategic planning and energy consultation brings unique expertise to the TEA team.

After managing regulatory affairs in the regulated market, Walt became a pioneer in the development of the Texas electricity deregulated model. He participated in various industry and stakeholder work groups and contributed to numerous Public Utility Commission of Texas (PUCT) and Electric Reliability Council of Texas (ERCOT) work groups and committees.

An alumnus of Texas Christian University, Walt earned his bachelor’s degree in economics and public administration, as well as a master’s in economics. He was a chairman of the ERCOT Retail Market Subcommittee and currently serves on the TEPA legislative committee. Walt believes in over delivering on all promises he makes.



**Joshua C. Barrett**  
*Vice President*

For three years, Josh has served as vice president of TEA and leader of the company’s sales team. In this role, he helps combine the professional atmosphere and discipline of a large corporate sales team with the atmosphere and ideals of a small independent company. He has earned the qualification of Certified Energy Professional (CEP) from the Texas Energy Professionals Association (TEPA).

**(Barrett, cont.)**

Before joining TEA, Josh worked at Fleetwood Homes where he fulfilled a variety of roles. He started as a product specialist at a Fleetwood Homes Factory, where he educated dealers on Fleetwood products and marketed homes. He then moved to an account sales manager position where he gained experience selling homes to dealers. As a channel account representative for Fleetwood Enterprise, Josh managed a territory for the Sam's Club program where he interfaced with Sam's Club management and local dealers to set up display homes at Sam's Club locations. He also trained the dealer force on selling the Sam's Club program to customers.

As a national sales trainer, he was responsible for training retailer and factory sales teams on the benefits of Fleetwood Homes. These experiences provided professional training and conditioning, which helps him manage a large sales team and drive TEA's business objectives.

A graduate of Baylor University, Josh is a proud dad of four children. In his free time he enjoys kayaking, target shooting, hunting, fishing, practicing Krav Maga (Israeli hand-to-hand combat) and fixing up homes to sell. Josh believes in many philosophies but none more than, "A man is a collection of actions and attitudes over the course of his life. What defines a man is how he chooses to handle each and every situation life puts him in."



**Chris Ermoian**

*Vice President of Customer Service*

Chris has been with TEA since May 2010 and serves as the primary contact between TEA and its client base. As vice president of customer service, Chris solves customer issues as they arise and always works to put the needs of the client first.

Before coming to TEA, Chris worked as a successful television and record producer for more than 20 years. Chris has trained three Grammy® winning audio engineers, produced the Telly Award® winning nationally syndicated "Texas Music Café®" PBS TV program, and taught TV production at Texas State Technical College. Chris has worked for Willie Nelson and Bruce Hornsby, among hundreds of other musical talents.

Chris earned his degree in audio technology while on full scholarship for vocal performance at McLennan Community College. He spends his spare time acting, songwriting and performing music. He also enjoys volunteering at Mission Waco and several other non-profit organizations.

Chris prides himself on establishing client relationships based on trust. While Chris has served as vice president of customer service, TEA's client retention rate has remained at 96 percent.