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People Moves Report H2 2023

USA

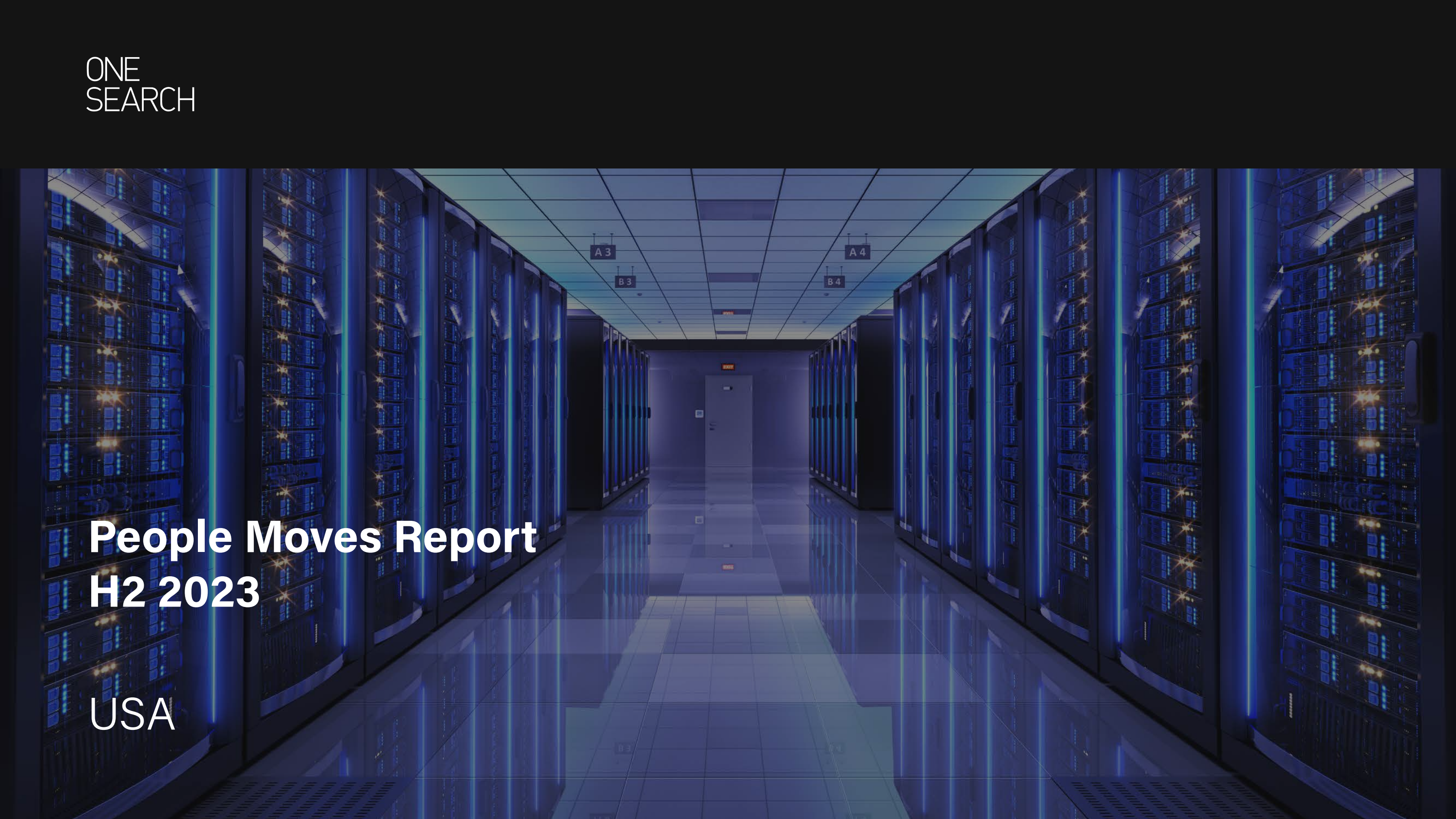


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Introduction

In 2023 we saw further evidence of the resilience of the Infrastructure and Energy Transition sector, although not without some headwinds to contend with. The most worn-out phrase of the year was surely the tiresome ‘denominator effect’, but the signs in H2 were that infra fundraising is coming back and that we will stop hearing about it in 2024. Despite fundraising woes, hiring in the sector was strong throughout the year, especially for those businesses in the happy position of having dry powder to invest. The data to follow in this edition of One Search’s People Moves Report for North America showcases the last half-year’s career moves across investment, investor relations & fundraising, legal, and ESG & sustainability professionals in the Infrastructure and Energy Transition private markets. We are delighted to congratulate everyone who has made a career move in H2 of 2023 and wish them the best in their new roles.

One clear indication of the strength of Infrastructure has been the continued interest that large asset managers have had in acquiring infrastructure GPs. Notably in the past six months, ECP and DIF Capital Partners were acquired by Bridgepoint Group and CVC Capital Partners, respectively. As discussed in previous editions of this report, an inorganic growth strategy is a very effective means for asset managers to enter the Infrastructure markets. Large benefits of this include the acquisition of an existing and healthy portfolio, a ready-made team to continue building on, and the avoidance of the fundraising risk that is associated with a first-time fund in a sector where you have no track record. We anticipate seeing more of this in 2024.

Unsurprisingly, some of the largest fundraising milestones achieved this year have come from private credit funds. This included the hard cap close of Blackstone Green Private Credit Fund III at \$7.1bn. The opportunity for private credit has continued to expand and deal flow has been high, particularly across Energy Transition and Digital Infrastructure. An example of this is the Power Sustainable Infrastructure Credit team, who announced their inaugural investment in Vantage Data Centers shortly after closing \$600m. The last couple of years showed tremendous growth of Digital Infrastructure in private equity, with various buildouts and numerous hires. We’re now seeing private credit and project finance teams undertaking similar growth in the sector as we head into 2024. As our late partner Danny Muir would say, “the debt always chases the equity.”

During what has arguably been the most challenging fundraising market since the global financial crisis, investor relations professionals have been feeling the squeeze. There have been murmurings of boutique placement agents raising zero tickets for the year and winding down. We’ve also heard about private funds groups abandoning underperforming strategies to concentrate their efforts and resources on products that are experiencing greater success in these market conditions. On the other hand, in-house hiring by GPs has remained very active and 2023 was a transformative year for the continued evolution of the product specialist role. Whether looking at large asset managers with historically generalist distribution teams or an Infrastructure fund manager diversifying with a new strategy, hybrid fundraisers with product knowledge and a rolodex were in demand. We don’t expect this to slow down anytime soon.

Speaking to LPs, there is no doubt whatsoever that the sentiment for the asset class remains strong, with 88% of institutional investors looking to either maintain or increase their allocation to Infrastructure, according to Infrastructure Investor’s recent Investor Report. Nonetheless, Infrastructure investors are always looking toward their next moves and for many, that may include the opening of a new investor base in private wealth or retail.

There have been headlines like Brookfield’s closing of Infrastructure’s largest closed-end fund at \$28bn and KKR seeking to raise \$7bn for its first global climate fund. These teams, their subsequent new funds and their portfolio companies will inevitably need to continue hiring the best available talent – and we at One Search look forward to partnering with some of them in this regard! Until then, please enjoy the following report which compiles public moves made within the Americas Infrastructure, Energy, & Digital space over H2 of 2023. Should you have any questions or want information on how One Search may be able to support your hiring plans or compensation review, please be in touch.



Editors



Patrick Reyes
Principal, Private Equity



Tommy Top
Principal, IR & Fundraising

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innagreen



Olly Alexander
CEO

One Search have been with us from the start, almost exclusively supporting us on all our hiring efforts over the last two years. They have supported us in hiring our Non Executive Chairman, Vice President, Director, Controller and Associates across Investment, Asset Management and Finance. Where One Search excel is at taking the time to understand exactly what the role is we are looking to hire for and then tailoring the search to our specific needs. The teams in New York and London have consistently performed to a very high standard and have made Innagreen's build out a real success. One Search are a pleasure to work with and we look forward to their continued support as the Innagreen business grows.

A Brief Overview of Innagreen

Our purpose lies in generating attractive, stable investment opportunities, that also allow investors to drive the energy transition. By combining our investment management expertise with our development partners' project delivery and operational experience, we provide unparalleled risk management throughout the whole project lifecycle. We are passionate about channelling this to deliver high-quality assets that generate stable, low risk returns accompanied by strong cash yields over their 30+ year lifespans.

Candidate



Chris Cavanaugh
Vice President

What drew you to Innagreen?

Innagreen's strategy, access and positioning are tremendous. The chance to join the firm so early in its growth was a terrific opportunity. Innagreen has unique access to an excellent pipeline of deals to build a great portfolio and generate strong returns for investors. The opportunity to lead investments in North America and Australia as part of the broader growth story for the firm was an exceptional one for my career development.

What are you excited about in your new role?

2024 has many exciting things in store at Innagreen. In particular, new team members joining in North America will be a welcome addition to help the firm grow. In addition, Innagreen's portfolio will be growing across multiple geographies as we work with new and existing counterparties to drive returns.

What is unique about Innagreen?

Innagreen is an investment platform specializing in the long-term ownership of large-scale renewable energy projects across Australia, Canada and the United States. The platform delivers stable long-term cash-yield-focused returns, whilst supporting the world's essential energy transition. In addition, Innagreen has unique strategic partnerships with leading developers, giving the firm early access to a pipeline of highly attractive projects.



Private Equity Senior Moves

81% Male 19% Female



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| Name | Leaving | Joining | Title | Location |
|------------------------|---------------------------------|---------------------------------|---|----------|
| Benjamin Droz | KKR | Acadia Infrastructure Capital | Director | NY |
| Tim Short | KKR | Acadia Infrastructure Capital | Managing Partner | NY |
| GEN (R) Jim McConville | US Army | AE Industrial Partners | Operating Partner | FL |
| Neil Keogh | Icon Infrastructure | Apollo | Principal, Infrastructure Private Equity | NY |
| Curt Morgan | Vistra Corp | ArcLight Capital Partners | Senior Advisor | US |
| Neil Gillies | Macquarie Group | Basalt Infrastructure Partners | Principal | NY |
| Jeff Plauche | Boh Bros. Construction Co., LLC | Bernhard Capital Partners | Operating Partner | LA |
| Bret Kadison | Arva Intelligence | Blackhorn Ventures | Senior Advisor | IL |
| Dr. Mary K Haas | Sustaera | Breakthrough Energy | Venture Partner | PA |
| Monica Jha | Stem, Inc. | CIM Group | Senior Director | TX |
| Alexander Lampros | BayWa r.e. Americas | CIM Group | Senior Director, Renewable Asset Operations | CA |
| Lauren Soulis | Prudential Private Capital | Climate Adaptive Infrastructure | Principal | CA |
| Shaun Andrews | Lumen Technologies | DigitalBridge | Senior Operating Partner | CO |
| Mike McGettigan | Pine Environmental Services LLC | Ember | Operating Partner | NY |
| Cosima Zoller | Ares Management Corporation | EQT Group | Director | NY |
| William Blanchard | Lion Electric | Fiera Comox Partners | Senior Principal, Agriculture | QC |

Private Equity Senior Moves

81% Male 19% Female



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| Name | Leaving | Joining | Title | Location |
|-----------------------|-----------------------------------|---------------------|--|----------|
| Robert Tichio | Riverstone Holdings | Fortescue Capital | Chief Executive Officer | NY |
| Rael McNally | BlackRock | Fortescue Capital | Managing Director | NY |
| Nathan Craig | J.P. Morgan Chase | Fortescue Capital | Managing Director | NY |
| Jennifer Zarrilli | GLM West | Fortescue Capital | Managing Director & CFO | NY |
| Jasper Platz | Summon | G2 Venture Partners | Investor | CA |
| Teresa Mattamouros | EQT Group | Goldman Sachs | Managing Director, Infrastructure Fund | NY |
| Erin Keller | Toyota Ventures | Grita Ventures | Venture Partner | CA |
| Taylor McManus | Instar Asset Management | Hamilton Lane | Principal | ON |
| Victor Vun | Republic Services | HASI | Senior Director | TX |
| William Sonneborn | International Finance Corporation | Generate Capital | President | DC |
| Charlie Gailliot | Goldman Sachs | KKR | Partner, Global Co-Head Climate Strategy, Infrastructure | NY |
| Sophia Sciabica | J.P. Morgan Asset Management | KKR | Principal | NY |
| Lauren Faber O'Connor | City of Los Angeles | Lowercarbon Capital | Operating Partner | CA |
| Trey Bivins | AE Industrial Partners, LP | Neos Partners | Managing Director | CA |
| Nathan Landrey | FTI Consulting | Neos Partners | Operating Partner | CO |
| Paul Cody | Qualus Power Services | Neos Partners | Senior Advisor | MA |

Private Equity Senior Moves

81% Male 19% Female



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| Name | Leaving | Joining | Title | Location |
|-----------------|-------------------------------------|----------------------------------|---|----------|
| Robert Sweaney | Anord-Mardix Group | Neos Partners | Senior Advisor | VA |
| Jeff Krantz | *retired | Neos Partners | Senior Advisor | TX |
| Scott McBride | DigitalBridge | Northampton Capital Partners | Founding Partner | NY |
| Michael Smerdon | Canada Post Pension Plan | Nortleaf Capital Partners | Executive Operating Partner | ON |
| Ryan Thom | Antin Infrastructure Partners | Novacap | Principal | NY |
| Ted Maa | Pine Brook Partners | Nuveen | Managing Director, Private Equity Impact Investing | NY |
| Katie Giometti | FirstRound Capital | Obvious Ventures | Principal | CA |
| Michael Hill | CPP Investments | OMERS | Executive Vice President, Global Head of Infrastructure | NY |
| Ricardo Yunis | Linzor Capital Partners | Partners Group | Investment Leader, Private Infrastructure | CO |
| Matt Eggers | Breakthrough Energy Ventures | Prelude Ventures | Managing Director | CA |
| JB Oldenburg | The Carlyle Group | Quantum Capital Group | Managing Director | NY |
| Craig Sulzburgh | Sumitomo Mitsui Banking Corporation | Raise Green | Impact Partner | CA |
| Dennis Arriola | AVANGRID | Sandbrook Capital | Operating Partner | CT |
| Qazi Fazal | Evercore | SDC Capital Partners | Partner | NY |
| Wopamo Osaisai | Lightsource BP | Segue Sustainable Infrastructure | Director | TX |
| Edward Kim | Bloom Energy | SER Capital Partners | Principal | CA |

Private Equity Senior Moves

81% Male 19% Female



| Name | Leaving | Joining | Title | Location |
|------------------|-------------------------|----------------------------------|--|----------|
| Scott Robinson | InfraBridge | Sidewalk Infrastructure Partners | Partner | NY |
| Matthew Ross | Onex | Sidewalk Infrastructure Partners | Senior Partner | NY |
| Leonardo Banchik | Global Founders Capital | Voyager Ventures | Director | CA |
| Benjamin Owens | Honeywell | Warren Equity Partners | Chief Commercial Officer & Strategic Advisor | IL |
| Anne McEntee | GE Renewable Energy | WrenHouse | Managing Director, Asset Management | NY |



Decarbonization's Blind Spot

Following on from our H1 report earlier this year, we have seen a continuing acceleration in search mandates aligned to the thematic of decarbonization rather than targeted industry verticals. With COP28 recently bringing together leading minds and investors across the global energy sector to deliberate on the ongoing push to foster climate action and drive the net-zero agenda, we are seeing increased movement in the North American market at all seniority levels towards investment platforms deploying capital via decarbonization strategies. This is true both for early-stage venture platforms as well as later stage private equity. That being said, when we look at market activity there continues to be a gap in funding for late-stage venture companies entering the capital-intensive growth stage required for these asset-heavy investments to scale and reach commercialization.

In 2022 more than \$1 trillion was deployed globally into low-carbon technologies and for the first time, capital deployment into low-carbon alternatives was on-par with investment into traditional oil and gas. Large strategies launched in previous years, such as Brookfield's 2022 \$15 billion Global Transition Fund, have continued to commit significant capital to scale infrastructure projects such as wind, solar, battery and carbon capture/storage technologies. These large ticket sizes require relatively proven and

de-risked technologies to satisfy the risk-adjusted returns profiles. At the earlier stage the higher volume of venture firms deploying seed and series A rounds typically focus on unproven, higher-risk technologies with the ability to significantly scale. Growth investors, such as General Atlantic and S2G Ventures, are now bridging that gap with late venture and growth equity style investments to allow these technologies to reach commercialization. However, these types of investors remain limited and many companies are still failing to cross the 'second valley of death' to secure the capital required to push past venture stages and reach a bankable risk profile to access traditional project finance capital to scale.

New strategies launching in this 'missing middle' are attracting a range of profiles. KKR, for example, has recently brought in Charlie Gailliot, a long-time private markets investor and former Partner from GSAM's merchant banking division, alongside Emmanuel Lagarrigue, an energy industry veteran, to co-lead their global climate strategy. Our clients are asking us to provide a wide range of profiles as they consider how to launch their own decarbonization strategies and the type of track records that are best suited to do this. We are likely to see moves from both ends of the investment spectrum to fill this gap as well as newcomers from adjacent industries and corporate backgrounds.



Rebecca Miles
Consultant – Private Equity & Investor Relations

Rebecca joined the One Search team in September 2023 to support the ongoing growth of the Private Equity and Investor Relations practices for North America. Prior to this, Rebecca worked for a boutique Executive Search firm where she specialized in conducting high-level searches for FinTech organizations, challenger banks, and management consultancies.



Private Equity Mid-level Moves

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| Name | Leaving | Joining | Title | Location |
|-------------------------------|--------------------------------|--|---|----------|
| Juan Sebastian Jauregui Lopez | Boston Consulting Group | Actis | Investment Professional | NY |
| Neil Keough | iCON Infrastructure | Apollo Global Management | Principal | NY |
| Benjamin Sun | The Energy & Minerals Group | Ara Partners | Vice President | TX |
| Remington Dare | U.S. Pension Advisors | BlackRock | Vice President, Infrastructure Private Equity | NY |
| Yago Cavanagh Perez-Nievas | Cubico Sustainable Investments | Copenhagen Infrastructure Partners | Vice President | NY |
| Minh Le | Arevon Energy, Inc. | Energy Capital Partners | Vice President | NY |
| Alex White | Enel Green Power | Excelsior Energy Capital | Associate Director | MN |
| Chuen Pan | Generate | Fifth Wall | Vice President, Climate Infrastructure | CA |
| Cherri Wang | Goldman Sachs | GIC | Assistant Vice President | CA |
| Sam Sixt | InfraBridge | I Squared Capital | Vice President | FL |
| Ryan Bolowsky | Macquarie Group | iCON Infrastructure | Vice President | NY |
| Erik Garrigo | IDC Network | IDC Ventures | Venture Capital Investor | FL |
| Christopher Cavanaugh | New Energy Solar | Innagreen Investments | Vice President | NY |
| Anton Kobzev | OMERS Infrastructure | Macquarie Asset Management | Senior Vice President | ON |
| Peter Akins | SVPGlobal | Morgan Stanley Infrastructure Partners | Vice President | NY |
| Nicholas Riva | Alturus | QIC | Senior Manager, Global Infrastructure | NY |

Private Equity Mid-level Moves

75% Male 25% Female



| Name | Leaving | Joining | Title | Location |
|----------------------|------------------------------------|-----------------------------------|---|----------|
| Kathryn Lin | InfraBridge | Quinbrook Infrastructure Partners | Senior Vice President | TX |
| Shaun Rutz | GenOn Energy | Rockland Capital | Vice President | TX |
| Marisa C. Sweeney | Generate | S2G Ventures | Vice President, Special Opportunities | CA |
| Peter Jones | ExodusPoint Capital Management, LP | Stonepeak | Vice President | TX |
| Andrew Lake | DigitalBridge | Tillman Global Holdings | Vice President | NY |
| Shu Min Lee | I Squared Capital | UBS | Associate Director, Infrastructure Private Equity | NY |
| Blake Halim | Warburg Pincus | Warren Equity Partners | Vice President | NY |
| Georgina Heidenreich | Liberty Global | Wren House | Junior Vice President | NY |



Brief Overview of MN8 Energy

MN8 Energy's mission is to serve enterprise customers on their decarbonization journey. MN8 was formerly GS Renewable Power before the business line spun out at the end of 2022. MN8 is a top 5 U.S. independent solar and storage energy producer by capacity with ~3GW of operating projects across ~900 assets and over 200 enterprise customers. MN8 has a leading EV charging business having signed a partnership with Mercedes-Benz to build out their North American high powered charging network and continues to grow its mandate. MN8 seeks to be at the cutting edge of the energy transition so the company can holistically serve customers with their decarbonization needs.

Hiring Manager



Justin Barash
Senior Director, Head of Strategy

I am thrilled to welcome Alex to MN8. As we grow MN8 by providing bespoke and complex decarbonization solutions, Alex's insights built over a career in consulting paired with the team's legacy GS investing and structure acumen makes for a powerful combination.

Candidate



Alex Pischalnikov
Director of Strategy

I'm tremendously excited to join the Strategy & Investment team at MN8 Energy. The opportunity to transition to an in-house strategy role at a leading renewable IPP, supporting new business incubation and M&A transactions across energy transition asset classes, was very attractive to me. I look forward to being a part of the next chapter of growth for MN8.



Private Equity Early Moves

66% Male 34% Female



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| Name | Leaving | Joining | Title | Location |
|---------------------------|----------------------------|-------------------------------|----------------------------|----------|
| Julia Kraus | Citi | 3i Group | Associate | NY |
| Jarrett Bellin | Guggenheim Partners | 3i Group | Associate | NY |
| Jacob Hedenquist | Citi | 3i Group | Associate | NY |
| Carson Seramur | Citi | 3i Group | Associate | NY |
| Joseph Hirshorn | Solomon Partners | 3i Group | Associate | NY |
| Nishil Shah | BNP Paribas | Acadia Infrastructure Capital | Associate | NY |
| Jasmine Valeria Pritchard | Wharton (MBA) | Actis | Associate | TX |
| Evan Friedman | Activate Capital | Activate Capital | Senior Associate | CA |
| Avery Park | Greentech Capital Advisors | Activate Capital | Investor | CA |
| George Revock | CRC-IB | Advantage Capital | Associate | NY |
| Natalie Chehrazi | MIT (MBA & MS) | AE Industrial Partners | Senior Associate, PSO team | FL |
| Carlos Cevallos | GLG | AE Industrial Partners | Associate | FL |
| Mario Benicky | Piper Sandler | AE Industrial Partners | Analyst | FL |
| Tucker Long | The Longwood Group | AE Industrial Partners | Associate | FL |
| Nick Dobreff | Guggenheim Partners | AE Industrial Partners | Associate | FL |
| Christopher Wong | UBS | Ajax Strategies | Senior Associate | CA |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|--------------------|--------------------------------|-------------------------------|---------------------------|----------|
| Julia Magliozzo | Ecogy Energy | Aligned Climate Capital | Senior Associate | NY |
| Alex Hachigian | DC Advisory | American Industrial Partners | Associate | NY |
| Gage Laswell | Citi | American Industrial Partners | Associate | NY |
| Veronica Urquijo | Columbia Business School (MBA) | Antin Infrastructure Partners | Associate | NY |
| John Rosario | Columbia Business School (MBA) | Antin Infrastructure Partners | Associate | NY |
| Huilai Gu | Onward Energy | Ara Partners | Associate, Infrastructure | MA |
| Ashley Knight | Wharton (MBA) | Ara Partners | Senior Associate | MA |
| Sean Wang | Citi | Ara Partners | Associate | TX |
| Jay Bhanushali | Nomura Greentech | Ara Partners | Associate | MA |
| Michael Aguilar | Evercore | Ara Partners | Associate | TX |
| Sam Shockley | Macquarie Capital | ArcLight Capital Partners | Associate | MA |
| Jose Manuel Miquel | Credit Suisse | Arroyo Investors | Senior Associate | TX |
| Ali Janati | Credit Suisse | Astatine Investment Partners | Associate, Infrastructure | CT |
| Kristiana Santos | Barclays | Axium Infrastructure | Analyst | NY |
| Parker Thompson | Ohio State University | Axium Infrastructure | Analyst | NY |
| James Hawley | Stephens | Bernhard Capital Partners | Associate | TN |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|----------------------|--------------------------------|------------------------------------|-----------------------------------|----------|
| Tsvetelina Churalska | Piper Sandler | Bernhard Capital Partners | Analyst | NY |
| Jeronimo Gaggini | Columbia Business School (MBA) | BlackRock | Associate, Climate Infrastructure | NY |
| Puneet Arora | I Squared Capital | BlackRock | Associate | NY |
| Lydia Vendeitti | J.P. Morgan Asset Management | Blackstone | Associate | NY |
| Rachel Ye | QIC | Breakthrough Energy | Senior Associate | NY |
| George Zhao | CPPIB | Brookfield Asset Management | Associate | NY |
| Kevin Tsai | Chicago Booth (MBA) | Brookfield Asset Management | Associate | TX |
| Sebastian Sotelo | Wharton (MBA) | Brookfield Asset Management | Associate | ON |
| Albert Cao | Chicago Booth (MBA) | Brookfield Asset Management | Associate | ON |
| Jed Cogan | Guggenheim Partners | CIM Group | Associate | CA |
| Abigail Kaufman | BQ Energy Development | CleanCapital | Analyst, Acquisitions | NC |
| Pearson Riley | Piper Sandler | Clearstream Capital | Associate | TX |
| Jack Drew | Stifel Financial Corp | Climate Adaptive Infrastructure | Senior Associate | CA |
| Utsab Roychowdhury | Moelis & Company | Closed Loop Partners | Associate | NY |
| Eliza Cushman | Elephant Energy | Congruent Ventures | Investor | CA |
| Jack Kelly | Credit Suisse | Copenhagen Infrastructure Partners | Associate | NY |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|------------------|------------------------|------------------------------------|------------------|----------|
| Jared Foxhall | Credit Suisse | Copenhagen Infrastructure Partners | Junior Associate | NY |
| Mikaela Bradbury | Goldman Sachs | DBL Partners | Associate | CA |
| Seye Farinu | BCI | DIF Capital Partners | Associate | ON |
| Dana Davis | CPP Investments | DIF Capital Partners | Associate | ON |
| Maggie Hayes | Trive Capital | DigitalBridge | Associate | NY |
| Sophia Rubio | J.P. Morgan | DigitalBridge | Associate | NY |
| Alexander Magid | Credit Suisse | DigitalBridge | Senior Analyst | FL |
| Max Haager | Moelis & Company | Ember Infrastructure | Associate | NY |
| Alex Kunce | Gryphon Investors | Ember Infrastructure | Senior Associate | NY |
| Rebecca Reynolds | Evercore | Ember Infrastructure | Associate | NY |
| Ana Hugener | Insight Partners | Energize Capital | Senior Associate | IL |
| Nathan Baranski | Guggenheim Partners | Energy Capital Partners | Associate | NY |
| Jake Singer | Solomon Partners | Energy Capital Partners | Associate | NY |
| Conor Murphy | Crescent Capital Group | Energy Capital Partners | Senior Associate | NY |
| Jesse Liu | Morgan Stanley | EQT Group | Associate | NY |
| Enrique Gallo | Morgan Stanley | EQT Group | Associate | NY |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|---------------------------------|-----------------------------|--------------------------------|-------------------------------------|----------|
| Jack Morris | Ohio State University | Excelsior Energy Capital | Analyst | MN |
| Philip Chen | Credit Suisse | Fifth Wall | Investor | NY |
| Vaibhav Sharma | Harvard (MBA) | G2 Venture Partners | Investor | CA |
| Ted Falkenhayn | Lazard | Galvanize Climate Solutions | Associate | NY |
| Acacia Overstreet | Morgan Stanley | General Atlantic | Associate, BeyondNetZero | NY |
| Christian Chong | Silicon Valley Bank | Generate | Investment Professional | NY |
| Ana Nogueiras Pérez-Santamarina | Boston Consulting Group | Generate | Associate | NY |
| Cynthia Castillo | Evercore | Generate | Sustainable Infrastructure Investor | NY |
| Nicole Welsh | Morgan Stanley | GI Partners | Associate | CA |
| Alex Yu | Bank of America | GIC | Associate | CA |
| Emily Li | Morgan Stanley | GIC | Analyst | NY |
| Daniel Ma | Rockland Capital | Global Infrastructure Partners | Senior Associate | NY |
| Juan David Garzon Garcia | Harvard (MBA) | Global Infrastructure Partners | Associate | NY |
| Karina (Rodriguez) Abdullah | Brookfield Asset Management | Global Infrastructure Partners | Senior Associate | NY |
| Liam Li | J.P. Morgan | Global Infrastructure Partners | Associate | NY |
| Ross Mitchell | ARM Energy | Global Infrastructure Partners | Associate | TX |

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| Name | Leaving | Joining | Title | Location |
|--------------------|-------------------------|----------------------------|-------------------------|----------|
| Taarini Sareen | J.P. Morgan | Grain Management | Associate | NY |
| Rohan Jairam | Lazard | Grain Management | Associate | DC |
| Alex Lee | Credit Suisse | Grain Management | Associate | NY |
| Grant Andreas | Bank of America | Grain Management | Associate | NY |
| Rushabh Nahar | Riverbend Energy Group | Greenbacker | Associate | NY |
| Daniel Halpert | Brown University | Greenbacker | Analyst | NY |
| Lea Beylot-Lacroix | CRC-IB | Greenbacker | Associate | NY |
| Jacqueline Goodman | SJF Ventures | Greenbelt Capital Partners | Associate | NY |
| Sinan Onukar | Morgan Stanley | H.I.G. Capital | Associate | NY |
| Cecilia Gao | Drift | Harrison Street | Analyst, Infrastructure | IL |
| Lindy Lin | Western University | HOOPP | Investment Analyst | ON |
| Nicholas Binnie | Citi | Hy24 | Associate | NY |
| Dylan Poynter | RBC Capital Markets | I Squared Capital | Associate | FL |
| Dakai Long | Macquarie Group | I Squared Capital | Associate | FL |
| Pedro Gazola | Morgan Stanley | I Squared Capital | Senior Analyst | FL |
| Javier Valenti | Andean Telecom Partners | I Squared Capital | Investment Professional | FL |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|-------------------------|---------------------|--|----------------------|----------|
| Sara Da | Macquarie Group | IFM Investors | Associate | NY |
| Vivian Qiang | The D.E. Shaw Group | IFM Investors | Investment Associate | NY |
| Sabrina Huang | Truist Securities | IFM Investors | Analyst | NY |
| Victor Balcazar Zorilla | Northwestern (MBA) | IFM Investors | Associate | NY |
| Claire Underhill | Jefferies | IFM Investors | Analyst | NY |
| Madeline Robinson | ExxonMobil | J.P. Morgan | Associate | IL |
| Carmen de la Sierra | Shell | J.P. Morgan | Associate | NY |
| Brooke Weiner | Morgan Stanley | Kingston Infrastructure Partners | Associate | NY |
| Evan Fahs | GE Capital | Lotus Infrastructure Partners | Senior Analyst | NY |
| Gina Joseph | MIT (MBA) | Macquarie Asset Management | Associate | NY |
| Jordan Marsh | Tower Arch Capital | Macquarie Asset Management | Associate | NY |
| Sunny Sun | Bank of America | Morgan Stanley Infrastructure Partners | Associate | NY |
| Peter Rooch | Evercore | Neos Partners | Associate | CA |
| Taylor Rowatt | UBS | Neos Partners | Analyst | CA |
| Daniel Wang | Nomura | Neos Partners | Analyst | CA |
| Harin Gupta | Warburg Pincus | Neos Partners | Senior Associate | CA |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|---------------------|---------------------------|----------------------------|------------------------------|----------|
| Brandon Chaudhury | Cheniere Energy | New Fortress Energy | Senior Associate | NY |
| Anuja Weerasinghe | Evercore | Northleaf Capital Partners | Analyst | ON |
| Dhruv Singla | The Citco Group | Northleaf Capital Partners | Analyst | ON |
| Ryan Pave | Solomon Partners | Northleaf Capital Partners | Analyst | NY |
| Sean Mathew | Guggenheim Partners | Oak Hill Capital | Associate | CA |
| Jaysen Mutha | Oak Hill Capital | Oaktree Capital Management | Associate | CA |
| Anastasiya Gay | Evercore | Oaktree Capital Management | Associate | CA |
| Nabil Sarbaoui | Harvard (MBA) | OIC | Senior Associate | NY |
| Stella Zhang | Scotiabank | OIC | Associate, Structured Equity | NY |
| Dimitri Kakalettris | Western University | OTPP | Analyst | ON |
| Kaylen Soriano | Western University | OTPP | Analyst | ON |
| Matt Halpen | Morgan Stanley | OTPP | Analyst | ON |
| Elijah Meltzer | Moelis & Company | Palistar Capital | Associate | NY |
| George Tang | SFW Capital Partners | Palistar Capital | Associate | NY |
| Katherine Moldow | Plug and Play Tech Center | Powerhouse | Associate | CA |
| Kathryn Song | Credit Suisse | Providence Equity Partners | Associate | MA |

Private Equity Early Moves

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| Name | Leaving | Joining | Title | Location |
|------------------------|--|-----------------------------------|------------------------------|----------|
| Martin Barrientos | Credit Suisse | PSP Investments | Associate, Natural Resources | QC |
| Zoë Hockenberry | Generate | Quantum Capital Group | Associate | NY |
| Chad Payne | GE Capital | Quinbrook Infrastructure Partners | Associate | TX |
| Mason Sapp | Marathon Capital | Ridgewood Infrastructure | Associate | NY |
| Can Keles | Citi | Riverstone | Associate | NY |
| Kofi Amoake-Gyan | Credit Suisse | Rockland Capital | Senior Associate | NY |
| Zemichael Habtegiorgis | Credit Suisse | Rockland Capital | Associate | TX |
| Maura Wells | Acalyx Advisors | S2G Ventures | Associate | IL |
| Yilin Huo | Inverness Graham | S2G Ventures | Analyst | IL |
| Michelle Creighton | Global Infrastructure Partners | Sandbrook Capital | Senior Associate | NY |
| Danielle Estatico | Alpine Grove Partners | Sandbrook Capital | Finance Senior Associate | NY |
| David Fleischer | Moelis & Company | SDC Capital Partners | Associate | NY |
| Jack Miller | Barclays | SDC Capital Partners | Associate | NY |
| Emre Serpkenci | Fiera Infrastructure | Searchlight Capital Partners | Associate | NY |
| Nicolas Ilg | University of California, Berkeley (MBA) | Segue Sustainable Infrastructure | Associate | CA |
| Will Hanley | University of California, Berkeley (MBA) | Segue Sustainable Infrastructure | Associate | CA |

Private Equity Early Moves

66% Male 34% Female



ONE
SEARCH

| Name | Leaving | Joining | Title | Location |
|-----------------------|----------------------------|----------------------------------|--------------------------------|----------|
| Matei Popescu | CPPIB | Sidewalk Infrastructure Partners | Senior Associate | NY |
| Sam Rosenberg | Virgin | Sidewalk Infrastructure Partners | Senior Associate | NY |
| Claire Kim | Morgan Stanley | SK Group | Investment Manager | NY |
| Emiky Ginsoulin | Goldman Sachs | Stonepeak | Associate | NY |
| Sam Barton | Credit Suisse | Stonepeak | Associate | TX |
| Daniel Chung | Citi | Stonepeak | Associate | NY |
| Danny Xu | Citi | Stonepeak | Associate | NY |
| Peter Vanderslice | Morgan Stanley | Stonepeak | Associate | NY |
| Luis Castro | Jefferies | Stonepeak | Associate | NY |
| Alexis Bennett | Morgan Stanley | Stonepeak | Associate | TX |
| Michael DeFrank | Houlihan Lokey | Stonepeak | Associate | NY |
| Mary Lynne Steinmeyer | J.P. Morgan | Stonepeak | Associate | NY |
| Gavin Perkins | Varagon Capital Partners | Stonepeak | Associate | NY |
| Alex Dahan | Evercore | Stonepeak | Associate | NY |
| Joseph Rokous | Oaktree Capital Management | Stonepeak | Senior Associate | NY |
| Kate Marsh | Columbia University | The D.E. Shaw Group | Analyst, Renewable Investments | NY |

Private Equity Early Moves

66% Male 34% Female



| Name | Leaving | Joining | Title | Location |
|---------------------|-----------------------------------|-------------------------------|------------------|----------|
| Matthew McShea | Barclays | Tiger Infrastructure Partners | Associate | NY |
| Ceci Deng | Nomura Greentech | Transition Equity Partners | Associate | NY |
| Noah Oviedo-Bornett | Levine Leichtman Capital Partners | Vision Ridge | Senior Associate | CO |
| Jonathan Landesman | Two Sigma | Voyager Ventures | Consultant | NY |
| Nick Crawford | Citi | Warwick Investment Group | Associate | TX |



CEOs Fueling Private Markets: The Growing Need for Operational Fluency at the Fund Level

In my previous commentary in the H1 of 2023 People Moves Report, I discussed the ongoing trend of professionals transitioning from banks and funds to take up leadership and strategic roles within portfolio companies. While this movement continues to gain momentum, at One Search, we have also been supporting our clients in the placements of Operating Partners and value creation specialists at the fund level. This has been aided by an observation of a growing interest among current and former CEOs, General Managers, and P&L leaders to pivot into private markets.

In the realm of infrastructure investing, the percentage of our clients investing in businesses rather than directly into assets has been growing for over a decade. This shift has elevated the importance of robust operational fluency at the fund level to effectively manage these businesses and provide them with strategic direction. While not a novel concept, we anticipate this trend to persist and gather even more traction in the year ahead.

Private markets investors, as a standard practice, seek to recruit Operating Partners and Asset Managers with substantial P&L experience, whether

from PE-backed businesses or large corporations. This talent contributes immense value at the fund level, leveraging their extensive experience in areas such as strategic guidance, M&A and integration support, exit planning and execution, and risk management. Additionally, transitioning from a C-suite position to an investment manager offers several advantages. This includes remuneration packages and carried interest incentives, but the strategic opportunities for these executives are often the largest motivating factor. Unlike C-suite positions in industry that may only oversee a singular business unit, Operating Partners and Asset Managers can spearhead the strategy and growth for 2-5 businesses simultaneously.

As the need for stronger operational fluency at the fund level continues to grow, we believe processes will become more efficient, exit values to become larger, and businesses will scale quicker. As a collaborative effort between our investment and portfolio leadership search practices, we're quite energized about the opportunity to continue and increasingly identify top-tier, vetted talent for our private markets funds clients.



Conor Meagher
Senior Associate – Portfolio Leadership Search

Conor joined One Search in 2022 and works within the Portfolio Leadership Search team. A Floridian hailing from Key Biscayne, he now works out of our New York City office. Prior to joining One Search, Conor spent two years working for a retained search firm, recruiting for private equity-backed companies across a variety of different industries. He aligned with their finance and accounting practice where his placements ranged anywhere between FP&A executives to CFOs. Conor studied Economics at Wake Forest University in North Carolina where he played rugby and led several philanthropic events and initiatives.





A Brief Overview of SolAmerica

SolAmerica is a development and EPC company that is focused on the distributed generation and small utility scale solar markets across the Southeast, Mid Atlantic, Northeast and Midwest solar markets. SolAmerica was originally founded in 2009 as an EPC and has been building solar projects for almost 15 years for many of the leading developers and owner operators in the small utility, C&I, and community solar markets. In 2013, SolAmerica launched its own C&I and community solar development efforts and has greenfield developed over 100 MW DC. SolAmerica will be bringing together both areas of expertise going forward as the company becomes an independent power producer and owner/operator of its own projects.

Candidate



Katherine Mason
Chief Financial Officer

Why were you attracted to making this move?

SolAmerica was acquired by AB CarVal in early 2023. As a result of this change in ownership, the focus for the company has shifted towards being an owner and operator of solar and battery storage projects. This role provides the opportunity to help shape the direction and future of the company at an early stage as the business plan transitions. I am excited for the opportunity to apply my previous experiences to help build the process and infrastructure for SolAmerica to grow into a successful independent power producer in a growing and evolving industry.

What does your hire signify about further growth at your new firm?

In the last few months, the SolAmerica management team has been focused on bringing in senior leadership that have experience in both the renewable industry and specifically as an owner/operator. With my hire and a couple of other key positions, the management team has a well rounded and solid foundation for bringing both the development and EPC sides of the business together as an independent power producer. The SolAmerica management team is a highly motivated and smart group of individuals who are focused on building a successful business with the backing of an established and supportive partner in AB CarVal.



Credit Senior Moves

71% Male 29% Female



ONE
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| Name | Leaving | Joining | Title | Location |
|-------------------|-----------------------------|------------------------------------|--|----------|
| Scott Summey | Diode Ventures | Alvarez & Marsal | Director | NC |
| Stefanie Hadolt | Societe Generale | Antin | Director | NY |
| Joe Doran | Pine Gate Renewables | ANZ | Associate Director | NY |
| James Edmonds | HSBC | Barclays | Global Head, Sustainable Project Finance | NY |
| Trish Ellenberg | SMBC | BBVA | Executive Director | NY |
| John Rigo | Natixis | BBVA | Managing Director, Syndications | NY |
| Todd Benvenuti | SMBC | BBVA | Director | NY |
| Jordan Albert | Vantage Infrastructure | BlackRock | Director | NY |
| Middoni Ramos | HSBC | BNP Paribas | Director | NY |
| Chad Landrum | APC, LLC | Brookfield Asset Management | Director, High Yield Credit | CO |
| Stefan Tribelhorn | SMBC | CIBC | Executive Director | NY |
| Noah Aronson | Arevon Energy | Copenhagen Infrastructure Partners | Director, Head of Capital Markets | NY |
| Brian O'Connor | Ares Management Corporation | Global Infrastructure Partners | Partner | NY |
| Mark Harris | SMBC | Investec | Director | NY |
| Ellen Erli Mo | SMBC | Investec | Director | NY |

Credit Senior Moves

71% Male 29% Female



ONE
SEARCH

| Name | Leaving | Joining | Title | Location |
|------------------|--------------------------------|-----------------------------------|---|----------|
| Iany Ianachkova | CRC-IB | Macquarie Group | Senior Vice President | NY |
| Michael Pastrich | BMO | NORD | Director | NY |
| Carras Holmstead | Melody Capital Partners | Palistar Capital | Investment Partner | NY |
| Newell Blair | Whitehall & Company LLC | Qcells USA Corp | Associate Director | NY |
| Matt Curran | Equilibrium Capital | Quinbrook Infrastructure Partners | Senior Director | CA |
| Josh Dale | CIBC | Rabobank | Managing Director, Head of Energy Transition Coverage North America | NY |
| Kimberly Hill | Truist | Societe Generale | Director | TX |
| Kate Dorsey | MUFG | Stonepeak | Principal | NY |
| Arun Varanasi | Credit Suisse Asset Management | Stonepeak | Principal | NY |
| Anthony Licata | J.P. Morgan | Truist | Managing Director, Head of Project Finance | CT |
| Ignacio Neri | BBVA | Verdonck Partners | Director | NY |
| Becca Edil | J.P. Morgan Asset Management | Versus Capital Advisors | Director | NY |

The Impact of Rising Interest Rates on Hiring

One common talking point throughout 2023 has been the effects of rising interest rates and the rising cost of capital. One impact of these macroeconomic trends, combined with the effects of the Inflation Reduction Act, is an increased demand for private credit and debt investments. As noted by BlackRock's Head of High Yield Credit, Daniel Fuchs, these conditions have made infrastructure debt highly attractive, especially considering the decreased willingness of banks to underwrite for sponsors. Additionally, the fact that debt has adjusted prices quicker than equity and increased cost of capital creating similar levels of return between debt and equity has further driven demand for private credit solutions. Another factor that is driving demand for infrastructure debt is the fact that the increased cost of capital has created similar levels of return between debt and equity.

Another factor driving this trend is that sponsors are continuing to look for partners who can provide flexibility in lending. There has been an increasing desire from sponsors to find more non-dilutive forms of capital that tend to fall somewhere between senior debt and equity. As noted by BlackRock's Head of High Yield Credit, Daniel Fuchs, in Infrastructure Investor's Round Table "Changing of the Guard" these conditions have made infrastructure debt highly attractive, especially considering the decreased willingness of

banks to underwrite for sponsors. In addition to high-yield credit, sponsors also look for flexibility on repayment timing and understanding that cash flow variability isn't always a cause for concern that credit and debt platforms can provide.

With the increased demand for private credit and debt, one would think that would correlate to increased hiring from private credit and debt funds. However, there was minimal change in the percentage of moves to private credit and debt funds. In H2 2023 34% of the moves were made to private credit and debt funds, compared to 33% in H2 2021 when interest rates were low. Interestingly, about half of the hires in H2 2023 were junior hires compared to a much more even split between junior, mid, and senior hires in H2 2021.

One potential reason we do not see an increase in hiring at the fund level in 2023 is because 2023 has been a difficult fundraising year, particularly in H1. It will be interesting to see if there is an increase in hiring as fundraising increases. Finally, the increased demand for private credit and debt could have led to a higher percentage of junior hires as funds needed to focus more on execution than origination.



Henry Mockeridge
Consultant – Credit

Henry joined One Search in May of 2023 as part of the Credit Practice in the United States. He specializes in placing Credit Professionals with some of North America's most prestigious Banks and Credit Funds. Since joining the team, Henry has successfully worked with the likes of CIBC, Siemens Financial Services, Masdar, and various Sustainable Infrastructure-focused Credit Funds.

Before joining One Search, Henry trained for two years with one of the world's biggest recruitment firms. Henry has always had an interest in the Real Assets space, which is why he transitioned to a firm where he could specialize in that space.



Credit Mid-level Moves

63% Male 37% Female



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| Name | Leaving | Joining | Title | Location |
|--------------------|---------------------------|----------------------------|--------------------------|----------|
| Gidon Eydelnant | BNP Paribas | Bank of America | Vice President | NY |
| Hollie Montgomerie | ING | Bank of America | Vice President | NY |
| Ion Bria | Even Financial | BBVA | Senior Vice President | NY |
| Gaia Ceriali | UniCredit | Citi | Assistant Vice President | NY |
| Tola Alli | Goldman Sachs | Commerzbank AG | Senior Vice President | NY |
| Kevin Raisch | Lazard | Constellation | Manager | NY |
| Alicia Pargada | Mizuho | Credit Agricole | Vice President | NY |
| Neel Sood | Drexel Hamilton | DZ Bank | Assistant Vice President | NY |
| Robert Cowick | KeyBanc Capital Markets | Fifth Third Bank | Vice President | NY |
| Pinaki Sarkar | BNP Paribas | First Citizens Bank | Vice President | NY |
| Jaiver Jimenez | ING | Helaba | Vice President | NY |
| Kevin Collins | Bank of America | HPS Investment Partners | Vice President | NY |
| Elsa Ditner | BayWa r.e Global | ING | Vice President | MY |
| Patrick Whitmore | Fifth Third Bank | KeyBanc | Vice President | OH |
| Phillip Fletcher | Citi | MUFG | Vice President | NY |
| Jeff Perrin | Fortress Investment Group | Northleaf Capital Partners | Vice President | NY |

Credit Mid-level Moves

63% Male 37% Female



ONE
SEARCH

| Name | Leaving | Joining | Title | Location |
|------------------|-------------------------|---------------------|-----------------------|----------|
| Erica Qiao | Credit Suisse | Orsted | Manager | NY |
| Anna DeSantis | Hannon Armstrong | Rabobank | Vice President | FL |
| Mark Pallai | SVB | Rabobank | Vice President | NY |
| Amanda Swift | D.E. Shaw | RBC Capital Markets | Vice President | NY |
| Alexandra Chu | RBC Capital Markets | Santander | Vice President | NY |
| Alejandro Jimeno | ING | Santander | Vice President | NY |
| Charly Missirian | SVB | Santander | Vice President | NY |
| Emma McAfee | KeyBanc Capital Markets | Scout Clean Energy | Associate Director | OH |
| Robin Wijaya | Standard Charter | SMBC | Vice President | NY |
| Benjamin Kaplan | Natixis | Societe Generale | Vice President | NY |
| Zhao Liang Deng | DZ Bank AG | TD Securities | Vice President | NY |
| Jeff Hammond | Calpine | U.S. Bank | Vice President | NC |
| Zachary Christie | Fifth Third Bank | U.S. Bank | Senior Vice President | NY |
| Emily Clark | CoBank | Wells Fargo | Vice President | CO |

Expanding Diversity & Inclusion in Infrastructure Investing

In Infrastructure Finance, the spotlight on Diversity & Inclusion within the workplace has rapidly increased, casting a positive influence on team culture, productivity, and overall success. In the One Search People Moves USA 2022 Report, I explored the significance of workplace diversity in the broader financial industry, showing statistics across Women, Black/African American, Asian, and Latino/Hispanic professionals in the workforce and focused on Private Market Trends that massively impact the Diversity & Inclusion within Infrastructure Investments.

While the 2023 statistics show a modest increase, the Sustainable Infrastructure sector is witnessing significant diversification trends. In the realm of private markets, there is a discernible rise in diverse talent seeking roles in Infrastructure investment, driven by interest in digital infrastructure, sustainability, impact, and ESG considerations. Opportunities are also expanding in areas like Investor Relations, Corporate Development, and Sustainable Research, capturing the interest of aspiring women in finance, an increase of STEM beneficiaries' initiatives, and establishments of notable, diverse Sustainable Finance Groups across university campuses.

Women make up about 24% of investment bankers. From a racial perspective the stats are: Black/African American (~5%), Asian (~11%) and Latino/Hispanic (~10%).

As the Infrastructure & Energy Sector advances sustainable initiatives, a noteworthy trend emerges: a growing curiosity among individuals, even at a younger age, about the sustainable infrastructure market. This holds profound significance for fostering diversity & inclusion in the industry. Early exposure to this captivating sector increases the likelihood of younger talent seeking guidance and information, paving the way for impactful contributions to the market's growth.

At One Search, diversity isn't just a goal – it's our commitment. We're dedicated to making a meaningful impact on expanding our candidate pool by keeping diversity at the forefront of every search. Taking it a step further, our charitable establishment, 'Young Women into Finance,' has been a pivotal foundation shaping the lives of young women in finance for four impactful years. This foundation offers female college students a distinctive internship opportunity, providing mentorship from prominent Infrastructure Investment Professionals and guidance through the CISI Corporate Finance/ Capital Markets Qualification. It's a unique platform designed to nurture and empower the next generation of women in finance. In celebration of YWIF's remarkable success in London over the past four years, we are thrilled to announce that 2023 marks the first year of our expansion into the United States! We already have several applicants excited to take that next step into their career and are always looking for new mentors who are looking to get involved and make an impact!



Benedetta Hudson
Consultant - Credit

Bene joined One Search in November 2021 to help continue the development of One Search's Credit Practice in the US. Since joining the team, Bene has successfully worked with the likes of Ares, KKR, and various Sustainable Infra-focused Credit funds. Prior to One Search, Bene worked in IT Recruitment; however, given current events globally she decided to pivot to a firm where she could be involved in Energy Transition and ESG recruitment.

Young Women Into Finance
For more information visit www.ywif.org



Credit Early Moves

74% Male 26% Female



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| Name | Leaving | Joining | Title | Location |
|----------------------|-------------------------|------------------------------|----------------------------|----------|
| Jonathan Schneck | Morgan Stanley | Apterra Infrastructure | Analyst | NY |
| Alexander Piedra | Credit Agricole | Apterra Infrastructure | Associate | NY |
| Joy Chung | Investec | Apterra Infrastructure | Associate, Syndications | NY |
| Eric Hong | Investec | Apterra Infrastructure | Associate | NY |
| Tatiana Harris | UBS | Arevon Energy | Senior Analyst | NY |
| Tiffany Lin | HSBC | Arosa Capital Management | Analyst | NY |
| Timothy Duvall | RBC Capital Markets | Audax Private Debt | Analyst | NY |
| Eric Rosenzweig | Finenza | BBVA | Analyst | NY |
| Dean Spellman | Fitch Ratings | BNP Paribas | Investment Banking Analyst | NY |
| Sheryl Dalal | BNP Paribas | Caithness Energy | Investment Associate | NY |
| Alexander Martin | Deutsche Bank | Capricorn Investment Group | Analyst | NY |
| Moon Cheng | SMBC | Carayhill Capital Management | Investment Associate | NY |
| Maxwell PReston Wang | Citi | Carlyle | Associate | NY |
| Devangi Rathod | IFC | CIBC | Analyst | NY |
| Tamara Markus | Credit Agricole | CIBC | Associate | NY |
| Ryan Dorsey | Monarch Private Capital | CIBC | Associate | NY |

Credit Early Moves

74% Male 26% Female



ONE
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| Name | Leaving | Joining | Title | Location |
|------------------|-------------------------|--------------------------------|---------------------------------|----------|
| Daniela Urias | MUFG | CIBC | Associate | NY |
| Tucker Valentine | PwC | CIT | Associate | CA |
| Liam O'Connell | Nomura | Dominus Capital | Associate | NY |
| Eric Davis | Citi | DWS Group | Associate | NY |
| Conor Murphy | Crescent Capital Group | ECP ForeStar | Senior Associate | NY |
| Nikhil Jain | BNP Paribas | ECP ForeStar | Associate | NY |
| Logan Elias | First Commonwelath Bank | Fifth Third Bank | Analyst | IL |
| Shayna Zeitlin | Credit Suisse | Generate Capital | Senior Analyst, Capital Markets | NY |
| Christian Chong | SVB | Generate Capital | Associate | NY |
| Gabriel Morales | CRC-IB | Generate Capital | Associate | CA |
| Isaura Querejeta | Scotiabank | Global Infrastructure Partners | Associate | NY |
| Jutta Appiah | J.P. Morgan | HPS Investments Partners | Associate | NY |
| Patrick Norris | Hull Street Energy | HPS Investments Partners | Associate | NY |
| Rahul Menon | Mizuho | I Squared | Associate | FL |
| Zak Hanoyan | Bank of America | ING | Senior Associate | NY |
| Oliver Chemtob | Equitix | John Laing | Associate | NY |

Credit Early Moves

74% Male 26% Female



ONE
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| Name | Leaving | Joining | Title | Location |
|--------------------------|--------------------------------------|-----------------------------------|----------------------------|----------|
| Katherine Ho | Washington and Lee | Macquarie | Investment Banking Analyst | NY |
| Nicholas Giordano | Colgate | Macquarie | Investment Banking Analyst | NY |
| Lee Fong | NextEra | Masdar | Analyst | VA |
| Rejeev Bagga | Evercore | Monarch Alternative Capital | Associate | NY |
| Taylor Abernathy | Zions Capital Markets | MUFG | Analyst | CA |
| Krishna Tadi | Societe Generale | NAB | Associate | NY |
| Stephen Magretti | NAB | Nomura | Associate | NY |
| Elias Georges | MetLife | NORD | Associate | NY |
| Aviv Navon | Mizuho | OIC | Investment Associate | TX |
| Matthew Levy | Goldman Sachs | OIC | Investment Associate | NY |
| Harvard Erlandsen | Baird | Pattern Energy Group | Senior Analyst | CA |
| Santiago Zamora Castillo | CIT | Plus Power | Analyst | NY |
| Chad Payne | GE Capital Energy Financial Services | Quinbrook Infrastructure Partners | Associate | NY |
| Max Zheng | ING Capital | Santander | Associate | NY |
| Tucker McMullen | Sonenshine Partners | SMBC | Analyst | NY |
| Ethan Plasker | Citi | SMBC | Analyst | NY |

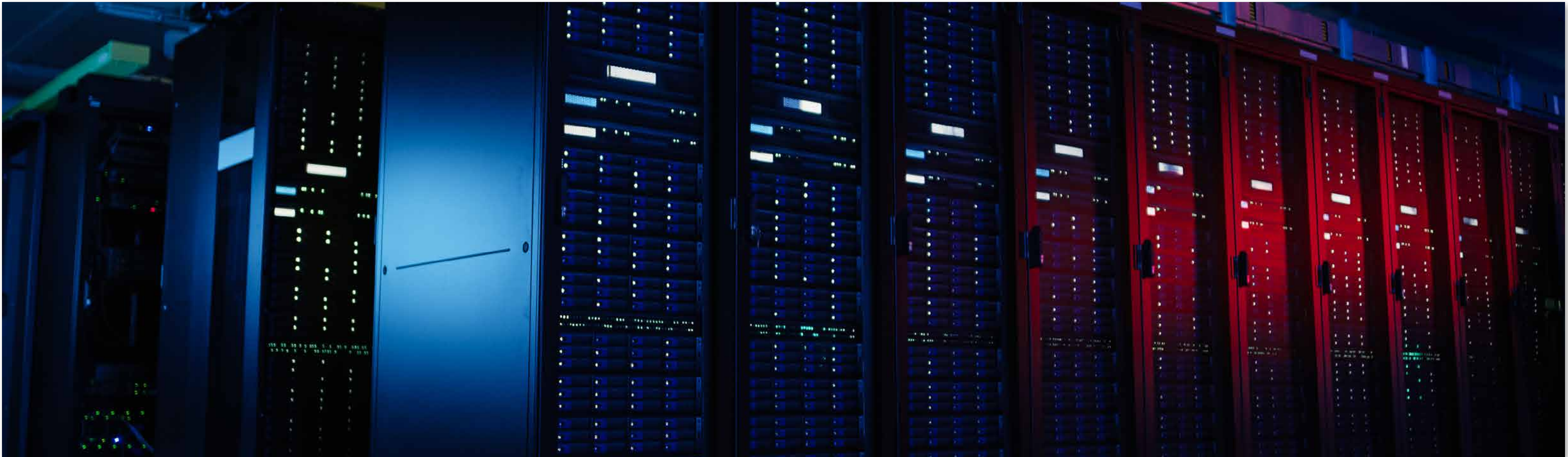
Credit Early Moves

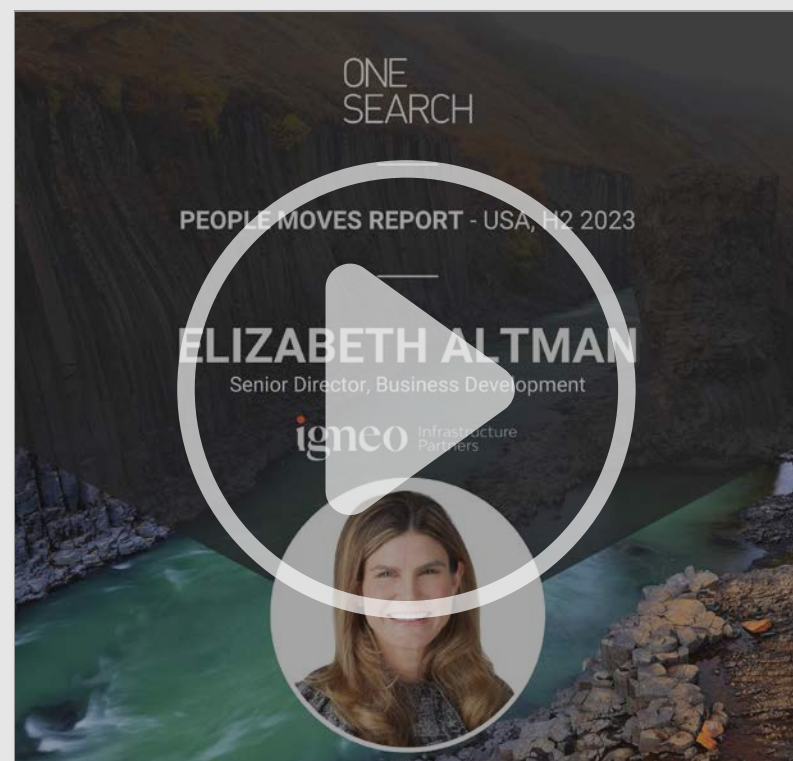
74% Male 26% Female



ONE SEARCH

| Name | Leaving | Joining | Title | Location |
|---------------------|---------------------------|---------|-----------|----------|
| Michael Quartapella | Regions Bank | Sunrun | Associate | CA |
| Maire Amsler | Perella Weinberg Partners | Sunrun | Associate | IL |
| Manav Tilwani | Whitehall | Truist | Analyst | NY |
| Thomas Byrne | Associated Bank | US Bank | Associate | IL |





Candidate



Elizabeth Altman
Senior Director, Business Development

We caught up with Elizabeth Altman to congratulate her on her recent move from Global Infrastructure Partners to Igneo Infrastructure Partners, and to have her share some insights into her background, the Igneo business, and the broader market. Elizabeth joined as a Senior Director to help strengthen the teams' sales and distribution efforts as they raise the profile of the firm's differentiated investment strategies in North America.

Click [here](#) to watch the video interview

| Name | Leaving | Joining | Title | Location |
|---------------|------------------|------------------------------|--|----------|
| Jamie Tam | Platinum Equity | American Industrial Partners | Partner, Business Development | NY |
| Cara Hannah | Blue Owl Capital | Apollo Global Management | Managing Director | TX |
| Jennifer Kerr | CPP Investments | Apollo Global Management | Partner and Head of Strategic Partnerships - Canada | ON |
| Ariane Braidy | BlackRock | Ares Management Corporation | Principal, Infrastructure Debt Investor Relations and Product Management | NY |

IR Senior Moves

72% Male 28% Female



ONE
SEARCH

| Name | Leaving | Joining | Title | Location |
|-------------------|--------------------------------|--------------------------------------|--|----------|
| Ben Taylor | Macquarie Group | Audax Group | Managing Director, Private Credit Product Specialist | NY |
| Morgan Landy | IFC | Augment Infrastructure | Investor Relations | MD |
| Clay McCoy | Solomon Partners | Campbell Lutyens | Managing Director, Infrastructure Secondaries Advisory | NY |
| Jason Fisher | BlackRock | CIM Group | Managing Director, Global Head of Institutional | CA |
| Dirk Jonske | Credit Suisse | Eaton Partners | Managing Director | NY |
| Gabrielle Kim | Credit Suisse | Eaton Partners | Director | NY |
| Janney Lucki | Arctaris Impact Investors | Energy Transition Capital Management | Director of Investor Relations | NY |
| Erik Primosch | CIM Group | EQT Group | Director, Client Relations and Capital Raising | IL |
| J.B. Kiley | Bridgepoint | GCM Grosvenor | Managing Director | NY |
| Stephane Amara | MFS Investment Management | Goldman Sachs | Head of Canada Institutional Client Business | QC |
| Joseph Tremblay | IFM Investors | H.I.G. Capital | Managing Director | CA |
| Merope Pentogenis | CIM Group | IFM Investors | Director, Global Client Solutions | NY |
| Elizabeth Altman | Global Infrastructure Partners | Igneo Infrastructure Partners | Senior Director | NY |
| Zach Axelrod | Alta Private Capital | Irradiant Partners | Head of Investor Relations | CA |
| Andy Tria | Credit Suisse | Jefferies | Senior Vice President | NY |
| Jacob Levitsky | Credit Suisse | Jefferies | Senior Vice President | NY |

IR Senior Moves

72% Male 28% Female



ONE
SEARCH

| Name | Leaving | Joining | Title | Location |
|---------------------|------------------------------|-------------------------------|--|----------|
| Aarish Patell | Canvas Ventures | LGT Capital Partners | Executive Director | CA |
| Antonia Schwartz | Waud Capital Partners | Lotus Infrastructure Partners | Managing Director, Head of Investor Relations | CT |
| James Cowan | Northleaf | Macquarie Group | Vice Chairman, Global Private Markets | ON |
| Mathieu Ouellet | Tulipe Management Consulting | Novacap | Partner | QC |
| Brittenay Banh | DigitalBridge | Palistar Capital | Principal, Investor Relations | NY |
| Tom Danielson | Macquarie Group | Power Sustainable | Head of Investor Solutions, US Infrastructure Credit | FL |
| Michael Kendzierski | Wärtsilä Energy | Powerhouse | Head of Business & Partnership Development | CA |
| David Altshuler | IFM Investors | Quantum Capital Group | Partner | NY |
| Neil Horn | Brookfield Asset Management | Quantum Capital Group | Managing Director | NY |
| Natasha Farquharson | Warburg Pincus | Stonepeak | Managing Director | NY |
| Brian McDonald | Fiera Capital | TA Realty | Director, Investor Relations | MA |
| Thomas Cape | Mitsubishi Power Americas | Tallgrass Energy | Senior Vice President, Head of Capital Formation & Markets | TX |
| Deanna DeChirico | Capital Dynamics | The Riverside Company | Director, Fundraising & Investor Relations | NY |
| Alexander Morgan | Stonepeak | Threadmark | Senior Vice President | CA |
| Brian Williams | Credit Suisse | William Blair | Managing Director & Co-Head of Private Capital Advisory | NY |
| Jerome Wallace | Credit Suisse | William Blair | Managing Director & Co-Head of Private Capital Advisory | NY |

IR Mid-level Moves

56% Male 44% Female



ONE
SEARCH

| Name | Leaving | Joining | Title | Location |
|--------------------|-------------------------------|------------------------------------|---|----------|
| Young Kim | KB Securities America | ArcLight Capital Partners | Vice President | MA |
| Bryce Smith | Hamilton Lane | Bessemer Trust | Assistant Vice President, Real Assets | NY |
| Henry Pendergast | Credit Suisse | Campbell Lutyens | Vice President | NY |
| Josh Van Hecke | Apollo Global Management | CIM Group | Vice President, Private Wealth Partners | MN |
| Midquel McClendon | Inland Securities Corporation | CIM Group | Vice President | FL |
| Christopher Rahe | IFM Investors | Copenhagen Infrastructure Partners | Vice President | NY |
| Peter Wright | Campbell Lutyens | Devon Park Advisors | Vice President | NY |
| Arielle Mandelbaum | Credit Suisse | Eaton Partners | Vice President | NY |
| Bari Ayeroff | Credit Suisse | Evercore | Vice President, Private Funds Group | NY |
| Maggie McKee | Blackstone | Global Infrastructure Partners | Vice President | NY |
| Amy Tran-Balbin | Blue Owl Capital | Global Infrastructure Partners | Private Wealth and Family Office | NY |
| Steven Goth | abrdn | Guardian Capital Group | Vice President, Client Services | ON |
| Stephanie Desanges | PayPal | HarbourVest Partners | Vice President, Co-Investment Product Specialist | MA |
| James Morris | Bank of America Merrill Lynch | LNG Energy Group | Vice President, Business Development & Investor Relations | NY |
| Nathaniel Bedford | Credit Suisse | Quantum Capital Group | Vice President, Fundraising & Investor Relations | NY |
| Leone Price | The Bruxton Group | Raymond James | Vice President, Private Capital Advisory | CA |

IR Early Moves

58% Male 42% Female



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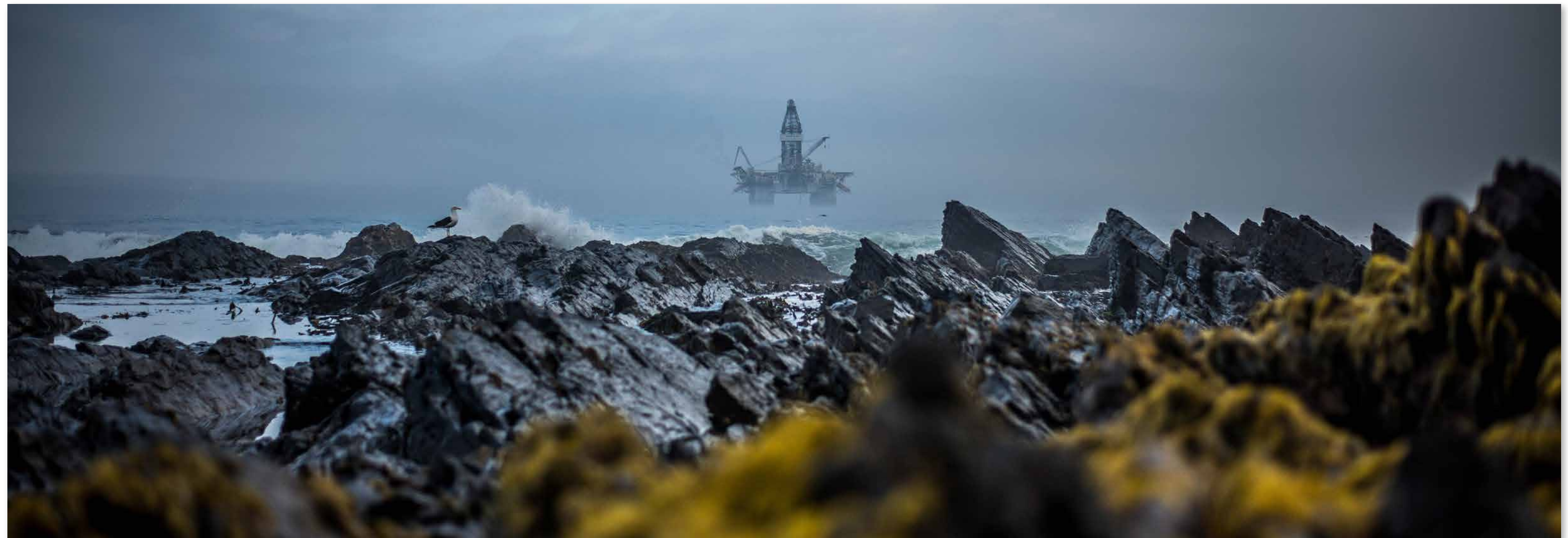
| Name | Leaving | Joining | Title | Location |
|-------------------------|--|-----------------------------------|---|----------|
| Jack Fleckner | Aviditi Advisors | AEA Investors LP | Associate, Investor Relations & Fundraising | NY |
| Samuel Minc | Credit Suisse | Aviditi Advisors | Analyst - Alternatives advisory & capital raising | NY |
| Scott Kotush | Deloitte | DIF Capital Partners | Associate, Investor Relations | ON |
| Kate Paliotta | Bank of America Merrill Lynch | EQT Group | Client Relations and Capital Rasing Associate | CT |
| Scott Jerge | Alternative Fund Advisors | EQT Group | Associate, Private Wealth Capital Raising | IL |
| Matthew Szot | Palo Alto Department of Transportation | Gateway Group | Analyst, Investor Relations | CA |
| John Freeze | Energy Impact Partners | Generate | Associate, Fundraising | NY |
| Whitt Clement | Barclays | Generate | Senior Associate, Fundrasing | NY |
| Catherine Mills | Cerberus Capital Management | HPS Investment Partners | Associate | NY |
| Laura Camargo | Invico Worldwide | Keel Harbour | Project Manager | FL |
| Zena Pare | J.P. Morgan | Kelso & Company | Assocaite, Investor Relations | NY |
| Jessica Barford | University of Oxford (MBA) | Northleaf Capital Partners | Senior Associate, Investor Relations | ON |
| Oriana Brut-Christensen | BCG | OIC | Associate | NY |
| Kevin Bays | Pathway Capital Management | Platinum Equity | Analyst, Investor Relations | CA |
| Cara Vazquez | BlackRock | Power Sustainable | Senior Associate, Distribugtion - Infrastructure Credit | FL |
| Michael Villaizan | Goldman Sachs | Quinbrook Infrastructure Partners | Associate, Capital Formation & Investor Engagement | NY |

IR Early Moves

58% Male 42% Female



| Name | Leaving | Joining | Title | Location |
|------------------|-----------------------------|----------------------|---------------------------------------|----------|
| Caroline Brennan | Brookfield Asset Management | Rose Park Advisors | Investor Relations - Senior Associate | NY |
| Neeraj Mahey | Rede Partners LLP | SDC Capital Partners | Investor Relations Associate | NY |
| Matthew Negron | Apollo Global Management | Thoma Bravo | Investor Relations | FL |



One Search Launches Legal Practice

One Search is excited to have launched their Legal Practice in 2023. Supporting clients within our Private Equity and Credit practices, we place fund-level General Counsel and transaction attorneys highly skilled in fund formation, M&A, corporate and project finance and all of the necessary compliance needs of a private markets investment firm. Within our Portfolio Company Leadership vertical, we can augment a senior management team with hires from General Counsel to Legal Counsel with experience in corporate, commercial, regulation and finance to in-house generalists.

From first legal hires to team builds we help our clients navigate fast changing legal and regulatory landscapes. One Search adds value through legal hires at any stage of your growth journey.

Predictions for the in-house legal market in 2024 globally are optimistic. According to Lexis Nexis, renewable energy and infrastructure are two of the top growth industries for the year ahead. As recession fears ease and economic growth resumes the demand for top legal talent will be competitive. With forecasts predicting a pickup in M&A, this will create the need for a variety

of in-house legal roles from transactional, commercial, to energy regulation. Further, as private practice rates continue to rise, in-house legal teams are growing at an unprecedented rate across the equity and portfolio sectors. The in-house market remained strong throughout H2 2023 with big energy corporations like RWE and NextEra making several senior attorney hires. Notable private markets-backed companies like Aypa Power (Blackstone), Clearway Energy Group (Global Infrastructure Partners), Heelstone Renewable Energy (Ares), Matrix Renewables (TPG Rise), SolAmerica (AB CarVal), Rev Renewables (LS Power), esVolta (Generate Capital), and Rowan Digital Infrastructure (Quinbrook) also bolstered their legal teams.

Law firms are also focusing their attention to the Infrastructure and Renewables market with energy and power being the largest driver of M&A activity through the first three quarters of 2023. Notable movement includes Ravi Purohit's appointment as Co-Chair of the Infrastructure Practice at Paul Weiss, as well as Clifford Chance's Houston expansion that has included several Partner hires across the whole of 2023.



Andrea Hutchinson
Principal, Legal

Andrea has over 10 years of legal and recruitment experience and leads our legal practice globally. Prior to joining One Search Andrea built the in-house legal function of a boutique search firm.

Andrea specialises in placing lawyers in private equity, venture capital, debt and credit funds and a range of portfolio business across the UK, Europe, Middle East and the United States. She regularly speaks at legal conferences on the challenges and complexities of building an in-house legal function and is a trusted advisor to General Counsels globally on the topic.





| Name | Leaving | Joining | Title | Location |
|--------------------------|---|--------------------------------|--|----------|
| Daniel T. Judge | Ecoplexus Inc. | 174 Power Global | General Counsel | CA |
| Daniel Prince | First Ammonia | Air Products | Senior Commercial Counsel | NY |
| Sam Guthrie | Allen & Overy | Akin Gump Strauss Hauer & Feld | Partner, Tax & Energy Transition | DC |
| Vanessa Richelle Wilson | DLA Piper | Akin Gump Strauss Hauer & Feld | Partner, Projects and Energy Transition Team | DC |
| Kfir Abutbul | Paul Hastings | Allen & Overy | Partner, Head of U.S. Energy Private Equity | TX |
| Scott Cockerham | Orrick, Herrington & Sutcliffe | Allen & Overy | Partner, Global Projects | DC |
| Mary Emerson | Perkins Coie | Alliant Energy | Corporate Counsel | DC |
| Matthew Bly | Duncan & Allen | American Electric Power | Senior Counsel | DC |
| Stephen Gibelli | Liberty Power | American Power Resources | Vice President of Legal and Regulatory Affairs | FL |
| Kevan Lew Christensen | Norton Rose Fulbright | Apex Clean Energy | Associate General Counsel | DC |
| Javier Bucobo | New York Power Authority | AVANGRID, Inc. | Vice President, Markets & Regulatory Affairs | CT |
| Erica Weinberger | Stahl, Davies, Sewell, Chavarria & Friend | Aypa Power | Senior Counsel - Real Estate & Project Development | TX |
| Shailesh Sahay | Foley Hoag | Baker Botts | Partner | DC |
| Ellen Campbell | Vinson & Elkins | BayWa r.e. Americas | Senior Counsel | CA |
| Shelagh Swanberry Landry | Honeywell | Bechtel Corporation | Senior Counsel | VA |
| Laura McPhee | Dentons | Blue Rock Law | Partner | AB |



| Name | Leaving | Joining | Title | Location |
|-------------------|------------------------------|------------------------------|---|----------|
| Scott Le Bouef | Stroock & Stroock & Lavan | Bracewell | Partner | NY |
| Daniel McEntee | Vinson & Elkins | Bradley Arant Boult Cummings | Partner | TX |
| Mila Buckner | EDP Renewables | Carson Power | Director of Legal | NY |
| Victor Moura | IFM Investors | CBRE | Associate General Counsel, Head of M&A Legal | NY |
| Richard Emery | SmartSky Networks | Centrus Energy Corp. | Senior Assistant General Counsel & Director, Legal Affairs & Corporate Compliance | MD |
| Paula Rietta | Cox Automotive Canada | Circular Materials | General Counsel | ON |
| Crystal Lineberry | EDF Renewables North America | Clean Energy | Corporate Counsel | DC |
| Alex Smorzewski | AB CarVal | Clean Energy Counsel | Attorney | NY |
| David Adams | Xcel Energy | Clearway Energy Group | Senior Counsel | MN |
| Cephas Sekhar | Kirkland & Ellis | Clifford Chance | Partner | TX |
| David Stringer | Jones Day | Clifford Chance | Partner | TX |
| Enoch Varner | Kirkland & Ellis | Clifford Chance | Partner, Energy & Infrastructure | TX |
| Kyle Kreshover | Simpson Thacher & Bartlett | Clifford Chance | Counsel | TX |
| Anza D'Antonio | Fiskars Group | Cordia | General Counsel | AZ |
| Huwaida Hassan | EQT Partners | CVC Capital Partners | Managing Director and Chief Compliance Officer, Americas | NY |
| Nicholas Cicale | Gibson, Dunn & Crutcher | Davis Wright Tremaine | Electric Power Counsel | NY |



| Name | Leaving | Joining | Title | Location |
|---------------------|-------------------------|--------------------------------|---|----------|
| Christopher Tillson | K&L Gates | Dentons | Partner | FL |
| Alicia Evans | Fracht Group | deugro | Senior Legal Counsel | TX |
| Lindsay MacLeod | Amazon | DLA Piper | Partner, Renewable Energy & Sustainability | WA |
| Lisa Snyder | Pine Gate Renewables | EDF Renewables North America | Legal Counsel | US |
| Yianni Georgeton | EDP Renewables | Enerflex Ltd. | Associate General Counsel, Energy Transition | TX |
| Michael Chase | Davis Wright Tremaine | Entergy | Senior Counsel | DC |
| Felix Khalatnikov | Broad Reach Power | esVolta, LP | Senior Corporate Counsel | NJ |
| Max Minzner | Arcadia | Exelon | Vice President & Deputy General Counsel for Federal Energy Regulation | DC |
| Phyllis Kessler | Duane Morris | Greenbaum, Rowe, Smith & Davis | Of Counsel | NJ |
| Joshua Forman | Neutrality Data Centers | Greenberg Traurig | Of Counsel | FL |
| Regina Pearson | Faegre Drinker | Greenburg Traurig | Shareholder | TX |
| Rachael Hardin | Blue Ridge Power | Heelstone Renewable Energy | Senior Counsel, EPC | NC |
| Liz Qually | Bloom Energy | Heirloom | Head of Legal | CA |
| Luis Kolster | Sunnova Energy | HF Sinclair | Vice President, Chief Compliance Officer | TX |
| Lynn Abell | Aker Solutions | Hilcorp | Associate General Counsel | TX |
| Michael Bonsignore | Clifford Chance | Hogan Lovells | Partner, Energy & Infrastructure | DC |



| Name | Leaving | Joining | Title | Location |
|----------------------|-----------------------------|--------------------------------|---|----------|
| Christopher Fischer | Invesco Ltd. | I Squared Capital | Deputy General Counsel | FL |
| John Duer | Aspen Power | Illuminate USA | Chief Legal Officer | OH |
| Lisa Davis George | Discover Financial Services | Invenergy | Vice President & Deputy General Counsel | IL |
| Alana Steele | Cleantech Law Partners | Ivy Energy | Chief Legal & Policy Officer | CA |
| Cedric Seley | Sidley Austin | JERA Americas | Senior Counsel - Project Development | TX |
| Theodore Paradise | Hexicon | K&L Gates | Partner, Energy | MA |
| John F. Pierce | Stroock & Stroock & Lavan | Kilpatrick Townsend & Stockton | Partner, Energy | WA |
| Brian Hintze | Mexico Pacific Limited | Latham & Watkins | Counsel | TX |
| Sheila Kilkelly | Ørsted | Longroad Energy | Transaction Counsel | MA |
| Robert Scherer | Goldman Sachs | LS Power | SVP + Assistant General Counsel | NY |
| Laura Kaplan | Onyx Renewable Partners | Luminace | Legal Counsel | NY |
| Lisa Lockhart Walker | Gevo, Inc. | LyondellBasell | Procurement and Renewables Energy Counsel | TX |
| Benjamin Israel | Bioenergy Devco | Madison Energy Investments | Deputy General Counsel, M&A | VA |
| Michelle Yun | Alliant Energy | Mainspring Energy | Director, Senior Counsel | WI |
| Gina Murlowski | Wanzek Construction | MasTec | Associate General Counsel | FL |
| Drew Beatty | OCI | Matrix Renewables | Associate Legal Counsel | TX |



| Name | Leaving | Joining | Title | Location |
|-----------------|------------------------------|--|---|----------|
| Bill Magness | DNV | McDowell Rackner Gibson | Of Counsel | OR |
| John Hamilton | SunPower Corporation | Metrus Energy | Vice President, Legal | CA |
| Joe Dubinski | Bryan Cave Leighton Paisner | Middle River Power | Senior Vice President & General Counsel | US |
| Jenna McGrath | Paul Hastings | Milbank | Partner, Energy Transition | DC |
| Steven Shparber | Clark Hill Law | Mintz | Member, Energy & Sustainability | DC |
| Brian Welborn | Meae Neese & Barr | Nabors Industries | Associate General Counsel - Intellectual Proerty - Litigation | TX |
| Libby Jacobson | Taft Stettinius & Hollister | National Renewable Solutions | Corporate Counsel | MN |
| Henry Sales | Enel Green Power | Nautilus Solar Energy | Associate General Counsel | US |
| Drew Zimmer | MAPCO Express | NextEra Energy Inc. | Senior Attorney | TN |
| Brien Fricke | Dominion Energy | NextEra Energy, Inc. | Senior Attorney | FL |
| James Donahue | Advantage Capital Renewables | NextGrid Inc | General Counsel and Corporate Secretary | CA |
| Bryan Dworak | Foley & Lardner | NineDot Energy | Senior Legal Counsel | NY |
| Sarah Clarke | Treehouse Management | Nokomis Energy | Corporate Counsel | MN |
| Nate Smith | Tesla | Norfolk Southern | General Counsel | GA |
| Rémi Tremblay | Aecon Group Inc. | Noventa Energy Partners | General Counsel & Corporate Secretary | ON |
| Jeanna McKinney | Clean Energy Counsel | Office of Energy Infrastructure Safety | Attorney | CA |



| Name | Leaving | Joining | Title | Location |
|----------------------|--|--|--|----------|
| Ross Crutchfield | Magellan Midstream Partners | ONEOK | Associate General Counsel - Refined Products & Natural Gas Liquids | OK |
| John Eliason | Greenberg Traurig | Orrick, Herrington & Sutcliffe | Partner, Energy & Infrastructure | DC |
| Eric Stein | South Jersey Industries | Our Next Energy (NE) | General Counsel | MI |
| Ravi Purohit | Latham & Watkins | Paul, Weiss, Rifkind, Wharton & Garrison | Partner, Co-Chair Infrastructure Practice Group | NY |
| Dave Hammel | TC Energy | Phillips 66 | Managing Counsel Regulatory & Compliance | TX |
| Alexander Evans | U.S. International Development Finance Corporation | Pivot Energy | Senior Counsel, Structured & Corporate Finance | DC |
| Elizabeth Matthew | U.S. International Development Finance Corporation | Plus Power | Associate General Counsel - Finance | DC |
| Ava Green | Bonneville Power Administration | Primergy Solar | Senior Counsel | WA |
| Kim Demel | Black & Veatch | Qcells USA Corp. | Managing Counsel | MO |
| Matt Ball | Invenergy | Reactivate | General Counsel | IL |
| Sarah Kuipers | Novel Energy Solutions | Recurrent Energy | Senior Counsel | MT |
| Michael Kaufmann | NRG Energy | Reed Smith | Counsel, Energy & Natural Resources | DC |
| Megan (Ceder) Savage | Norton Rose Fulbright | REV Renewables | Senior Counsel | TX |
| Jeff Keeler | Keeler Law and Consulting | Ric Energy Group | General Counsel | NY |
| Anam Usman | AECOM | RMA Companies | General Counsel | IL |
| Sebastian Kurian | Google | Rowan Digital Infrastructure | Chief Legal Officer | WA |



| Name | Leaving | Joining | Title | Location |
|------------------------------|--|----------------------------------|---|----------|
| Doak Worley | Hays Law Firm | RWE | Assistant General Counsel - Real Estate | TX |
| Lindsey Copeland | Matrix Renewables | RWE | Assistant General Counsel | FL |
| Murray H. Van Eman | Circle K | RWE | Assistant General Counsel - Real Estate | TX |
| Percy Olsen | Clean Energy Counsel | RWE | Assistant General Counsel | NY |
| James Niu | NextEra Energy, Inc. | Samsung C&T Corporation | Senior Renewable Counsel | TX |
| Joanna Monk | McGrath RentCorp | Scout Clean Energy | Senior Counsel | CO |
| Scott Arrington | Equatorial Guinea LNG Operations, S.A. | Sempra Infrastructure | Senior Counsel | TX |
| Charlotte Knutson | Weil, Gotshal & Manges | Sidewalk Infrastructure Partners | Director of Legal | NY |
| Andrea Wang Lucan | Allen & Overy | Sidley Austin | Partner, Global Energy, Infrastructure, Transportation Practice | CA |
| Greg Lavigne | Allen & Overy | Sidley Austin | Partner, Energy & Infrastructure | NY |
| Gabriel C. de Paula e Silva | Vinson & Elkins | Simpson Thacher & Bartlett | Partner | NY |
| Deonne Cunningham Nauls | GlidePath Power Solutions | Skylar Capital Management | General Counsel | TX |
| Todd Hoffman | Redaptive, Inc. | SolAmerica Energy | Senior Counsel | FL |
| Guillermo Sandoval Coustasse | Inspiration Mobility | SolaREIT | General Counsel | DC |
| Tara Young | Plus Power | Spearmint Energy | General Counsel | FL |
| David Hubenak | Pin Oak Holdings | Spotlight Energy | Sr. Vice President and General Counsel | TX |



| Name | Leaving | Joining | Title | Location |
|-----------------------------|---|--|--|----------|
| Chris Zentz | Van Ness Feldman | Steptoe & Johnson | Partner | DC |
| Tyler J. Hall | Avantus | Sunraycer | Vice President, Legal | OH |
| Daniel Bregman | Impossible Foods | Synonym | General Counsel and Head of Development | NY |
| Kay Pashos | Ice Miller | Taft Stettinius & Hollister | Partner, Energy & Utilities Group | IN |
| Goke Arowosebe | Canadian Natural Resources Limited (CNRL) | TC Energy | Legal Counsel | AB |
| Christina (Catalano) Miller | Caribou | Tenet | General Counsel | WA |
| Justin Glick | Brookfield Renewable | The D. E. Shaw Group | Deputy General Counsel (Transaction), DESRI | NY |
| Elizabeth Small | CDP | The Global Energy Alliance for People and Planet (GEAPP) | Chief Legal Officer and Head of ESG | NY |
| Kate Geder | Pivot Energy | U.S. Bank | Vice President & Assistant General Counsel - Environmental Project Finance | DC |
| Sarah Markenson-Bussel | Office of the Chief Financial Officer | U.S. Bank | Vie President & Chief Counsel, Impact Finance | DC |
| Beth Quirk Hendry | Kindle Energy | U.S. International Development Finance Corporation | Assistant General Counsel | DC |
| Clayton Steele | Akin Gump Strauss Hauer & Feld | U.S. International Development Finance Corporation | Assistant General Counsel | DC |
| George Springsteen | Darby International Capital | U.S. International Development Finance Corporation | Associate General Counsel | DC |
| John Bryant | Wild Carter & Tipton A Professional Legal Corporation | U.S. International Development Finance Corporation | Assistant General Counsel | DC |
| Vincent Casey | Orrick, Herrington & Sutcliffe | U.S. International Development Finance Corporation | Attorney-Advisor with the Office of General Counsel | NY |
| Earl B. Parsons III | Taylor English Duma | UtilityInnovation Group | General Counsel | GA |

Legal Moves

60% Male 40% Female



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| Name | Leaving | Joining | Title | Location |
|----------------------------|------------------------------------|-----------------------|-----------------------------------|----------|
| Tamar Epstein | Validere | Vermilion Energy | General Counsel | AB |
| Monique Watson | Steptoe & Johnson | Vinson & Elkins | Partner | DC |
| Fatima Hassan Ali | White & Case | Vista Equity Partners | ESG & Impact Counsel | TX |
| Sam Mabry IV | Mississippi Public Utilities Staff | Washington Energy Law | Partner | MS |
| Jasmine Hites | Lightsource bp | Westmark Law | Attorney | OR |
| Matthew Penny | Shell | White & Case | Counsel | TX |
| Scott Delaney | Weil, Gotshal & Manges | Winston & Strawn | Partner | TX |
| Angela (Daniel) Youngstrom | EDP Renewables | Woodside Energy | Senior Legal Counsel - New Energy | TX |

ESG - Growing in Importance

2023 marks a pivotal turning point in sustainability and ESG, with the landscape becoming more regulated across all geographies. COP 28 has also confirmed that nature solutions will be a key focus moving forward. To this end, One Search has been at the forefront of engaging with funds that are passionate about driving systemic and transformational change as evidenced by our ESG roundtables in which LPs and GPs discussed the challenges and opportunities from across the Infrastructure spectrum.

It is clear from the market that investors are increasingly recognizing the long-term impact of climate change on their investments. Crucial ESG factors such as climate risk, talent management, and board composition can significantly affect a company's financial performance and intrinsic value, prompting asset owners and institutional money managers to prioritize ESG considerations. The public markets are also experiencing heightened governance standards enforced by ESG rating agencies and proxy advisers. Our view of some prominent market trends over for the past year are included below:

Fundraising

In 2023, despite a decline in overall fundraising, the number of ESG funds increased. A few examples of such ESG funds include:

1. Vision Ridge Partners raised \$700 million to further their current sustainability investment platform, targeting core-plus energy transition investments
2. Sandbrook Capital raised \$1.5 billion to focus on climate infrastructure in the U.S.A
3. NGP Energy Capital Management also closed at \$700 million for their energy transition fund
4. Ares Climate Infrastructure II raised approximately \$500 million with a target of \$3 billion

Litigation

Given the evolution of the sustainability landscape, there has been an increase in large-scale, complex litigation. For instance, in the USA, major

financial institutions settled with the SEC over ESG-related disputes, indicating a trend toward heightened regulatory scrutiny. As such, we have also seen an increased demand for ESG Legal roles both in the USA and European markets.

Chief Sustainability Officers

In the past year, there has been a steady rise in the hiring of Chief Sustainability Officers (CSOs) within funds and corporations in North America. Examples of appointed CSOs in 2023 include Meaghan Muldoon who joined BNY Mellon as CSO. Erica Brinker was hired by Chaberton Energy as Chief Commercial & Sustainability Officer. Gwennael Guillen was appointed by Allied Gold Corporation as CSO. Ji Rim joined Civitas Resources as CSO as well. These new CSOs are generally responsible for the overall sustainability strategy, governance, and execution, with oversight over both corporate and/or investment sustainability teams.

Nature, Data & DEI

Other roles that have seen a rise are heads of nature-based solutions and data specialists. We have also seen an increased focus on diversity and inclusion at both the fund and portfolio levels (for instance more than half of the hires included in our reports for both the USA and EMEA have been female).

Outlook

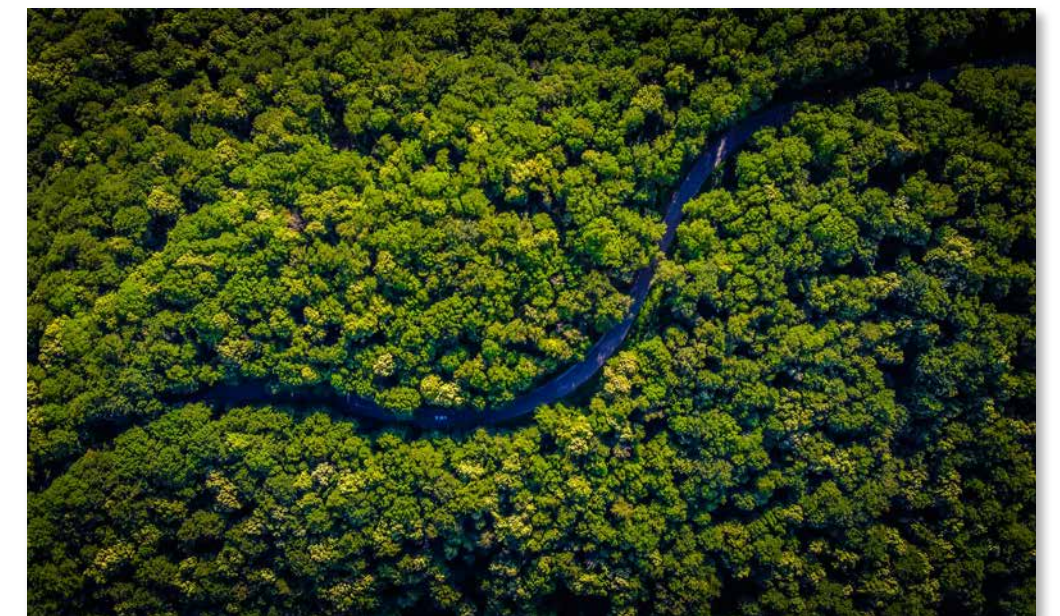
The OECD estimates an annual investment requirement of \$6.9 trillion until 2050 for low-carbon infrastructure development. Fueled by strong support for ESG investing, assets in this sector may grow to potentially \$20-\$30 trillion by 2030. Therefore, we expect that building robust ESG teams within portfolio companies and funds will continue in 2024.



Tidimalo Padi
Consultant, ESG & Sustainability

Tidimalo is a seasoned executive search professional with a specialism in the energy and infrastructure sectors. As the practice lead for the Sustainability Practice, she has a demonstrated track record of successfully delivering on several global investment and ESG-related positions at all levels within funds and corporates.

She has delivered on mandates in Europe, UK, Africa, UAE, and the USA. Tidimalo has partnered with several companies on their succession planning and leadership development initiatives. She has worked with firms such as Stonepeak, Morgan Stanley, and Siemens Financial Services among many others. She holds a Business Sustainability Certificate from Cambridge University.



ESG & Sustainability Senior Moves

30% Male 70% Female



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| Name | Leaving | Joining | Title | Location |
|------------------|-----------------------------|--------------------------------------|---|----------|
| Gwennael Guillen | Endeavor Mining Corporation | Allied Gold Corporation | Chief Sustainability Officer | ON |
| Hewei (Frank) Li | Morgan Stanley | Apollo Global Management | Head of ESG Tech & Data Strategy | NY |
| Joe Indvik | RE Tech Advisors | Ares Management Corporation | Principal, Climate Strategy Lead | DC |
| Cindy Quan | Goldman Sachs | Barclays Corporate & Investment Bank | Head of Americas ESG Advisory | NY |
| Claudia Castro | CMCM Environmental | BBA Consultants | Senior Environmental Professional | BC |
| Priti Ravi | BlackRock | BNY Mellon | Chief Sustainability Office, Head of Solutions, Data & Insights | NY |
| Danielle Reed | Jordan Park Group | Builders Vision | Managing Director | CA |
| Erica Brinker | Array Technologies | Chaberton Energy | Chief Commercial & Sustainability Officer | DC |
| Ji Rim | Marathon Oil Corporation | Civitas Resources | SVP of EHSR and Chief Sustainability Officer | TX |
| Liz Porter | Sustainability Advisors | CodeGreen Sustainability | Director of Portfolio Strategy & ESG | NY |
| Sean Norris | Emerging Capital Partners | Darby International Capital | Head of ESG and Climate | DC |
| Josh Zier | Project Canary | ENGIE | Senior Advisor ESG, North America | CO |
| Blake Hamilton | Amtrak | ERM | Principal Consultant, Impact Assessment | DC |
| Chloe Barnabe | Upswing Solutions | EY | Director, Business Transformation & ESG Strategy | ON |
| Lee Ballin | Deloitte | Full Scope Insights | Partner & Head of ESG Advisory | NY |
| Tracy Barba | *additional role | Greenhouse Capital Partners | Impact Measurement and ESG Advisor | CA |

ESG & Sustainability Senior Moves

30% Male 70% Female



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| Name | Leaving | Joining | Title | Location |
|---------------------------|---------------------------|-------------------------------|---|----------|
| Charlotte Peyraud | Credit Suisse | Houlihan Lokey | Director and Co-Head, Sustainability Advisory Services | NY |
| Janet Joynt | Anew | Integrated Sustainability | Senior Sustainability Specialist | AB |
| Adam Slakman | Hines | J.P. Morgan Asset Management | Managing Director, Head of ESG Real Estate Americas | CA |
| Cat Ziac Boyd | AllianceBernstein | Janus Henderson Investors | Global Head of ESG Strategy and Operations | CA |
| Candice Bullard | FiscalNote | JLL | Sr. Sustainability Project Manager ESG Strategy & Reporting | OR |
| Jonathan Scott-Webb | Nuveen | Morgan Stanley | Sustainable Data, Research & Strategy | NY |
| Sandra Noonan | Just Salad | New Green Normal Consulting | Sustainability Consultant | NY |
| Allison Kirby | Cushman & Wakefield | Nuveen | Director, ESG Reporting & Disclosure | DC |
| Maggie Childe | iA Financial Group | Ontario Techers' Pension Plan | Director, Sustainable Investing | ON |
| Buyi Zhu | Export Development Canada | OTPP | Principal, Sustainable Investing | ON |
| Taylor Gillespie | Kyndryl | Palistar Capital | Director, ESG | NY |
| Rachel Hurley | Blackstone | Paine Schwartz Partners | Head of Sustainability | NY |
| Stella Xu | J.P. Morgan | PSP Investments | Senior Director, ESG Investment Research | NY |
| Sophia Leonora Mendelsohn | Cognizant | SAP | Chief Sustainability and Commercial Officer | NY |
| Maria-Ines Maita | TC Energy | SLR Consulting | Senior Advisor, ESG Assurance | AB |
| Elizabeth Koster Linley | Dream Unlimited | SmartCentres REIT | ESG & Sustainability | ON |

ESG & Sustainability Senior Moves

30% Male 70% Female



| Name | Leaving | Joining | Title | Location |
|-------------------|-------------------|------------------------------------|---|----------|
| Yelena Kuznetsova | Capital Dynamics | Spearmint Energy | Director of Sustainability & ESG | FL |
| Darcy Robison | Pentair | The Goodyear Tire & Rubber Company | Vice President and Chief Sustainability Officer | OH |
| Ariel Meyerstein | Citi | U.S. Bank | Head of ESG | DC |
| Ryan Williams | Coatue Management | VITAL | Advisor | CA |
| Dakota Gangi | Angelo Gordon | Y Analytics | Head of ESG Analytics and Reporting | NY |

ESG & Sustainability Mid-level Moves

18% Male 82% Female



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| Name | Leaving | Joining | Title | Location |
|------------------------|---------------------------------|----------------------------|---|----------|
| Haley Hattendorf | Morgan Stanley | BlackRock | Vice President, Global Product Group - Sustainable and Transition Product | NY |
| Alissa Santucci | The Estée Lauder Companies Inc. | Blackstone | Vice President, ESG Reporting & Ratings | NY |
| Scott Migliore | KPMG | EIG Global Energy Partners | Vice President, ESG | DC |
| Christopher Aufmwasser | LPA | ERM | Senior Consultant | ON |
| Julia Jaskólska | CalPERS | HarbourVest Partners | EVice President | CA |
| Daniela C. Martinez | Mott MacDonald | J.P. Morgan | Vice President, Global Environmental and Social Risk Management | DC |
| Krishanti Daryanani | Sustainalytics | Morgan Stanley | Vice President, Climate Risk | NY |
| Paloma Aharyya | Lundin Mining Corporation | Northland Power | Manager, Global ESG Strategy and Reporting | ON |
| Priyanka Shome | Partners Group | One Rock Capital Partners | Vice President, ESG | NY |
| Youstina Megalla | Societe Generale | U.S. Bank | Vice President, Sustainable Finance Product Strategist | NY |
| Sarah Pearl | Moody's Corporation | Wells Fargo | Lead Sustainability Disclosure Specialist | NC |

ESG & Sustainability Early Moves

56% Male 44% Female



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| Name | Leaving | Joining | Title | Location |
|--------------------------|---------------------------------|----------------------------|---|----------|
| Ashley Yen | S&P Global | Apollo Global Management | Associate, ESG Credit Stewardship & Engagement Specialist | NY |
| Alexander Bonelli | KPMG | Ara Partners | Impact Associate | DC |
| Basirat Owe | McKinsey & Company | Berkshire Partners | Responsible Investing Associate | MA |
| Alex Murray | RMI | BlackRock | Sustainability & Transition Solutions Associate | NY |
| Evan Weinstock | Deloitte | BlackRock | Associate Sustainable & Transition Strategy | NY |
| Scott Song | EY | CBRE | ESG Controller | DC |
| Hsiang-Sheng Chiu | Boston University (MBA) | DigitalBridge | ESG Analyst | FL |
| Nazmus Shakib | NCGrowth & SmartUp | EIG Global Energy Partners | ESG Analyst | TX |
| Natàlia Costa i Coromina | Cambridge Associates | Energy Impact Partners | Associate, Impact & Sustainability | CA |
| Hannah Elizabeth Alalou | Malk Partners | H.I.G. Capital | Senior Associate, ESG | NY |
| Mia Berardino | Karen Keating Mara | Hamilton Lane | ESG Analyst | PA |
| Mira Chhatwal | UNICEF Tufts | Jefferies | ESG and Sustainable Finance Associate | NY |
| Tucker Grooms | University of Wisconsin-Madison | Nuveen | Real Estate Sustainability Analyst | NY |
| Sean Kavanagh | University of Toronto (MBA) | OTPP | Investment Associate, Sustainable Investing | ON |
| Cara Haring | Citizens Commercial Banking | Resource Energy | Sustainability Analyst | PA |
| Mary Claire Morris | Bloomberg | Siemens Financial Services | Senior Associate, ESG & Sustainability | NY |

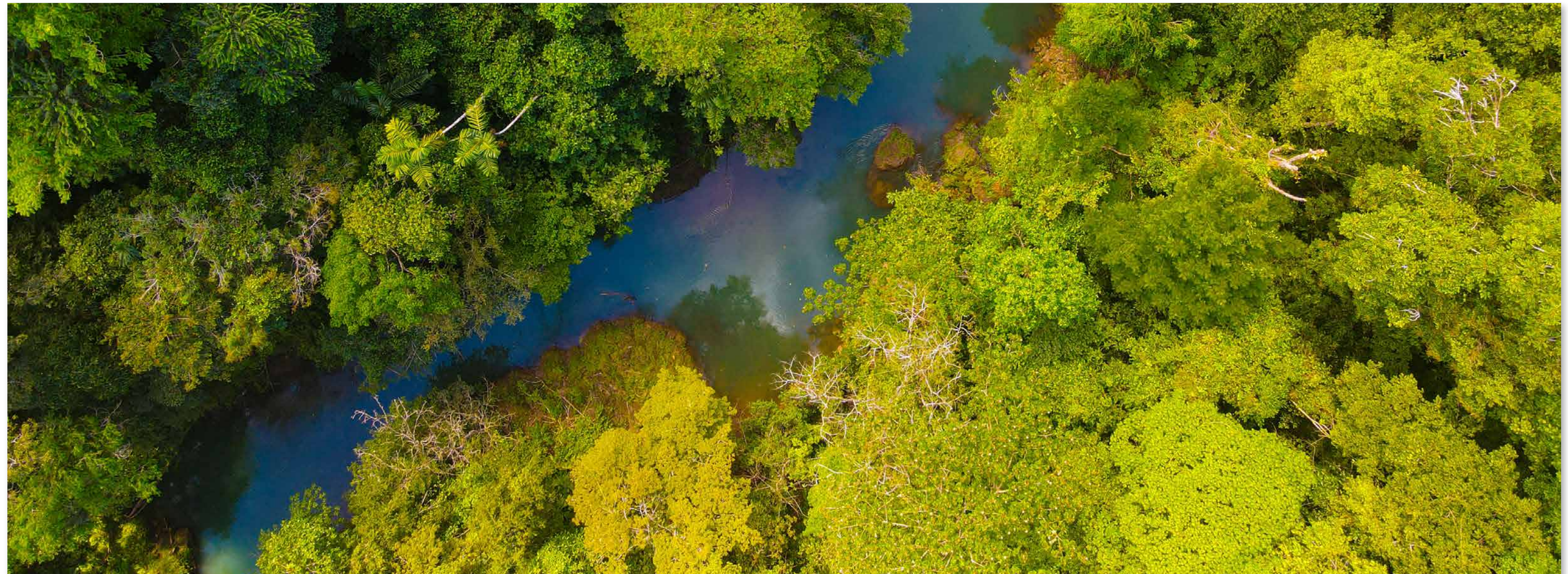
ESG & Sustainability Early Moves

56% Male 44% Female











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| Name | Leaving | Joining | Title | Location |
|-----------------|----------------------------|-----------------------------------|--------------------------------------|----------|
| Yidan Wang | The Provident Loan Society | StepStone Group | Responsible Investing Junior Analyst | NY |
| Frank Lam Ortiz | Evercore | Stonepeak Infrastructure Partners | ESG Associate | NY |
















Get in Touch


US

| | |
|--|--|
|  Dan McCarthy Founder & CEO |  Patrick Reyes Principal, Private Equity |
|  Tommy Top Principal, IR & Fundraising |  Benedetta Abbate Consultant, Credit |
|  Rebecca Miles Consultant, Private Equity & IR |  Henry Mockridge Consultant, Credit |
|  Conor Meagher Senior Associate |  Dimitrios Zampoulakis Consultant, Private Equity |



EMEA

| | |
|--|---|
|  William Stancer COO |  Liam Dunne Principal, Private Equity |
|  Nameesha Sharma Principal, Credit |  Tim Walton Principal, Portfolio |
|  Andrea Hutchinson Principal, Legal |  Jake O'Donovan Consultant, IR & Fundraising |
|  Tidimalo Padi Consultant, ESG & Sustainability |  Megan Howard Consultant, Credit |
|  Luke Wilmot-Sitwell Consultant, Private Equity |  Mercedes Perez Consultant, Credit |
|  Dariya Tolumbayeva Consultant, Private Equity |  Clare McKenna Senior Associate |
|  Laura Carl Associate | |

SENIOR ADVISOR

| |
|---|
|  Michael Naylor Senior Advisor |
|---|

MIDDLE EAST

| |
|--|
|  Jack Atkins Principal, Middle East |
|  Haseeb Yaqub Consultant, Middle East |

Established in 2006, One Search is a specialist search firm within the Infrastructure, Energy and Real Assets investment market. From our offices in London, New York, and Abu Dhabi, we have built a reputation for placing top-caliber candidates into leading funds, banks and institutional investors.

We are a pioneer of Diversity & Inclusion in the Infrastructure investment world, our Partners having in 2018 founded the YWIF Scholarship Program – whose aim is for a 50/50 gender balance at the entry level - and regularly sponsoring and speaking at events such as the Women in Infrastructure conference. Our scholarship program this year presented 100 young women from disadvantaged backgrounds with a pathway to a career in Infrastructure investment, and in 2023 we have seen the first products of this program starting work amongst our client base.

Every engagement for us is unique and tailored to your requirements. We operate as one global team with committed local presence, and our clients benefit from the deep, specialist sectoral and functional expertise that we bring to every assignment.

AmericasPractice@one-search.com

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