ALLETE INC Form PRE 14A March 06, 2009

UNITED STATES

SECURITIES AND EXCHANGE COMMISSION WASHINGTON, DC 20549

SCHEDULE 14A INFORMATION

Proxy Statement Pursuant to Section 14(a) of the Securities Exchange Act of 1934

(Amendment No.)

Filed by the Registrant [X]
Filed by a Party other than the Registrant []
Check the appropriate box:
[X] Preliminary Proxy Statement
[] Confidential, for use of the Commission Only (as permitted by Rule 14a-6(e)(2))
[] Definitive Proxy Statement
[] Definitive Additional Materials
[] Soliciting Material Pursuant to § 240.14a-12

ALLETE, Inc.

(Name of Registrant as Specified in its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

[X] No fee required.

[] Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11

(1) Title of each class of securities to which transaction applies:

(2) Aggregate number of securities to which transaction applies:

(3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):

(4) Proposed maximum aggregate value of transaction:

(5) Total fee paid:

[] Fee paid previously with preliminary materials.

[] Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.

- (1) Amount Previously Paid:
- (2) Form, Schedule or Registration Statement No.:
- (3) Filing Party:
- (4) Date Filed:

NOTICE OF ANNUAL MEETING OF SHAREHOLDERS-MAY 12, 2009

ALLETE, Inc. 30 West Superior Street Duluth, Minnesota 55802

The Annual Meeting of Shareholders of ALLETE, Inc. will be held in the Lake Superior Ballroom of the Duluth Entertainment Convention Center, 350 Harbor Drive, Duluth, Minnesota, on Tuesday, May 12, 2009 at 10:30 a.m. CDT for the following purposes:

1. To elect a Board of eleven directors to serve for the ensuing year;

2. To ratify the appointment of PricewaterhouseCoopers LLP as ALLETE's independent registered public accounting firm for 2009;

3. To amend Article III of ALLETE's Amended and Restated Articles of Incorporation to increase the amount of authorized capital stock and common stock;

4. To delete Article V of ALLETE's Amended and Restated Articles of Incorporation to remove the names and places of residence of the Board of Directors named therein; and

5. To transact such other business as may properly come before the meeting or any adjournments thereof.

Shareholders of record on the books of ALLETE at the close of business on March 13, 2009 are entitled to notice of and to vote at the Annual Meeting.

All shareholders are invited and encouraged to attend the Annual Meeting in person. The holders of a majority of the shares entitled to vote at the meeting must be present in person or by proxy to constitute a quorum.

Your early response will facilitate an efficient tally of your votes. To vote your shares online or by a toll-free telephone call, please follow the instructions on your Proxy Card, or if you received these materials electronically, follow the instructions in the e-mail message notifying you of the availability of these materials. To vote by mail, please sign, date, and return your Proxy Card in the envelope provided.

By order of the Board of Directors,

Deborah A. Amberg

Deborah A. Amberg Senior Vice President, General Counsel, and Secretary

March 24, 2009 Duluth, Minnesota Important Notice Regarding the Availability of Proxy Materials for the Shareholder Meeting to be held on May 12, 2009: the Company's Proxy Statement, Annual Report on Form 10-K, and Profile are available at www.ematerials.com/ale.

PROXY STATEMENT	
TABLE OF CONTENTS	
GENERAL	1
INFORMATION	
Proxy	1
Solicitation	
Purpose of	1
Meeting	
Shareholders Entitled to	1
Vote	
Shareholders of Record; Beneficial	1
Owners	2
Quorum; Required	2
Votes How to Vote	2
	2
Revocation of	3
Proxies Delivery of Proxy Materials to	3
Households	5
How to Enroll for Electronic Delivery of Future Proxy	3
Materials	5
OWNERSHIP OF ALLETE COMMON	4
STOCK	+
Stock Securities Owned by Certain Beneficial	4
Owners	
Securities Owned by Directors and	4
Management	Т
Section 16(a) Beneficial Ownership Reporting	5
Compliance	c
ITEM NO. 1— ELECTION OF	6
DIRECTORS	-
Nominees for	6
Director	
CORPORATE	8
GOVERNANCE	
Corporate Governance	8
Guidelines	
Director Independence	8
Standards	
Related Person Transactions and Director Independence	9
Determinations	
Director	10
Nominations	
Committee Membership, Meetings, and	11
Functions	
Communications Between Shareholders and the Board of	12
Directors	
	12

Edgar Filing: ALLETE INC - Form PRE 14A

	Common Stock Ownership	
	Guidelines	10
	Code of Ethics	12
	NSATION DISCUSSION AND	13
ANALYS		10
	Compensation Philosophy and	13
	Objectives	
	Elements of Executive	15
	Compensation	
	Benefits	17
	Perquisites	18
	Employment, Severance, and Change in Control Agreements	18
	Process for Determining Executive	19
	Compensation	
EXECUT REPORT	TVE COMPENSATION COMMITTEE	25
COMPEN	ISATION OF DIRECTORS AND EXECUTIVE	26
OFFICER	25	
	Summary Compensation Table 2008	26
	Grants of Plan-Based Awards 2008	28
	Grants of Plan-Based Awards	29
	Discussion	-
	Outstanding Equity Awards at Fiscal	33
	Year-End—2008	55
	Option Exercises and Stock	34
	Vested—2008	51
	Pension	34
	Benefits—2008	51
	Pension Benefits	35
	Discussion	55
	Nonqualified Deferred	37
	Compensation—2008	57
	Potential Payments Upon Termination or Change In	39
	Control	57
	Director	42
	Compensation—2008	72
	Equity Compensation Plan	43
	Information	45
	COMMITTEE	44
REPORT		44
KEPUKI		44
	Audit Committee Pre-Approval Policies and Procedures	44
		4.5
	Audit and Non-Audit	45
	Fees	
IIEM NC	D. 2—RATIFICATION OF THE APPOINTMENT OF INDEPENDENT	1.5
	REGISTERED PUBLIC ACCOUNTING	46
	FIRM	
ITEM NC	D. 3—PROPOSAL TO AMEND ARTICLE III OF THE AMENDED AND	
	RESTATED ARTICLES OF INCORPORATION TO INCREASE THE	
	AMOUNT OF AUTHORIZED CAPITAL STOCK AND COMMON STOCK	46

Edgar Filing: ALLETE INC - Form PRE 14A

ITEM NO. 4—PROPOSAL TO DELETE ARTICLE V OF THE AMENDED AND RESTATED ARTICLES OF INCORPORATION TO REMOVE THE NAMES AND PLACES OF RESIDENCE OF THE BOARD OF DIRECTORS NAMED THEREIN

ITILICIA	
OTHER BUSINESS	48
Shareholder Proposals for the 2010 Annual	48
Meeting	
APPENDIX A	A-1

47

PROXY STATEMENT

ALLETE, Inc. 30 West Superior Street Duluth, Minnesota 55802

GENERAL INFORMATION

Proxy Solicitation

These proxy materials are being delivered to shareholders of ALLETE, Inc. (ALLETE or Company) in connection with the solicitation of proxies by the Board of Directors to be voted at the Company's 2009 Annual Meeting of Shareholders. The Annual Meeting will be held at 10:30 a.m. CDT on Tuesday, May 12, 2009 in the Lake Superior Ballroom at the Duluth Entertainment Convention Center, Duluth, Minnesota.

We expect to solicit proxies primarily by mail. We will also solicit proxies by e-mail from the majority of our employee shareholders as well as from shareholders who previously requested to receive proxy materials electronically. We have retained Georgeson Shareholder Communications, Inc. to assist in the solicitation of proxies. Directors or Company officers, other employees, or retirees also may solicit proxies in person or by telephone at a nominal cost. Brokers, and other custodians, nominees, and fiduciaries will be asked to solicit proxies or authorizations from beneficial owners and will be reimbursed for their reasonable expenses. The total fees we expect to pay in connection with the solicitation of proxies are approximately \$10,000 plus expenses. The cost of soliciting proxies will be paid by the Company.

This Notice of Annual Meeting, Proxy Statement, form of proxy, and voting instructions were first sent to shareholders on or about March 30, 2009.

Purpose of the Meeting

The purpose of the Annual Meeting is to elect a Board of eleven directors to serve for the ensuing year, to ratify the appointment of PricewaterhouseCoopers LLP (PricewaterhouseCoopers) as the Company's independent registered public accounting firm for 2009, to increase the amount of capital stock and Common Stock (as defined below) authorized for issuance, to remove the names and places of residence of the Board of Directors named therein from our Amended and Restated Articles of Incorporation and to transact such other business as may properly come before the meeting.

The Board is not aware of any matter to be presented at the Annual Meeting of Shareholders other than those set forth in the accompanying notice. If any other matters properly come before the meeting, all shares represented by valid proxies will be voted in accordance with the judgment of the appointed proxies.

Shareholders Entitled to Vote

Each share of common stock of the Company, without par value (Common Stock), of record on the books of the Company at the close of business on March 13, 2009 is entitled to notice of and to vote at the Annual Meeting of Shareholders. As of March 13, 2009, there were [_____] outstanding shares of Common Stock, each entitled to one vote.

Shareholders of Record; Beneficial Owners

If shares of Common Stock are registered directly in a person's name with our transfer agent, Wells Fargo Bank, N.A., that person is considered the "shareholder of record" with respect to those shares and these proxy materials have been sent directly to such person by the Company.

1

Edgar Filing: ALLETE INC - Form PRE 14A

If a person holds shares of Common Stock in a brokerage account or through a bank or other holder of record, that person is considered the "beneficial owner" of shares held in "street name." These proxy materials have been forwarded to the beneficial owners by the broker, bank, or other entity that is considered the shareholder of record with respect to those shares. A beneficial owner has the right to direct the broker, bank, or other shareholder of record on how to vote the beneficially owned shares.

Quorum; Required Votes

The holders of a majority of the shares of Common Stock entitled to vote at the meeting must be present in person or represented by proxy to constitute a quorum.

The affirmative vote of a majority of the shares of Common Stock entitled to vote at the Annual Meeting is required for the election of each director. The affirmative vote of a majority of the shares of Common Stock present at the Annual Meeting and entitled to vote is required for approval of other items described in the Proxy Statement to be acted upon by shareholders.

Abstentions are included in the number of shares present and voting, and have the same effect as votes against a particular proposal.

Broker non-votes are not counted for or against any proposal, but are treated as present for purposes of determining a quorum. A "broker non-vote" occurs when a broker submits a proxy card for shares to the Company but does not indicate a vote on a particular matter because the broker has not received timely voting instructions from the beneficial owner of the shares and the broker does not have the authority to vote on the matter without such instructions. Under the rules of the New York Stock Exchange (NYSE), a broker may vote shares on Items Nos. 1 and 2, and on other routine matters in the absence of timely voting instructions from the beneficial owner.

An automated system administered by Wells Fargo Shareowners Services will tabulate the votes.

How to Vote

Shareholders of record may vote their shares by proxy using any of the following methods:

- By Telephone: Vote by calling 1-800-560-1965 and following the instructions on your proxy card or, if you received these materials electronically, the instructions in the e-mail message that you received notifying you of the availability of these materials. If you vote by phone, do not return your proxy card.
- Online: You may vote online www.ematerials.com/ale. Follow the instructions on your proxy card or, if you received these materials electronically, the instructions in the e-mail message notifying you of the availability of these materials. If you vote online, do not return your proxy card.