

MINUTES OF REGULAR MEETING
OF THE BOARD OF DIRECTORS OF
NEBRASKA PUBLIC POWER DISTRICT
DECEMBER 10-11, 2025

(Marginal Index for Informational Purposes Only)

A meeting of the Board of Directors of Nebraska Public Power District was held at the Columbus General Office, Columbus, Nebraska, beginning at 1:00 p.m. on Wednesday, December 10, 2025.

In compliance with state law, legal notice announcing the date, hours, location, and availability of the agenda for the meeting was published on the District's corporate website, nppd.com, and also in the following newspapers on or about December 4, 2025:

- (1) Columbus Telegram, Columbus, Nebraska;
- (2) Kearney Hub, Kearney, Nebraska;
- (3) Lincoln Journal Star, Lincoln, Nebraska;
- (4) Norfolk Daily News, Norfolk, Nebraska;
- (5) North Platte Telegraph, North Platte, Nebraska;
- (6) Scottsbluff Star-Herald, Scottsbluff, Nebraska;
- (7) York News-Times, York, Nebraska.

This notice was also e-mailed to each member of the Board of Directors.

Chair Chlopek called the regular meeting to order at 1:00 p.m. on Wednesday, December 10, 2025, and directed the roll be called:

Present: Jerry L. Chlopek, Sue D. Fuchtman, Mary A. Harding, Rob D. Hinrichs, Chris R. Langemeier, Ronald J. Mogul, Jr., Kirk D. Olson, Derek S. Rusher, Aaron D. Troester, Wayne E. Williams

Absent: Rusty M. Kemp

constituting a quorum of the Board of Directors.

Those in attendance stood and recited the Pledge of Allegiance.

Chair Chlopek announced that there was a posting of the Open Meetings Act and copies of the board agenda at the entrance of board room, for anyone wishing to examine those documents.

President and Chief Executive Officer Thomas J. Kent provided an update on system and safety status.

LEGAL NOTICE
PUBLISHED PRIOR
TO MEETING

ROLL CALL,
1:00 P.M.,
DECEMBER 10, 2025

PLEDGE OF
ALLEGIANCE

ANNOUNCEMENT OF
POSTING OF OPEN
MEETINGS ACT AND
AGENDA

REPORT ON
SYSTEM AND
SAFETY STATUS

President and Chief Executive Officer Thomas J. Kent initiated a presentation on NPPD's "story", which brings to life NPPD's history and where we've been, looks to the future and helps navigate where we're going, and helps engage all teammates to find their individual role in shaping NPPD's future. Providing more specifics related to each chapter of the NPPD story were the following vice presidents:

Chapter One, Our Journey and Purpose – When challenges rise, we rise (Executive Vice President and Chief Operating Officer Michael J. Spencer);

Chapter Two, Our Current Reality – But the challenge right now is change and it sometimes feels relentless (Vice President of Corporate Strategy and Transformation Conrad L. Saltzgaber);

Chapter Three, Our Fundamental Opportunity – We have a pivotal opportunity to power Nebraska's rapid growth (Vice President of Energy Production Arthur R. Wiese);

Chapter Four, Shaping the Next Stage of the Journey – By focusing on the 'why' and the 'how' (CNS Site Vice President Khalil M. Dia);

Chapter Five, The Difference We Can All Make – We'll be empowered to think and act differently (Vice President and Chief Information Officer Robyn A. Tweedy); and

Chapter Six, Our Desired Destination – We will remain at the heart of a thriving Nebraska for generations to come (Vice President of Energy Delivery Scott R. Walz).

As part of the new 2026 Wholesale Power Contract, a new Customer Committee, comprised of wholesale customer representatives, will be created and meet with the NPPD Board of Directors at certain times of the year in an advisory capacity with regard to: NPPD's strategic plan; integrated resource planning and resource adequacy; budget, rate stabilization, and load forecast; rates and special power products; and the offering of the 2026 Wholesale Power Contract to new or existing customers. Vice President of Corporate Strategy and Transformation Conrad L. Saltzgaber shared preliminary insights regarding when this committee will meet, how the committee will function, and other logistics related to this new provision.

It was moved by Director Harding and seconded by Director Langemeier that the Board go into Executive Session at 2:00 p.m. to protect the public interest and discuss competitive and proprietary information, contract negotiations, personnel matters, pending and potential litigation, and receive legal advice. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

OVERVIEW OF NPPD'S NARRATIVE

DISCUSSION OF NEW CUSTOMER COMMITTEE

**MOTION (CARRIED):
GO INTO EXECUTIVE
SESSION AT
2:00 P.M. TO
PROTECT THE
PUBLIC INTEREST,
DISCUSS
COMPETITIVE AND
PROPRIETARY
INFORMATION,
CONTRACT
NEGOTIATIONS,
PERSONNEL
MATTERS, PENDING
AND POTENTIAL**

Whereupon the Chair declared the motion carried and restated the purpose of the Executive Session: to protect the public interest and discuss competitive and proprietary information, contract negotiations, personnel matters, pending and potential litigation, and receive legal advice.

**LITIGATION, AND
RECEIVE LEGAL
ADVICE**

Chair Chlopek announced the executive session was ended at 6:00 p.m., during which nothing was discussed beyond the items declared: competitive and proprietary information, contract negotiations, personnel matters, pending and potential litigation, and receive legal advice.

**EXECUTIVE
SESSION ENDED AT
6:00 P.M.**

The meeting was recessed at 6:01 p.m., to reconvene on Thursday, December 11, 2025, at the Columbus General Office.

**MEETING
RECESSED AT
6:01 P.M.**

DECEMBER 11, 2025

Chair Chlopek called the regular meeting to order at 8:32 a.m. on Thursday, December 11, 2025, and directed the roll to be called:

**ROLL CALL,
8:32 A.M.,
DECEMBER 11, 2025**

Present: Jerry L. Chlopek, Sue D. Fuchtman, Mary A. Harding, Rob D. Hinrichs, Chris L. Langemeier, Ronald J. Mogul, Jr., Kirk D. Olson, Derek S. Rusher, Aaron D. Troester, Wayne E. Williams

Absent: Rusty M. Kemp

constituting a quorum of the Board of Directors.

Chair Chlopek announced that there was a posting of the Open Meetings Act and copies of the board agenda in the conference room, for anyone wishing to examine those documents.

**ANNOUNCEMENT OF
POSTING OF OPEN
MEETINGS ACT AND
AGENDA**

Guests attending the meeting in person Jon Dockhorn, Burt County Public Power District; Mark Kirby, Butler Public Power District; Mike Lammers, Cedar-Knox Public Power District; Chet McWhorter, Leroy Mostek, and Tina Biteghe Bindong, Cuming County Public Power District.

GUESTS

The Finance Committee of the Whole met Thursday, December 11, 2025, beginning at 8:35 a.m. As Chair of the Finance Committee of the Whole, Director Harding assumed control of the meeting.

**FINANCE
COMMITTEE OF THE
WHOLE**

Acting Controller Charles B. (Chuck) Keep provided a brief update on safety and system status, and Vice President of Energy Delivery Scott R. Walz shared details of an unplanned outage in Loup City.

**REPORT ON
SYSTEM AND
SAFETY STATUS**

There were no public comments during the Finance Committee of the Whole.

Acting Controller Charles B. (Chuck) Keep presented financial performance measures for October 2025, as well as the monthly financial reports.

OCTOBER 2025
FINANCIAL
STATEMENTS

For October 2025, operating revenues from electric sales were \$4.5 million lower than budget for the month, and \$55.9 million lower than budget year to date. Firm electric sales were \$5.5 million lower than budget for the month, and \$44.5 million lower than budget year to date. Other electric sales were \$1.0 million higher than budget for the month, and \$11.4 million lower than budget year to date. Total operating expenses were under budget by \$11.0 million for the month, and \$73.7 million under budget year to date. The balance of the regulatory liability for unearned revenues as of October 31, 2025, was \$197.7 million. This balance represents surplus net revenues to be applied as credits against revenue requirements in future rate periods.

It was moved by Director Rusher and seconded by Director Langemeier to accept the October 2025 Financial Statements, as presented. Votes were cast and recorded as follows:

**MOTION (CARRIED):
ACCEPT
OCTOBER 2025
FINANCIAL
STATEMENTS**

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair of the Finance Committee declared the motion carried.

Pricing and Rates Manager Amber D. Smeal presented information on the annual update to NPPD's formula rate template, for the purpose of establishing 2026 transmission service revenue requirements and associated transmission rates for the NPPD pricing zone within the Southwest Power Pool (SPP). Director Harding, Chair of the Finance Committee of the Whole, recommended the following resolution:

RESOLUTION NO. 25-55

WHEREAS, the District's Membership Agreement with the Southwest Power Pool (SPP) and the SPP Open Access Transmission Tariff (OATT) require the District to prepare its Formula Rate Template that provides a formula for determining the District's annual transmission service revenue requirements and associated transmission service rates; and

WHEREAS, the District's Formula Rate Implementation Protocols included in the SPP OATT require the District to prepare an Annual Update to the Formula Rate Template to determine the District's annual transmission service revenue requirements and associated transmission service rates for the upcoming year; and

**RESOLUTION
NO. 25-55
(ADOPTED):
APPROVE ANNUAL
UPDATE TO NPPD
TRANSMISSION
FORMULA RATE
TEMPLATE FOR
SPP, EFFECTIVE
1-1-26**

WHEREAS, the Pricing and Rates Department and management of the District prepared an Annual Update to the Formula Rate Template for 2026 and posted said Annual Update for comments on the SPP website and District website on July 30, 2025 with a revision posted on August 18, 2025, scheduled a meeting with interested parties on August 25, 2025, and provided an opportunity for interested parties to submit information requests, all in accordance with said Protocols; and

WHEREAS, District management has proposed and presented to, and this Board of Directors has reviewed and duly considered with management, the basis for the 2026 rates and revenue requirements in said Annual Update to the Formula Rate Template; and

WHEREAS, said Annual Update to the Formula Rate Template is on file with the Pricing and Rates Department of the District.

NOW THEREFORE BE IT RESOLVED that the Board of Directors finds and declares, pursuant to Section 70-655 of the Nebraska Revised Statutes, that said 2026 Annual Update to the Formula Rate Template referred to above and incorporated into this Resolution by reference, is fair, reasonable and nondiscriminatory and so adjusted as in a fair and equitable manner to confer upon and distribute among the users and consumers of commodities and services furnished and sold by the District the benefits of a successful and profitable operation and conduct of the business of the District.

BE IT FURTHER RESOLVED that management be and is hereby authorized to submit said 2026 Annual Update of the Formula Rate Template to the Southwest Power Pool for inclusion in the SPP OATT, and to take any further action necessary or advised to obtain acceptance and approval of the same by the Federal Energy Regulatory Commission.

It was moved by Director Fuchtman and seconded by Director Mogul that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtman, Harding, Hinrichs, Langemeier, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-55 adopted.

Treasury and Finance Manager Cristal D. Menke provided background and information on the Investment Policy for the Nebraska Public Power District Cooper Nuclear Station Decommissioning Trust Funds (NDT). This investment policy includes both the NPPD Cooper Nuclear Station Decommissioning Trust Fund and the NPPD Cooper Nuclear Station Supplemental Decommissioning Trust Fund. Upon review of the NDT

UPDATE ON
PROPOSED
CHANGES TO
INVESTMENT
POLICY FOR NPPD
CNS

Investment Policy with Captrust and in concert with reviews from NPPD's NDT Committee members, internal legal and external legal, the changes proposed to the NDT Investment Policy include (but are not limited to): 1) clarification of the Board of Directors role; 2) clarification that the Fund Administrator is delegated by Board with authority to implement the policy and manage investment manager relationships; 3) expansion of investment consultant responsibilities to include advising on investment manager guidelines and constraints, expanding role in establishing investment manager benchmarks and guidelines, and conducting periodic investment manager fee reviews and market comparisons; 4) detailed investment manager guidelines to be moved from NDT Policy to the investment manager agreement contract; 5) addition of a new section for investment manager evaluation criteria; 6) shift from core fixed income bond approach to a longer-duration corporate bond approach to better align Trust assets with decommissioning liabilities; and 7) clarification of asset allocation to explicitly state that the District has determined that only fixed income, cash equivalents, and money market funds are suitable for investment.

DECOMMISSIONING TRUST FUNDS

Executive Vice President and Chief Financial Officer Laura L. Kapustka reviewed an additional variable rate revolving credit program to provide additional support for payment obligations primarily for construction of NPPD's new generating assets. Until long-term revenue bonds can be issued in 2026, this proposed additional revolving credit agreement would provide additional borrowing capacity to support the generation projects. The proposed \$100 million revolving credit agreement will be brought for Board consideration in January 2026.

DISCUSSION OF PROPOSED ADDITIONAL CREDIT AGREEMENT

Executive Vice President and Chief Financial Officer Laura L. Kapustka discussed three action items on the Finance Committee look-ahead for January 2026.

FINANCE JANUARY 2026 LOOK-AHEAD

The meeting was recessed at 9:32 a.m., followed by meetings of the Operations Committee and Customer and Corporate Services Committee.

Chair Chlopek reconvened the Board of Directors meeting at 10:43 a.m. and directed the roll to be called:

Present: Jerry L. Chlopek, Sue D. Fuchtman, Mary A. Harding, Rob D. Hinrichs, Chris L. Langemeier, Ronald J. Mogul, Jr., Kirk D. Olson, Derek S. Rusher, Aaron D. Troester, Wayne E. Williams

Absent: Rusty M. Kemp

constituting a quorum of the Board of Directors.

Those in attendance stood and recited the Pledge of Allegiance.

PLEDGE OF ALLEGIANCE

Chair Chlopek announced that there was a posting of the Open Meetings Act and copies of the board agenda at the entrance of board room, for anyone wishing to examine those documents.

ANNOUNCEMENT OF POSTING OF OPEN MEETINGS ACT AND AGENDA

Vice President of Energy Production Arthur R. Wiese introduced the annual update of the general condition of NPPD's physical assets, in support of Strategic Directive BP-SD-03, Reliability/Resiliency. Presenting information on their respective areas of responsibility within NPPD included Asset Health Manager – Delivery Mark R. Fletcher, Director of Operations Support and Business Continuity Matthew J. Gilliland, CNS System Engineering Manager Shannon C. Schulz, GGS Engineering Manager Anthony E. Filips, and Director of Information Technology and Cyber Security Wyatt A. Leehy.

REPORT ON BP-SD-03, RELIABILITY/ RESILIENCY, AND ANNUAL ASSET HEALTH UPDATE

General Manager of Retail Services Patrick M. Hanrahan provided a status update related to NPPD Retail's compliance with Strategic Directive BP-SD-04, Cost Competitiveness. NPPD's goal is to achieve and maintain a total retail base rate position among the lowest 15% of providers within the Energy Information Administration (EIA) nationwide. Mr. Hanrahan shared that for calendar year 2024, based on EIA data, NPPD ranked in the 6.5 percentile (compared to the 5.2 percentile for 2023), adding that for 2024, NPPD's retail rates were 46% below the national average, 34% below the regional average, and 23% below the state average. Information on energy burden (electric energy costs with respect to annual household income) was also provided, with NPPD's average electricity burden on its retail communities calculating to 2.73% of household income.

REPORT ON BP-SD-04, RETAIL COST COMPETITIVENESS

There were no public comments.

PUBLIC COMMENTS

Governmental Affairs Manager John S. McNally reviewed a proposed legislative and regulatory policy resolution, which would provide NPPD management with general guidance during the 2026 legislative session. Formal Board action on a final resolution will be requested at the January 2026 meeting.

2026 LEGISLATIVE POLICY DISCUSSION

System Planning and Transmission Business Manager Evan W. Kinney discussed the Southwest Power Pool (SPP) transmission planning process. SPP, of which NPPD is a member, is a regional transmission owner responsible for development of regional transmission plans. SPP's Integrated Transmission Plan (ITP) is an annual process that includes a ten-year planning horizon which focuses on reliability, economics, and public policy. As a member of SPP, NPPD is required to provide financial support, in the form of tariffs, for ITP projects in the SPP footprint, with the tariff cost allocation based mainly on voltage level of the project and the load ratio share of NPPD load to SPP total load.

SPP ITP PROCESS OVERVIEW

SPP creates models and determines areas in the footprint that need additional transmission (based on load patterns, weather, and other criteria), in concert with their members, regulators, and other stakeholders. Mr. Kinney provided background on how future transmission facilities are identified, the involvement of NPPD's Transmission Planning Department with SPP in this process, transmission system modeling, and generator interconnection agreements.

A lunch recess was taken from 12:22 to 1:03 p.m.

CNS Site Vice President Khalil M. Dia and Special Assistant to the CNS Site Vice President Daniel A. Buman discussed next generation nuclear and different reactor sizes; advantages of Small Modular Reactors (SMR); current status with regard to construction of new SMRs, and Nuclear Energy Institute and Nuclear Regulatory Commission (NRC) involvement; new nuclear in Nebraska, the status of the SMR siting study, and public outreach with regard to the possibility of new nuclear in Nebraska; and the Great Plains New Nuclear Consortium, a collaborative effort among NPPD, Lincoln Electric System, Omaha Public Power District, and Grand River Dam Authority of Oklahoma.

Chair Chlopek asked for discussion of any consent agenda items, which included the following:

- Minutes of November 12-13, 2025, Regular Board Meeting
- February 2026 Regular Board Meeting scheduled for February 11-12, 2026, in Columbus (January 2026 Regular Board Meeting previously scheduled for January 14-15, in Columbus)
- Ratification/Confirmation of Signatures of Staff Members
- October 2025 Summary of Disbursements
- Summary of Sealed Bid Contracts \$1.5 Million to \$4.99 Million (None)
 - Contract No. 25-016, 69 x 34.5 – 12.47 kV 12.5 MVA Power Transformer (Aurora Northwest Substation)
 - Contract No. 25-023, Unit 2 Cooling Water Heater Exchanger Replacement (GGS)
 - Amendment No. 1 to Task Authorization for Reactor Feed Pump Turbine B Rotor (CNS)
- Appointment of Authorized Signatories

Additional details regarding several items on the consent agenda are included below:

RESOLUTION NO. 25-56

WHEREAS, pursuant to and in accordance with law, bids on Contract No. 25-016, 69 x 34.5 kV – 12.47 kV 12.5 MVA Power Transformer, have been duly invited, received, opened, read, and tabulated; and

LUNCH RECESS

NUCLEAR INDUSTRY
UPDATE AND
DISCUSS OF SMR

CONSENT AGENDA

RESOLUTION
NO. 25-56: REJECT
BIDS ON CONTRACT
NO. 25-016,
69 x 34.5 kV –
12.47 kV 12.5 MVA

WHEREAS, management has studied and analyzed the bids received and it was determined that the bids contained significant exceptions and are considered non-responsive; and

WHEREAS, it would be in the best interest of the District to reject the bids and negotiate a contract for the 69 x 34.5 kV – 12.47 kV 12.5 MVA Power Transformer pursuant to Neb. Rev. Stat. Section 70-637.

NOW THEREFORE BE IT RESOLVED that the bids submitted on Contract No. 25-016 hereby are rejected as being non-responsive to the bid documents, and that the bid security submitted by the bidders as evidence of good faith be returned to the bidders.

BE IT FURTHER RESOLVED that management be and hereby is authorized to negotiate with the bidders who submitted a bid under this Contract for the 69 x 34.5 kV – 12.47 kV 12.5 MVA Power Transformer, as contemplated by Contract No. 25-016, in an amount not to exceed \$1,712,924 after review and approval by legal counsel.

RESOLUTION NO. 25-57

WHEREAS, pursuant to and in accordance with law, bids on Contract No. 25-023, Unit 2 Cooling Water Heater Exchanger Replacement, Gerald Gentleman Station, have been duly invited, received, opened, read, and tabulated; and

WHEREAS, management has studied and analyzed the bids and recommended acceptance of a certain bid as the lowest and best evaluated bid, as per data filed with the Board; and

WHEREAS, on the basis of evidence and information received, and after an analysis of the responsibility of the bidders, amounts and terms of the bids, delivery dates, and the needs of the District, this Board has determined and does hereby find that the bid of Strobel Energy Group, LLC, Clarks, Nebraska, is the lowest and best evaluated bid on Contract No. 25-023.

NOW THEREFORE BE IT RESOLVED that subject to receipt and approval of a performance bond and certificate of insurance as herein provided, the following bid submitted on Contract No. 25-023 be accepted by the District:

Strobel Energy Group, LLC, Clarks, Nebraska, firm
base bid price of \$1,974,434.

BE IT FURTHER RESOLVED that the President or a Vice President be, and each of them is hereby authorized and instructed to execute for and on behalf of the District, a Contract with the aforementioned bidder in accordance with the plans and specifications and on the form of Contract submitted to bidders.

POWER
TRANSFORMER
(AURORA
NORTHWEST
SUBSTATION)

RESOLUTION
NO. 25-57: AWARD
CONTRACT
NO. 25-023,
UNIT 2 COOLING
WATER HEATER
EXCHANGER
REPLACEMENT
(GGS)

BE IT FURTHER RESOLVED that the award of the Contract is contingent upon receipt and approval by the District of a performance bond and certificate of insurance from Strobel Energy Group, LLC, as provided in the Contract.

Amendment No.1 to Task Authorization for Reactor Feed Pump Turbine B Rotor (CNS), with Siemens Energy, Inc., included additional funding in the estimated amount of \$2,335,963; additional funding was necessitated due to fluctuating economic factors and more repairs required on larger areas of the rotor than anticipated due in part to the inability of CNS to remove the rotor from the plant, as a result of site conditions, for two inspection periods without the associated inspection and refurbishment activities.

Changes to authorized signatories included: 1) the addition of Cash Management Investment and Trust Administrator Tyler W. Erickson as a signatory for disbursement of District funds and the authority to invest and manage NPPD funds; and 2) the extension of Cash Management Investment and Trust Administrator Dawn K. Sucha's authority to disburse District funds and invest and manage NPPD funds through January 14, 2026, at which time the Board will be asked to consider action on 2026-2027 authorized signatories.

Chair Chlopek asked whether any Directors desired any items on the consent agenda to be placed on the regular agenda and voted on separately. There were none.

It was moved by Director Williams and seconded by Director Harding that all items on the consent agenda be approved as listed above. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared the motion carried.

President and Chief Executive Officer Thomas J. Kent read an excerpt from NPPD's "Tools for Nuclear Excellence" pocket guide, and also commented on NPPD's "Story", which was discussed with the Board on December 10.

Vice President and Chief Information Officer Robyn A. Tweedy described the successful effort to upgrade NPPD's online Learning Management System and voiced appreciation to all staff involved with this project.

**MOTION (CARRIED):
APPROVE CONSENT
AGENDA**

President and Chief Executive Officer Thomas J. Kent presented the Report on Retirements and Former District Employee Rehires which is on file with the Assistant Secretary and attached and made a part of these minutes.

DECEMBER 2025
RETIREMENTS

Retiree Alan Able, in attendance with his wife, Cindy, briefly addressed the Board.

President and Chief Executive Officer Thomas J. Kent presented information on the 2026 Merit Pay Program, which included merit funding of 3.5% and pay structure movement of 3.0%.

2026 MERIT PAY
PROGRAM

President and Chief Executive Officer Thomas J. Kent requested that Board consider the following: 1) the appointment of Arthur R. Wiese to the new position of Vice President of New Construction, and the appointment of Bill L. Chapin to the position of Vice President of Energy Production, both effective January 1, 2026; and 2) salary adjustments for NPPD officers and Board staff.

It was moved by Director Williams and seconded by Director Olson to: 1) confirm the appointments of A. R. Wiese and B. L. Chapin to vice president positions effective January 1, 2026, and approve compensation; and 2) approve salaries and compensation for NPPD officers and Board staff as recommended by President and Chief Executive Officer Kent and discussed during the December 10 executive session of the Board: salaries to be effective January 1, 2026, for D. M. Beshaler, J. A. Dent, Jr., C. A. Dentlinger, K. M. Dia, L. L. Kapustka, T. J. Kent, J. C. McClure, C. L. Saltzgaber, M. J. Spencer, R. A. Tweedy, and S. R. Walz; and effective March 1, 2026, for C. D. Menke, J. H. Modelski, and D. K. Starzec. Votes were cast and recorded as follows:

**MOTION (CARRIED):
APPROVE:
1) OFFICER
APPOINTMENTS
FOR CHAPIN AND
WIESE EFFECTIVE
1-1-26; AND 2) 2026
OFFICER AND
BOARD STAFF
SALARIES AND
COMPENSATION**

Voting Aye:	Chlopek, Fuchtman, Harding, Langemeier, Mogul, Olson, Rusher, Williams
Voting Nay:	Hinrichs, Troester
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared the motion carried.

President and Chief Executive Officer Thomas J. Kent provided a look-ahead of items for the January 2026 board meeting, and discussed other upcoming meetings and events.

NPPD BOARD
LOOK-AHEAD

No update was provided.

GOVERNMENTAL
AFFAIRS UPDATE

During the time designated for Directors' comments and questions, Director Mogul commented on the successful year, due to the effort and hard work of all NPPD teammates.

DIRECTORS'
COMMENTS AND
QUESTIONS

The Nuclear Committee of the Whole met Thursday, December 11, 2025, from 1:38 to 1:46 p.m., during the Board of Directors meeting. As Chair of the Nuclear Committee of the Whole, Director Williams assumed control of the meeting.

NUCLEAR
COMMITTEE OF THE
WHOLE

There were no public comments during the Nuclear Committee of the Whole.

PUBLIC COMMENTS

CNS Site Vice President Khalil M. Dia provided an update regarding activities at Cooper Nuclear Station and current plant status.

CNS MONTHLY
UPDATE

Director Mogul, Chair of the Operations Committee, reported that the Operations Committee met Thursday morning, December 11, 2025.

OPERATIONS
COMMITTEE

During the Operations Committee, Vice President of Energy Production Arthur R. Wiese discussed damage to the Unit 1 low pressure turbine at Sheldon Station, and actions taken by management to provide repairs to the turbine. Director Mogul, Chair of the Operations Committee, recommended the following resolution:

RESOLUTION NO. 25-58

**RESOLUTION
NO. 25-58
(ADOPTED):
DECLARE
EMERGENCY,
RATIFY
MANAGEMENT'S
ACTIONS TO REPAIR
THE SHELDON
STATION UNIT 1
LOW PRESSURE
TURBINE**

WHEREAS, during a planned third-party inspection of the Unit 1 low pressure turbine at Sheldon Station, extensive cracking was found on the L-0 and L-1 turbine blading on both the generator and governor ends of the rotor; and

WHEREAS, due to the extent of the damage, it was determined that the condition of the blades does not support the continued operation of the low-pressure turbine without repair or replacement; and

WHEREAS, blade replacement was determined to be the preferred option to support continued reliable generation and the only option that would be considered a permanent repair; and

WHEREAS, the cost to perform the rotor repair including blade replacement is estimated to be \$3,000,000; and

WHEREAS, the necessary repair activities will require the rotor to be transported to the Siemens Energy, Inc., facility in Charlotte, North Carolina, which will result in an outage extension of approximately 93 days once the rotor has left Sheldon Station; and

WHEREAS, there is not sufficient time to comply with Neb. Rev. Stat. Sections 70-637 through 70-641, and obtain said repairs in a timely manner so Sheldon Station Unit 1 can be returned to service in a timely manner; and

WHEREAS, Neb. Rev. Stat. Section 70-642 provides that the Board of Directors, in the event of sudden or unexpected damage, injury, or impairment of the District's plant, works, system, or other property, may declare an emergency and proceed with the necessary improvements, extensions, additions, or other works without complying with the provisions of said Neb. Rev. Stat. Sections 70-637 through 70-641.

NOW THEREFORE BE IT RESOLVED that this Board does hereby declare an emergency and authorizes management to enter into and execute a contract with Siemens Energy, Inc., to perform the rotor repair, including blade replacement, when such contract is in a form acceptable to management and legal counsel.

It was moved by Director Mogul and seconded by Director Olson that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-58 adopted.

During the Operations Committee, Vice President of Energy Production Arthur R. Wiese provided an update on the generation construction projects, and discussed the need to procure three combustion turbines for Beatrice Power Station, the details of which were discussed during the December 10 executive session. Director Mogul, Chair of the Operations Committee, recommended the following resolution:

RESOLUTION NO. 25-59

WHEREAS, management has determined that it is in the best interest of the District to procure services and equipment to engineer, procure, construct, and commission a 3x0 Simple Cycle Combustion Turbine (SCCT) generation facility as part of the District's Phase 3 capacity addition effort at Beatrice Power Station; and

**RESOLUTION
NO. 25-59
(ADOPTED):
AUTHORIZE
MANAGEMENT TO
EXECUTE A
CONTRACT FOR
THE PROCUREMENT
OF THREE
COMBUSTION
TURBINES FOR
BEATRICE POWER
STATION**

WHEREAS, Resolution No. 25-9, adopted at the February 2025 Board meeting, approved an engineer's certification as part of this effort, and as part of the scope of this engineer's certification, management was authorized to enter into competitive negotiations with vendors capable of 1) providing SCCTs, high voltage transformers and appurtenant equipment such as circuit breakers, switchgear, bus work, power distribution buildings, protective relays, and electrical vault components; and 2) also a vendor who may be capable of performing engineer, procure, construct and commission services for the 3x0 SCCT generation facility, after first advertising notice pursuant to Nebraska law of its intention to enter into negotiations and as a result of the negotiations, bring contracts back to the Board for award and approval, when such contracts were are in a form acceptable to management and legal counsel; and

WHEREAS, the District issued a contract for two SCCTs for Princeton Road Station (PRS) and would like to procure three SCCTs for BPS of the same form, fit and function as those for PRS, including key electrical, structural, ductwork, and emission control equipment; and

WHEREAS, management is engaged in confidential negotiations with the vendor who will be supplying the desired SCCTs and appurtenant equipment for PRS to also provide the three SCCTs for BPS; and

WHEREAS, due to time limitations and long lead times for equipment, management desires to be in the position to immediately execute the contract for the SCCTs and appurtenant equipment for BPS after negotiations have been concluded and the contract is in final form and substance.

NOW THEREFORE BE IT RESOLVED that the Board of Directors of Nebraska Public Power District hereby authorizes management to execute a contract related to providing three SCCTs and appurtenant equipment for Beatrice Power Station when said contract is in a form and substance acceptable to management and legal counsel, in an amount not to exceed the dollar amounts presented to and discussed with the Board of Directors during an executive session held December 10, 2025.

It was moved by Director Mogul and seconded by Director Fuchtmann that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-59 adopted.

During the Operations Committee, Vice President of Energy Production Arthur R. Wiese discussed an existing task authorization with Burns & McDonnell Engineering Company, Inc. (Burns & McDonnell), which provides for preliminary design services and other necessary work for the engineering, procurement, engineering and construction (EPC) of a Reciprocating Internal Combustion Engine (RICE) and a Simple Cycle Combustion Turbine (SCCT) for the Princeton Road Station generating facility. Management requested Board consideration of Amendment No. 3 to the task authorization which, if approved, would provide additional funding and a schedule extension through April 30, 2026, for the Limited Notice to Proceed (LNTP) services for Princeton Road Station.

It was moved by Director Mogul and seconded by Director Rusher to approve Amendment No. 3 to the task authorization with Burns & McDonnell, for Limited Notice to Proceed for engineer, procure and construct services of RICE and SCCT units at Princeton Road Station. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared the motion carried.

During the Operations Committee, Vice President of Energy Delivery Scott R. Walz discussed Capital Project C/11559, 115 kV substation expansion for new load (Seward).

It was moved by Director Mogul and seconded by Director Hinrichs to approve Capital Projects Report No. OP-1 (2025 Budget), which included Capital Project C/11559. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared the motion carried.

**MOTION (CARRIED):
APPROVE
AMENDMENT 3 TO
TASK
AUTHORIZATION
WITH BURNS &
MCDONNELL, LNTP
EPC SERVICES FOR
PRINCETON ROAD
STATION**

**MOTION (CARRIED):
APPROVE CAPITAL
PROJECTS REPORT
NO. OP-1 (2025
BUDGET)**

Director Mogul, Chair of the Operations Committee, reported that the Operations Committee also heard reports on the following matters: 1) Production monthly performance; 2) Generation projects; 3) Water supply; 4) Delivery monthly performance; 5) Transmission projects; 6) Summer 2025 Storms; and 7) Operations look-ahead for January 2026.

OPERATIONS
COMMITTEE
REPORT

Director Langemeier, Chair of the Customer and Corporate Services Committee, reported that the Customer and Support Services Committee met Thursday morning, December 11, 2025.

CUSTOMER AND
CORPORATE
SERVICES
COMMITTEE

During the Customer and Corporate Services Committee meeting, General Manager of Retail Services Patrick M. Hanrahan reviewed proposed changes to NPPD's Retail Service Rules and Regulations, and General Extension Policy for Retail Electric Services and Facilities. Director Langemeier, Chair of the Customer and Corporate Services Committee, recommended the following two resolutions:

RESOLUTION NO. 25-60

WHEREAS, the management of the District has conducted a review and analysis of the existing Retail Service Rules and Regulations and is proposing revisions to better reflect current operating conditions and practices and to assure more effective and efficient administration of the District's provision of retail service under these policies; and

WHEREAS, the District's Retail Service Rules and Regulations include the requirements under which the District provides retail service to its customers; and

WHEREAS, management of the District has proposed and presented to and this Board of Directors has reviewed and duly considered with management the basis for and the rates, terms, conditions and specifications for service in said proposed 2025 revised Retail Service Rules and Regulations; and

WHEREAS, said proposed 2025 revised Retail Service Rules and Regulations are on file with the Retail Business Unit within the District.

NOW THEREFORE BE IT RESOLVED that the Board of Directors finds and declares, pursuant to Sections 70-621 and 70-655 of the Nebraska Revised Statutes, that said proposed 2025 revised Retail Service Rules and Regulations referred to above and incorporated into this Resolution by reference are fair, reasonable and nondiscriminatory and so adjusted as in a fair and equitable manner to confer upon and distribute among the users and consumers of commodities and services furnished and sold by the District the benefits of a successful and profitable operation and conduct of the business of the District.

**RESOLUTION
NO. 25-60
(ADOPTED):
APPROVE
REVISIONS TO
RETAIL SERVICE
RULES AND
REGULATIONS**

BE IT FURTHER RESOLVED that said 2025 revised Retail Service Rules and Regulations are hereby fixed, established, approved, and adopted by this Board of Directors to be effective for service provided on and after January 1, 2026, and that the existing policies corresponding to said 2024 revised Retail Service Rules and Regulations shall be rescinded and superseded upon said 2025 revised Retail Service Rules and Regulations becoming effective as herein provided.

It was moved by Director Langemeier and seconded by Director Fuchtmann that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-60 adopted.

RESOLUTION NO. 25-61

WHEREAS, the management of the District has conducted a review and analysis of the existing Retail Extension Policy and is proposing revisions to better reflect current operating conditions and practices and to assure more effective and efficient administration of the District's provision of retail service under these policies; and

WHEREAS, the District's Retail Extension Policy include the requirements under which the District provides new retail service or extends existing retail service to its customers; and

WHEREAS, management of the District has proposed and presented to and this Board of Directors has reviewed and duly considered with management the basis for and the rates, terms, conditions and specifications for service in said proposed 2025 revised Retail Extension Policy; and

WHEREAS, said proposed 2025 revised Retail Extension Policy are on file with the Retail Business Unit within the District.

**RESOLUTION
NO. 25-61
(ADOPTED):
APPROVE
REVISIONS TO
RETAIL EXTENSION
POLICY**

NOW THEREFORE BE IT RESOLVED that the Board of Directors finds and declares, pursuant to Sections 70-621 and 70-655 of the Nebraska Revised Statutes, that said proposed 2025 revised Retail Extension Policy referred to above and incorporated into this Resolution by reference are fair, reasonable and nondiscriminatory and so adjusted as in a fair and equitable manner to confer upon and distribute among the users and consumers of commodities and services furnished and sold by the District the benefits of a successful and profitable operation and conduct of the business of the District.

BE IT FURTHER RESOLVED that said 2025 revised Retail Extension Policy are hereby fixed, established, approved, and adopted by this Board of Directors to be effective for service provided on and after January 1, 2026, and that the existing policies corresponding to said 2021 revised Retail Extension Policy shall be rescinded and superseded upon said 2025 revised Retail Extension Policy becoming effective as herein provided.

It was moved by Director Langemeier and seconded by Director Williams that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-61 adopted.

During the Customer and Corporate Services Committee meeting, Vice President of Human Resources and Corporate Support Dallas M. Beshaler reviewed changes to NPPD's Retirement Plan documents as related to 401(k) and 457(b). Director Langemeier, Chair of the Customer and Corporate Services Committee, recommended the following two resolutions:

RESOLUTION NO. 25-62

WHEREAS, Resolution No. 412, adopted December 12, 1944, established a plan for the retirement of employees and a trust fund that was further modified by Resolution No. 84-32, adopted February 23, 1984, in order to qualify it under Section 401(k) of the Internal Revenue Code ("Code") as a tax exempt plan, which plan is now designated as the Nebraska Public Power District 401(k) Plan (the "401(k) Plan"); and

WHEREAS, the District has appointed a Trust Fund Committee (the "Committee") of 7 employees of the District to serve as the plan administrator of the 401(k) Plan; and

**RESOLUTION
NO. 25-62
(ADOPTED):
APPROVE
REVISIONS NPPD
RETIREMENT PLAN
DOCUMENT,
AMENDMENT 3 TO
401(K) PLAN**

WHEREAS, the Committee has recommended that the Board amend the 401(k) Plan to adopt certain changes in order to participate in the Portability Services Network; to make Qualified Student Loan Payment Contributions on behalf of certain Participants; to eliminate restoration of forfeited amounts following the rehire of a Participant; to reflect that catch-up contributions made by certain Participants must be made on a Roth basis, and to make other changes to facilitate administration.

NOW THEREFORE BE IT RESOLVED that the President and CEO or Vice President Human Resources and Corporate Services, jointly or severally, is authorized and directed to execute the Third Amendment to the 401(k) Plan in substantially the form presented to the Board at its meeting.

BE IT FURTHER RESOLVED that the officers of the District are authorized and directed to execute such documents and take such actions as they determine appropriate in their discretion to cause the 401(k) Plan to be administered according to applicable law and their terms.

It was moved by Director Langemeier and seconded by Director Rusher that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-62 adopted.

RESOLUTION NO. 25-63

WHEREAS, Resolution No. 14-50, adopted October 10, 2014, confirms that the District sponsors a retirement plan that is intended to satisfy the requirements of an eligible deferred compensation plan under Code Section 457(b), which is now designated as the Nebraska Public Power District 457(b) Plan (the "457(b) Plan"); and

WHEREAS, the District has appointed a Trust Fund Committee (the "Committee") of 7 employees of the District to serve as the plan administrator of the 457(b) Plan; and

WHEREAS, the Committee has recommended that the Board amend the 457(b) Plan to allow participants to make any in-plan Roth conversion of pre-tax contributions that is permitted by applicable law, including in-plan Roth transfers.

**RESOLUTION
NO. 25-63
(ADOPTED):
APPROVE
REVISIONS NPPD
RETIREMENT PLAN
DOCUMENT, 457(B)
IN-PLAN ROTH
TRANSFERS**

NOW THEREFORE BE IT RESOLVED that the President and CEO or Vice President Human Resources and Corporate Services, jointly or severally, is authorized and directed to execute an amendment to the 457(b) Plan to allow participants to make any in-plan Roth conversion of pre-tax contributions that is permitted by applicable law, including in-plan Roth transfers.

BE IT FURTHER RESOLVED that the officers of the District are authorized and directed to execute such documents and take such actions as they determine appropriate in their discretion to cause the 457(b) Plan to be administered according to applicable law and their terms.

It was moved by Director Langemeier and seconded by Director Troester that the foregoing resolution be adopted. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtman, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared Resolution No. 25-63 adopted.

The NPPD Employees' Retirement Plan Document provides that the Board of Directors shall appoint a Trust Fund Committee comprised of seven members, for terms of six years, to oversee NPPD's Retirement Plans. A recommendation for membership on the NPPD Retirement Trust Fund Committee was made to the Customer and Corporate Services Committee and included the appointment of Senior Economic Development Consultant Brian Vasa of Ogallala to a new six-year term ending December 31, 2031.

It was moved by Director Langemeier and seconded by Director Harding that the Board appoint Brian Vasa to a new six-year term on NPPD Employees' Retirement Trust Fund Committee, ending December 31, 2031, as presented. Votes were cast and recorded as follows:

Voting Aye:	Chlopek, Fuchtman, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared the motion carried.

**MOTION (CARRIED):
CONFIRM
REAPPOINTMENT
OF BRIAN VASA TO
NPPD RETIREMENT
TRUST FUND
COMMITTEE**

Director Langemeier, Chair of the Customer and Corporate Services Committee, reported that the Customer and Support Services Committee also received reports on the following: 1) Retail Business Unit performance; 2) Employee counts; and 3) Summary of GridEx VIII.

CUSTOMER AND
CORPORATE
SERVICES
COMMITTEE
REPORT

Director Chlopek, Chair of the Audit, Risk and Compliance Committee, reported that the Audit, Risk and Compliance Committee met Wednesday, December 10, 2025. The Committee took action on the following items: 1) Audit, Risk and Compliance Committee Charter; 2) Internal Audit Services Department Charter; and 3) Internal Audit Services Strategic Plan. Additional topics of discussion included: 1) Internal Audit Services Department update and ethics line review; 2) External audit required communications; and 3) Year-end performance discussion with President and Chief Executive Officer Thomas J. Kent.

AUDIT, RISK AND
COMPLIANCE
COMMITTEE
REPORT

Director Rusher, Chair of Board Governance and Strategic Planning Committee, reported that the Board Governance and Strategic Planning Committee met Thursday morning, December 11, 2025.

BOARD
GOVERNANCE AND
STRATEGIC
PLANNING
COMMITTEE

Director of Corporate Strategy and Performance Heather D. Macholan provided a high-level review of NPPD's updated Strategic Plan.

It was moved by Director Rusher and seconded by Director Mogul to approve the 2026 Strategic Plan. Votes were cast and recorded as follows:

**MOTION (CARRIED):
APPROVE 2026
STRATEGIC PLAN**

Voting Aye:	Chlopek, Fuchtmann, Harding, Hinrichs, Langemeier, Mogul, Olson, Rusher, Troester, Williams
Voting Nay:	None
Abstaining:	None
Present But Not Voting:	None
Absent:	Kemp

Whereupon the Chair declared the motion carried.

During the Board Governance and Strategic Planning Committee meeting, Chief Audit and Ethics Officer Donna K. Starzec reviewed recommended changes to two Board Governance policies.

It was moved by Director Rusher and seconded by Director Langemeier that the to approve revisions to BP-BL-03, District Policies Overview, and BP-GP-07, Board Training and Orientation, as presented. Votes were cast and recorded as follows:

**MOTION (CARRIED):
APPROVE
REVISIONS TO
BP-BL-03, DISTRICT
POLICIES
OVERVIEW, AND
BP-GP-07, BOARD
TRAINING AND**

Voting Aye: Chlopek, Fuchtman, Harding, Hinrichs,
Langemeier, Mogul, Olson, Rusher, Troester,
Williams
Voting Nay: None
Abstaining: None
Present But Not Voting: None
Absent: Kemp

Whereupon the Chair declared the motion carried.

Director Rusher, Chair of Board Governance and Strategic Planning Committee, reported that the Committee also discussed the following: 1) Draft 2026 Board Workplan; and 2) Board Governance Policies BP-BL-01, Board-President and Chief Executive Officer Relationship and Delegation; BP-BL-02, Board-Key Staff Relationships; and BP-BL-05, Unity of Control.

There being no further business to come before the board, the meeting was duly adjourned at 2:07 p.m.

ORIENTATION

BOARD GOVERNANCE AND STRATEGIC PLANNING COMMITTEE REPORT

ADJOURNMENT
2:07 P.M.

Minutes approved at
the meeting of
January 14-15, 2026

_____/s/_____
Wayne E. Williams, Chair

_____/s/_____
Jerry L. Chlopek, Secretary

**REPORT ON RETIREMENTS AND
FORMER DISTRICT EMPLOYEE REHIRES
DECEMBER 2025 BOARD MEETING**

RETIREMENTS

1. Janet Ann Cope, Radiological Protection / Chemistry Shift Technician, Cooper Nuclear Station, Brownville, was employed July 27, 2010, and is retiring as of December 29, 2025.
2. Rebecca J. Tinker, Engineering Scheduler II, Cooper Nuclear Station, Brownville, was employed May 16, 1999, and is retiring as of December 30, 2025.
3. Donny L. Anderson, Senior Project Support Specialist, Lincoln, was employed August 16, 1994, and is retiring as of February 28, 2026.
4. Debra S. Molthan, Senior Substation Support Specialist, Lincoln, was employed January 1, 1986, and is retiring as of February 28, 2026.
5. Gerry E. Phelps, Station Manager, Gerald Gentleman Station, Sutherland, was employed December 3, 1979, and is retiring as of February 28, 2026.
6. Beverly J. Shubert, Preventative Maintenance Change Coordinator, Cooper Nuclear Station, Brownville, was employed July 16, 1985, and is retiring as of February 28, 2026.
7. Todd S. Swartz, Director of Pricing, Rates and Wholesale Billing, General Office, Columbus, was employed August 1, 1988, and is retiring as of February 28, 2026.
8. Alan L. Able, Instrument and Control Engineering Supervisor, Cooper Nuclear Station, Brownville, was employed June 14, 1992, and is retiring as of March 31, 2026.
9. David L. Cheloha, Production Consultant, Gerald Gentleman Station, Sutherland, was employed January 14, 1980, and is retiring as of March 31, 2026.

REHIRES

None this month.