

Hello, customers and teammates!

As summer turns to fall, I want to take a moment to reflect on how public power continues to strengthen the communities we serve. We've had some wonderful opportunities to connect with our customers and neighbors. At the Nebraska State Fair, our team helped spread the word about the value of public power. Over the weekend, the Nebraska Open wrapped up, raising more than \$70,000 in scholarship money for students attending community colleges across our service territory. And last week, we were at Husker Harvest Days, where our presence was all about supporting agriculture and innovation in our state.

Those events tie directly to one of our board's strategic directives: economic development. Simply put, NPPD powers the economy. We were recently named a *2025 Top Utility in Economic Development* by *Site Selection Magazine*. This is a recognition of the hard work and dedication of our team in helping communities grow and prosper through data-driven insights, plentiful dialogue, and the creation of relevant programs and educational opportunities. We're aligned with statewide efforts like the *Revitalize and Thrive Partnership* program, which is bringing new energy to Nebraska towns and focusing on youth retention and attraction. From ag processing to food manufacturing to data centers, we're supporting industries that drive local jobs, income, opportunity and overall quality of life.

Another topic at this month's board meeting was our 2026 employee benefit plan. I'm pleased to share some good news: there will be *no increase* in employee hospital or medical premiums in 2026. NPPD will pick up the full 6% cost increase, achieving the 90/10 cost share goal that was approved in 2021. That means employees will continue to see real savings, up to \$137 per month on family plans, compared to just a few years ago. While dental plans will see a modest 3.8% increase, our overall health benefits continue to reflect NPPD's strong commitment to supporting the well-being of our workforce.

The board also approved a *vast* amount of projects aimed at maintaining and strengthening our system. They include progress at our new Princeton Road Station, a high-pressure turbine replacement at Gerald Gentleman Station, and decommissioning steps at Spencer Hydro. On the transmission side, new lines are moving forward, and the board ratified emergency restoration work following the late August storm near Dorchester. We also advanced our hazard mitigation planning with the Federal Emergency Management Agency, reinforcing our readiness and resilience in the face of Nebraska's ever-challenging weather.

Speaking of which, I want to close with a heartfelt thank you. From storm restoration to large-scale projects to the daily work that keeps our operations running, your efforts

matter. The weather hasn't always been kind to us this year, but this NPPD team has stepped up, time and time again.

Looking ahead, October is *Public Power Month*. It'll be a chance to celebrate what makes Nebraska unique. There will be no board meeting next month as our directors participate in their annual strategic retreat, but please know this: the continued value of public power rests in the work we do together every day.

Until next time, stay healthy, and stay safe.

Conrad