

MINUTES OF REGULAR MONTHLY MEETING
OF
THE BOARD OF DIRECTORS OF NORTHWEST RURAL PUBLIC POWER DISTRICT

A regular meeting of the Board of Directors of Northwest Rural PPD was held at the headquarters December 17th, 2025 at the hour of 1:20 p.m. The meeting was called to order by President Chris Garrett. The following Members were present and constituted a quorum: Lee Ahrens, Lucas Bear, Kevin Christy, Christopher Garrett, Marcus Sandberg, Ethan Skinner, and Dustin Waugh.

Also present were General Manager Chance Briscoe, Operations Manager Ron Olson, Office Manager Tony Hindman, District Counsel Terry Curtiss, former Director Bruce Troester, and impending Interim Manager Kory Johnson.

Unless otherwise noted, all votes were taken by roll call on motion duly made and seconded and unanimously passed.

Open Meeting Law: The Open Meeting Law was acknowledged.

Agenda: Motion to accept the agenda; motion carried.

Public Comments: Former Director Troester made a statement about vehicle rotation as it related to the budget presentation and future considerations about vehicles and equipment.

Chad Podolak from NPPD joined the meeting at 1:25 p.m. Chad said he was mainly there to represent NPPD and thank the board and NRPPD for the opportunity to work toward future power supply with NPPD. While it was the outcome desired, he expressed gratitude to the Board for their engagement in the process. A discussion was held with questions and responses related to the path of the other Nebraska systems that have given notice to exit Tri-State and stated intentions of getting future power supply from NPPD. Generally, Chad expressed he did not know what that path will take but the other systems appear to show confidence they will achieve it. Chad left the meeting at 1:44 p.m.

Approval of Minutes: A motion was made to accept the minutes of the Regular Meeting of November 24, 2025; motion carried.

Check Register and Payroll Summary Review: The Check Register and Payroll Summary for the previous month were reviewed. President Garrett declared the items as informational items requiring no Board action.

Action Items: A motion was made to ratify the Resolution passed at the Special Meeting of the Board on October 27, 2025 authorizing the General Manager to execute all documents necessary to effectuate selling an easement to AIO Operating 2, LLC on NRPPD's Gordon tower; motion carried.

A motion was made to approve the 2026 Budget as presented; motion carried.

Manager Briscoe reviewed the contract negotiations recently conducted with the IBEW regarding the bargaining unit. Other members of the negotiating committee added comments about the negotiated agreement, which was to be effective from January 1, 2026 through December 31, 2026, calling for a 4.5% increase to wages and small increases to clothing and boot allowances. A motion was made to accept the proposed contract; motion passed.

2026 Staff Wages were delayed for discussion in Executive Session.

Financial Report: Manager Briscoe reviewed the operating report for the previous month. A motion was made to accept the financial report; motion carried.

Safety Report: Operations Manager Olson reviewed the safety statistics and the safety report for the previous month. A motion was made to accept the safety report; motion carried.

Staff Reports: The staff made the following reports and answered Board questions:

- a. Operations Manager Olson reviewed the outage statistics from the previous month, informed the Board that a future discussion will be had regarding electric inspections on ag accounts, information about potential requirements to adopt a wildfire mitigation plan, and informed the Board he has begun discussions with RVW to produce a 10-year Work Plan.

General Manager's Report: Manager Briscoe generally reported on or discussed, among other things: (1) attendance at the NREA Annual Meeting and the Mid-West Electric Consumers Annual Meeting; (2) informed the Board about a meeting with Rushmore Electric about becoming a potential member upon exit from Tri-State in 2027; (3) an update on a recent FERC ruling issued on Tri-State's 7th Compliance Filing; and (4) a review of Basin districts and member G&T's.

Meetings Attended: Director Bear reported that he was not able to attend the recent Tri-State Board Meeting. He also discussed his attendance at the Mid-West Electric Consumers Annual Meeting where some of the topics discussed were; that all of Tri-State load is in the Rocky Mountain Region instead of the Upper Great Plains, issues regarding reserve funding held by WAPA, a 6.2% rate increase proposed for 2026, and that the drought adder was being dropped.

Director Christy reported on attendance at the NREA Annual Meeting. Among other things he commented on the Legislative Committee previewing expected legislation for 2026, and an informative presentation by representatives from the Oak Ridge National Laboratory.

Items for Next Agenda: The next meeting date was set for Thursday, January 22, 2026 at 1:00 p.m.

Legal Update: None.

Other Business: None.

Executive Session: A motion was made to enter Executive Session with the Board, Manager, pending Interim Manager and District Counsel at 3:02 p.m. to discuss litigation and personnel matters; motion carried.

District Counsel and pending Interim Manager left the meeting at 3:35 p.m.

Manager Briscoe left the meeting at 4:05 p.m.

Operations Manager Olson and Office Manager Hindman joined the meeting at 4:20 p.m.

Operations Manager Olson and Office Manager Hindman left the meeting at 4:50 p.m.

A motion was made to exit Executive Session at 5:06 p.m.; motion carried.

Action Items: A motion was made to approve a Severance Agreement with terms as discussed in Executive Session; motion carried.

A motion was made to approve staff wages for 2026 as discussed in Executive Session; motion carried.

Adjourn: The meeting was adjourned at 5:07 p.m.

APPROVED:

President

Secretary