



Electric Power Board Meeting

Apr 22, 2026 8:00 AM - 9:30 AM CDT

NES Board Room 121

1. Call to Order
2. Safety Moment - Kevin Phelps
3. Public Comment Period - David Frankenberg
4. Committee Reports
 - 4.1. Legal Committee
5. Consent Agenda
 - 5.1. Recommendation for approval of minutes of the regular meeting held March 25, 2026
6. Discussion Items
 - 6.1. Independent Review Update - Clifton Harris
 - 6.2. Winter Storm Fern Update - Teresa Broyles-Aplin
 - 6.3. Recommendation for approval of a contract for Information Technology Support Services - Ron Womble
 - 6.4. Recommendation for approval of Engineering Services for an Underground System Study - Daniel Johnson
 - 6.5. Recommendation for approval to allocate TVA's Community Care matching contribution to support Emergency Bill Assistance for low-income customers - Barry Daniel
 - 6.6. Recommendation for approval of Purchases - Amanda Cochran
7. Referenced Items Included in Board Materials (Information Only) - No Presentation
 - 7.1. Financial Report
 - 7.2. Quarterly Community Involvement and Economic Development Report
 - 7.3. President's Report
8. Miscellaneous
9. Recess to Civil Service Board Meeting
10. Consent Agenda
 - 10.1. Recommendation for approval of minutes of the meeting held March 25, 2026
11. Discussion Items
 - 11.1. Recommendation for approval of revisions to the Civil Service Rules - Jeff Eck
 - 11.1.1. Revisions Redline

12. Referenced Items Included in Board Materials (Information Only) - No Presentation

12.1. HR - Corporate Services Workforce Update

13. Miscellaneous

14. Adjournment of Civil Service Board Meeting

15. Reconvene to ratify actions taken by the Civil Service Board

16. Adjournment of Electric Power Board Meeting

Call to Order

Safety Moment: Spring Driving Tips

Springtime brings rain and the aftereffects of winter weather — potholes and uneven pavement. Keep these driving tips in mind before you travel:

- **Spring showers bring May flowers — and wet driving conditions:** Slow down on slick roads and increase your following distance
- **Share the road:** Warm weather brings motorcyclists, bicyclists, and pedestrians
- **If possible, go around potholes:** Deep potholes can throw your car out of alignment or worse, forcing you to buy a new wheel and a new tire
- **Avoid driving through large puddles:** Driving through water can impair your brakes, cloud your vision, or cause you to hydroplane
- **Keep your tires properly inflated:** Full tires can reduce the damage caused by potholes and other road hazards

Public Comment Period

Committee Reports

Legal Committee

Consent Agenda

**MINUTES OF THE
ONE THOUSANDTH THREE HUNDREDTH AND SEVENTY FIFTH MEETING
ELECTRIC POWER BOARD OF THE METROPOLITAN
GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY
MARCH 25, 2026**

The meeting of the Electric Power Board was held on Wednesday, March 25, 2026.

Members present: Board Chair Anne Davis, Ian Prunty, Clifton Harris, Rob McCabe, and Casey Santos (virtual).

Officers present: Teresa Broyles-Aplin, David Frankenberg, Laura Smith, Dr. Trish Holliday and Brent Baker.

Board Chair Anne Davis called the meeting to order at 8:03 a.m.

SAFETY MOMENT

Brad Heck presented the safety moment on safety responsibilities of employees.

PUBLIC COMMENT PERIOD

David Frankenberg reported that there were no public comment requests for the month of March.

RECOMMENDATION FOR APPROVAL OF MINUTES FROM THE REGULAR MEETING HELD FEBRUARY 25, 2026

Upon motion by Member McCabe and seconded by Member Prunty, the Board approved the minutes from the Electric Power Board meeting held February 25, 2026, with five ayes and zero nays.

WINTER STORM FERN UPDATE

Teresa Broyles-Aplin outlined continuing security concerns since the ice storm, citing the need for increased security. These include harassing emails, employee vehicle break-ins, and eleven credible death threats against management, all of which are being addressed with the Nashville Metro Police Department. She expressed appreciation for MNPd's role in securing the NES campus.

Ms. Broyles-Aplin moved to NES's operational outlook and presented a Winter Storm Fern overview and financial update. She also reported on the progress of NES's Four Pillars; 1) Emergency Management Leadership, 2) Communications & Outage Information, 3) Estimated Time of Restoration, and 4) Resiliency, Undergrounding & Vegetation Management.

She stated that it is spring storm season and the recent significant spring storm event provided an opportunity to exercise some of the changes that have been made to NES processes. She emphasized the LiDAR work and how it is transforming how NES plans vegetation management.

The result is faster mobilization, more accurate risk prioritization, and crews arrive ready to work without the need to plan.

Member Prunty asked about the Estimated Time of Restoration (ETR) tool. Ms. Broyles-Aplin explained that it is an internally developed tool currently undergoing testing that aids in evaluating system conditions and estimating damage.

Member McCabe commented that there are two independent reviews underway and stated that during this time NES has been focusing on performance, preparedness and forward thinking. He said it is important to be as comprehensive as possible and asked if management has directed staff to consider the Four Pillars so the work will align with the independent reviews once results are released. Ms. Broyles-Aplin shared that the Four Pillars is a company-wide effort and includes Employee Feedback Forums with many employees actively involved in Four Pillars related working groups.

Vice Chair Santos inquired about Pillar One regarding response and commented that these types of storms are not seen very often. She asked how scenario planning and crew deployment are managed for several types of storms, and how NES is collaborating with other utilities that have these types of storms more often. Ms. Broyles-Aplin replied that there have been discussions with other utilities that experience storms more often, such as hurricanes, about NES Operation leadership visiting their control rooms to experience how they operate in real time and to see how they stage resources efficiently.

Member Prunty commented that it is really exciting to see the use of LiDAR technology in order to be better prepared for storms and stated that there will be significant cost savings using this technology.

Member Harris asked if there are policies in place that require that trees be trimmed within so many feet of power lines. Ms. Broyles-Aplin responded that the policy dictates the clearance level, which was ten feet, but is now fifteen feet. Brent Baker reviewed some of the standards that are related to the risk level of trees.

Vice Chair Santos asked, regarding infrastructure, if there are areas within the grid that are aging that over time need will need to be assessed. Ms. Broyles-Aplin stated that NES has implemented sectionalizing technology on its worst performing circuits and is expanding its deployment systemwide to help isolate outages and get a larger number of customers restored sooner.

Member Prunty inquired about the vendors that support NES during emergencies and asked how NES is evaluating the assistance received from them during the storm. Ms. Broyles-Aplin replied that the evaluation is within the scope of the after action review because there should be a comprehensive view of how the organization operates overall, which includes support vendors. She stated that as NES works through the Four Pillars, the organization is looking for ways to improve vendor relations.

Member Harris commented, regarding Pillar One, that he was surprised to see that there were 44 additional nursing homes found that were not identified. He asked whose responsibility it is to report the critical referral customers to NES. Ms. Broyles-Aplin responded that historically, when a nursing home signs up for service, NES would be notified at that time. She said it was brought

to the attention of NES during the storm by public officials that were receiving calls from nursing homes that were not flagged in the system as a priority facility. NES then went to the State and used data to identify and populate those facilities.

Chair Davis asked, regarding vulnerable customers, if there is a way to request assistance from Metro Council for a list of constituents that may fit this category in their districts. Ms. Broyles-Aplin replied that she thinks that Metro Council would be incredibly helpful in that regard. She added that the Councilmembers were extremely concerned about their constituents during the storm and stated that briefings with Councilmembers have been scheduled for the next week and will add this to the topics of discussion.

INDEPENDENT REVIEW UPDATE

Aubrey Harwell of Adams and Reese and Bill Harbison of Sherrard, Roe, Voigt and Harbison updated the Board on the status of the After Action Review, noting that a consulting firm has been selected and interviews are currently underway.

RECOMMENDATION FOR APPROVAL OF VEGETATION MANAGEMENT SERVICES

Daniel Johnson stated that due to the devastation caused by Winter Storm Fern, NES has recognized the need to have multiple vegetation management contracts to complete the current planned cycle trimming commitments and to have additional resources available in the event of another major storm. Nashville Electric Service has chosen to award contracts to Davey Tree Expert Company, Electra Grid Solutions, First Choice, Lewis Tree Service, W.A. Kendall, Wright Tree Service, and Xylem. Mr. Johnson stated that these contracts will extend through June 30, 2026, which will give NES time to competitively bid new contracts for planned work and emergency storm response.

Management recommended approval of these seven Vegetation Management contracts in the amount of \$3,000,000 each for a total of \$21,000,000.

Upon motion by Member McCabe and seconded by Member Harris, the Board approved the seven Vegetation Management contracts in the total amount of \$21,000,000 with five ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF A RESOLUTION RECOGNIZING NASHVILLE ELECTRIC SERVICE EMPLOYEES FOR THE WINTER STORM FERN RESPONSE

Laura Smith recognized NES employees for their efforts during Winter Storm Fern which brought prolonged freezing temperatures, widespread ice accumulation, and hazardous conditions across the Nashville Electric Service territory. Ms. Smith, along with management, recommended approval of the resolution.

Upon motion by Member Harris and seconded by Member McCabe, the Board approved the resolution recognizing NES employees for the Winter Storm Fern response with five ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF A RESOLUTION DESIGNATING APRIL 18, 2026, AS LINEMAN APPRECIATION DAY

Ms. Smith presented a resolution recommending that April 18, 2026, be designated as Lineman Appreciation Day. She expressed recognition and appreciation for all NES Linemen on behalf of NES and the Electric Power Board for their brave efforts and recommended approval of the resolution.

Upon motion by Member Harris and seconded by Member McCabe, the Board approved the resolution designating April 18, 2026, as Lineman Appreciation Day with five ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF A RESOLUTION REQUESTING UNCLAIMED FUNDS FROM THE STATE OF TENNESSEE

Tabitha Beach reported that, as of March 2026, NES has unclaimed customer refund checks previously submitted to the State of Tennessee that have fulfilled the dormancy period and are now eligible for return to the organization in the amount of \$249,107.43.

Management recommended that the Board approve the resolution requesting the unclaimed balance of accounts remitted to the State Treasurer under the Uniform Unclaimed Property Act.

Upon motion by Member McCabe and seconded by Member Prunty, the Board approved the resolution and remittance form requesting unclaimed funds from the State of Tennessee with five ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF PURCHASES

Amanda Cochran presented management's recommendation for approval of \$9,224,861.14 in purchases and contracts exceeding \$50,000. This amount included \$2,248,411.51 in monthly purchases and contract additions between the \$50,000 and \$250,000 threshold that received prior management approval. He reported on twenty-seven sole source items and two sole brand items.

Upon motion by Member McCabe and seconded by Member Harris, the Board approved the list of purchases and contracts with five ayes and zero nays. This list consists of five pages and has been attested to on each page by the signature of the Secretary and is attached hereto as "Appendix A"¹ to these minutes. She brought the board's attention to six sole source items. Total cost of purchases and contracts, as approved, amounts to \$9,224,861.14.

MISCELLANEOUS

There were no miscellaneous items to report.

¹ Appendix A Electronically Filed

RECESS AND RECONVENE

At this point, the Board recessed and reconvened to ratify the actions taken by the Civil Service Board.

Upon motion by Member Harris and seconded by Member Santos, the Board ratified the actions taken during the Civil Service Board meeting with five ayes and zero nays.

ADJOURNMENT

The meeting adjourned at 9:09 a.m.

Attest:

Approved,

Secretary

Board Chair

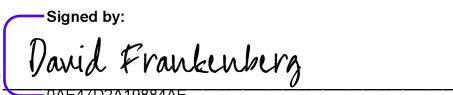
March 25, 2026

**Approval of Purchases and Contracts
at the Meeting on Wednesday March 25, 2026**

**Management recommends Board approval
of the following purchases and contracts:**

Total Materials and Supplies Purchases	\$2,827,419.00
Total Contracts and Services	\$1,983,690.63
Total Additions, Extensions, and Changes	\$2,165,340.00
Total Ratified Purchases and Contracts	\$2,248,411.51
TOTAL	\$9,224,861.14

Total Line Items **\$21,000,000.00**

Attested By: 
Signed by:
0AE47D2A19884AE
David Frankenberg, Secretary

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

March 25, 2026

MATERIALS AND SUPPLIES PURCHASES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Conductor, Copper, 25KV EPR 4/0 W/CN 3CP (11,000)	Wesco Distribution	*\$463,056.00	Competitive	1/11
Power Circuit Breaker, 161kV, 2000A, 40kA (10)	Siemens Energy, Inc.	1,486,650.00	Competitive	3/5
Prinoth Panther T8 Tracked with Altec DM4747E-TR, 2025, Used (1)	Global Rental Co., Inc.	477,713.00	Cooperative Contract	N/A
Repair Parts for Hydraulic Equipment	Southern Fluidpower	400,000.00	Competitive (5 Years)	7/8
TOTAL		\$2,827,419.00		


*Price includes a 20% contingency.

CONTRACTS AND SERVICES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
NES Community Portal	DataCapable	\$416,190.63	Sole Source (3 Years)	N/A
Patch Paving and Asphalt Repairs	Sammie Gibbs Construction	450,000.00	Metro Contract (5 Years)	N/A
SOD Navigator Tool and Managed Services	Ernst & Young	367,500.00	Sole Source (3 Years)	N/A
Stop Loss Insurance	International Assurance	750,000.00	Professional Service (1 Year)	N/A
TOTAL		\$1,983,690.63		

ADDITIONS, EXTENSIONS, AND CHANGES

<u>Item Description</u>	<u>Contractor</u>	<u>Additional Amount</u>	<u>Change Requested</u>
Asbestos Abatement	Envirowerks LLC	\$100,000.00	Addition (New NTE \$350,000.00)

Signed by:

 Attested By: _____
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 David Frankenberg, Secretary

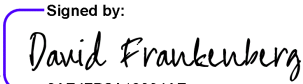
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March 25, 2026

Central Substation- Construction Manager at Risk	T.W. Frierson Contractor	N/A	Extension (8 Months)
Central Substation- Engineering, Procurement, and Construction	Aubrey Silvey Enterprises	N/A	Extension (8 Months)
Engineering Technical Staff Augmentation	DRG Technical Solutions	1,000,000.00	Addition (New NTE \$6,000,000.00)
HVAC Control System Maintenance	The Comfort Group	100,000.00	Addition (New NTE \$367,000.00)
I3-Milestone ePortal Mobile Application	I3-Milestone	65,340.00	Addition (New NTE \$321,798.00)
Legal Services	Adams and Reese LLP	900,000.00	Addition (New NTE \$1,125,000.00)
TOTAL		\$2,165,340.00	

RATIFIED PURCHASES AND CONTRACTS


<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Cable, Aluminum, 600V XLP 2/0 1N TPXD SM (68,000 ft.)	Cape Electric	\$110,160.00	Competitive	6/20
Cable, Copper, 4/0 SD Ins Trans Lead (9,000 ft.)	Stuart C Irby	54,090.00	Competitive	6/37
Collection Services for Property Damage Recovery	The Law Offices of Jennifer McCoy	50,000.00	Addition (New NTE \$150,000.00) Extension (1 Year)	N/A
Conductor, 1 ft. #1/0 AL Triplex, 7 Strand (198,000 ft.)	Cape Electric	247,500.00	Competitive (1 Year) Blanket	5/8
CPR, First Aid, and AED Training	Code One CPR	75,000.00	Professional Service (5 Years)	N/A
Demo and Replace Tile in Restrooms	Skilled Services	13,380.00	Addition (New NTE \$110,000.00)	N/A

Signed by:

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March 25, 2026

Electrical Supplies	Border States Industries	N/A	Extension (1 Year)	N/A
ESRI Software Annual Maintenance and Online Services	ESRI, Inc.	216, 678.63	Sole Source (1 Year, 1 Month, & 14 Days)	N/A
Inspection, Maintenance, and Repair of Equipment at Downtown Nashville Substations	Aubrey Silvey	150,000.00	Sole Source (5 Years)	N/A
Legal Services	Sherrard Roe Voigt & Harbison	100,000.00	Addition (New NTE \$150,000.00) Extension (5 Months)	N/A
Light Bulbs, Ballasts, and Supplies	E Sam Jones Distributor	100,000.00	Addition (New NTE \$180,000.00)	N/A
LPCo2 Suppression System Maintenance	Koorsen Fire & Security	100,000.00	Competitive (5 Years)	2/5
Media and Crisis Communications Consulting Services – Winter Storm Fern	Benchmark Communications	69,923.80	Emergency Storm Restoration	N/A
Network Lighting Control, Photocell (500)	Ubicquia	65,000.00	Sole Source	5/20
OEM Repair Parts for Various Make/Model Vehicles and Equipment	Beaman Parts Warehouse	110,000.00	Competitive (5 Years)	8/9
OEM Repair Parts for Various Make/Model Vehicles and Equipment	Freeland Automotive	100,000.00	Competitive (5 Years)	8/9
PLS-CADD Powerline Systems Annual Maintenance Renewal	Bentley Systems, Inc.	145,321.91	Sole Source (1 Year)	N/A
Plumbing Supplies	Sunago Supply Corp.	50,000.00	Addition (New NTE \$110,000.00)	N/A
Post Fern Recovery Advisory Support and Recovery Pillars PMO Establishment and Program Delivery Support	Burt Group Consulting	200,000.00	Professional Service (9 Months)	N/A
Screw Anchor, 14” Helix (1,440)	Wesco Distribution	131,140.80	Competitive (1 Year) Blanket	5/8

Signed by:

 Attested By: _____
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 David Frankenberg, Secretary

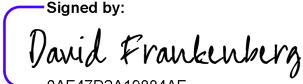
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March 25, 2026

Sleeve, Triplex Neutral #6 ACSR (11,500)	Border States Industries	54,395.00	Competitive (Storm Recovery)	N/A
Storm Recovery Support of the Four Pillars	E Source Companies, LLC	172,500.00	Professional Service (12 Weeks)	N/A
Triple Bottom Line (TBL) Analysis	Wilmot, Inc.	50,000.00	Addition (New NTE \$95,000.00) Extension (1 Year)	N/A
Warranty Repairs, and Parts for Electric Power Tools	Power Tool Service of Nashville, Inc.	100,000.00	Competitive (5 Years)	1/25
TOTAL		\$2,248,411.51		

LINE ITEMS

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Vegetation Management Services	Davey Tree Expert Co. Electra Grid Solutions First Choice Lewis Tree Service, Inc. W.A. Kendall and Co. Wright Tree Service, Inc. Xylem I, LLC	\$21,000,000.00	Cooperative/ Piggyback (3 Moths)	N/A
TOTAL		\$21,000,000.00		

Signed by:

 Attested By: _____
 David Frankenberg, Secretary

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

Discussion Items

Independent Review Update

Winter Storm Fern Update

RECOMMENDATION FOR APPROVAL OF A CONTRACT FOR IT SUPPORT SERVICES

NES currently leverages managed services for most of the enterprise IT support. The primary contract expires in October 2026. An RFP committee composed of members from IT, Finance, HR, and Customer Service was formed and issued an RFP for a new scope and term. Eight proposals were received, of which, six met the requirements.

The criteria on which the firms were evaluated included:

- Cost
- Staffing Stability
- Ability to Provide Innovative Approaches to IT Staffing and Services
- General Qualifications and Experience
- Cultural and Organizational Alignment
- Vendor Outreach and Engagement Program Participation

After initial scoring, 3 vendors were invited to give presentations and address additional questions by the committee. After deliberation and scoring, the RFP committee recommends entering a contract with Inspyr Solutions beginning July 1, 2026, for a term of five (5) years with an additional 5 one (1) year options. The value of the agreement is not to exceed \$87,500,000.

**RECOMMENDATION FOR APPROVAL OF ENGINEERING SERVICES
FOR AN UNDERGROUND SYSTEM STUDY**

In response to Winter Storm Fern and as part of the Pillar 4 initiative, NES has committed to completing a system-wide undergrounding and grid hardening study. Management recommends entering into a professional services contract with Burns and McDonnell to perform the study. Burns and McDonnell have conducted similar studies for other large utilities and bring extensive experience in planning, reliability modeling, and cost-benefit evaluation. The contract term will extend through April 30, 2029.

Management recommends approval of a contract in the amount of \$3,000,000 to Burns and McDonnell for these services.

RECOMMENDATION FOR APPROVAL TO ALLOCATE TVA’S COMMUNITY CARE MATCHING CONTRIBUTION TO SUPPORT EMERGENCY BILL ASSISTANCE FOR LOW-INCOME CUSTOMERS

TVA’s Community Care Fund is a TVA-funded program that supports nonprofit and community organizations across the Valley that are actively meeting local needs, with matching funds made available in connection with qualifying local power company contributions. For fiscal year 2026, TVA has made \$227,000 available through the Community Care Fund. NES’s \$1 million contribution to NeedLink in February 2026 has already unlocked the availability of the full \$227,000 in TVA matching funds. Management recommends directing these funds to, and partnering again with, NeedLink Nashville to provide emergency bill assistance for low-income customers consistent with prior years.

**Recommendation of Purchases and Contracts
at the Meeting on Wednesday April 22, 2026**

**Management recommends Board approval
of the following purchases and contracts:**

Total Materials and Supplies Purchases	\$2,974,645.00
Total Contracts and Services	\$10,741,041.40
Total Additions, Extensions, and Changes	\$3,700,000.00
Total Ratified Purchases and Contracts	\$2,132,092.40
TOTAL	\$19,547,778.80
Total Line Items	\$90,500,000.00

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

MATERIALS AND SUPPLIES PURCHASES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Connector, Three U-Bolt (1,800)	Stuart C. Irby	\$271,800.00	Competitive (1 Year) Blanket	2/8
Prinoth Panther T6, Tracked with Altec AA55E, 2026, New (1)	Global Rental Co.	390,721.00	Cooperative	N/A
Switch, Pad Mounted, Three Phase, Live Front, PMH-9 (18)	Stuart C. Irby	641,556.00	Competitive	4/5
Underground Distribution Switchgear (5)	Stuart C. Irby	1,670,568.00	Competitive Sole Brand	2/4
TOTAL		\$2,974,645.00		

CONTRACTS AND SERVICES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Control Building Construction, White Bridge Road Substation	T.W. Frierson Contractor	*\$3,216,041.40	Competitive (1 Year)	1/34
Internal Audit and Consulting Services	Baker Tilly Advisory Group	7,000,000.00	Professional Service (5 Years)	N/A
NERC Reliability Standards Consulting Services	GDS Associates, Inc.	525,000.00	Professional Service (3 Years)	N/A
TOTAL		\$10,741,041.40		

*Price includes a 10% contingency.

ADDITIONS, EXTENSIONS, AND CHANGES

<u>Item Description</u>	<u>Contractor</u>	<u>Additional Amount</u>	<u>Change Requested</u>
Disaster Recovery and Lockbox Services for Mail Remittance Payments	First Horizon Bank	N/A	**Extension (6 Months)

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

April 22, 2026

EV Forecast and Distribution Grid Impacts Analysis	Energy & Environmental Economics, Inc.	N/A	Extension (6 Months)
Grant Writing and Administrative Services	KPMG, LLP	N/A	Extension (1 Year)
Legal Services	Sherrard Roe Voigt & Harbison, PLC	\$700,000.00	Addition (New NTE \$950,000.00)
Paving Related to Central Substation	Jones Bros. Contractors	N/A	Extension (8 Months)
Street and Private Light Maintenance	Davis H. Elliot Construction	N/A	**Extension (6 Months)
Third Party Administrator for Worker's Compensation	Charles Taylor TPA, LLC	N/A	***Extension (3 Months)
Transmission and Distribution Storm Recovery	Delta Services	1,000,000.00	Addition (New NTE \$1,800,000.00)
Transmission and Distribution Storm Recovery	GMB Powerline Services, LLC	1,000,000.00	Addition (New NTE \$9,000,000.00)
Transmission and Distribution Storm Recovery	Service Electric Company	1,000,000.00	Addition (New NTE \$8,100,000.00)
TOTAL		\$3,700,000.00	

**Total contract term is five years and six months.

***Total contract term is five years and three months.

RATIFIED PURCHASES AND CONTRACTS

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Arm Cable 20 Inch (1,020); Cable Rack Support (790)	Border States Industries	\$118,808.40	Sole Brand	3/6
Audiovisual and Video Conferencing Equipment and Maintenance	Audio Visual Innovations	250,000.00	State of Tennessee (2 Years, 6 Months, & 16 Days)	N/A
Automatic Gate Services	Hydro-Exc., Inc.	25,500.00	Addition (New NTE \$74,500.00)	N/A
Cabinet, Sectionalizing, Three Phase, 25kV (60)	Stuart C. Irby	166,896.00	Competitive	4/4

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

Cabinet, Underground, Vista (10)	Stuart C. Irby	113,202.00	Competitive Sole Brand	2/3
CaseWare Software Renewal and Cloud Solution	CaseWare International, Inc.	69,803.00	Sole Source (1 Year)	N/A
Circuit Breakers and Equipment	Inline Electric Supply	135,000.00	Competitive (1 Year)	2/50
Connector, Copper, Stranded (13,500)	Wesco Distribution	63,180.00	Competitive (1 Year) Blanket	4/8
Distribution Transformer, Pole-Type, Three Phase, 45kVA (7)	Central Moloney	52,003.00	Competitive	1/2
Fasteners	Capital City Bolt & Screw	75,000.00	Competitive (5 Year)	8/8
GIS Support, Maintenance, and Transfer of Knowledge	Ferguson And Associates	240,000.00	Sole Source (6 Months)	N/A
Security Software	AmberBox, Inc.	150,000.00	Sole Source (1 Year)	N/A
Legal Services	Sherrard Roe Voigt & Harbison, PLC	100,000.00	Addition (New NTE \$250,000.00)	N/A
Pole, Steel, Galvanized, H1, 50' (60)	MD Henry Co., Inc.	212,700.00	Competitive	4/7
Post Fern Recovery Advisory Support	Burt Group Consulting	200,000.00	Professional Service (6 Months)	N/A
Strategic and Crisis Communication Services	Blake Harris & Associates	85,000.00	Professional Service (6 Months)	N/A
Welding Supplies	A-L Compressed Gasses	75,000.00	Competitive (5 Years)	1/18
TOTAL		\$2,132,092.40		

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

April 22, 2026

LINE ITEMS

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
IT Staffing Services	INSPYR Solutions	\$87,500,000.00	Competitive (5 Years)	8/30
Engineering Services for UG System Study	Burns & McDonnell Engineering	3,000,000.00	Professional Service (3 Years)	N/A
TOTAL		\$90,500,000.00		

All above items have been processed in accordance with Board approved policy and applicable rules and regulations.

Referenced Items Included in Board Materials (Information Only) – No Presentations

**NASHVILLE ELECTRIC SERVICE
MONTHLY FINANCIAL OVERVIEW
YEAR TO DATE AS OF MARCH 31, 2026**

FINANCIAL RESULTS (OPERATING EXPENSES SHOWN BELOW EXCLUDE EFFECTS OF WINTER STORM FERN)

<i>(millions)</i>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Variance</u>	<u>%</u>
Operating Revenues	\$ 1,233.6	\$ 1,163.9	\$ 69.7	6.0%
Purchased Power	(851.0)	(818.4)	(32.6)	4.0%
Sales Margin	\$ 382.6	\$ 345.5	\$ 37.1	10.7%
Operating Expenses	(196.4)	(215.6)	19.2	-8.9%
Other Revenues	20.4	20.5	(0.1)	-0.5%
Depreciation	(78.9)	(87.3)	8.4	-9.6%
Taxes	(34.4)	(33.3)	(1.1)	3.3%
Interest Income	18.3	18.0	0.3	1.7%
Other Non-Operating Income	1.4	1.4	-	0.0%
Interest/Other Expense	(15.4)	(15.6)	0.2	-1.3%
Change in Net Position	\$ 97.6	\$ 33.6	\$ 64.0	190.5%

Highlights

Margin - favorable primarily due to favorable weather patterns/temperatures.

Operating Expenses - primarily due to favorability in labor, OPEB, outside services and IT shared services, offset by unfavorable civic involvement, uncollectible accounts, retirement & survivors and medical. Winter Storm Fern operating expenses reclassified to a Regulatory Asset, pending a final capitalization review on or before June 30.

Other Revenues - favorable late fees & pole attachments, offset by lower reconnect fees

Depreciation - fewer asset additions than planned

Taxes - unfavorable due to higher equalization factor impact than anticipated

Interest Income - investable balances greater than planned, offset by interest rates lower than anticipated

Interest/Other Expense - greater AFUDC than projected

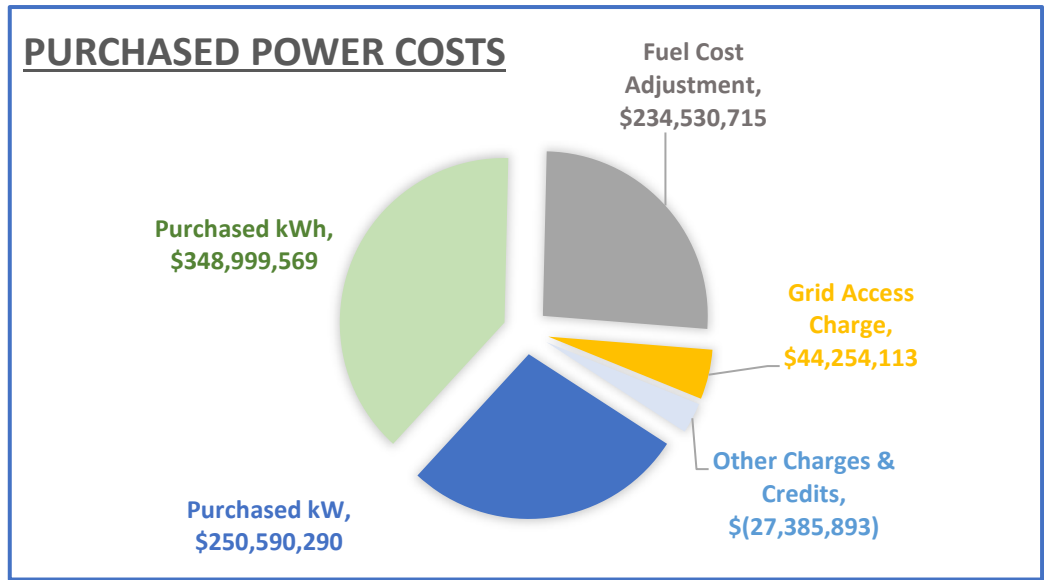
FINANCIAL GOALS

<u>GOAL</u>	<u>TARGET</u>	<u>ACTUAL</u>
Debt Service Coverage	2.0	3.5
Days Cash on Hand	90	131

**NASHVILLE ELECTRIC SERVICE
MONTHLY FINANCIAL OVERVIEW
YEAR TO DATE AS OF MARCH 31, 2026**

WHOLESALE UNITS AND CHARGES

Purchased kW	21,030,862	\$	250,590,290	29.4%
Purchased kWh	9,661,896,540	\$	348,999,569	41.0%
Fuel Cost Adjustment		\$	234,530,715	27.6%
Grid Access Charge		\$	44,254,113	5.2%
Other Charges & Credits		\$	(27,385,893)	-3.2%
Total Purchased Power Costs		\$	850,988,795	



Units & Charges: Retail Sales vs. Wholesale Purchased

Description	Retail	Wholesale
kWh	9,546,756,989	9,661,896,540
KW	13,748,202	21,030,862
Sales / Purchases	\$ 1,233,574,985	\$ 850,988,795
FCA	\$ 239,968,471	\$ 234,530,715
Degree Days	4,383	4,273
Temperature at Peak	Various	Various

**NASHVILLE ELECTRIC SERVICE
MONTHLY FINANCIAL OVERVIEW
YEAR TO DATE AS OF MARCH 31, 2026**

SALES VOLUME & CUSTOMER STATS

SALES VOLUME - MWH				
Sales Volume	YTD Actual	YTD Budget	Variance	%
Residential	4,191,616	3,898,517	293,099	7.5%
Small Commercial	641,166	625,660	15,506	2.5%
Large Commercial	4,636,412	4,512,289	124,123	2.8%
Street & Highway Lighting	77,563	82,600	(5,037)	-6.1%
Total MWH Sales	9,546,757	9,119,066	427,691	4.7%

NUMBER OF CUSTOMERS	
Residential	430,366
Small Commercial	37,895
Large Commercial	7,333
Large Commercial BCD	43
Street & Highway Lighting	207
Total Number of Customers	475,844

CAPITAL BUDGET RESULTS (AMOUNTS BELOW EXCLUDE EFFECTS OF WINTER STORM FERN)

(millions)	FY26 Budget	YTD Actuals	FY26 Balance	YTD % Budget
New Business	20,031	8,870	11,161	44%
System Construction - Capacity	22,641	10,866	11,775	48%
System Construction - Reliability	1,641	1,046	595	64%
System Construction - Asset Mgmt	31,074	18,023	13,051	58%
Unplanned Replacements	20,137	11,181	8,956	56%
Relocations	6,613	3,223	3,390	49%
Lighting Systems	20,651	13,086	7,565	63%
Meters	6,447	2,556	3,891	40%
Transformers	41,100	36,034	5,066	88%
Equipment & Facilities	48,756	13,053	35,703	27%
Total Capital Budget Results	219,091	117,938	101,153	54%

PRESIDENT'S REPORT

April 2026

OPERATIONS

We trimmed 104.5 circuit miles during the month of March,

CUSTOMER RELATIONS

The Advisor of the Month is Chris Newbern, and the Contractor Advisor of the Month is Queen Stewart. Six advisors achieved Pacesetter status by exceeding their productivity goals and nine are members of the 100 Percenters Club, reaching 100 percent in all call monitoring categories in the month of March.

COMMUNITY INVOLVEMENT

On March 26, Daniel Jones, Nick Maggart, and Leah Taylor participated in Careers on Wheels Day at Cane Ridge Elementary School.

On March 27, Daniel Jones and Andrew Heady engaged with students at Crieve Hall Elementary School, providing hands-on exposure to careers in the electric utility industry.

On March 27–28, NES fielded three journeyman teams and three apprentices at the American Public Power Association (APPA) Lineworkers Rodeo, hosted by Huntsville Utilities in Huntsville, Alabama. Competing against 61 journeyman teams and 136 apprentices, two NES journeyman teams achieved perfect scores, highlighting the skill and professionalism of our workforce.

On April 10, Leah Taylor, Bill Hing, and Chris Muller supported Paragon Elementary School's Career Week, engaging with students and sharing insights into career opportunities in public power.

On April 18, NES recognized Lineman Appreciation Day through employee appreciation events, banners, and by sharing notes of gratitude received from customers following Winter Storm Fern.

Miscellaneous

Recess to Civil Service Board Meeting

Consent Agenda

**THE MINUTES OF THE ONE THOUSAND FIFTEENTH
MEETING OF THE ELECTRIC EMPLOYEES’
CIVIL SERVICE AND PENSION BOARD
HELD MARCH 25, 2026**

The regular meeting of The Electric Employees’ Civil Service and Pension Board was held March 25, 2026.

Board Members Present: Anne Davis – Chair, Rob McCabe, Clifton Harris, Ian Prunty, and Casey Santos (virtual). Officers Present: Teresa Broyles-Aplin, David Frankenberg, Laura Smith, Brent Baker, and Dr. Trish Holliday.

Chair Davis called the meeting to order at 9:08 a.m. and stated that the matters on the consent agenda had been provided to the Board in advance. The consent agenda included the recommendation for approval of the Civil Service Minutes from the meeting held February 25, 2026.

Upon motion by Member Prunty and seconded by Member Harris, the consent agenda was approved, which included the minutes from the meeting held February 25, 2026.

MISCELLANEOUS

There were no miscellaneous items to come before the Board.

ADJOURNMENT

The meeting adjourned at approximately 9:09 a.m.

Approved,

Chair

Attest:

Secretary
03-25-2026

Discussion Items

**RECOMMENDATION FOR APPROVAL OF REVISIONS TO THE
CIVIL SERVICE RULES**

Management recommends a revision of the Civil Service Rules to promote consistency in administering step increases during leaves of absence. Management proposes revising the Civil Service Rules to authorize step increases for all non-disability leaves of absence.

Management recommends the approval of this revision to the Civil Service Rules.

4.01 General Provisions

Employees will be paid in accordance with the following guidelines:

- 4.010 Wage increases for eligible nonsupervisory employees will be based on the CPI-U Annual Average* plus one half-percent with a 3% minimum and 5.5% maximum beginning the first pay period in July, beginning 2025 through 2029. The Annual Average will be confirmed by the on-line publication for the Bureau of Labor Statistics and taken from the area that reports the unadjusted seasonal CPI measures.
- 4.011 An employee will be paid at least the minimum, but not more than the maximum of the pay grade assigned to his/her job classification, unless otherwise approved by the Board.
- 4.012 The starting rate for a new employee will be based on the employee's qualifications including previous work experience and competitive practices
- 4.013 Pay increases for eligible nonsupervisory employees with an acceptable performance evaluation will be administered with the step pay plan no more frequent than every six-months (1040 hours). This timeframe will be extended if the employee ~~is in a leave of absence or disability status, has over 160 hours of sick leave, without pay, or disability leave/ pay within the six-month period.~~
- 4.014 Pay increases for supervisory/managerial and confidential employees will be administered in accordance with a merit/ pay-for- performance system.
- 4.015 Pay increases for nonsupervisory employees will be administered in accordance with the step increases and six-month intervals. Pay increases for reclassified nonsupervisory employees will be administered as follows:
- Except in training classification, an employee reclassified to a position with a higher grade will receive the next higher pay step that exceeds by at least four percent the employee's current rate of pay or the entrance rate of the new classification, whichever is greater.
 - With the exception of a disciplinary demotion or a disciplinary reclassification as cited in 5.01H of these rules, Civil Service employees who will receive a pay reduction as a result of reclassification to a training/ apprentice classification will receive 7.5% more pay than merited based on their experience and training that directly relates to the training program of the new position. Such employees will be placed on an appropriate step that does not exceed the rate earned prior to the appointment. In addition, such employees will not be advanced to, or receive the pay rate of, the fully-related

job until after all of the training/apprentice program has been completed.

In non-professional jobs, if an employee is not satisfactorily progressing through the training/apprentice program due to unsatisfactory performance overall that is supported by a performance rating less than good or failure to obtain appropriate credentials within the established or approved extended timeframe of the position, the employee is not eligible for a step increase.

An employee in a training/ apprentice program classification cannot be temporarily placed in the fully related position and paid out of class.

- An employee reclassified to a leadership position with a higher grade will receive a pay step (not to exceed maximum) that exceeds those employees in the lower classification within the same job family.

Referenced Items Included in Board Materials (Information Only) – No Presentations

THE POWER OF TEAMWORK: ACHIEVING SUCCESS TOGETHER

From Winter 2025 Edition

In today's fast-paced and interconnected world, teamwork has become an essential ingredient for success in any field. Whether in the workplace, sports, or community projects, working collaboratively enhances efficiency, innovation, and overall effectiveness. The ability to work well with others at NES is not just a valuable skill but a fundamental necessity for progress and achievement.

Teamwork allows us to pool our skills, knowledge, and experiences to accomplish common goals. When we work together, we can divide tasks based on our strengths, leading to increased productivity and a higher quality of work. It also fosters creativity, as we share different perspectives that can bring fresh ideas and options to be considered.

Moreover, teamwork cultivates a sense of engagement and motivation. When we feel we are part of a group working toward a shared objective, we are more engaged and driven to contribute our best efforts. I am thankful we have a positive environment at NES that encourages support, communication, and trust, which are critical for overcoming challenges and achieving long-term success.

The list below highlights elements that we need to remind ourselves of as we strive to achieve success together.

Clear Communication – Open and honest communication ensures that we as team members understand our roles, responsibilities, and objectives. It helps prevent misunderstandings and keeps everyone aligned.

Collaboration and Cooperation – Effective teamwork requires a willingness to collaborate, share ideas, and support one another. Team members should be open to different viewpoints and work together harmoniously.

Defined Roles and Responsibilities – When each member knows their specific role, it eliminates confusion and redundancy, making the workflow more efficient.

Trust and Respect – Mutual trust and respect create a positive work environment where individuals feel valued and appreciated. It strengthens team cohesion and promotes accountability.

Problem-Solving and Conflict Resolution – Teams should embrace challenges and view conflicts as opportunities for growth. Addressing issues constructively and finding solutions together strengthens the group.

Teamwork is the backbone of progress here at NES. By embracing collaboration, communication, and mutual respect, we can achieve more collectively than we could alone. So, let's work together, support one another, and strive for success as a team!

THE IMPORTANCE OF CONNECTEDNESS AT WORK

From Spring 2025 Edition

Understanding the Value of Being Connected in the Workplace

Connectedness refers to the state of being joined or linked with others, forming meaningful relationships that foster a sense of belonging, community, and mutual support. In the context of the NES workplace, connectedness implies the establishment of strong working relationships among colleagues, creating an environment where we can all feel valued, supported, and integrated into the organizational culture.

Connectedness at NES has several dimensions:

Shared Experiences

Connectedness involves creating shared experiences together at work that can create a sense of camaraderie. Our work relationships help create a supportive network that can enhance our own job satisfaction and emotional well-being.

Communication

Effective communication is a cornerstone of connectedness. It involves open, honest, and regular exchanges of information, ideas, and feedback. Good communication ensures that all of us are informed that helps us align with Teresa's vision for NES.

Collaboration

Connectedness facilitates collaboration, enabling us to work together harmoniously towards common objectives. It promotes teamwork, creativity, and innovation, and appreciates different perspectives.

Why Connectedness is Important at Work

Enhanced Employee Engagement

When we feel connected to our team and the organization, we are more likely to be engaged in our work. Engagement leads to higher levels of productivity, commitment, and enthusiasm, resulting in better overall performance which ultimately betters NES.

NES has a strong culture of connectedness that I hope we can all be proud of and continue to work to strengthen it daily. When we feel a strong connection with others, we are more likely to have a commitment to one another and the service to customers.

Connectedness fosters a collaborative environment where we can share ideas and work together on projects. This collaborative spirit can lead to greater innovation to solve complex issues and opportunities together.

A connected workforce contributes to a **positive** organizational culture. When we feel connected, we are more likely to embody the organization's values, mission, and goals. This alignment can foster a sense of unity and purpose, enhancing the overall NES employee experience.

In summary, connectedness at work is a vital component of a healthy, productive, and thriving workplace. By fostering strong interpersonal relationships, effective communication, and collaboration, we can continue to enhance the NES employee experience and strengthen our culture. Prioritizing connectedness within the NES workplace is not only beneficial for us as employees but also essential for the long-term success and growth of NES and our service to our customers.

Miscellaneous

Adjournment of Civil Service Meeting

Reconvene to ratify actions taken by Civil Service Board

Adjournment of Electric Power Board Meeting