



Electric Power Board Meeting
Wednesday, 4/23/2025
8:30 - 10:00 AM CT
Board Chair Michael Vandenberg

1. Call to order

Call to Order - Page 3

2. Public Comment Period

Public Comment Period - Page 4

3. Committee Reports

Committee Reports - Page 5

a. Legal Committee

Legal Committee - Page 6

b. Audit and Ethics Committee

Audit and Ethics Committee - Page 7

4. Consent Agenda

Consent Agenda - Page 8

a. Recommendation for approval of minutes of the regular meeting held March 26, 2025

Power Board Minutes - March 26, 2025 - Page 9

5. Discussion Items

Discussion Items - Page 17

a. Recommendation for approval of Purchases - David Frankenberg

Purchases - Page 18

6. Financial Report - David Frankenberg

Financial Report - Page 22

7. Monthly Encompass Program Update - Brent Baker

Monthly Encompass Program Update - Page 25

8. Quarterly Corporate Communications Activity Report - Brent Baker

Quarterly Corporate Communications Activity Report - Page 30

9. Quarterly Sustainability Update - Kat Pohlman

Quarterly Sustainability Update - Page 36

10. Quarterly Supplier Diversity Report - Amy McGlother

Quarterly Supplier Diversity Report - Page 43

11. Quarterly Community Involvement and Economic Development Report - Laura Smith

Quarterly Community Involvement and Economic Development Report - Page 46

12. President's Report - Teresa Broyles-Aplin

President's Report - Page 47

13. Miscellaneous

Miscellaneous - Page 48

14. Recess to Civil Service Board Meeting

Recess to Civil Service Board Meeting - Page 49

15. Consent Agenda

Consent Agenda - Page 50

a. Recommendation for approval of minutes of the meeting held March 26, 2025

Civil Service Minutes - March 26, 2025 - Page 51

16. Discussion Items

Discussion Items - Page 52

a. Recommendation for approval of a change in the Wellness Reimbursement Civil Service Rule - Jeff Eck

Recommendation for approval of a change in the Wellness Reimbursement Civil Service Rule - Page 53

i. Wellness Reimbursement Rule Redline

Wellness Reimbursement Rule Redline - Page 54

17. HR - Corporate Services Workforce Update - Dr. Trish Holliday

HR - Corporate Services Workforce Update - Page 55

18. Miscellaneous

Miscellaneous - Page 56

19. Adjournment of Civil Service Meeting

Adjournment of Civil Service Meeting - Page 57

20. Reconvene to ratify actions taken by Civil Service Board

Reconvene to ratify actions taken by Civil Service Board - Page 58

21. Adjournment of Electric Power Board Meeting

Adjournment of Electric Power Board Meeting - Page 59

Call to Order

Public Comment Period

Committee Reports

Legal Committee

Audit and Ethics Committee

Consent Agenda

**MINUTES OF THE
ONE THOUSANDTH THREE HUNDREDTH AND SIXTY SECOND MEETING
ELECTRIC POWER BOARD OF THE METROPOLITAN
GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY
HELD MARCH 26, 2025**

The regular meeting of the Electric Power Board was held on Wednesday, March 26, 2025.

Members present: Board Chair Michael Vandenberg, Clifton Harris, and Anne Davis

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

Board Chair Michael Vandenberg called the meeting to order at 8:12 a.m.

PUBLIC COMMENT PERIOD

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

COMMITTEE REPORTS

Audit and Ethics Committee

Presiding Chair Michael Vandenberg stated that the Audit and Ethics Committee met this morning and approved the Audit and Ethics Committee minutes from the meeting held January 22, 2025.

The Committee received an Encompass QA Review from Kraft CPA's and there was no motion to enter into an executive session.

RECOMMENDATION FOR APPROVAL OF THE MINUTES FROM THE ELECTRIC POWER BOARD MEETING HELD FEBRUARY 26, 2025

Upon motion by Member Davis and seconded by Member Harris the Board approved the minutes from the Electric Power Board meeting held February 26, 2025, with three 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 2025, 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 \$246,317.77.

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 Davis and seconded by Member Harris, the Board approved the resolution and remittance form requesting unclaimed funds from the State of Tennessee with three ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF A BOARD TRANSPARENCY POLICY

Laura Smith reported that a new Board Transparency Policy has been created which addresses the sharing of NES Board meetings, minutes, and agendas to ensure the Board's commitment to transparency. Management recommended approval of amendments to the NES Policy Manual to include the new Board Transparency Policy.

Member Davis asked if the policy will be posted on the NES website for those that want to request meeting materials. Ms. Smith responded yes, although details have not been finalized on how to provide instructions to the public. She added that at the Board's urging, NES will provide recommendations on how people may request copies and after approval there will be discussions on how to sort through those specifics.

Upon motion by Member Davis and seconded by Member Harris, the Board approved the amendments to the NES Policy Manual to include the new Board Transparency Policy with three ayes and zero nays.

RECOMMENDATION FOR APPROVAL OF A RESOLUTION DESIGNATING APRIL 18, 2025, AS LINEMAN APPRECIATION DAY

Ms. Smith presented a Resolution recommending that April 18, 2025, be designated as Lineman Appreciation Day. She expressed recognition and appreciation for all NES Linemen on behalf of fellow NES employees and the Electric Power Board for their brave efforts.

Upon motion by Member Harris and seconded by Member Davis, the Board approved the Resolution designating April 18, 2025, as Lineman Appreciation Day with three ayes and zero nays.

RECOMMENDATION FOR THE APPROVAL AND RATIFICATION OF PURCHASES

Mr. Frankenberg presented management's recommendation for approval of a list of purchases and contracts (greater than \$50,000) in the amount of \$4,306,384.22. This included \$3,042,672.22 of purchases and contract additions throughout the month that were between the \$50,000 and \$250,000 threshold that were approved by management.

Upon motion by Member Davis and seconded by Member Harris, the Board approved the list of purchases and contracts with three ayes and zero nays. This list consists of four 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. Total cost of purchases and contracts, as approved, amounts to \$4,306,384.22.

FINANCIAL REPORT

Mr. Frankenberg reported that for the first eight months of the fiscal year, operating revenues were \$1.1 billion, offset by purchased power of \$739 million, resulting in a sales margin of

¹ Appendix A Electronically Filed
Page | 2

approximately \$322 million. He stated that was favorable to budget by approximately \$21 million mainly due to weather favorability.

Mr. Frankenberg communicated that on the expense side, operating expenses were positive by approximately \$153 million excluding purchased power which is favorable to budget by \$31 million due to cost-effective retirement costs, tree trimming levels, as well as IT spend regarding Encompass and other contracts. Net margin is running approximately \$55 million favorable to budget. The cash balance is \$519 million with capital spend around 53%. He stated that the debt service coverage ratio is well in advance of targets at 4.3 versus the requirement of 2.

Chair Vandenberg commented that the Tennessean had a front page article recently regarding the growth of data centers. He said there is concern around the country that data centers are being subsidized by retail customers and stated that he is curious about the extent in which NES and TVA are making sure that the rate payers are paying a fair share and are not subsidizing the growth of those data centers. Mr. Frankenberg responded that there was a recent meeting with TVA on this topic and stated that there have been discussions to ensure that the data centers that are coming into the area, which are generally not bringing a significant number of jobs, are paying a rate more typical of a commercial customer. He said that the NES service territory has not had as large of an influx of data centers as other parts of the country.

Member Davis commented that the fuel cost adjustment was 25% of the wholesale unit and asked if that is standard or higher than normal. Mr. Frankenberg replied that it is in the typical range and depends on the month and what is going on with spot fuel prices, TVA's generation mix, as well as their hedging strategies.

MONTHLY ENCOMPASS PROGRAM UPDATE

Mr. Baker presented an update on the Encompass program and reported that NES will be going live this weekend. He stated that Center of Excellence and several contractor positions have been filled to support a smooth post-Go-Live transition and provided details regarding Cutover/Go-Live preparation. He stated that there is a lot of communication being shared with customers and end users in preparation for Go-Live and stated that there will be floor walkers lending ongoing support.

Chair Vandenberg asked if there is anything the Board can assist with regarding staffing or resources needed. Mr. Baker responded that the Board has been extremely helpful with their stance on the budget and said that there may be a need to extend the use of some of the resources. He added that as the project progresses if there is anything that the Board, or someone in the community may have questions about to please let him know.

PRESIDENT'S REPORT

Teresa Broyles-Aplin presented the President's report and reviewed items of significance in the areas of Operations, Customer Relations, Community Involvement and various miscellaneous matters.

Ms. Broyles-Aplin reported that Brad Heck has been promoted to Vice President – T&D Operations. She stated that Brad's unwavering commitment to safety, operational effectiveness,

employee development, and customer satisfaction makes him a valuable addition to the executive team.

She extended her sympathy to the family, friends, and colleagues of Thad Tatum, Lineman Working Foremen with T&D at Donelson Service Center, upon his death on March 3, 2025. She stated that he was a dedicated employee of NES for 18 years and his commitment to his work reflected his selfless spirit and dedication.

MISCELLANEOUS

There was one miscellaneous item to report from Member Davis. She stated that she would like to extend her appreciation to Brent Baker and Ernie Peterson, TVA, for participating as part of the panel at the recent State of the Environment Conference.

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 Davis, the Board ratified the actions taken during the Civil Service Board meeting with three ayes and zero nays.

ADJOURNMENT

The meeting adjourned at 8:48 a.m.

Attest:

Approved,

Secretary

Board Chair

March 26, 2025

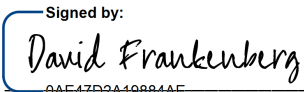
Appendix “A”

Approval of Purchases and Contracts
at the Meeting on Wednesday March 26, 2025

Management recommends Board approval
of the following purchases and contracts:

Total Materials and Supplies Purchases	\$413,712.00
Total Additions, Extensions, and Changes	\$850,000.00
Total Ratified Purchases and Contracts	\$3,042,672.22
TOTAL	\$4,306,384.22

<u>Ethnic/Gender/Size</u>	<u>Amount</u>
Caucasian, female, large	\$584,000.00
Caucasian, male, small	\$30,000.00
Supplier Diversity Program Total	\$614,000.00
Note: Vendors not otherwise indicated are not part of the NES Supplier Diversity Program.	

Signed by:

Attested by: _____
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David Frankenberg, Secretary

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

March 26, 2025

MATERIALS AND SUPPLIES PURCHASES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Cable, Aluminum, 25Kv EPR, 200KCMIL (39,000 ft.)	Wesco Distribution	*\$413,712.00	Competitive	3/14
TOTAL		\$413,712.00		

*Price includes a 20% contingency.

ADDITIONS, EXTENSIONS, AND CHANGES

<u>Item Description</u>	<u>Contractor</u>	<u>Additional Amount</u>	<u>Change Requested</u>
Accounting Professional Services	Vaco, LLC	\$350,000.00	Addition (New NTE \$1,375,000.00) Extension (1 Year)
Temporary Services for Customer Advisors, Tellers, and Administrative Support	Express Employment <i>Caucasian, female, large</i>	500,000.00	Addition (New NTE \$1,500,000.00)
TOTAL		\$850,000.00	

RATIFIED PURCHASES AND CONTRACTS

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Background Checks	Sterling	\$125,000.00	Cooperative Contract (3 Years)	N/A
Breakaway Base, Aluminum, 10.5-13.5 (150)	Cape Electric	83,850.00	Competitive	1/21
Cellular Telephone Service	Cellco dba Verizon Wireless	100,000.00	Addition (New NTE \$220,000.00) Extension (4 Months)	N/A
Circuit Breakers and Equipment, as needed	Inline Electric Supply	135,000.00	Competitive (1 Year)	1/43

signed by:
Attested by David Frankenberg
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David Frankenberg, Secretary

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

March 26, 2025

Conductor, Aluminum, Seven Strand, #2 AL Triplex (252,000 Ft)	Gresco	*160,272.00	Competitive (1 Year) Blanket	6/9
Connector Straight Receptacle BUS Bar, 1 CU. 25 KV (42); NLB 2CU, 15KV, 900A (127)	Gresco	74,196.70	Competitive Sole Brand	3/8
Crew Cab Chassis, 19.5K, 4WD, Enclosed Service Body, Underdeck Air Compressor, New (1)	Utility Equipment Service	161,399.00	Competitive	1/16
Crossarms, Tubular Steel, Galvanized, 4"x4"x9"-4 (150)	Border States Industries	77,968.50	Competitive	5/6
Dead End Clamp, Straight, 795AL (2,052)	Stuart C. Irby	66,238.56	Competitive (1 Year) Blanket	2/9
Insulator, Horizontal Line Post, Polymer or Silicone Rubber (312)	Wesco Distribution	86,495.76	Competitive	7/13
Legal Services	Littler Mendelson, PC	150,000.00	Addition (New NTE \$200,000.00) Extension (1 Year)	N/A
Network Lighting Control, Photocell (900)	Path Company	113,850.00	Competitive Sole Brand	2/24
PLS-CADD Software Maintenance, Bentley's	Bentley Systems, Inc.	133,116.38	Sole Source (1 Year)	N/A
Pole, Steel, H4, 80' (12); 90' (8)	Stuart C. Irby	168,008.00	Competitive	6/10
Pole, Steel, H4, 85' (12)	Stuart C. Irby	101,189.40	Competitive	7/12
Pole, Steel, H4, 85' (12)	Stuart C. Irby	101,725.92	Competitive	6/10
Pole, Steel, H4, 95' (6)	Stuart C. Irby	59,802.00	Competitive	6/10
Pole, Steel, H5, 60' (8)	Rohn Products	50,400.00	Competitive	6/9
Pole, Steel, H7, 90' (6)	Rohn Products	76,200.00	Competitive	5/9
Pole, Steel, Self-Weathering, H3, 60' (22)	Stuart C. Irby	101,200.00	Competitive	6/9
Pole, Steel, Weathering, H4, 80' (8); 90' (12)	Rohn Products	169,800.00	Competitive	6/10
Pole, Steel, Stub, 33' (6)	Valmont Industries	63,168.00	Competitive	5/9
Pole, Wood, Class 2, 45' (150)	Cahaba Timber	65,100.00	Competitive	4/11

Signed by:



Attested by:

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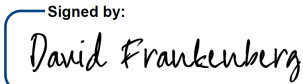
David Frankenberg, Secretary

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

March 26, 2025

Software Upgrade Professional Services for FlexiFinancials 6.5.01 and Report FYI 12.0.0	Flexi Software	N/A	Extension (5 Months)	N/A
Surge Arrester, Heavy Duty, Distribution Class, 18KV (2,880)	Gresco	201,600.00	Competitive (1 Year) Blanket	6/9
Switch, Load Break, 1200A, 34.5KV Nom, 38KV Max (3)	Stuart C. Irby	59,892.00	Competitive Sole Brand	2/12
Transformer Oil Dry-Out System and Training	Baron USA, LLC	243,200.00	Competitive	2/33
Uniform Services for Materials Management and Facilities	Perfect Fit Image <i>Caucasian, female, large</i>	84,000.00	Competitive (5 Years)	2/19
Vehicle Washing for Light Duty Vehicles, Automated, Full Service	WBAW, LLC <i>Caucasian, male, small</i>	30,000.00	Addition (New NTE \$60,000.00 Extension (1 Year)	N/A
TOTAL		\$3,042,672.22		

*Price includes a 20% contingency.

Signed by:


Attested by: _____
0AE47D2A19884AE...
David Frankenberg, Secretary

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

Discussion Items

**Recommendation of Purchases and Contracts
at the Meeting on Wednesday April 23, 2025**

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

Total Materials and Supplies Purchases	\$1,127,564.00
Total Contracts and Services	\$1,450,000.00
Total Additions, Extensions, and Changes	\$740,000.00
Total Ratified Purchases and Contracts	\$2,121,596.23
TOTAL	\$5,439,160.23
Total Sales	\$568,159.30

<u>Ethnic/Gender/Size</u>	<u>Amount</u>
Caucasian, female, large	N/A
Caucasian, female, small	\$62,000.00
Caucasian, male, small	\$344,928.00
Hispanic, female, small	\$450,000.00
Supplier Diversity Program Total	\$856,928.00
Note: Vendors not otherwise indicated are not part of the NES Supplier Diversity Program.	

MATERIALS AND SUPPLIES PURCHASES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Insulator, Polymer, Vertical Line (3,600)	Wesco Distribution	\$260,264.00	Competitive Blanket	3/9
Senstar Perimeter Intrusion Detection Systems	Anixter, Inc.	300,000.00	Competitive (3 Years) Sole Brand	2/12
Switch, Pad Mount, PMH-12, 125BIL, 600A, 25KV LB (15)	Stuart C. Irby	567,300.00	Competitive	3/4
TOTAL		\$1,127,564.00		

CONTRACTS AND SERVICES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Merchandise for Company Store and Miscellaneous Events	Blink Marketing, Inc. <i>Hispanic, female, small</i>	\$450,000.00	Competitive (3 Years)	4/14
Paving Related to Central Substation	Jones Bros. Contractors	1,000,000.00	Metro Contract (1 Year)	N/A
TOTAL		\$1,450,000.00		

ADDITIONS, EXTENSIONS, AND CHANGES

<u>Item Description</u>	<u>Contractor</u>	<u>Additional Amount</u>	<u>Change Requested</u>
Develop and Administration of Safety Manual Test	Ramsay Corporation <i>Caucasian, male, small</i>	\$30,000.00	Addition (New NTE \$305,000.00)
Encompass C2M Project Implementation Consultant	Lois J Stark	150,000.00	Addition (New NTE \$602,760.00)
Interpretation and Translation Services	Lionbridge	360,000.00	Addition (New NTE \$660,000.00)
Legal Services	Bass, Berry and Sims PLC	50,000.00	Addition (New NTE \$350,000.00)
Milestone eNeighbor Software Module	I3-Milestone	0.00	Extension (1 Year)
Security Guard Service	Walden Security <i>Caucasian, female, large</i>	0.00	Extension (2 Months)

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

April 23, 2025

Small Motor Repair	Industrial Service of Nashville	150,000.00	Addition New NTE \$270,000.00)
TOTAL		\$740,000.00	

RATIFIED PURCHASES AND CONTRACTS

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Contract</u>	<u>Bids Received/Sent</u>
Architectural Review and Data Readiness Assessment for Movement to the Utility Network	ESRI, Inc.	\$145,000.00	Sole Source (1 Year)	N/A
Box Pad, Fiberglass, 48"x37 1/2" (312)	Gresco	167,232.00	Competitive	6/6
Cable, Copper, 600V EPR 500 1C (8,000 ft.)	Resitech Industries <i>Caucasian, male, small</i>	*164,928.00	Competitive	7/13
Collection Services for Property Damage Recovery	The Law Office of Jennifer McCoy <i>Caucasian, female, small</i>	50,000.00	Addition (New NTE \$100,000.00) Extension (1 Year)	N/A
Connector, Service Entrance (1,584)	Stuart C. Irby	75,176.64	Competitive	5/9
Connector Straight Receptacle, BUS H C 25KV (121); Grounding Kit, CU Tape 750 (205)	Wesco Distribution	107,893.00	Competitive Sole Brand	3/8
Connector Straight Receptacle, BUS Y CU 25KV (70)	Wesco Distribution	55,297.20	Competitive	4/7
Customer Behavior Change Advisory Services	Powering Potential <i>Caucasian, female, small</i>	12,000.00	Addition (New NTE \$60,000.00)	N/A
Document Shredding Service	Richards & Richards LLC	N/A	Extension (**1 Month)	N/A
Electrical Supplies	Border States Industries	N/A	Extension (1 Year)	N/A
Fuel, Oil and Other Fluid Systems Service and Parts	Nashville Equipment Service <i>Caucasian, male, small</i>	150,000.00	Competitive (2 Years)	1/5
Line Module, 1470 NM SFP (42); Power Module, HV AC/DC 110-240V 92W (38)	Schweitzer Engineering Labs, Inc.	121,044.94	Competitive Sole Brand	3/16

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

April 23, 2025

Lineworker Climbing Equipment	Altec Supply	90,000.00	Addition (New NTE \$150,000.00)	N/A
Medical Supplies	McKesson Medical-Surgical, Inc.	N/A	Extension (1 Year, 8 Months)	N/A
Photocell, Long-Life, Multivolt (8,400)	Gresco	115,248.00	Competitive Blanket	5/9
Pole, Wood, C1, 50 ft. (120)	Trans Canada Forest Products	79,200.00	Competitive	4/7
Pole, Steel, H3, 50' (15)	Stuart C. Irby	60,654.30	Competitive	6/9
Pole, Steel, H3, 65' (12)	Stuart C. Irby	69,780.00	Competitive	7/9
Protected Line Module, Sel Icon (38); Server Module, Sel Icon (19)	Schweitzer Engineering Labs, Inc.	114,586.15	Competitive Sole Brand	3/16
Recloser, 27KV, Triple Single W FCI/Ground (4)	Gresco	130,620.00	Competitive Sole Brand	1/3
Small Motor Repair	Industrial Service of Nashville	N/A	Extension (2 Years)	N/A
Switch, Load Break, 1200 Amp (13)	S&C Electric	227,500.00	Competitive Sole Brand	2/12
Switch, Pad Mount, PMH-11, 125BIL, 600A, 25KV LB (6)	Wesco Distribution	185,436.00	Competitive	3/4
Third Party Administration and Case Management Services for Non-Work Related Disability Plan	Genex Services, Inc.	N/A	Extension (2 Years)	N/A
TOTAL		\$2,121,596.23		

*Price includes a 20% contingency.

**Total contract term is five (5) years and one (1) month.

SALES

<u>Item Description</u>	<u>Vendor</u>	<u>Amount</u>	<u>Type Sale</u>	<u>Bids Received/Sent</u>
Scrap Wire	Thornton Iron & Metal	\$568,159.30	Competitive	3/10
TOTAL		\$568,159.30		

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

NASHVILLE ELECTRIC SERVICE
MONTHLY FINANCIAL OVERVIEW
YEAR TO DATE AS OF MARCH 31, 2025

FINANCIAL RESULTS

<u>(millions)</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Variance</u>	<u>%</u>
Operating Revenues	\$ 1,184.2	\$ 1,124.0	\$ 60.2	5.4%
Purchased Power	(814.5)	(786.4)	(28.1)	3.6%
Sales Margin	\$ 369.7	\$ 337.6	\$ 32.1	9.5%
Operating Expenses	(174.2)	(206.0)	31.8	-15.4%
Other Revenues	20.2	20.6	(0.4)	-1.9%
Depreciation	(71.4)	(75.8)	4.4	-5.8%
Taxes	(29.1)	(28.0)	(1.1)	3.9%
Interest Income	23.8	22.1	1.7	7.7%
Other Non-Operating Income	1.3	1.4	(0.1)	-7.1%
Interest/Other Expense	(16.2)	(13.7)	(2.5)	18.2%
Change in Net Position	\$ 124.1	\$ 58.2	\$ 65.9	113.2%

Highlights

Margin - favorable primarily due to higher than anticipated retail degree days and customer growth

Operating Expenses - favorability in contract tree and grass, outside services, retirement, labor, uncollectible accounts, medical & IT shared services

Depreciation - lower due to fewer asset additions than planned

Taxes - higher due to increases in the taxable asset base for Metro

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

Interest/Other Expense - Lower rate and CWIP balance, offset by greater bond premium amortization

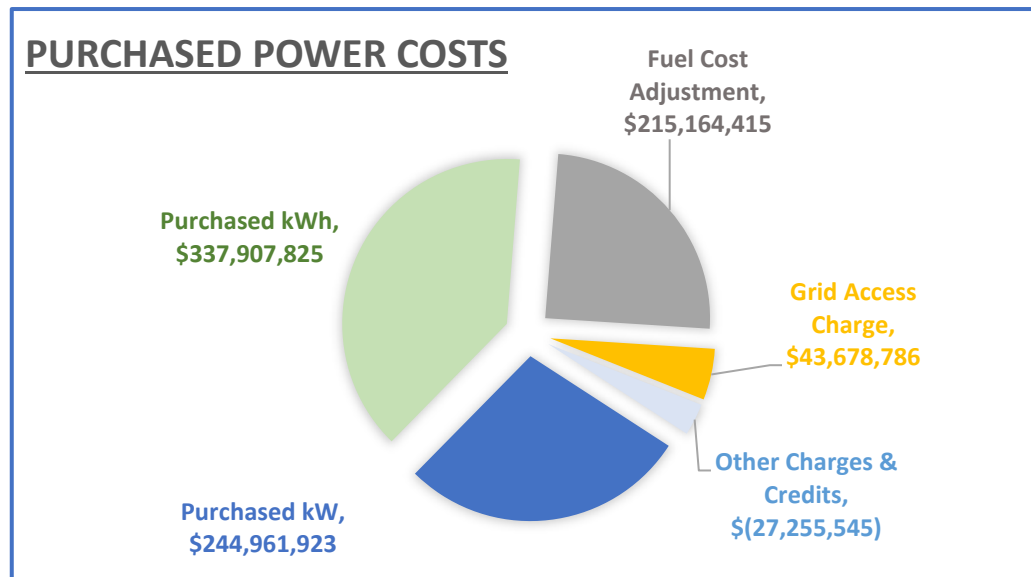
FINANCIAL GOALS

<u>GOAL</u>	<u>TARGET</u>	<u>ACTUAL</u>
Debt Service Coverage	2.0	4.4
Days Cash on Hand Value	\$334.1M	\$509.0M

**NASHVILLE ELECTRIC SERVICE
MONTHLY FINANCIAL OVERVIEW
YEAR TO DATE AS OF MARCH 31, 2025**

WHOLESALE UNITS AND CHARGES

Purchased kW	21,113,143	\$	244,961,923	30.1%
Purchased kWh	9,550,020,327	\$	337,907,825	41.5%
Fuel Cost Adjustment		\$	215,164,415	26.4%
Grid Access Charge		\$	43,678,786	5.3%
Other Charges & Credits		\$	(27,255,545)	-3.3%
Total Purchased Power Costs		\$	814,457,404	



Units & Charges: Retail Sales vs. Wholesale Purchased

<u>Description</u>	<u>Retail</u>	<u>Wholesale</u>
kWh	9,417,235,622	9,550,020,327
KW	13,358,904	21,113,143
Sales / Purchases	\$ 1,184,171,851	\$ 814,457,404
FCA	\$ 219,752,976	\$ 215,164,415
Degree Days	4,321	4,205
Temperature at Peak	Various	Various

**NASHVILLE ELECTRIC SERVICE
MONTHLY FINANCIAL OVERVIEW
YEAR TO DATE AS OF MARCH 31, 2025**

SALES VOLUME & CUSTOMER STATS

SALES VOLUME - MWH				
Sales Volume	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Variance</u>	<u>%</u>
Residential	4,131,158	3,857,370	273,788	7.1%
Small Commercial	639,385	626,015	13,370	2.1%
Large Commercial	4,561,140	4,476,212	84,928	1.9%
Street & Highway Lighting	85,553	90,131	(4,578)	-5.1%
Total MWH Sales	9,417,236	9,049,728	367,508	4.1%

NUMBER OF CUSTOMERS	
Residential	420,762
Small Commercial	37,292
Large Commercial	7,070
Large Commercial BCD	44
Street & Highway Lighting	206
Total Number of Customers	465,374

CAPITAL BUDGET RESULTS

<u>(millions)</u>	<u>FY25 Budget</u>	<u>YTD Actuals</u>	<u>FY25 Balance</u>	<u>YTD % Budget</u>
New Business	19,895	10,069	9,826	51%
System Construction - Capacity	47,562	29,390	18,172	62%
System Construction - Reliability	1,414	1,563	(149)	111%
System Construction - Asset Mgmt	29,275	20,784	8,491	71%
Unplanned Replacements	18,998	9,893	9,105	52%
Relocations	7,161	2,667	4,494	37%
Lighting Systems	14,691	14,285	406	97%
Meters	5,847	3,284	2,563	56%
Transformers	33,125	24,387	8,738	74%
Equipment & Facilities	31,581	10,987	20,594	35%
Encompass	45,639	25,651	19,988	56%
Total Capital Budget Results	255,188	152,960	102,228	60%



EMPOWERING CUSTOMERS. EMBRACING CHANGE.

Encompass Program – NES Board Meeting

Wave 1B: Executive Summary – C2M System Live!!

- **Go-Live Reflections:**

- Go-Live occurred as planned at 6:00 PM on Sunday, March 30.
- Hypercare efforts kicked off immediately and will continue throughout the month of April.
- Navigator updates and workaround documentation well-received and in use.
- Incident triage process functioning effectively with high responsiveness.
- Defect levels aligned with expectations; prioritization underway.
- To-Do volumes trending as expected or slightly better than anticipated.

- **Acknowledgement of Team Effort:**

- NES and EY teams demonstrated exceptional dedication, putting in long hours and remarkable resilience.

- **Looking Ahead:**

- Significant optimism and excitement around unlocking Oracle C2M's full potential.
- Commitment to enhancing customer experience and daily operations.
- This milestone marks the beginning of a new and impactful chapter for NES.

Wave 1B: Executive Summary - Stabilization

- **Hypercare: Getting Support Post-Go-Live Framework:**

- **Navigator (Training Self-Service Tool)** – Your first stop for C2M navigation help, processes, and next steps.
- **Floorwalkers** – Team of 52 onsite experts available 6 AM – 6 PM (M–F) during the first month for urgent, real-time support.
- **Support Hotline & Teams Channel** – Staffed live from 6 AM – 6 PM (M–F) to troubleshoot access, sign-in issues, and system errors

- **Stabilization Metrics Overview**

- **Adoption Metrics (C2M Logins and Training Navigator):**

- C2M login average at ~300/per day; Training Navigator showing strong internal and external usage; Most visited content: Workarounds and Adding a Payment Extension

- **Floorwalker Assist Metrics:**

- Floorwalker assist volume peaked early (Apr 1: 447), followed by a general decline.; Average Daily Assists (03/31–04/14): ~222, Trending reflects successful user adaptation and Training Navigator usage growth.

- **Incident Form Submission Metrics:**

- Average Daily C2M Incidents (03/28–04/14): ~22; These trends reinforce that incident triage is stabilizing, with the majority quickly addressed or escalated as actionable defects.

- **Stabilization Metrics (continued)**

- **Defect Metrics:**

- Trending Insight: Overall, the backlog is slowly growing as more defects are logged than resolved, consistent with early Hypercare stabilization expectations

- **Encompass Change Advisory Board (ECAB) Submission Metrics:**

- Trending Insight: The team is maintaining an aggressive but balanced change cadence, with early Emergency fixes tapering into Normal change cycles as stabilization matures

- **Batch Processing Health:**

- All critical jobs completed successfully with limited reported interruptions

- **To-Do Volume and Trends:**

- Average Daily Backlog: ~5,894 (post-April 1)
 - Meter-Ops and Bill-Ops consistently account for ~85% of open To-Dos:
 - Meter-Ops: 5,744 | Bill-Ops: 1,206 (as of Apr 14)
 - Secondary growth areas: IT-Ops, Business-Ops, Customer Relations-Ops

- **System Health (End-to-End):**

- Dynatrace confirms stable performance and availability

Wave 1B: Executive Summary – Customer Perspective

▪ Call Center Metrics:

- These trends suggest a stabilizing call center environment following early post-Go-Live demand spikes
- Improving week-over-week

▪ Digital Self Service Metrics:

- Unique user logins averaged ~10,000/day, with a peak of 12,639 on April 1
- API usage held strong, ranging between 33,000–44,000 daily calls, rebounding to 38,271 on April 14 after midweek dips
- Mobile app registrations outpaced web consistently, highest on April 1 (313 mobile vs. 223 web)
- Enrollments continue to favor Paperless Billing, followed by Payment Extension and Budget Billing
- Enrollment volumes tapered slightly post-April 3 but remained steady through April 14

▪ Billing Metrics:

- Billing performance remained highly stable through April 14
- Total Actual Bills: 181,151 Completed
- All major billing cycles closed at or near expected volumes: Measurement Cycles 1–9: Closed | Cycle 10: Open
- Overall billing execution demonstrates consistency and accuracy, with no significant backlog or processing delays

▪ Remittance Metrics:

- Total Payments Since Go-Live: 208,983 | \$59.6M processed
- Daily Paymentus volumes peaked on April 11 (13,182), dipped over the weekend, and rebounded April 14 (12,077)
- Week-over-week volumes stable, though some channels pause over weekend (Cashiering, Pinnacle, Creditron)
- Vendor Payment Channel Summary:
 - Third-party vendor systems (Paymentus, Fiserv, First Horizon, Fidelity Express) processed over 180,000 transactions since Go-Live, comprising more than 85% of total volume.
 - Paymentus alone contributed nearly \$40M, with consistent double-digit daily volume.
- Vendor channels have stabilized and are performing to expectations under production load.

Wave 1B: Financials

Budget Summary (as of March 31, 2025)



Cost Category/Area	Approved Dec 31, 2023 Wave 1B ETC	Actuals through March 2025	Budget through March 2025	Budget YTD Variance	Revised Project Forecast	EAC Variance	EAC Note(s)
EY Base Services	\$ 41,100,000	\$ 33,942,381	\$ 33,942,381	\$ -	\$ 41,100,000	\$ -	
EY Travel Expenses	\$ 250,000	\$ 190,141	\$ 190,141	\$ -	\$ 250,000	\$ -	
NES Internal Resource Costs	\$ 9,566,329	\$ 4,706,156	\$ 8,516,329	\$ (3,810,173)	\$ 6,056,156	\$ (3,510,173)	Accounting Overhead Adjustment for July and December 2024; Less actual than budgeted
NES Contractor Costs	\$ 9,724,975	\$ 9,919,289	\$ 9,061,945	\$ 857,344	\$ 12,082,319	\$ 2,357,344	Contractor labor running high due to Mock Events, Dress Rehearsals, Extended Testing
NES Contractor Travel Expenses	\$ 200,000	\$ 624,790	\$ 342,500	\$ 282,290	\$ 714,790	\$ 514,790	Late Invoices; Accruals not Captured in December 2023; Float for Production Support
Third Party Vendor Services	\$ 5,362,034	\$ 5,758,562	\$ 4,347,120	\$ 1,411,442	\$ 6,400,635	\$ 1,038,601	Float for Production Support
Software/Licensing/Subscriptions	\$ 4,894,709	\$ 3,088,389	\$ 4,760,561	\$ (1,672,172)	\$ 4,076,585	\$ (818,124)	Less actual than budgeted
Hardware/Infrastructure Costs	\$ 6,356,495	\$ 4,002,845	\$ 6,479,875	\$ (2,477,030)	\$ 4,856,985	\$ (1,499,510)	Less actual than budgeted
Additional Costs	\$ 1,344,000	\$ -	\$ 134,400	\$ (134,400)	\$ -	\$ (1,344,000)	Less actual than budgeted
	\$ 78,798,542	\$ 62,232,552	\$ 67,775,252	\$ (5,542,700)	\$ 75,537,470	\$ (3,261,072)	



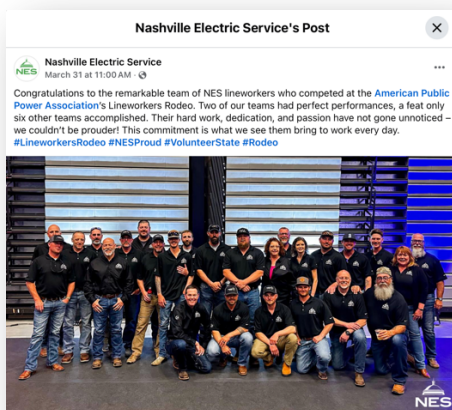
CORPORATE COMMUNICATIONS QUARTERLY ACTIVITY REPORT

December – March 2025

SOCIAL MEDIA PLATFORM FOLLOWERS

	Followers: 26.5k (474 New Followers)		Followers: 857 (135 New Followers)		Followers: 37.7k (640 New Followers)
	Posts: 148		Posts: 67		Posts: 151
	Reach: 294.8k		Reach: 173k		Impressions: 902.4k

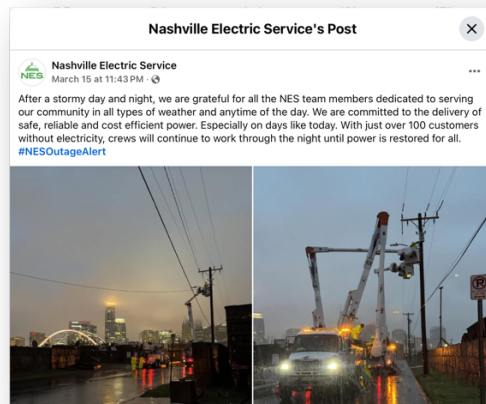
Social Media Posts with Highest Engagement



Reach: 17,924
Interactions: 251



Reach: 8,913
Interactions: 196



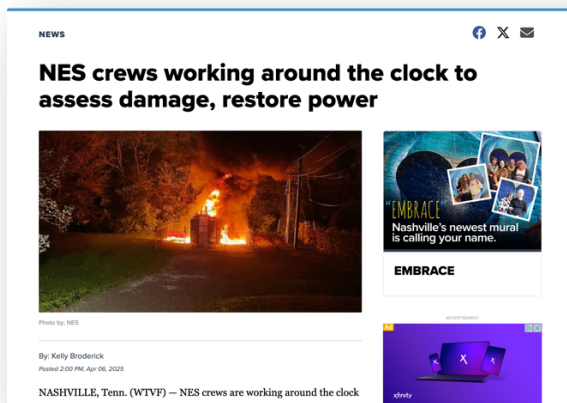
Reach: 4,259
Interactions: 188

MEDIA RELATIONS

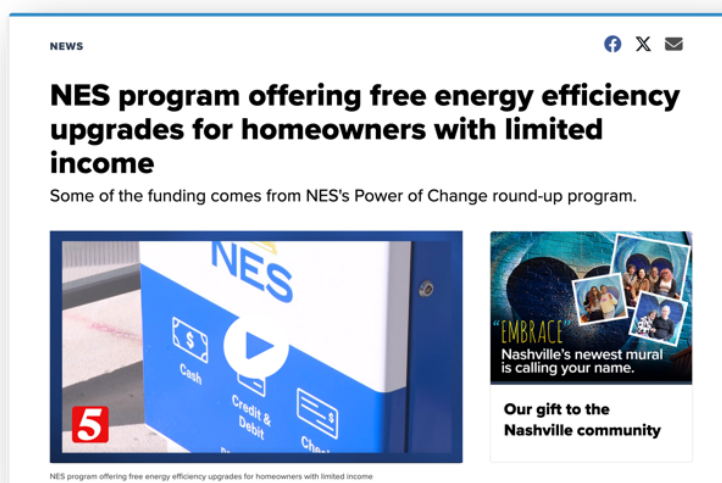
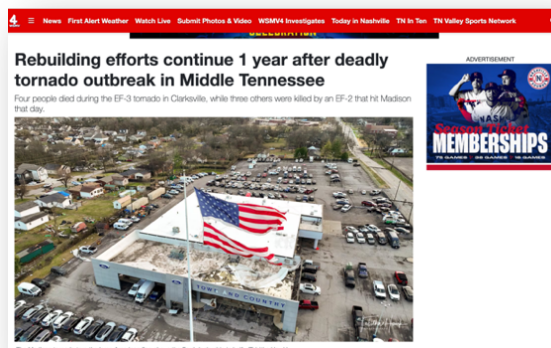
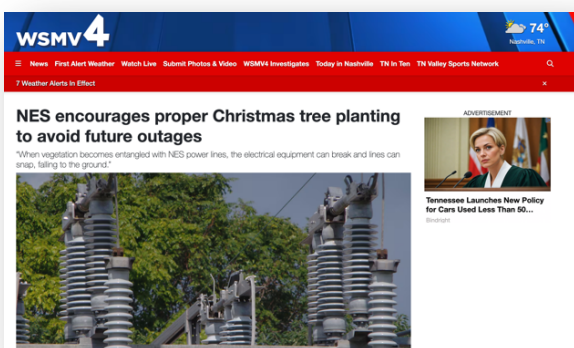
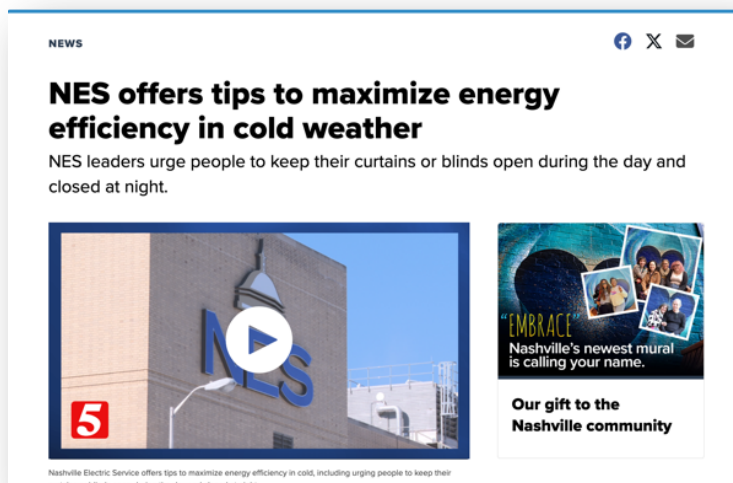
DATE	INQUIRY/OUTLET	STATUS
12/29/24	Metro Center outage	Statement sent
12/31/24	Donelson outage	Statement sent
1/7/25	Severe Weather Preparedness	Statement sent
1/8/25	Storm Preparedness	Statement sent
1/9/25	Severe Weather Preparedness Statement	Statement sent to all local media
1/10/25	Severe Weather Preparedness Statement #2	Statement sent to all local media
1/13/25	2024 Customer Satisfaction Survey Release	Release sent to all local media
1/20/25	East and West Nashville Outages Inquiry	Response sent
2/3/25	Bordeaux Outage	Response sent
2/4/25	Cleveland Park transformer incident	Response sent
2/5/25	High rates/bill increases	Response sent
2/12/25	Bellview Outage inquiry	Response sent
2/14/25	Off-Duty Employee Arrest	Statement sent to all local media
2/14/25	Funding Cuts Inquiry	Response sent
2/15/25	Bellevue Outage Inquiry	Response sent
2/16/25	Outages from Storms	Response sent
2/16/25	Storm Outage 8 am Update	Statement sent to all local media
2/16/25	Storm Outage 1:30 pm Update	Statement sent to all local media
2/18/25	Preparation tips for customers ahead of storm	Response sent
2/19/25	TVA energy curtailment inquiry	Response sent
2/20/25	East Nashville Outage (Balloon in power lines)	Response sent
2/21/25	Outage inquiry from 2/21 4:15 am	Response sent
2/21/25	Paragon Mills ES outage inquiry	Response sent
2/21/25	Rolling blackouts inquiry	Response sent
2/25/25	Increased rates inquiry	Response sent
3/4/25	Power Outage Update	Response sent
3/4/25	Metrocenter Outage Update	Response sent
3/5/25	High Winds Story, Power Outage Update	Response sent
3/5/25	Request for Addresses of Broken Poles	Response sent
3/5/25	Storm Outage 1 p.m. Update	Statement sent to all local media
3/15/25	Request for Addresses of Active Scenes	Response sent
3/23/25	Harding and Woodmont Blvd Streetlight Outage	Response sent
3/26/25	VUMC Outage	Response sent
Interviews		
1/9/25	Power of Change/Home Uplift Program	Interview complete
1/20/25	Home Weatherization Tour Opportunity	Interview complete
1/20/25	Home Weatherization Tour Opportunity	Interview complete
2/17/25	Severe Weather Preparation	Interview complete
2/19/25	How NES is handling cold snap interview request	Interview complete
2/20/25	Preserving power during cold snap interview request	Interview complete
3/14/25	Severe Weather Preparation	Interview complete

APRIL 5-7 STORM RESPONSE








- During the April 5-7 severe weather event, NES proactively communicated with local media, elected officials and customers via social media on an hourly basis between 6 a.m. and 12 a.m. NES' crisis communications approach which provided media and customers consistent and reliable updates proved effective, resulting in zero media inquiries and underscoring the success of a proactive communications strategy.
- From April 5-7, NES distributed:
 - 5 weather alerts on social media
 - 20 outage updates with media, elected officials and on social media
 - 1 customer email detailing restoration efforts, outage updates and safety tips



MEDIA RELATIONS



COMMUNITY ENGAGEMENT


	<p>NES provides and lights the Christmas Tree at the annual Metro tree lighting ceremony.</p>		<p>NES celebrates 2025 American Public Power Association Smart Energy Provider Designation.</p>
	<p>NES attends Severe Weather Awareness Day (SWAD) event to educate the Middle Tennessee community about severe weather preparedness.</p>		<p>NES volunteers at Junior Achievement Finance Park.</p>
	<p>NES Vice President speaks at Vanderbilt's State of the Environment Conference</p>		<p>NES Attends Rosebank Elementary's STEAM Night</p>
	<p>NES Recognized as Tree Line USA Utility for 16th Consecutive Year</p>		<p>NES Participates in the 2025 Public Power Lineworkers Rodeo in Roseville, California.</p>

Other Observances/Community Events:

- International Volunteer Day
- National Cut Your Energy Costs Day
- Severe Weather Awareness Week
- Groundhog Day
- Black History Month
- American Heart Month
- National Engineers Week
- St. Patrick's Day
- Women's History Month
- World Earth Hour

RECENT CAMPAIGNS

- Winter Storm Preparation
- NES 85th Anniversary
- Scam Awareness
- Winter Energy Savings
 - NES Customer Account Updates (C2M)
 - Severe Weather Awareness Week



IT'S SEVERE WEATHER AWARENESS WEEK

This week is an important time for Tennesseans to prepare for the storms that often come through the Tennessee Valley in the spring.

While NES crews remain at the ready to address any upcoming weather-related outages, we also want our customers to feel well-equipped in the face of a severe weather event. Here are some helpful tips to get you started:

Getting prepared:

1. Make sure your home is stocked with a fully-charged portable charger, flashlights and fresh batteries.
2. When severe weather is in the forecast, make sure you have bottled water, nonperishable food and prescription medicine on hand.
3. Have a reliable weather app downloaded on your smartphone. If you have a weather radio, tune it to your local channel.
4. Have a backup plan for necessary accommodations in the event of an extended outage.
5. If you plan to purchase a generator, learn [how to safely operate one](#) in the event of an outage.
6. Check that your contact information is up to date with us and that your account is connected to NES Text. Be sure your current phone number is tied to your NES account so that we can easily identify your location when reporting an outage. To update your number, log into My Account at [nespower.com](#). Text "REG" to 637797 (NESPWR).

**Out with the old.
In with the new
and improved.**



On April 1, 2025, we're rolling out several updates to make managing your NES account easier than ever before! So, what can you look forward to?

More control with better self-service features

Start, stop or transfer your service and credit in a self-online at [nespower.com](#). Plus, look forward to a more streamlined automated phone system.

More consistency with Budget Billing

Maintain budgeting for your utility bill a breeze with fixed monthly payments based on previous usage and no unexpected, end-of-year settlements.

More convenience with real-time payment posting

Quickly restore service to a disconnected account after payment - no call with an NES representative necessary!


Along with an enhanced user experience, you will also receive a new account number on your April bill.

For more information, visit [nespower.com](#)



Quicker service restoration


Disconnected account? Restore service after payment without delays thanks to our new real-time payment posting system.



LEARN MORE AT [NESPPOWER.COM](#)

More flexible account management

Conveniently stop, start and transfer your service online rather than calling or visiting the NES Customer Lobby.



LEARN MORE AT [NESPPOWER.COM](#)

New and improved Budget Billing

Avoid unexpected settlements with user- and wallet-friendly fixed monthly payments.*

*Calculated by customer's average energy usage from the previous year.




LEARN MORE AT [NESPPOWER.COM](#)

Sustainability Update

April 23, 2025



THE POWER OF PEOPLE

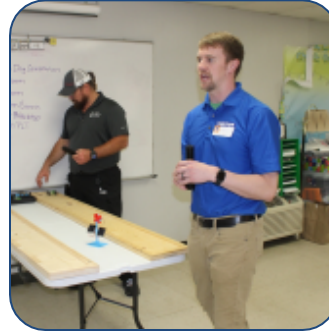
Agenda

- 2025 Community Impact Report Highlights
- Triple Bottom Line Analysis
- Magnolia Solar Array Update
- Energy to Communities Partnership: NES Digital Twin



2025 Community Impact Report Highlights

Energy Efficiency and Solar Programs



Transportation Electrification in the Community and the NES Fleet



Preservation of Natural Areas While Maintaining Reliability



Fostering Community to Enhance Customer Service



Community Engagement and Applied Learning Opportunities



Triple Bottom Line Analysis

Rooftop Solar

Triple bottom line analysis considers the cost and benefit of project externalities, such as the impact on people or the environment. Working with experts, a cross-departmental team developed localized financial metrics to quantify the soft benefits of rooftop solar.



Magnolia Solar Array Update

Timeline: On schedule to go live in 9.2027

Project Summary: Through a power purchase agreement, NES will realize the economic and renewable energy benefits of the Magnolia 160 MW nameplate solar array in Monroe County, Mississippi.

NES meets monthly with project partners Tennessee Valley Authority and Silicon Ranch (solar developer) to confirm the timeline and align outreach and future communications plans.

Upcoming Milestones:

- Magnolia community meeting on April 24 in Mississippi.
- The solar photovoltaic design should start this month.
- Silicon Ranch to obtain land rights in summer 2025.



Silicon Ranch invites you to attend a

COMMUNITY MEETING

Thursday, April 24, 2025
MSU Extension Office
517 MS-145, Aberdeen, MS 39730
6:30-8 PM

PRESENTATION AND Q&A

Silicon Ranch is planning to develop a quiet, safe, and environmentally clean solar facility off Hwy 8, West of Aberdeen. We invite you to come out and learn more about this project and how it benefits Monroe County!

Free & Open to the Public

RSVP at
events.blackbirdsvp.com/aberdeen



For more information please call (303) 345-5054 or email tanner.scott@siliconranch.com



THE POWER OF PEOPLE

Energy to Communities Partnership: NES Digital Twin

Timeline: Digital Twin developed by 2026 and used for research and modeling in 2027

Project Summary: U.S. Department of Energy chose Nashville for the Energy to Communities program to build a digital twin of NES' current distribution network. The digital twin will help NES maintain the city's fast-paced growth and meet customer expectations for more advanced energy resources and offerings through the utility. Digital twins enable collaboration among utilities, government agencies, and stakeholder groups by providing shared, accurate representations of electrical, building, and transportation infrastructure.

The project partners NES, Metro Nashville, Middle-West Tennessee Clean Fuels Coalition, and Oak Ridge National Lab meet regularly to discuss project goals and identify desired outcomes. Earlier this month, this partnership was given a spotlight at the TennSmart Expo.

Upcoming Milestones:

- National Labs will provide a summary list of findings from the model exercises that will identify potential wire and non-wire solutions to grid modernization.
- National Labs will provide GIS-based map layers that identify where certain solutions may have the greatest impact or chance of market penetration.





Questions?

SUPPLIER DIVERSITY PROGRAM QUARTERLY REPORT

Total Supplier Diversity payments for the third quarter of FY2025 are \$9,957,115, which represents 14 percent of the total spend. Details are reflected in attached charts and include payments to subcontractors.

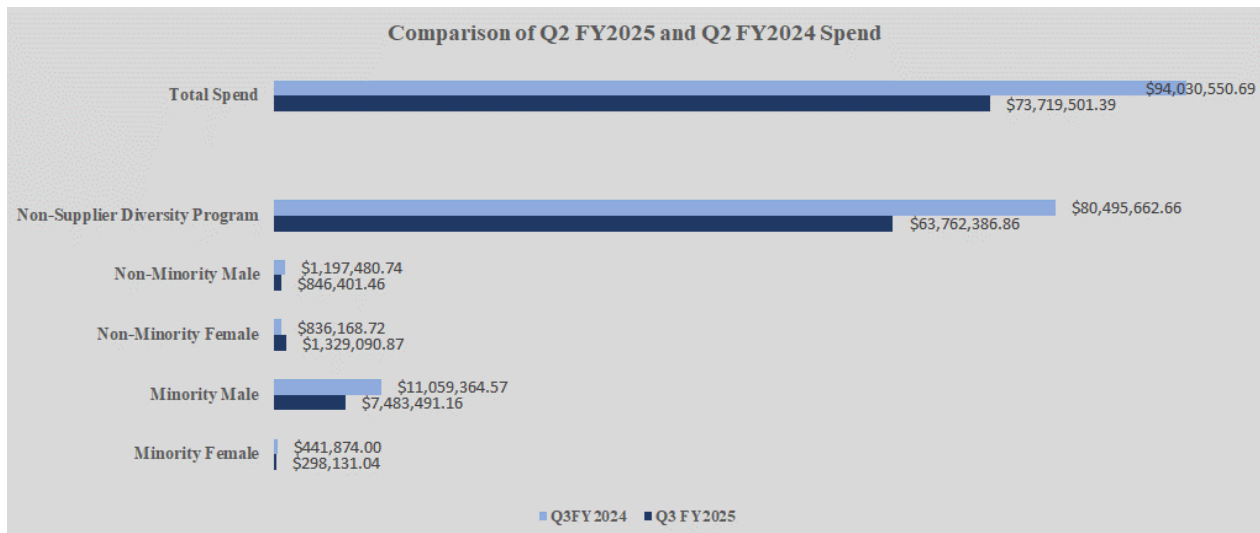
Total expenditures for the third quarter of FY2025 were down \$20,311,049 compared to the third quarter of FY2024. Payments to Supplier Diversity Program businesses decreased by \$3,577,774, which represents a proportional decrease of 0.9%.

Payments to minority firms, regardless of size, decreased from 12 percent to 11 percent of total spend with actual payments down \$3,719,616.

Total Supplier Diversity spend for Q3 FY2025 includes purchases of goods and services from 122 diverse business enterprises.

The table and chart below compare Q3 FY2025 to Q3 FY2024 Supplier Diversity and Non-Supplier Diversity spend.

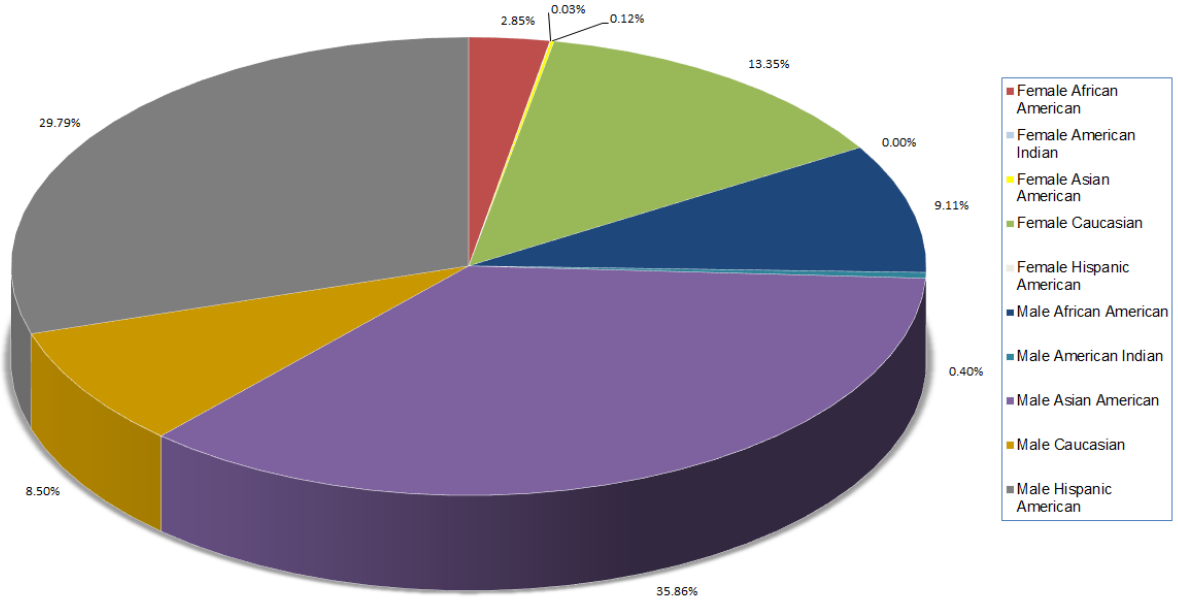
	Q3 FY2025		Q3 FY2024	
Minority Female	\$ 298,131.04	0.40%	\$ 441,874.00	0.47%
Minority Male	\$ 7,483,491.16	10.15%	\$ 11,059,364.57	11.76%
Non-Minority Female	\$ 1,329,090.87	1.80%	\$ 836,168.72	0.89%
Non-Minority Male	\$ 846,401.46	1.15%	\$ 1,197,480.74	1.27%
Non-Supplier Diversity Program	\$ 63,762,386.86	86.49%	\$ 80,495,662.66	85.61%
Total Spend	\$ 73,719,501.39	100.00%	\$ 94,030,550.69	100.00%



The charts below summarize spend totals based on Supplier Diversity categories for Q3 FY2025 and Q3 FY2024.

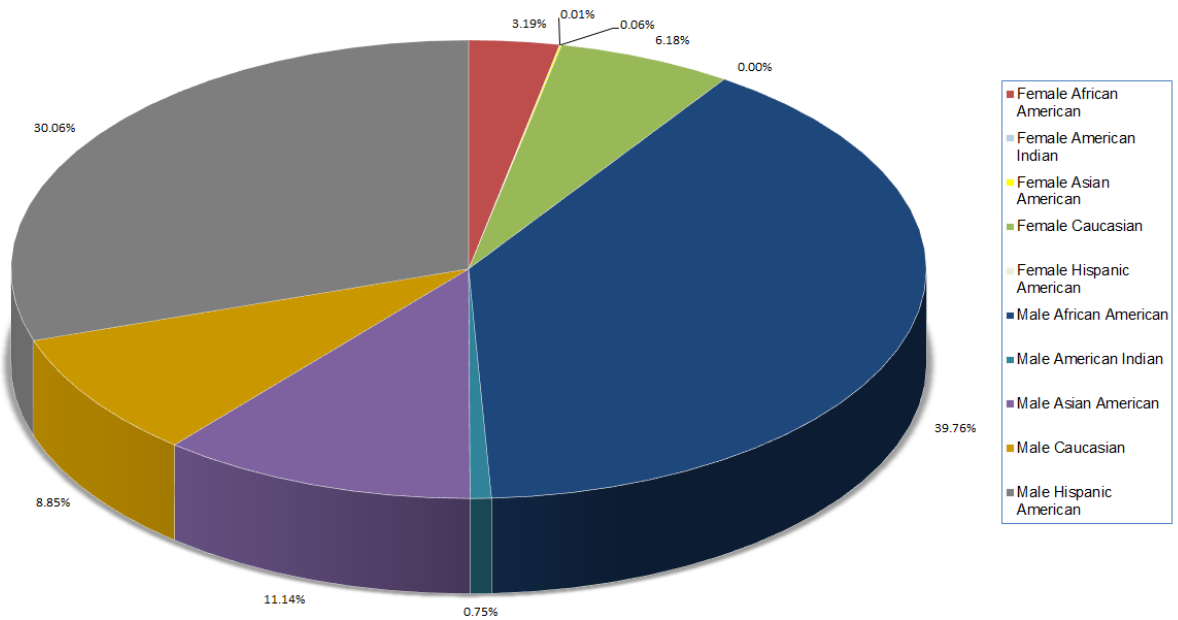
Third Quarter FY2025

Female	Female	Female	Female	Female	Male	Male	Male	Male	Male	Totals
African American	American Indian	Asian American	Caucasian	Hispanic American	African American	American Indian	Asian American	Caucasian	Hispanic American	
\$283,784.02	\$2,496.00	\$11,851.02	\$1,329,090.87	\$0.00	\$906,680.95	\$40,243.89	\$3,570,527.99	\$846,401.46	\$2,966,038.33	\$9,957,114.53
2.85%	0.03%	0.12%	13.35%	0.00%	9.11%	0.40%	35.86%	8.50%	29.79%	100.00%



Third Quarter FY2024

Female	Female	Female	Female	Female	Male	Male	Male	Male	Male	Totals
African American	American Indian	Asian American	Caucasian	Hispanic American	African American	American Indian	Asian American	Caucasian	Hispanic American	
\$432,124.14	\$1,717.55	\$8,032.31	\$836,168.72	\$0.00	\$5,382,007.58	\$101,053.11	\$1,507,333.71	\$1,197,480.74	\$4,068,970.17	\$13,534,888.03
3.19%	0.01%	0.06%	6.18%	0.00%	39.76%	0.75%	11.14%	8.85%	30.06%	100.00%



The chart below compares spend totals for goods and services for Q3 FY2025 and Q3 FY2024 for each Supplier Diversity category.

	Goods Spend Q3 FY25	Goods Spend Q3 FY24	Services Spend Q3 FY25	Services Spend Q3 FY24
Female African American	\$ 13,276.78	\$ 17,099.75	\$ 270,507.24	\$ 415,024.39
Female American Indian	\$ 2,496.00	\$ 1,717.55	\$ -	\$ -
Female Asian American	\$ 11,851.02	\$ 8,032.31	\$ -	\$ -
Female Caucasian	\$ 285,666.85	\$ 383,072.92	\$ 1,043,424.02	\$ 453,095.80
Female Hispanic American	\$ -	\$ -	\$ -	\$ -
Male African American	\$ 15,032.84	\$ 18,460.04	\$ 891,648.11	\$ 5,363,547.54
Male American Indian	\$ 40,243.89	\$ 101,053.11	\$ -	\$ -
Male Asian American	\$ 3,384,758.03	\$ 136,752.72	\$ 185,769.96	\$ 1,370,580.99
Male Caucasian	\$ 181,455.61	\$ 558,325.79	\$ 664,945.88	\$ 639,154.95
Male Hispanic American	\$ 3,562.05	\$ 30,977.82	\$ 2,962,476.28	\$ 4,037,992.35
Total Diverse Spend	\$ 3,938,343.07	\$ 1,255,492.01	\$ 6,018,771.49	\$ 12,279,396.02

Investment Activity with Minority-Owned and Women-Owned Banks

NES funds of \$250,000 were invested with minority-owned and/or women-owned banks with interest earned of \$2,317.82 for the quarter.

Activities for the Fourth Quarter:

Amy McGlother participated in the following:

- ◆ Volunteer with Junior Achievement: JA Finance Park on February 13, 2025
- ◆ Panelist at the Diverse Ecosystem Roundtable with Brasfield & Gorrie, hosted by A&P International on March 5, 2025

**THIRD QUARTER REPORT ON COMMUNITY INVOLVEMENT
AND ECONOMIC DEVELOPMENT**

Total expenditures for the third quarter of Fiscal Year 2025 were:

DATE	DESCRIPTION	AMOUNT
	Community Involvement	
01/08/25	Nashville Public Library	\$ 5,000.00
01/22/25	23 rd Psalm Ministry	500.00
01/24/25	L'Estate	5,000.00
01/24/25	Adventure Science Center	2,500.00
03/04/25	Cable Foundation	2,000.00
03/04/25	Urban League of Middle Tennessee	5,000.00
03/04/25	Centennial Park Conservancy	5,000.00
03/04/25	Nashville Earth Day	7,500.00
03/05/25	The Sycamore Institute	3,500.00
03/05/25	Advancing Women in Nashville	3,500.00
03/12/25	Southeast Community Day	2,500.00
03/17/25	YMCA of Middle Tennessee	5,000.00
03/26/25	TMEPA	5,000.00
	Subtotal	\$52,000.00
	Economic Development	
01/21/25	Nashville Chamber Partnership 2030 – Quarterly Payment	\$54,918.00
	Subtotal	\$54,918.00
	3rd Quarter Total	\$106,918.00

PRESIDENT'S REPORT

April 2025

OPERATIONS

In March, we completed trimming on 55 circuit miles.

CUSTOMER RELATIONS

Congratulations to Jennifer Thomas and Jeremy King, our Service Advisors of the Month. Ten service advisors earned Pacesetter status by exceeding productivity goals. Thirteen advisors joined the 100 Percenters Club for achieving perfect scores in all call monitoring categories during March.

COMMUNITY INVOLVEMENT

On March 25, Rashed Fakruddin and Sheryl Haley spoke to all freshmen at Hillsboro High School during their Professionalism Fair.

On March 27, the Procurement team hosted our annual Vendor Day, welcoming over 170 participants from more than 115 companies. Vendors met with NES buyers, technical reps, and our Supplier Diversity Coordinator – helping to strengthen relationships, improve engagement, and support a more inclusive supply chain.

We are excited to welcome 14 diverse engineering students to our Summer 2025 Internship Program. These students, from Tennessee Tech, Lipscomb, UT Knoxville, and Nashville State, will gain firsthand experience across Engineering, Operations, and Grid Transformation — while giving NES the chance to connect with future talent.

Ethan Jackson, son of Sean Jackson in Energy Services, is a recipient of one of the TVA Power Play Scholarships this year. Ethan will be honored at a Recipient Luncheon on April 22.

Mark your calendars! The NES Thunder Co-Ed Basketball Team faces off against the Nashville Fire Department at 7:00 p.m. on Wednesday, April 23, at McGavock High School. Come out and cheer them on!

MISCELLANEOUS

Mark Booker represented NES at the inaugural APPA Safety Conference in Sacramento, held March 31 through April 2.

Board Member Rob McCabe spoke at the TVA Investment Challenge Program Conference on April 3.

On April 8 and 9, Kathryn Pohlman attended the U2030 ENERGIZE Utility Leadership Collaborative Workshop in Scottsdale, AZ.

Miscellaneous

Recess to Civil Service Board Meeting

Consent Agenda

**THE MINUTES OF THE ONE THOUSAND THREE
MEETING OF THE ELECTRIC EMPLOYEES'
CIVIL SERVICE AND PENSION BOARD**

HELD MARCH 26, 2025

The regular meeting of The Electric Employees' Civil Service and Pension Board was held March 26, 2025.

Board Members Present: Michael Vandenberg, Chair; Anne Davis, and Clifton Harris. Officers Present: Teresa Broyles-Aplin, David Frankenberg, Laura Smith, and Dr. Trish Holliday.

Chair Vandenberg called the meeting to order at 8:43 am and stated that the matters on the consent agenda have 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 26, 2025.

Upon motion by Member Harris and seconded by Member Davis, the consent agenda was approved, which included the minutes from February 26, 2025.

MANAGEMENT / NESEA MEETING

Dr. Holliday noted that the Management/NESEA minutes from the March 13, 2025, meeting were provided for the Board's review.

Dr. Holliday mentioned that Management and NESEA are continuing conversations with positive working relationships. No concern or issue is going unaddressed.

HUMAN RESOURCES - CORPORATE SERVICES WORKFORCE UPDATE

Dr. Holliday noted that the HR – Corporate Services Workforce Update is in the Board packet for review. Highlights from the department of Training, Staffing and Employee Relations, Safety, Fleet, and Facilities & Security were mentioned by Dr. Holliday.

MISCELLANEOUS

There were no miscellaneous items to come before the Board.

ADJOURNMENT

The meeting adjourned at approximately 8:48 a.m.

Approved,

Chair

Attest:
Secretary

Discussion Items

RECOMMENDATION FOR A CHANGE IN THE WELLNESS REIMBURSEMENT RULE

As per Civil Service Rule 10.182, NES currently reimburses employees who use approved health and fitness facilities to incentivize healthy lifestyles. This reimbursement may be up to 100% of the cost for twelve months. Over time the cost of these facilities have increased, and our rule does not have a maximum reimbursement amount. Based on a survey of local wellness facilities, we believe that a twelve-month cap of \$4,500 is adequate.

Management recommends an amendment to the Civil Service Rule 10.182 to include a twelve-month cap of \$4,500.

Civil Service Rules Redline

10.18 Wellness Activities

10.182 NES provides annual reimbursement of membership fees toward approved health and fitness facilities with appropriate documentation that the employee has used a facility for the required number of days during a period of 12 consecutive months. The reimbursement **is limited to \$4,500 per 12-month period and** is provided as follows:

130 visits per year for 50% reimbursement

156 visits per year for 75% reimbursement

182 visits per year for 100% reimbursement

HUMAN RESOURCES / CORPORATE SERVICES WORKFORCE UPDATE

April 23, 2025

Below are section updates within the HR and Corporate Services Department:

Training Section

Resiliency Training by Dr. Rubin Cockrill is underway and receiving great reviews. Certified Safety Coordinator Training and Advanced Lineman Training starts next week. Union PA demo is next week.

Staffing and Employee Relations

As of April 14, 2025, NES had 916 active employees. This includes 152 female employees and 764 male employees. As of April 14th, there have been two new hires: Jessica Mange, Accountant II-Accounting Section and Christina Driver, Paralegal-Claims Section.

A group of employees from various sections attended the Spring Career Fair at TSU's Gentry Center, an event held March 21, 2025, and open to students of all majors.

Staffing and Employee Relations participated in the HR Internship/Career Fair at TSU's Avon Williams Campus April 3, 2025, connecting with students interested in careers in Human Resources.

On April 8, 2025, Staffing and Employee Relations, along with employees from Engineering and Operations, participated in the Job Fair & Career Exploration Event held at the Municipal Auditorium. This event was a collaborative effort among twenty-nine entities, including Piedmont Gas, the Sheriff's Office, Metro Police Department, the Mayor's Office, and NES. Targeted toward individuals ages 18–24, the fair stood out from traditional job fairs by featuring interactive outdoor exhibits with hands-on experiences across various industries. NES retiree and contractor, Tony Williams, worked closely with the Mayor's Office and MNPS in this effort, bringing visibility to employment opportunities within the Nashville area and highlighting the utility industry.

Compensation & Benefits

Compensation & Benefits made the annual 401(a) contribution. \$7.7M was contributed to 455 individual's accounts.

Safety

Safety Section attended TVPPA Advanced Lineman Training and CPR, 1st Aid, & AED Training.

Fleet

Fleet section attended Introduction to J2534 Programming.

Facilities & Security

Facilities & Security have started to move furniture and equipment out of Massman on April 9th. Parking Deck restoration has started and expected to last 6-8 months. Elevator 5 is expected to be completed first week in June.

Miscellaneous

Adjournment of Civil Service Meeting

Reconvene to ratify actions taken by Civil Service Board

Adjournment of Electric Power Board Meeting