Service Anniversaries - 7/14/2026

NAME	JOB TITLE	SUPERVISOR	YEARS
Larry Becht	Serviceman	Tyler Delong	25
Ted Harris	Electronic - Foreman	Jake Johnson	25

Energy Supply and Markets

July 14, 2026

Jeff Grizzel, Sr. VP Power & Market Operations

Grant PUD

Powering our way of life.

Team

JEFF GRIZZEL
Sr. Vice President
Power and Market Operations

LIZ FLORES
Executive Assistant III

MIKE BRADSHAW
Sr. Manager Trading and Commercial Operations

ANDREW MUNRO
Sr. Manager Industry and Market Research

MIKE FRANTZ
Sr. Manager Power Portfolio Strategy

PAUL DIETZ
Sr. Manger Business Intelligence and Market Analytics

SUE WIERSMA
Lead Financial Analyst - Risk

Total Positions in Org	3 4
Current Headcount	2 3

Staff Updates:

- Rich Flanigan resigned as VP of Energy Supply and Markets.
- Renate Rectenwald transitioned into Transmission Business Services.
- Gareth Tomlinson joined Power Portfolio Strategy as a Power Supply Analyst II.

Executive Financial Overview

MAY 2026

O&M DIRECTS YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
$1,005K	$785K	($221K)	-22.0%

O&M DIRECTS YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
$2,476K	$6,860K	$4,384K	177.1%

LABOR YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
$2,080K	$1,409K	($671K)	-32.2%

LABOR YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
$5,278K	$4,621K	($657K)	-12.4%

COST CATEGORY TYPE	YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
G&A	$218,849	$122,436	($96,413)	-44.1%
Purchased Services	$686,669	$597,593	($89,076)	-13.0%
Travel	$99,897	$47,752	($52,145)	-52.2%
Total	**$1,005,415**	**$767,780**	**($237,635)**	**-23.6%**

This table reflects the largest variance cost category types only.

G&A: $96K Favorable | Outside of Target; YTD favorable variance due to straight-line budgeting. Training & Conference Fees underspent due to unfilled positions. Membership and Dues YTD and year end are lower due to reduced costs.

Purchased Services: $89K Favorable | Outside of Target; YTD underspend driven mainly by timing of engineering service payments for new power generation exploration, including slower XE contract invoicing. YEP of 177% due to X-Energy & Geothermal contracts; (CCA funds utilized).

Travel: $52K Favorable | Outside of Target; Favorable YTD variance due to straight-line budgeting. Travel underspent due to unfilled positions.

Labor: $671K Favorable |Outside of Target; Continued vacancy (9 FTR).

Management Focus

- Maintain focus on execution of key business priorities and future resource planning initiatives.
- Update power purchase/sale delegated authority.
- Update Energy Risk Oversight Policy

Near-Term Business Plan

2026		2027	
Q3	Q4	Q1	Q2

- TEA integration: Foundational ESM alignment
- Integrated Resource Plan complete
- Advanced Nuclear: Conceptual design phase; Small Modular Reactor (SMR) Technology White Paper

- Priest Rapids Battery Energy Storage System (BESS): decision window

- Capacity Request for Proposal (RFP)
- Geothermal: Phases 1-3 (test wells)
- Cutover from Morgan Stanley to TEA
- Advanced Nuclear: FEL-1 phase decision

Long-Term Business Plan

2027 | 2028 | 2029 | 2030

- TEA Integration Maturation: Full Operational and Analytic Alignment
- Binding Western Resource Adequacy Program (WRAP)
- Tax Exempt Power Financing (TEPF) Contract Implementation

- Southwest Power Pool's Markets +

- BPA Provider of Choice Contract
- Geothermal: Phase 4 Deep Well Test
- Integration of new Solar/Battery generation (Royal Slope)
- Planned Capacity Additions Stemming from IRP

Closing Summary

Date	Action
July	• Energy Risk Policy Update
August	• Integrated Resource Plan (IRP) Approval • SMR • MR Technologies White Paper
September/October	• Execute Shell Agreement • Capacity Request For Proposal (RFP)
Ongoing	• TEA Integration; WRAP; Markets+ Engagement • Support Energy Policies (CETA Reform, etc....) • Future Resource Readiness: Strategic Evaluation of Next-Gen Resources (SMRs, Geothermal, BESS, etc.)

Thank You!

Grant PUD

Powering our way of life.

QBR Summary

Department Name:	Key Presenters:	Date:
Energy Supply and Markets	Jeff Grizzel	07/14/2026

RECAP	
Issues and Drivers	• Integrate TEA capabilities to strengthen ESM analysis, workstreams, and performance alignment with District objectives. • Advance the Integrated Resource Plan through deeper market analysis and scenario modeling. • Mitigate power portfolio risk through disciplined hedging strategies and improved forecasting tools. • Prepare for future resource decisions involving SMRs, geothermal, and large-scale BESS to support long-term reliability.

NEAR-TERM PLANS (CURRENT THROUGH Q2 2027)	
Project Updates	• Continue foundational TEA integration and ESM alignment. • Complete the Integrated Resource Plan. • Develop the SMR Technology White Paper. • Advance the Nuclear Capacity Request for Proposal. • Support the Priest Rapids BESS decision window. • Continue geothermal Phase 1–3 test-well work. • Complete cutover from Morgan Stanley to TEA. • Prepare for the Advanced Nuclear FEL-1 phase decision.

LONGER-TERM STRATEGY (2027 THROUGH 2029)	
Roadmap	• 2026: Complete foundational TEA integration and Integrated Resource Plan work. • Q4 2026–Q2 2027: Advance Nuclear Capacity RFP, Priest Rapids BESS decision, geothermal testing, TEA cutover, and Advanced Nuclear FEL-1 decision. • Q3 2027–Q3 2028: Mature TEA integration into full operational and analytic alignment. • Q3 2027–Q3 2028: Advance WRAP participation, TEPF contract implementation, and SPP Markets+ readiness. • Q4 2028 and beyond: Support BPA Provider of Choice contract, geothermal deep well testing, new solar/battery generation integration, Advanced Nuclear FEL-2 decision, and Water Accounting System implementation.
Strategy	• Mature TEA integration into a core operational and analytic capability for ESM. • Use market analysis and scenario modeling to guide portfolio strategy and resource planning. • Strengthen portfolio risk management through improved forecasting, hedging, and planning discipline. • Maintain readiness for next-generation resource decisions, including SMRs, geothermal, BESS, and future solar/battery generation. • Align ESM's long-term strategy with reliability, resource adequacy, market readiness, and District objectives.

COMMISSION SUPPORT: KEY ASKS	
Specific Requests	• August: Support IRP workshop and approval. • August: Review SMR Technologies White Paper. • September/October: Support Priest Rapids BESS decision. • September/October: Provide direction on potential Priest Rapids Project Slice. • September/October: Support Capacity Request for Proposal.

Human Resources

July 14, 2026

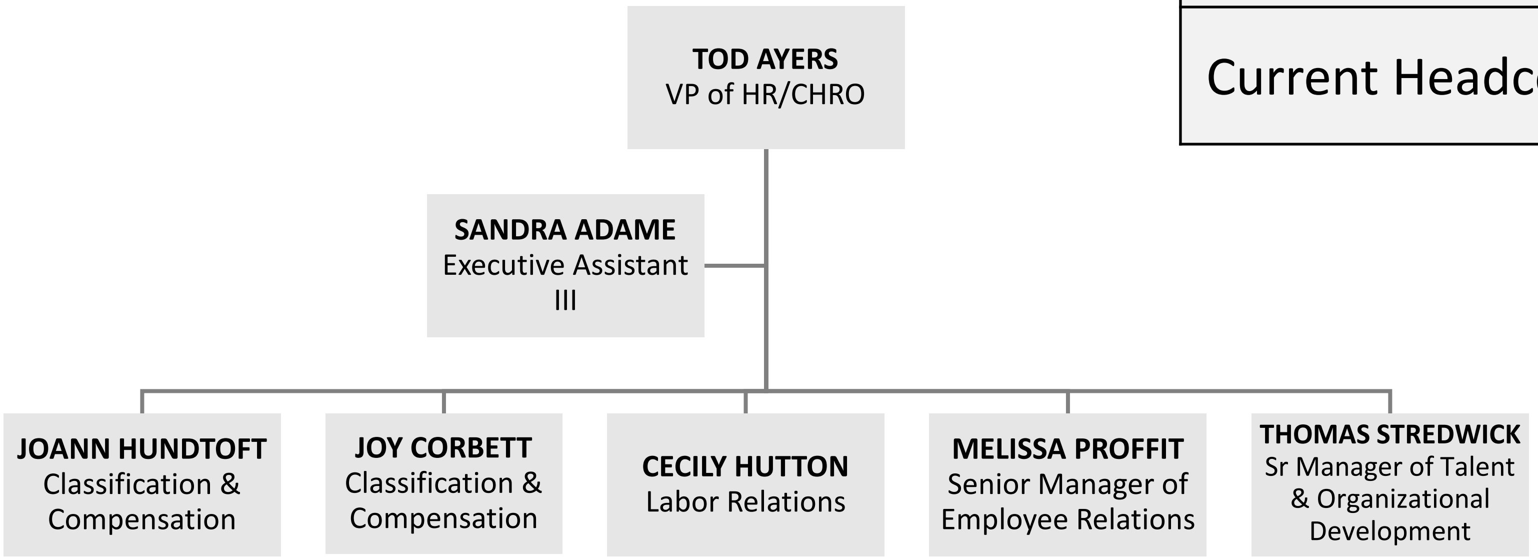
Tod Ayers, Vice President

Grant PUD

Powering our way of life.

Team

Total Positions in Org	3 6
Current Headcount	3 7



Staff Updates:

- Leah Valverde (Organizational Development Consultant) joined 5/26 replacing Annette Hernandez who retired on 5/29

Enterprise Balanced Scorecard

Employee Engagement Index	Succession Plans	Decision Making Authority
Gallup Q12 monthly pulse grand mean average, May 4.47. Rolling average, 4.20 (Goal 4.30)	*% of critical roles with documented succession plan = 37% (Goal 35%)*	*% of Employees reporting they have the authority needed to do their job effectively = May 76%. Rolling average 72% (Goal 80%)*
Green	**Green**	**Yellow**

- HR is engaging with org leadership on all three measures.
- There has been a steady uptick in all three measures.
- 4.20 employee engagement is considered strong engagement by Gallup.

- Management Action Plan
    - HR will engage BA leadership in June 2026 to create action plans for delegation and will continue to discuss with executives. (.72 rolling average)

Executive Financial Overview

MAY 2026

O&M DIRECTS YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
$584K	$522K	($62K)	-10.6%

O&M DIRECTS YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
$1,788K	$1,723K	($65K)	-3.6%

LABOR YTD			
YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
$1,705K	$1,706K	$2K	0.1%

LABOR YE PROJECTION			
TOTAL BUDGET	YEP	YE VARIANCE	YE VAR %
$4,441K	$4,475K	$34K	0.8%

COST CATEGORY TYPE	YTD BUDGET	ACTUALS	YTD VARIANCE	YTD VAR %
G&A	$98,711	$54,873	($43,838)	-44.4%
Travel	$48,974	$37,405	($11,569)	-23.6%
Purchased Services	$379,166	$368,067	($11,099)	-2.9%
Total	**$526,851**	**$460,345**	**($66,505)**	**-12.6%**

- **G&A:** $43K Favorable | Outside of Target;$43K variance driven by missing retirement medical subsidy payments over the past two months
- **Travel:** $11K Favorable | Outside of Target; Favorable variance driven mainly by Orange and Blue U reimbursements.
- **Purchased Services:** $11K Favorable | Within Target.

Near-Term Business Plan

2026 — 2027

Q3 | Q4 | Q1 | Q2

- ERP+HR Suite, product demos all of July
- Compensation analysis and addressing compression/overall alignment of new structure and new CBA

- ERP+ HR Suite
- Succession plans for >70% critical roles

- ERP+ HR Suite
- Compensation market survey participation, analysis of results, and grade reviews

- ERP+ HR Suite
- Executive succession planning

Long-Term Business Plan

2027 | 2028 | 2029 | 2030

2027–2028

- Org wide competency model
- Org wide training optimization based on competency model
- Executive succession planning

2028–2029

- Automated HR workflows
- HR Capital Management System Optimization
- AI self-service/agents, employee self service

2029–2030

- Succession & workforce planning as demographics shift
- Collective bargaining agreement negotiations

Closing Summary

- Employee engagement is strong, with positive trends indicating continued improvements in employee experience and organizational commitment.
- Grant PUD's modernized salary structure and compensation practices are informed by reliable market compensation data, ensuring competitive pay practices that support recruitment, retention, and organizational success.

Thank You!

Grant PUD

Powering our way of life.

QBR Summary

Department Name:	Key Presenters:	Date:
Human Resources	Tod Ayers	7/14/2026

RECAP	
Issues and Drivers	• Employee engagement and empowerment – employee engagement is currently strong • Workforce and succession planning • Market-based compensation informed by current compensation surveys

NEAR-TERM PLANS (CURRENT THROUGH Q2 2027)	
Project Updates	• ERP+ HR Suite demos in July • Formal succession plans in place for at least 70% of critical roles by year end • Participation and analysis of utility compensation surveys to remain competitive

LONGER-TERM STRATEGY (2027 THROUGH 2029)	
Roadmap	• Organization competency model refresh • Automated HR workflows once ERP is integrated • AI integration with self-service options • 2029 collective bargaining agreement negotiations • Executive succession planning
Strategy	

COMMISSION SUPPORT: KEY ASKS	
Specific Requests	N/A

2026 Integrated Resource Plan

July 28, 2026

Mike Frantz, Sr. Manager, Power Portfolio
Lisa Stites, Lead Financial Analyst

Grant PUD

Powering our way of life.

Agenda

Introduction

The plan focuses on solutions that preserve flexibility, manage cost, increase reliability, and lower exposure to non-compliance

Key elements of our planning approach include:

- Capacity expansion, dispatch, and loss of load modeling to identify least-cost, least-risk portfolios under defined constraints
- Stochastic simulation of future conditions, capturing variability in hydrology, load, weather, and market prices
- Incorporation of program, policy and regulatory requirements with consideration of compliance risk and implementation uncertainty
- Portfolio-level financial look to evaluate exposure to unfavorable outcomes

Recommended resources are commercially available and selected as risk-adjusted, least-cost options

Energy

- Our existing portfolio is expected to meet over 80% of customer's expected energy needs over the 20-year planning horizon
- **Our existing portfolio is energy sufficient**
- Hydrologic conditions, load variability, and renewable intermittency create times when market purchases are the most efficient source of supply
- **Continue using wholesale markets, including participation in Markets+**
- Given the wide range of plausible load futures, continually monitor future energy needs
- To reduce the range of load uncertainty, continue customer engagement and policies to firm up the interconnection queue

Clean Energy

- Existing portfolio, with the use of Renewable Energy Credits, provides enough clean energy to satisfy expected CETA requirements until the 2040's
- **Use Renewable Energy Credits from 2030 through 2044 to manage cost and preserve flexibility**
- **Add CETA compliant resources in-county or near-county late in the planning period** (currently represented as solar assets)

In-Service Date	Nameplate Capacity
2040	100 MW
2043	100 MW
2044	300 MW
2045	300 MW

- **Pursue the cost-effective conservation and efficiency targets approved by Commission in November 2025**

Capacity

- Existing portfolio is short summer capacity in 2030 – 2035, after 2035 the deficit grows to include winter months
- **Add 360 MW of battery storage (four-hour discharge duration, grid charged, lithium iron phosphate) in-county early in the planning period to meet WRAP, Markets+, and reliability needs**
- Utilize WRAP to access regional support during "sharing events" when unexpected shortfalls occur
- Utilize WRAP for coordinated regional planning to reduce investment costs

In-Service Date	Nameplate Capacity
2030	180 MW
2031	90 MW
2032	90 MW

Grant PUD

An Additional Key Element of the Plan

- The plan intentionally creates time in the mid-term to allow for further consideration of long-term solutions
- This includes ongoing evaluation of small modular nuclear reactors (SMR), natural gas-fired technology, and geothermal resources

In-Service Date	Nameplate Capacity	Technology
2030	180 MW	Battery Storage
2031	90 MW	Battery Storage
2032	90 MW	Battery Storage
2033-2042	Monitor developments in customer requirements, technology evolutions, and carbon policy before committing to long-term decisions	
2040	100 MW	Solar/Clean Energy
2043	100 MW	Solar/Clean Energy
2044	300 MW	Solar/Clean Energy
2045	300 MW	Solar/Clean Energy

Communication: Messages and Tactics

Main Messages

- IRP = Roadmap for affordable, reliable, clean power.
- Why it matters more than ever? Load growth, electrification, clean-energy laws
- WA laws requiring IRPs
- Grant PUD participating in WRAP
- Path forward with new generating resources

Communication Tactics

- Grant PUD newsletters – print & digital
- grantpud.org – webpage slider with dedicated webpage
- One Pager info sheet
- Social media posts & digital ads
- Full page ads in Quincy Valley Post Register & Columbia Basin Herald
- Radio ads in English & Spanish
- Moses Lake Local Office digital screen saver
- Community group presentations
- Community Connector presentations

Where to Get More Information

More information is available on grantpud.org

Navigate to the IRP slider on the opening page and click on “Learn More”

This will take you to a page where you can access:

- Public Workshop presentation from the June 23 Commission Business Meeting
- Draft of IRP Section 1, a short but comprehensive summary of the larger document to be published in September
- Process timeline and IRP FAQs.
- **A link enabling you to send comments**

Feedback Received To Date

- None received

IRP Timeline and Closing Summary

- **June 23**
  - Public Workshop at Commission Business Meeting
  - Collect Public Comment
- **July 28**
  - Public Hearing at Commission Business Meeting
- **Aug 25**
  - Commission Resolution Review
- **Sep 1**
  - File with Dept of Commerce
  - Post to Public Website

Public Comments

Grant PUD

Powering our way of life.

Thank you!

Grant PUD

Powering our way of life.