



Cooperative Update

Julie C. Parsley | Chief Executive Officer

ERCOT Update

Three new directors appointed.



Robert Flexon



Julie England



Peggy Heeg

Convened first full independent board of directors meeting on January 18, 2022.



ERCOT Board of Directors

Paul Foster, Chair

Bill Flores, Vice Chair

Board Members

Carlos Aguilar

Chris Ekoh

Julie England

Robert “Bob” Flexon

Peggy Heeg

Brad Jones, Non-Voting

Peter Lake, Non-Voting

Zin Smati

John Swainson



Public Utility Commission Update

- PEC's Interim TCOS was approved January 19
- January 1, 2022 market design changes:
 - High Systemwide Offer Cap was reduced from \$9,000 to \$5,000
 - Demand Curve used during scarcity (ORDC) adjusted to allow wholesale energy prices to move to Offer Cap faster
 - Continuing to consider additional market design changes to incent the building of dispatchable generation
- Emergency Operations Plan (EOP): Worked with TEC to file comments on draft rule requiring distribution of, and additional provisions for, EOPs



2021 By the Numbers

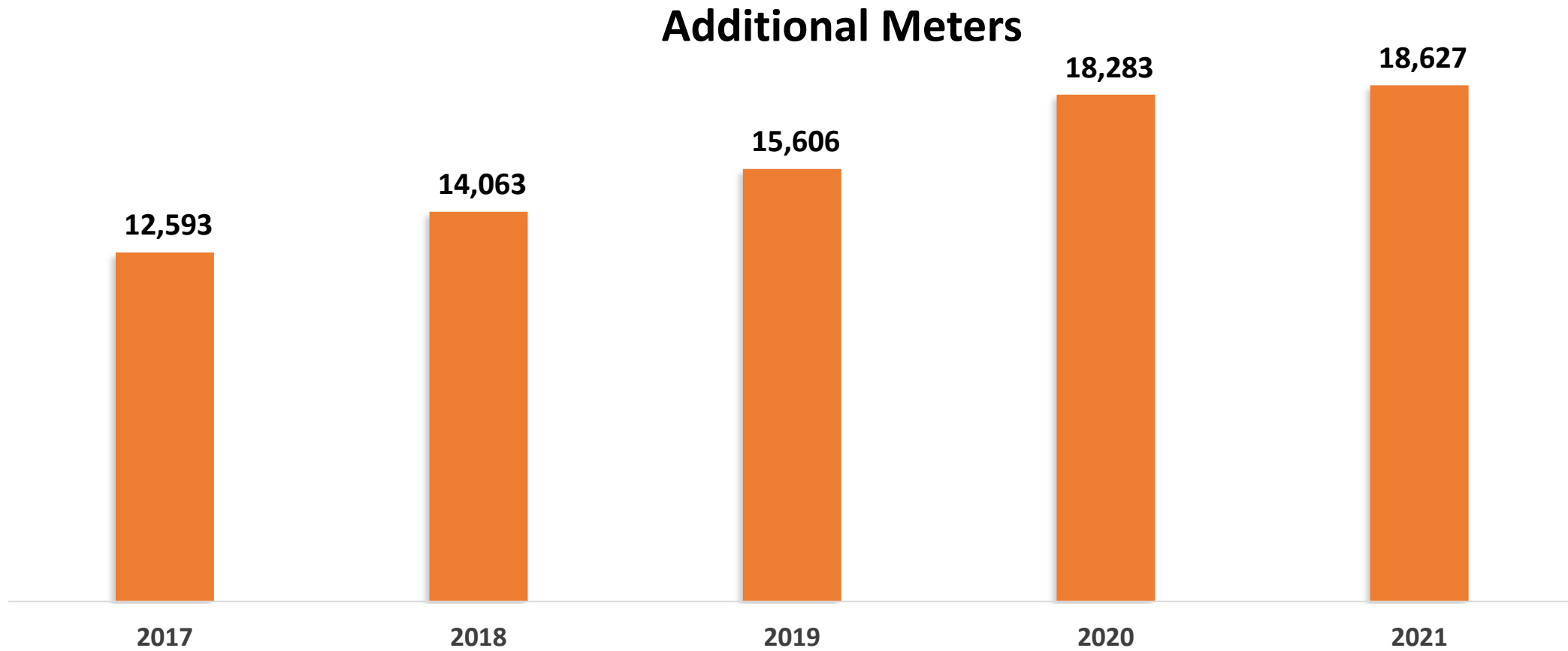
- **40,909** new member applications processed
- Total line extensions **20,592** completed
- Net growth of **18,627** additional meters
- **1,552** average monthly meters net growth
- **364,716** active meters
- **310,786** active members
- Net growth of **17,600** additional members
- **1,467** average monthly member net growth



As of December 31, 2021



Rapidly Increasing Growth

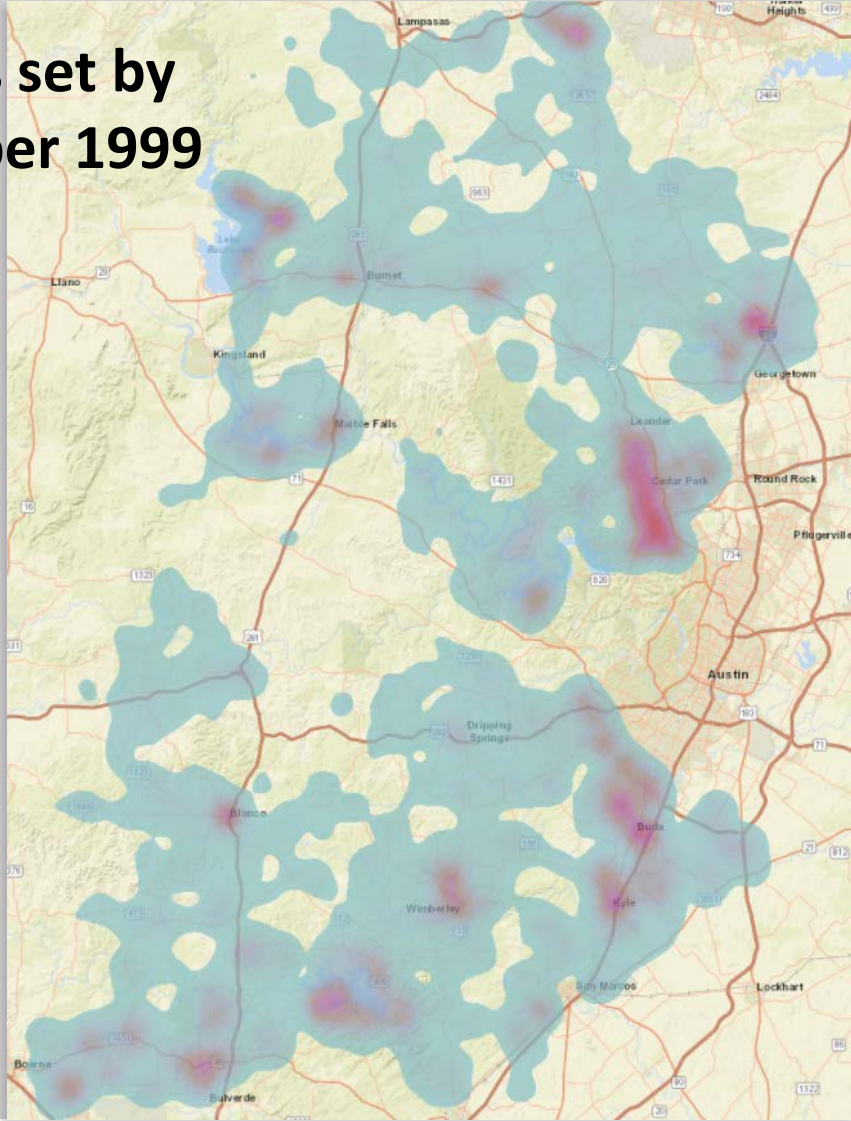


2017: 298,137 meters
2021: 364,716 meters

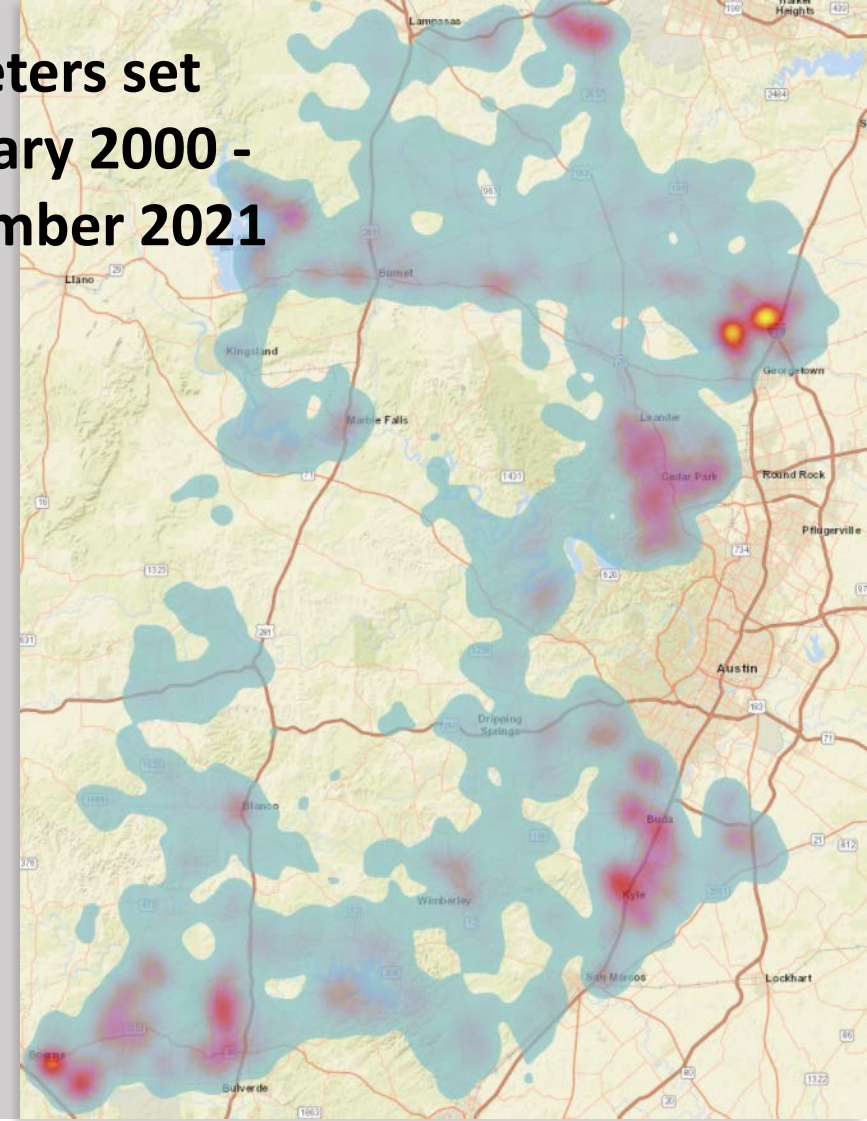


High Growth Continues

**Meters set by
December 1999**



**Meters set
January 2000 -
December 2021**



Scholarship Program

- Applications open February 1 to March 21
- Scholarships will be awarded to graduating high school seniors
- A scholarship will again be available to an adult seeking to further their education



Community Grants Available Soon

- Spring applications available in early February
- Grants funded by Power of Change
 - 777 members joined Power of Change in December
- Most recent grant recipients - \$28,000 awarded
 - Austin Habitat for Humanity
 - Blanco County EMS Auxiliary
 - Brady's Bridge
 - Falls on the Colorado Museum
 - Johnson City VFD
 - Marble Falls Area EMS
 - PetPals
 - Transformations by New Braunfels Angels



Fall 2021 Grant Recipients

Nomination petition applications open January 17





Energage's 2021 Employee Survey Results for PEC

PEC again partnered with Energage to conduct a 2021 employee survey

The Energage survey results determine whether, when compared to similar companies that have taken the same survey, PEC's engagement rises to that of a Top Workplace

We work with Energage and seek to be a Top Workplace in order to support the pursuit of PEC's purpose, mission, and goals, as well as to attract and retain great employees to help us in those endeavors.



What is this survey about?

The Top Workplaces survey results give you something beyond a simple measurement of employee happiness or satisfaction. With analytics applied, the results can predict whether the skill sets exist in your company to create excellent performance.

RESULTS ARE NOT...



SATISFACTION

A measure of
happiness
or satisfaction



HAPPINESS

A report card

A Performance Review

Popularity contest between work groups

RESULTS ARE ...

A measure of whether the environment exists
for people to do their best work.

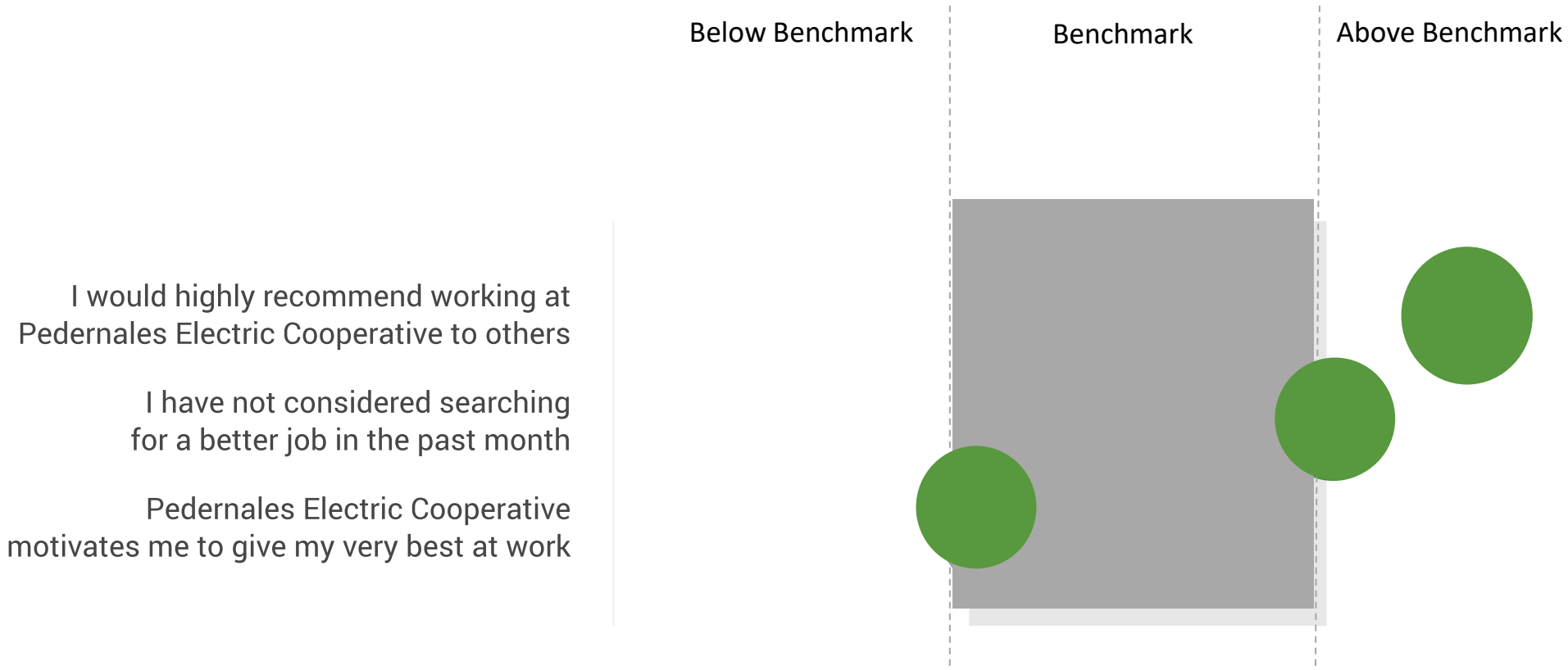
Key data to help management determine long-term strategy

Whether employees are engaged in the overall mission and
vision of the company

Here is how PEC scored on the three engagement questions.

Here is a graphic on how employees answered the three engagement questions compared to the benchmark for utilities.

On all three statements, PEC is at or above the benchmark compared to other utility companies.



I would highly recommend working at Pedernales Electric Cooperative to others

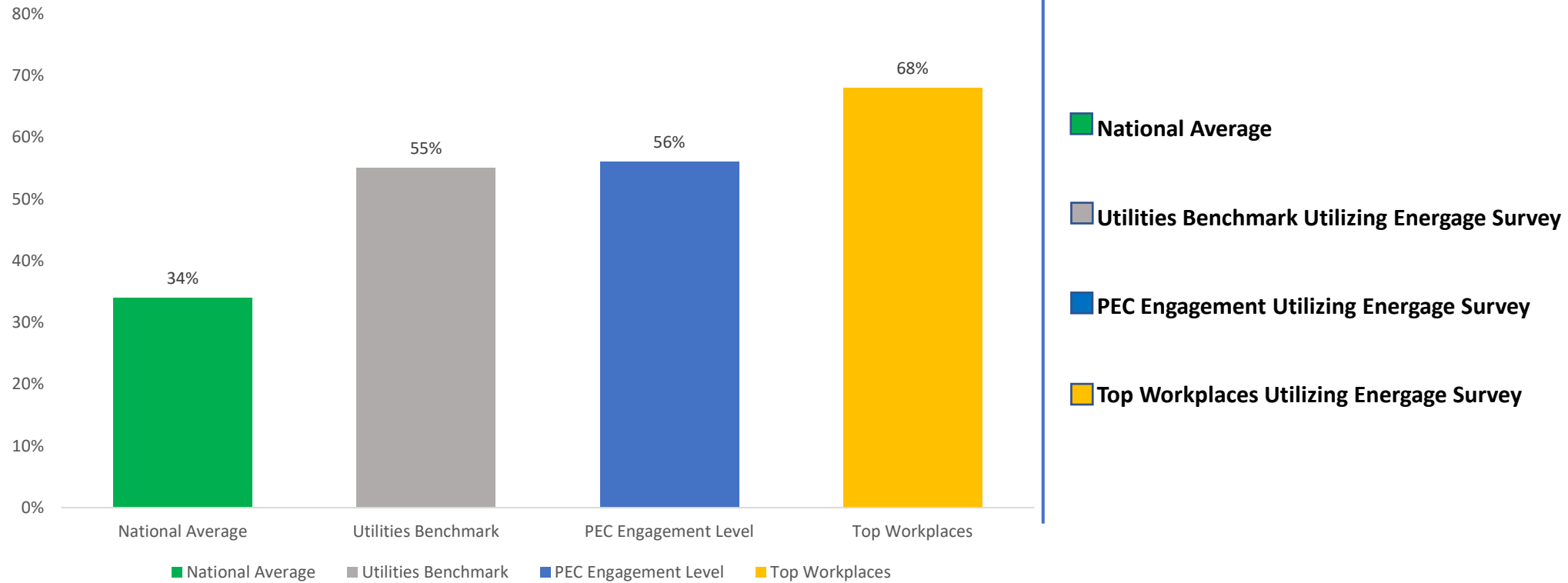
I have not considered searching for a better job in the past month

Pedernales Electric Cooperative motivates me to give my very best at work

The benchmark is based upon how employees at the other utilities Energage surveyed in the last 12 months answered the same question.

Here is where our score stands in the national average

Employee Engagement Level

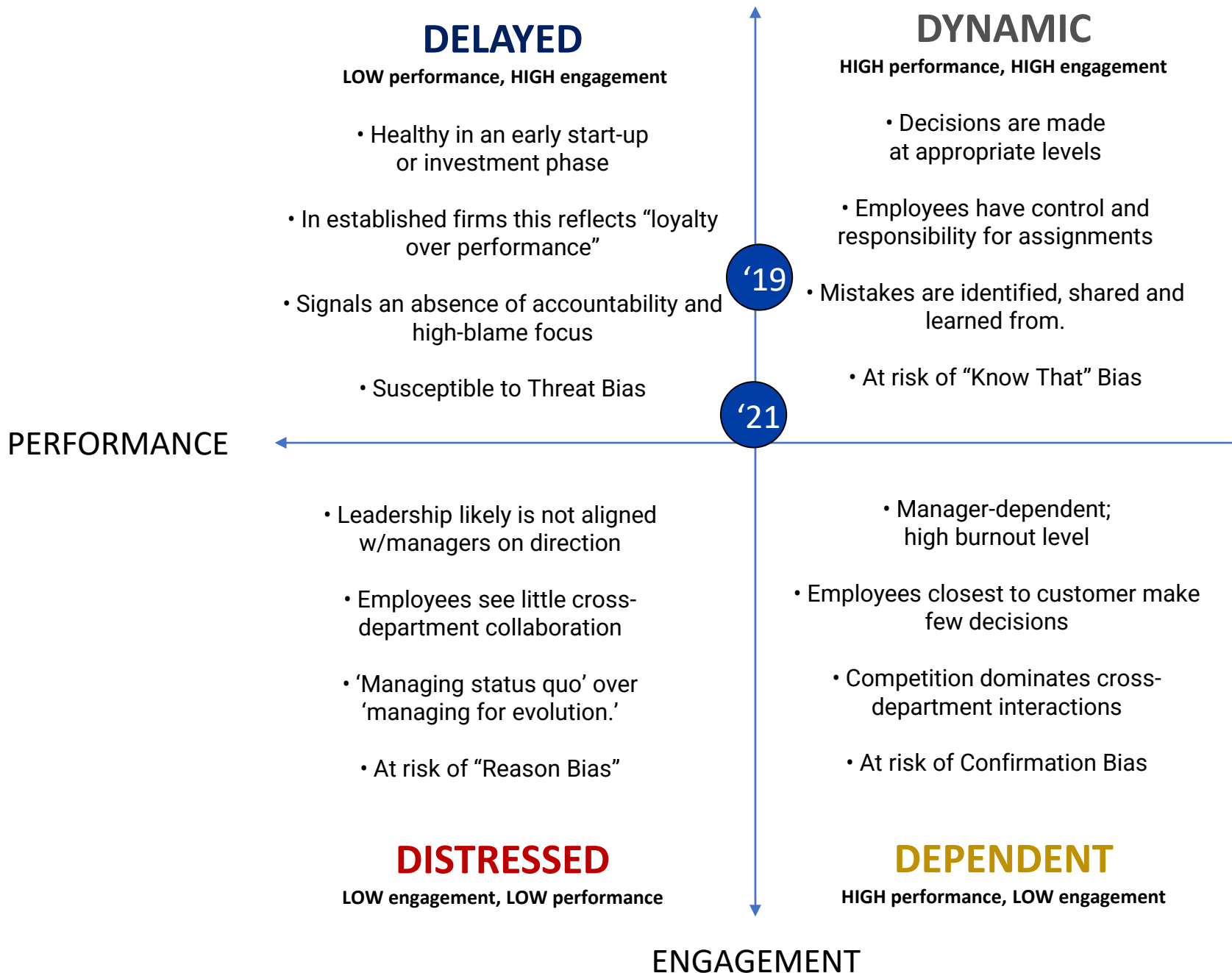


Performance Characteristics

The Performance Grid is a diagnostic tool that provides insight into what characteristics are distinctive to levels of engagement and performance. These descriptions are based on the survey results of thousands of companies. Companies often follow a U-shaped curve as they mature, starting in Delayed.

Most companies are in Dependent, where managers make too many decisions.

About 15% of companies are considered Dynamic.



Celebrations

These three areas were the most encouraging



Meaningfulness

My job makes me feel like I am part of something meaningful



Development

My Manager helps me learn and grow



Appreciation

I feel genuinely appreciated at Pedernales Electric Cooperative

Opportunities

These three areas have the most room for growth



Innovation

New ideas are encouraged at Pedernales Electric Cooperative



Clued-in Leaders

Senior managers understand what is really happening at Pedernales Electric Cooperative



Open-mindedness

Pedernales Electric Cooperative encourages different points of view

Celebration and Opportunities

We asked employees several questions about their work experience, and these are the 3 highest rated and lowest rated statements.

I LOVE MY JOB BECAUSE...

This comment cloud displays words Pedernales Electric Cooperative employees use to describe why they love their jobs.

We thought we'd end on a high note! When asked to describe **why Pedernales Electric Cooperative employees love their jobs**, our text analysis tools identified these words as the most common.

As you think about steps you might take in response to your survey, remember to take time to **celebrate your organization's strengths** as well.



Employee Kudos from Members



David Mead
Member Relations
Control Center Specialist
Headquarters



Priscilla Chapa
Member Relations
Analyst
Canyon Lake



Blythe Nodecker
Member Relations
Analyst
Cedar Park



Chris Scott
Journeyworker
Bertram



Boyd Edwards
Regional Operations
Supervisor
Bertram

Employee Heroes—Saved Passengers from Burning Vehicle



● **Garrit Afman**
Journeyworker
Canyon Lake



Michael Burkhardt
Lineworker Apprentice 3
Canyon Lake

