

# METROPOLITAN UTILITIES DISTRICT

## Committee Meetings Agenda

1:00 p.m.

July 2, 2025

1. Safety Briefing
2. Roll Call
3. Open Meetings Act Notice

### **Construction & Operations – Friend, Sidzyik, Cavanaugh**

1. Capital Expenditures [Kendall Minor – SVP & Chief Operations Officer] – **Tab 5**
2. HGM Consultant Services for Streetcar Related Water Main Construction – [Masa Niiya – VP, Engineering] – **Tab 6**
3. Acceptance of Contracts and Payment of Final Estimates [Trevor Tonniges – Director, Plant Engineering] – **Tab 7**
4. Change Order 1 – WP2116 Platte West Water Production Facility Dechlorination Project [Trevor Tonniges – Director, Plant Engineering] – **Tab 8**
5. Bids on Materials and Contracts [Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 9**

### **Services & Extensions – Friend, Begley, Howard**

1. Main Extensions [Masa Niiya – VP, Engineering] – **Tab 11**

### **Personnel – Begley, Sidzyik, Friend**

1. Wage and/or Salary Increases and Ratification [Bonnie Savine – VP, Human Resources] – **Tab 12**

*(Turn over for regular Board Meeting agenda)*

# **METROPOLITAN UTILITIES DISTRICT**

## **Regular Monthly Board Meeting Agenda**

**1:45 p.m.**

**July 2, 2025**

1. Roll Call
2. Open Meetings Act Notice
3. Pledge of Allegiance
4. Approval of Minutes – Committee Meetings and Regular Board Meeting for June 4, 2025

### **CONSTRUCTION & OPERATIONS**

5. Capital Expenditures
6. HGM Consultant Services for Streetcar Related Water Main Construction
7. Acceptance of Contracts and Payment of Final Estimates
8. Change Order 1 – WP2116 Platte West WPF Dechlorination Project
9. Bids on Materials and Contracts
10. Notice of Purchases Between \$25,000 & \$50,000

### **SERVICES & EXTENSIONS**

11. Main Extensions

### **PERSONNEL**

12. Wage and/or Salary Increases and Ratifications

### **BOARD**

13. Other Matters of District Business for Discussion
14. Public Comment
15. CLOSED SESSION – Litigation, Personnel and Real Estate

**Adjourn Regular Monthly Board Meeting**

***(Turn over for Committee Meetings agenda)***

## METROPOLITAN UTILITIES DISTRICT

### Minutes of the Committee Meeting

June 4, 2025

Chairman Tim Cavanaugh called to order the Committee meetings of the Metropolitan Utilities District Board of Directors at 1:00 p.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the meeting was published in the print version of *The Omaha World-Herald* on Sunday, May 25, 2025. Notice was also provided on the MUD website at [www.mudomaha.com](http://www.mudomaha.com) and other social media platforms. Agendas and all pertinent Board materials to be presented at the meeting were emailed to Directors and posted on the MUD website on May 30, 2025.

Chairman Cavanaugh announced that the meeting was being livestreamed, and a recording of the meeting would be uploaded to the MUD website after the meeting's conclusion.

#### **Safety Briefing**

Vice President, Safety and Security Shane Hunter provided a safety briefing for all individuals attending the meeting in-person regarding protocol at the headquarters building in the event of an emergency.

#### **Roll Call**

On a roll call vote, the following Directors acknowledged their attendance: Jim Begley, Tanya Cook, Dave Friend, Bob Sidzyik, Mike McGowan, Gwen Howard and Tim Cavanaugh.

#### **Open Meetings Act Notice**

Chairman Cavanaugh announced that a copy of the Open Meetings Act was located on the wall in the back of the Board Room.

#### **Outstanding/Distinguished Service Award**

On behalf of the Board of Directors and Management, Director Cavanaugh presented Gas Distribution employees Robert Blakely, Zach Rose, and Nick Haynes with the Outstanding Service Award for heroic lifesaving efforts amidst an accident outside of the LNG plant on April 23, 2025. The quick response from Mr. Blakely, Mr. Rose, and Mr. Haynes' reflects the District's core principles of care and safety for our customers and community.

#### **Construction and Operations – Friend, Sidzyik, Cavanaugh**

Senior Vice-President and Chief Operations Officer Kendall Minor presented the proposed capital expenditures as outlined in his letter to the Committee dated May 29, 2025.

Director of Plant Engineering Trevor Tonniges presented the acceptance of contracts and payment of final estimates as outlined in his letter to the Committee dated May 23, 2025.

Mr. Tonniges continued, presenting Change Order 1 – WP1871 Southeast Bellevue Water Main Extensions.

Vice-President of Procurement & Enterprise Services Jon Zellars presented the bids on materials and contracts as outlined in the letter to the Committee from Director of Procurement Sherri Lightfoot dated May 22, 2025. A brief discussion took place regarding the procurement and cost of chlorine.

**Services and Extensions – Friend, Begley, Howard**

Vice-President of Engineering Masa Niiya presented the proposed main extensions as outlined in his letter to the Committee dated May 27, 2025.

**Personnel – Begley, Sidzyik, Friend**

Vice-President of Human Resources Bonnie Savine reviewed the wage and/or salary increases and ratifications as outlined in her letter to the Committee dated May 27, 2025.

Ms. Savine continued, presenting the selection of Senior Vice-President and Chief Financial Officer, Steve Dickas as outlined in her letter to the Committee dated May 27, 2025.

Finally, Ms. Savine presented the amendment to allow for Roth 457(b) contributions as outlined in her letter to the Committee dated May 28, 2025

**Justice & Legislative – Cavanaugh, Cook, Howard**

Senior Claims Adjuster Mike Conrad presented the Settlement of Claim request for West Haven Apartment Complex as outlined in the letter to the Committee from Senior Vice-President, General Counsel Mark Mendenhall dated May 29, 2025.

Government Relations Attorney Rick Kubat reviewed the fifth legislative report of the 2025 session as outlined in his letter to the Committee dated May 26, 2025.

**Accounts. Expenditures. Finance & Rates – McGowan, Begley, Cook**

Mr. Kubat continued presenting the lead services line cash fund loan request as outlined in his letter to the Committee dated June 3, 2025. Discussion took place regarding the loan, current obligated funds, and other funding options.

**Insurance & Pension – Howard, McGowan, Cook**

Vice President of Accounting Steve Dickas presented the Insurance Renewals as outlined in his letter to the Committee dated May 29, 2025. Mr. Dickas introduced Tim

Floro of Gallagher, who joined virtually, to answer any questions the Board may have. Discussion took place regarding future insurance coverage of the LNG Plant and Caverns.

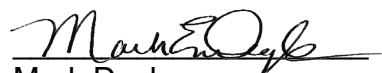
### **Committee of the Whole**

Senior Vice-President and Chief Information Officer Sue Lobsiger provided a brief background of the District's use of SAP and the system upgrade to S4HANA. She thanked the IT staff and District Champions for their dedication to the project and acknowledged the sacrifice of the employees and their families throughout the last 18 months to bring the project to fruition. Vice-President of IT Jinson Pappalil presented an IT Project Update on the S4HANA migration, highlighting the cost savings, cross-District collaboration, and quality of work performed by District staff and contractors. The Board thanked Mr. Pappalil and the IT team for their commitment to the project, making this a success for the District and the customer-owners.

### **Public Comment**

Chairman Cavanaugh asked if there were any further comments from the Board or if any member of the public would like to address the Board.

At 2:04 p.m., Chairman Cavanaugh announced the Committee Meetings had concluded, and the Board would reconvene in ten minutes for the regular monthly Board Meeting.



Mark Doyle

President & Secretary to the Board

MD/sec

**METROPOLITAN UTILITIES DISTRICT**  
**Minutes of the Regular Monthly Board Meeting**  
**June 4, 2025**

Chairman Tim Cavanaugh called to order the Committee meetings of the Metropolitan Utilities District Board of Directors at 2:16 p.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the meeting was published in the print version of *The Omaha World-Herald* on Sunday, May 25, 2025. Notice was also provided on the MUD website at [www.mudomaha.com](http://www.mudomaha.com) and other social media platforms. Agendas and all pertinent Board materials to be presented at the meeting were emailed to Directors and posted on the MUD website on May 30, 2025.

Chairman Cavanaugh announced that the meeting was being livestreamed, and a recording of the meeting would be uploaded to the MUD website after the meeting's conclusion.

**AGENDA NO. 1**

**ROLL CALL**

On a roll call vote, the following Directors acknowledged their attendance: Jim Begley, Tanya Cook, Dave Friend, Bob Sidzyik, Mike McGowan, Gwen Howard and Tim Cavanaugh.

**AGENDA NO. 2**

**OPEN MEETINGS ACT NOTICE**

Chairman Cavanaugh announced that a copy of the Open Meetings Act was located on the wall in the back of the Board Room.

**AGENDA NO. 3**

**PLEDGE OF ALLEGIANCE**

Chairman Cavanaugh invited all who wished to participate to recite the Pledge of Allegiance.

**AGENDA NO. 4**

**APPROVAL OF MINUTES FOR THE COMMITTEE MEETINGS, REGULAR MONTHLY BOARD MEETING AND PUBLIC HEARING FOR MAY 7, 2025.**

Director Cook moved to approve the minutes for the Committee Meetings and Regular Monthly Board Meeting for May 7, 2025, which was seconded by Director McGowan and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh

Voting No: None

**AGENDA NO. 5**  
**CAPITAL EXPENDITURES**

Director Friend moved to approve the proposed Capital Expenditures as presented in the Committee Meetings by Senior Vice-President and Chief Operations Officer, Kendall Minor as outlined in his letter to the Committee dated May 29, 2025. The motion was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

**AGENDA NO. 6**  
**ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES**

Director Friend moved to approve the Acceptance of Contracts and Payment of Final Estimates as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated May 23, 2025. The motion was seconded by Director Begley and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

**AGENDA NO. 7**  
**CHANGE ORDER 1 – WP1871 SOUTHEAST BELLEVUE WATER MAIN EXTENSIONS**

Director Friend moved to approve the Change Order 1 – WP1871 Southeast Bellevue Water Main Extensions as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated May 23, 2025. The motion was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

**AGENDA NO. 8**  
**BIDS ON MATERIALS AND CONTRACTS**

Director Friend moved to approve the Bids on Materials and Contracts as presented in the Committee Meetings by Vice-President of Procurement and Enterprise Services Jon Zellars and as outlined in the letter to the Committee dated May 22, 2025, from Director of Procurement Sherri Lightfoot. The motion was seconded by Director Sidzyik and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

## **AGENDA NO. 9**

### **MAIN EXTENSIONS**

Director Friend moved to approve the proposed Main Extensions as presented in the Committee Meetings by Vice-President of Engineering Masa Niiya and as outlined in his letter to the Committee dated May 27, 2025, which was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh

Voting No: None

## **AGENDA NO. 10**

### **WAGE AND/OR SALARY INCREASES AND RATIFICATIONS**

Director Begley moved to approve the Wage and/or Salary Increases and Ratifications as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated May 27, 2025. The motion was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh

Voting No: None

## **AGENDA NO. 11**

### **PROMOTION OF SENIOR VICE-PRESIDENT, CHIEF FINANCIAL OFFICER**

Director Begley moved to approve the Promotion of Senior Vice-President, Chief Financial Officer as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated May 27, 2025. The motion was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh

Voting No: None

## **AGENDA NO. 12**

### **AMENDMENT TO ALLOW FOR ROTH 457(b) CONTRIBUTIONS**

Director Begley moved to approve the Amendment to Allow for Roth 457(b) Contributions as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated May 28, 2025. The motion was seconded by Director Cook and carried on a roll call vote. Chairman Cavanaugh thanked the team for expanding options for District employees to prepare for their future.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh

Voting No: None

## **AGENDA NO. 13**

### **SETTLEMENT OF CLAIM**

Director Cavanaugh moved to approve the Settlement of Claim, West Haven Apartment Complex as presented in the Committee Meetings by Senior Claims



Investigator Mike Conrad and as outlined the letter to the Committee dated May 29, 2025, from Senior Vice-President, General Counsel Mark Mendenhall. The motion was seconded by Director Sidzyik and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

**AGENDA NO. 14**  
**FIFTH LEGISLATIVE REPORT FOR 2025**

Director Cavanaugh requested that the fifth legislative report for 2025 memo from Government Relations Attorney Rick Kubat dated May 26, 2025, be placed on file.

**AGENDA NO. 15**  
**LEAD SERVICES LINE CASH FUND LOAN**

Director McGowan moved to approve the Lead Services Line Cash Fund Loan as presented in the Committee Meetings by Government Relations Attorney Rick Kubat and as outlined in his letter dated May 26, 2025. The motion was seconded by Director Sidzyik and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

**AGENDA NO. 16**  
**INSURANCE RENEWALS**

Director Howard moved to approve the Insurance Renewals as presented in the Committee Meetings by Vice President of Accounting Steve Dickas and as outline in his letter dated May 29, 2025. The motion was seconded by Director Begley and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh  
Voting No: None

**AGENDA NO. 17**  
**OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION**

Chairman Cavanaugh asked whether any Board Members had any comments they wished to share. Director Cook thanked District employees for keeping the customer at the forefront of all business.

**AGENDA NO. 18**  
**PUBLIC COMMENT**

Chairman Cavanaugh asked if there were any further comments from the Board or if any member of the public would like to address the Board. There was none.

**AGENDA NO. 19**  
**CLOSED SESSION – LITIGATION, PERSONNEL AND REAL ESTATE**

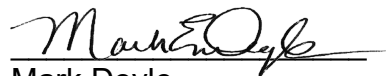
A Closed Session was not necessary.

Director Cook moved to adjourn the regular Board Meeting which was seconded by Director Sidzyik and carried on a roll call vote.

Voting Yes: Begley, Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh

Voting No: None

The regular Board Meeting was adjourned at 2:25 p.m.

A handwritten signature in black ink, appearing to read "Mark Doyle", with a horizontal line drawn underneath it.

Mark Doyle

President & Secretary to the Board

MD/sec

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication***June 27, 2025****Subject: CAPITAL EXPENDITURES**

**To:** Construction and Operations Committee  
cc: all Board Members; President Doyle; Senior Vice Presidents Ausdemore, Dickas, Lobsiger, Mendenhall, Myers, and all Vice Presidents

**From:** Kendall Minor, SVP & Chief Operations Officer

The following items will be on the July 2<sup>nd</sup>, 2025, Committee Agenda for consideration and the Board Agenda for approval:

**BUILDINGS, PLANTS & EQUIPMENT**

N/A

**SYSTEM IMPROVEMENTS**

**1. JOB #:** R2350 (100053001612 - \$462,000), (100067001584 - \$56,300), (100053001644 - \$68,000), (100067001596 - \$6,900), (100054001185 - \$73,000) & (100068001170 - \$16,100) - **REVISION**

**PROJECT COST:** \$682,300

**LOCATION:** South 45th Street to South 48th Street & Capehart Road to Lawnwood Drive

**PURPOSE:** Relocate water and gas mains

**DESCRIPTION:** This project was previously approved by the Board on 5/7/2025. Additional job numbers, 100053001644 and 100067001596 have been added to this project to track reimbursable portions of water main relocations. The project scope and overall estimated cost have not changed.

This work is required to eliminate conflicts with proposed grading, paving, and storm sewers being done for Sarpy County Project No. C-77. The gas relocations necessary as part of this project began in May 2025 and the water relocations are expected to begin August 2025. All work will be constructed by District crews. A portion of this work is reimbursable as there are some water mains that are installed within permanent easement. The estimated cost for this work is \$74,900.

**2. JOB #:** R2356 (100053001618 - \$70,000), (100067001590 - \$8,000), (100054001188 - \$23,000) & (100068001174 - \$1,300)

**PROJECT COST:** \$102,300

**LOCATION:** California Street from N. 15th Street to N. 16th Street

**PURPOSE:** Relocate water and gas mains

**DESCRIPTION:** This work is required to eliminate conflicts with proposed grading and a new building being constructed near 1515 California Street. This project is anticipated to begin July 2025 and will be constructed by a District crew. This work is reimbursable as the

project is private in nature.

**3. JOB #:** WP2033 (100051001089 - \$120,000)

**PROJECT COST:** \$120,000

**LOCATION:** Leavenworth Street east of S. 80th Street

**PURPOSE:** Install 400' of 6" water main

**DESCRIPTION:** This work is being done to improve water system reliability and meet modern fire protection requirements for the area. The new 6" water main along Leavenworth Avenue will provide a new feed for this area and better interconnect the distribution system. This project is anticipated to start in July 2025 and will be constructed by Roloff Construction as part of an Infrastructure Replacement project being performed in the area.

**4. JOB #:** R1858 (100053001586 - \$25,440,000) & (100067001557 - \$1,430,000) –

**STREETCAR PROJECT**

**PROJECT COST:** \$26,870,000

**LOCATION:** Along Farnam Street & Harney Street, from 8<sup>th</sup> to 28<sup>th</sup> Street, and along 8<sup>th</sup> & 10<sup>th</sup> Street from Farnam Street to Capitol Avenue.

**PURPOSE:** Relocate water mains

**DESCRIPTION:** This work is required to eliminate water main conflicts on the City of Omaha's Streetcar Project OPW 54338. This phase will be the third of four (4) water relocation projects along the currently proposed streetcar route. This work is anticipated to begin July 2025 and will be constructed by Hawkins Construction Company, which entered a contract with the City of Omaha to complete the work for \$26,870,000. MUD's work on this project will be limited to, for example, field inspection and documentation purposes. MUD's costs for such work will count toward MUD's \$7.6 million Streetcar contribution limit agreed to by the City of Omaha.

DocuSigned by:

*Kendall Minor*

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Kendall Minor

SVP, Chief Operations Officer

Approved:

DocuSigned by:

*Mark Doyle*

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Mark E. Doyle

President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

June 27, 2025

**Subject:** RECOMMENDATION TO UTILIZE CONSULTANT SERVICES FOR WATER MAIN CONSTRUCTION COORDINATION AND OBSERVATION SERVICES RELATED TO STREETCAR

**To:** Committee on Construction and Operations  
cc: All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers, and all Vice Presidents

**From:** Masa Niiya, Vice President, Engineering

Management is seeking approval for construction coordination and observation services under the existing HGM professional services agreement to support on-going City of Omaha Streetcar project ("Streetcar") related construction estimated to continue through March of 2027. The existing HGM professional services agreement was approved by the Board in November of 2024 and is valid through December 10, 2027.

HGM has supported Streetcar related design and bidding efforts and has knowledge of District standards and an understanding of how the District's water relocations fit within the broader Streetcar construction scope.

The Streetcar project is owned by the City. The District is not a party to the contract between the City and its general contractor. That contract details water, sewer/wastewater and power relocations to support track construction. The District's involvement is to ensure the City's contractor relocates water mains and services in accordance with the District's construction standards and its approved water relocation designs.

Thus far, internal District project management and inspection staff have been able to support ongoing construction within what the City refers to as their "West Utilities" and "Bridges" packages. These two packages are currently scheduled for completion in December 2025 and December 2026, respectively. There are two packages remaining for the "East Utilities" and "Turner Boulevard" scopes that also includes relocation of District water mains.

The water main relocation aspect of the East Utilities package was recently bid by the City of Omaha and awarded to Hawkins Construction Company. This work will include multiple Hawkins water main crews working simultaneously to meet the City's aggressive schedule which established a March 2027 completion. The Turner Boulevard package will be bid in early August with construction occurring from the winter of 2025 through winter of 2026/27.

Due to the expected volume of upcoming construction activity involving overlapping

schedules, multiple crews, and tight completion windows, District staff engaged HGM to scope out a plan to support the expected level of effort needed to supplement current District resources to meet the City's construction schedule.

HGM's project management and observation work is necessary to protect the District's water distribution system and its ability to meet its mission of delivering water to the Omaha metropolitan area.

The attached amendments include a fulltime project coordinator and two construction observers. The project coordinator will work with District Engineering and Water Operations staff to review submittals, change proposals, RFIs, field changes, and any unforeseen conditions or utility conflicts that may arise during construction. They will also assist with overall coordination to represent the District's interests as it relates to the overall Streetcar construction.

The construction observation scope includes one full-time construction observer for the duration of the water related work (estimated completion March 2027) with a second construction observer being utilized during peak construction season next year (estimated March 2026-September 2026).

These services will be billed hourly, based on actual hours requested and approved by the District, with an estimated total cost not-to-exceed in the amount of \$369,600 for the project coordination, and \$781,640 for construction observation services. The total estimated not-to-exceed cost for all services is \$1,151,240.

The City Omaha has been provided a copy of these agreements for awareness. The cost of these services along with any other Streetcar related District costs that are in excess of the total of \$7.6M previously approved by the Board, will be billed to the City for reimbursement.

Approved:

DocuSigned by:  
*Kendall Minor*  
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Kendall Minor  
Senior Vice President  
Chief Operations Officer

DocuSigned by:  
*Masa Niya*  
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Masa Niya  
Vice President  
Engineering

DocuSigned by:  
*Mark Doyle*  
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Mark Doyle  
President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

June 23, 2025

**Subject:** ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES

**To:** Construction and Operations Committee  
 cc: All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers, and all Vice Presidents

**From:** Trevor Tonniges, Director, Plant Engineering

The following items will be on the July 2, 2025, Committee Meeting for consideration and the Board Meeting Agenda for approval. Work has been satisfactorily completed on the following contracts and final payment is recommended:

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>a.</b> CONTRACTED CAST IRON GAS MAIN REPLACEMENT, SADDLE CREEK RD. TO 55 <sup>TH</sup> ST. & LEAVENWORTH ST. TO WALNUT ST; Q3 CONTRACTING, INC.; GP2657 (100092001671, 100042000127, 100082000040, 100082000041, 100082000042, 100082000043)	1/4/2023	\$2,584,472.39	\$2,096,397.96

**Comments:** There was a net decrease of \$488,074.43 (-18.9%) for this project, due primarily to an underrun in hard surface restoration and no temporary or high-early strength concrete needed to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>b. INSTALL WATER MAINS IN AERIE AT BLUE SAGE LOTS 1 &amp; 2 12" PIONEER MAIN, SW OF 204<sup>TH</sup> ST. &amp; BLUE SAGE PKWY.; KERSTEN CONSTRUCTION INC.; WP2044 (100055001453, 100057000538)</b>	11/4/2023	\$444,391.50	\$474,319.60

**Comments:** There was an increase of \$29,928.10 (+6.7%) for this project, due to overruns in unit items for hydrants, chlorine tubes, and an additional connection, at the developer's request, to put the water main partially into service. There was also a charge for an additional mobilization. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>c. INSTALL WATER MAINS IN WOODBROOK WEST LOTS 33-189 12" PIONEER MAIN, NW OF N. 180<sup>TH</sup> ST. &amp; FORT ST.; VALLEY CORPORATION; WP2082 (100055001464, 100057000543)</b>	5/1/2024	\$784,673.18	\$788,706.89

**Comments:** There was a net increase of \$4,033.71 (+0.5%) for this project, due to an underrun in quantities of mains and bends and the need for payment for additional cover for the water main being installed deeper than expected due to the grade of the site. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.



Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
d. INSTALL WATER MAINS IN BUNGALOWS AT HONEYSUCKLE LOT 1 12" PIONEER MAIN, SE OF HONEYSUCKLE DR. & VETERANS DR.; KERSTEN CONSTRUCTION INC.; WP2106 (100055001474, 100057000548)	6/5/2024	\$370,832.00	\$352,779.25

**Comments:** There was a decrease of \$18,052.75 (-4.9%) for this project, due primarily to a decrease in unit quantities for water mains and augering required to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
e. PLATTE WEST WATER PRODUCTION FACILITY THRUST RESTRAINT PROJECT; NEUVIRTH CONSTRUCTION INC; WP2115 (100035000016)	9/11/2024	\$709,303.08	\$731,907.08

**Comments:** There was an increase of \$22,604.00 (+3.2%) for this project, due to two previously approved change orders to address unforeseen conditions related to the existing thrust blocks and conduits that needed to be repaired and modified. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>f.</b> PLATTE WEST WATER PRODUCTION FACILITY–REGULATORY COMPLIANCE PROJECT DECHLORINATION; HAWKINS CONSTRUCTION COMPANY; WP2116 (100035000014)	10/21/2024	\$885,000.00	\$912,215.00

**Comments:** There was an increase of \$27,215.00 (+3.1%) for this project, due to a change order to address numerous changes that were requested within the instrumentation and control systems to improve system operation. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>g.</b> SKYLINE PUMP STATION DRAINAGE STORM IMPROVEMENTS; JUDDS BROTHERS CONSTRUCTION COMPANY; WP2184 (100083001199)	3/5/2025	\$36,450.00	\$36,450.00

**Comments:** All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>h.</b> 61ST AVENUE CAMPUS CONCRETE REPAIRS; MIDWEST DCM, INC.; 100084001343	8/14/2024	\$29,886.00	\$28,806.00

**Comments:** There was a decrease of \$1,080.00 (-3.6%) for this project, due to an underrun in quantity of curb and gutter required to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.


Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
i. 61ST AVENUE CAMPUS CONCRETE REPAIRS; BAYSHORE CONTRACTORS LLC; 100084001343	8/7/2024	\$54,215.00	\$24,070.00

**Comments:** There was a decrease of \$30,145.00 (-55.6%) for this project, due to underruns in quantities for removal, saw-cutting, and curb ramp required to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

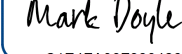
*\*Based upon Engineering’s estimated unit quantities.*

Signed by:  
  
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Trevor Tonniges  
Director, Plant Engineering

Approved:

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Masa Niiya  
Vice President  
Engineering

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Kendall Minor  
Senior Vice President  
Chief Operations Officer

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Mark Doyle  
President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

6/11/2025

**Subject:** CHANGE ORDER 1 – PLATTE WEST WATER PRODUCTION FACILITY–  
REGULATORY COMPLIANCE PROJECT DECHLORINATION; HAWKINS  
CONSTRUCTION COMPANY; WP2116 (100035000014)

**To:** Committee on Construction & Operations  
Cc: All Board Members; President Doyle; Senior Vice Presidents  
Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers, and all Vice  
Presidents

**From:** Trevor Tonniges, Director, Plant Engineering

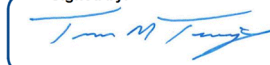
On October 21, 2024 the District entered into a contract with Hawkins Construction Company to complete the installation of a new effluent dechlorination system at the Platte West Water Production Facility. The original contract price was \$885,000. This Change Order No. 2 results in a net add of \$27,215. This will change the total contract price to \$912,215.

This change consists of seven unique items. The dechlorination systems are relatively complex chemical feed systems to remove chlorine residual from waste water at Platte West. The systems are operated by Plant staff on a daily basis. Throughout construction, Plant operations staff identified numerous issues in the new system that required additional instrumentation and control to improve system operation. These changes were coordinated with the engineer of record, District operations personnel, and the contractor. They were tracked individually throughout the duration of the construction schedule and compiled into a single change order. Accounting of each change in greater detail is included for reference.

Change order item 6 is specific for additional time on site for the contractor. Hawkins, as the general contractor, spent an additional 3 weeks at the facility to perform and coordinate the additional work noted in this change order by various subcontractors

All work at the Platte West facility is now substantially complete. Several of these items were required to place the new dechlorination system into operation and complete the required Nebraska Department of Environment and Energy (N.D.E.E.) inspection.

Signed by:



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Trevor Tonniges  
Director, Plant Engineering

**Approved:**

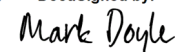
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Masa Niya  
Vice President,  
Engineering

DocuSigned by:



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Mark Doyle  
President

DocuSigned by:



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Kendall Minor  
Sr. Vice President,  
Chief Operations Officer

DocuSigned by:



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Mark Mendenhall  
Sr. Vice President,  
General Counsel

METROPOLITAN UTILITIES DISTRICT  
*Inter-Department Communication*

June 23, 2025

**Subject:** BIDS ON MATERIALS AND CONTRACTS DURING THE MONTH OF JUNE

**To:** Construction & Operations Committee  
cc: All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers and all Vice Presidents

**From:** Sherri A Lightfoot, Director, Procurement

The following items will be on the July 2, 2025 Committee Agenda for consideration and the July 2, 2025 Board Agenda for approval. The recommended bid is bolded and listed first. Nonlocal bidders have been indicated in italics.

**WATER/GAS MAIN CONTRACTS**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Install Water Mains in Dunham	35/4	<b>Judds Bros.</b>	<b>\$677,285.00</b>
House Lot 1 7808 N. 60 <sup>th</sup> Street		<i>General Excavating</i>	719,691.50
100051001101 100055001494		<i>Cedar Constr.</i>	837,815.00
WP2201		<i>CMG Pipelines</i>	986,674.50
Engineering Estimate: \$763,575.00			
(A C&A in the amount of \$809,274.00 will be presented to the Board on July 2, 2025 for approval.)			

**RATIFICATION**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Large Ductile Iron Restraint Joint	9/4	<b>Core &amp; Main</b>	<b>\$36,461.60*</b>
Class 52 Water Pipe (126' of 24")		<i>Omaha Winwater</i>	31,891.86
		<i>Utility Equipment</i>	32,112.36
		<i>American Underground</i>	34,650.00

**\*Pipe required for active project. Core and Main was the only bidder that had the pipe in stock and available for immediate delivery. Other bidders had lead times between 4 to 14 weeks.**

**INFORMATION TECHNOLOGY**

<b><u>Item</u></b>	<b><u>Bids Sent / Rec'd</u></b>	<b><u>Bidders</u></b>	<b><u>Bid Amount</u></b>
Audio Video Upgrade to Platte West and Florence Water Production Facilities (WPF) 100086000776 (C&A for 100086000776 approved February 5, 2025 in the amount of \$170,000.00.)	3/2	<b>CCS</b> CTi	<b>\$158,002.41</b> 199,606.30
Upgrade and Replace SD-WAN Equipment with Palo Alto Firewalls 100086000775 (C&A for 100086000775 approved February 5, 2025 in the amount of \$270,000.00.)	3/3	<b>Sirius/CDW</b> OneNeck NWN	<b>\$218,316.31</b> 252,525.24 283,636.50

**OTHER**

<b><u>Item</u></b>	<b><u>Bids Sent / Rec'd</u></b>	<b><u>Bidders</u></b>	<b><u>Bid Amount</u></b>
Two (2) Medium Size Rubber Tire 4x4 Loader Backhoe 100087000707 (C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00.)	8/2	<b>NMC</b> Murphy Tractor	<b>\$370,750.00</b> 380,091.00
Two (2) Mid-Size Utility Tractors for Platte South and Platte West 100087000693 *State Contract 16093 OC (C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00.)	1/1	<b>Deere &amp; Company</b>	<b>\$226,495.76*</b>

Furniture for Construction Center I (CCI) and Construction Center II (CC II) 100084001315 100084001317 (C&A for 100084001315 and 100084001317 approved November 2, 2022 in the amount of \$13,403,333.00 and \$47,137,990.00, respectively. Supplemental C&A for 100084001315 and 100084001317 approved June 7, 2023 in the amount of \$6,445,234.00 and \$6,909,085.00, respectively.)	6/2	<b>All Makes</b> Sheppards Business	<b>\$826,059.11</b> 894,388.08
15,000 yd3 of Fill Dirt for Construction	6/3	<b>Ronco</b> Pink Grading Heimes	<b>120,000.00</b> 180,000.00 190,950.00

**ANNUALS**

<b><u>Item</u></b>	<b><u>Bids Sent / Rec'd</u></b>	<b><u>Bidders</u></b>	<b><u>Bid Amount</u></b>
Hydrofluorosilicic Acid (120 Tons) Florence WTP (September 1, 2025 to August 31, 2026)	7/4	<b>Alexander Chem.</b> <i>Univar</i> PVS DX <i>Pencco</i>	<b>\$61,200.00</b> 67,200.00 70,560.00 71,760.00
Hydrofluorosilicic Acid (112 Tons) Platte South WTP (September 1, 2025 to August 31, 2026)	7/4	<b>Alexander Chem.</b> <i>Univar</i> PVS DX <i>Pencco</i>	<b>\$57,120.00</b> 62,720.00 65,856.00 66,976.00
Hydrofluorosilicic Acid (150 Tons) Platte West WTP (September 1, 2025 to August 31, 2026)	7/4	<b>Alexander Chem.</b> <i>Univar</i> PVS DX <i>Pencco</i>	<b>\$76,500.00</b> 84,000.00 88,200.00 89,700.00
Ferric Sulfate (274,000 lbs.) Platte South WTP (September 1, 2025 to August 31, 2026) *Extension 1	1/1	<b>Pencco</b>	<b>\$65,212.00*</b>

Ferric Sulfate  
(1,200,000 lbs.) Platte West WTP  
(September 1, 2025 to August 31, 2026)  
\*Extension 1

1/1

**Pencco**

**\$285,600.00\***

DocuSigned by:

*Sherri A. Lightfoot*

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Sherri A. Lightfoot  
Director, Procurement  
(402) 504-7253

Approved:

DocuSigned by:

*Jon Zellars*

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Jon Zellars  
Vice President, Procurement and Enterprise Services

Signed by:

*Steven E. Ausdemore*

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Steven E. Ausdemore  
Senior Vice President, Safety, Security and Field Operations

DocuSigned by:

*Mark Doyle*

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Mark E. Doyle  
President



# METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

June 20, 2025

**Subject:** NOTICE OF PURCHASES BETWEEN \$25,000 - \$50,000

**To:** Construction & Operations Committee  
cc: All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers and all Vice Presidents

**From:** Sherri A. Lightfoot, Director, Procurement

During the month of June, the following items were purchased or contracted for and are being submitted to the Board to be placed on file. The purchases or contracts were initiated with the low bidder which is bolded and listed first.

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidder</u>	<u>Amount Bid</u>
Carbon Dioxide CO2 (300 Tons) Florence WTP (September 1, 2025 to August 31, 2026)	4/2	<b>Matheson Tri-Gas</b> Reliant Gases	<b>\$43,800.00</b> 49,500.00
One (1) Compact Size Utility Tractor 100087000729 *State Contract 16093 OC (C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00.)	1/1	<b>Deere &amp; Company</b>	<b>\$28,791.02*</b>

DocuSigned by:

*Sherri A. Lightfoot*

Sherri A. Lightfoot  
Director, Procurement  
(402)504-7253

Approved:

DocuSigned by:

*Jon Zellars*

Jon Zellars  
Vice President, Procurement and Enterprise Services

Signed by:

*Steve Ausdemore*

Steven E. Ausdemore  
Senior Vice President, Safety, Security and Field Operations

DocuSigned by:

*Mark Doyle*

Mark E. Doyle  
President

**METROPOLITAN UTILITIES DISTRICT**

*Inter-Department Communication*

**June 25, 2025**

**Subject:** MAIN EXTENSIONS

**To:** Services and Extensions Committee  
cc: All Board Members: President Doyle; Senior Vice Presidents  
Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers, and all Vice  
Presidents

**From:** Masa Niiya, Vice President, Engineering

The following main extension will be on the July 2nd, 2025, Committee Agenda for consideration and the Board Agenda for approval:

**1. JOB #:** WP2201 (100055001494 - \$620,839) & (100051001101 - \$188,435)

**PROJECT COST:** \$809,274

**DISTRICT COST:** \$308,745

**LOCATION:** North of 60<sup>th</sup> & Potter Street

**DISTRICT SUBDIVISION:** Friend

**PURPOSE:** Install water mains for Dunham House Subdivision

**DESCRIPTION:** Work to be done will provide domestic water service and fire protection to 1 newly platted multi-family lot in Dunham House Subdivision.

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*Masa Niiya*

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Masa Niiya

Vice President, Engineering

Approved:

DocuSigned by:

*Kendall Minor*

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Kendall Minor

Sr. Vice President, Chief Operations Officer

DocuSigned by:

*Mark Doyle*

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Mark E. Doyle

President

**METROPOLITAN UTILITIES DISTRICT**  
*Inter-Department Communication*

June 20, 2025

**Subject: Wage and/or Salary Increases and Ratifications, July 2025 Board Meeting**

**To:** Personnel Committee

**cc:** All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Dickas, Lobsiger, Mendenhall, Minor, Myers and all Vice Presidents

**From:** Bonnie Savine, Vice President, Human Resources

The Human Resources Department is recommending the Board of Directors approve the wage or salary increases outlined below. All positions involve District employees earning more than \$10,000 per year and therefore require your approval.

**1. Operating and Clerical (OAC) Wage Increases Due To Promotion**

The Human Resources Department is recommending the Board of Directors approve wage increases for the following Employees within the OAC classification. These wage increases are based on a job selection process, are in compliance with the Collective Bargaining Agreement, and are made following the posting and application process for a job opening in the District. The effective date for these increases will be the beginning of the next OAC pay period following Board approval.

<b>Employee:</b>	<b>Matthew Armetta</b>
<b>Current position (department):</b>	Pipe Layer (Construction)
<b>New position (department):</b>	Machine Operator I (Construction)
<b>Current rate; step/grade:</b>	\$35.26; Step 2
<b>Proposed rate; step/grade:</b>	\$37.46; Step 2
<b>Percent of increase:</b>	6.24%
<b>District hire date:</b>	December 19, 2022

<b>Employee:</b>	<b>Salvador Baeza-Villa</b>
<b>Current position (department):</b>	Pipe Layer (Construction)
<b>New position (department):</b>	Pipe Layer – Welder (Construction)
<b>Current rate; step/grade:</b>	\$35.26; Step 2
<b>Proposed rate; step/grade:</b>	\$37.46; Step 2
<b>Percent of increase:</b>	6.24%
<b>District hire date:</b>	December 19, 2022

<b>Employee:</b>	<b>Jesse Brown</b>
<b>Current position (department):</b>	Pipe Layer (Construction)
<b>New position (department):</b>	Machine Operator I (Construction)
<b>Current rate; step/grade:</b>	\$37.22; Step 3
<b>Proposed rate; step/grade:</b>	\$39.54; Step 3
<b>Percent of increase:</b>	6.23%
<b>District hire date:</b>	December 13, 2021

## Wage and/or Salary Increases and Ratifications

July 2025

Page 2

**Employee:** **Joshua Chipp**  
**Current position (department):** Water Plant Operator (Water Pumping – Florence)  
**New position (department):** Water Plant Engineer (Platte South)  
**Current rate; step/grade:** \$39.59; Step 2  
**Proposed rate; step/grade:** \$43.55; Step 2  
**Percent of increase:** 10.00%  
**District hire date:** March 6, 2023

**Employee:** **Jorge Campos**  
**Current position (department):** Pipe Layer Trainee (Construction)  
**New position (department):** Pipe Layer – Welder (Construction)  
**Current rate; step/grade:** \$29.53; Step 2  
**Proposed rate; step/grade:** \$33.30; EN  
**Percent of increase:** 12.77%  
**District hire date:** January 29, 2024

**Employee:** **Dawson Kline**  
**Current position (department):** Pipe Layer (Construction)  
**New position (department):** Machine Operator I (Construction)  
**Current rate; step/grade:** \$35.26; Step 2  
**Proposed rate; step/grade:** \$37.46; Step 2  
**Percent of increase:** 6.24%  
**District hire date:** November 28, 2022

**Employee:** **Cesar Rivera**  
**Current position (department):** Stores Clerk III (Transportation)  
**New position (department):** Stores Clerk V (Transportation)  
**Current rate; step/grade:** \$37.68; Step 2  
**Proposed rate; step/grade:** \$40.32; Step 3  
**Percent of increase:** 7.01%  
**District hire date:** August 9, 2021

**Employee:** **Taylor Woodson**  
**Current position (department):** Pipe Layer (Construction)  
**New position (department):** Pipe Layer – Welder (Construction)  
**Current rate; step/grade:** \$39.18; Step 4  
**Proposed rate; step/grade:** \$41.62; Step 4  
**Percent of increase:** 6.23%  
**District hire date:** May 10, 2021

## Wage and/or Salary Increases and Ratifications

July 2025

Page 3

**2. Operating and Clerical (OAC) Wage Increases Due To Job Transfer**

The Human Resources Department is recommending the Board of Directors approve wage increases for the following Employees within the OAC classification. A transferring employee who is at less than Standard Wage will be moved to an equal rate in the new job classification or, if there is not an identical wage rate, to the nearest higher wage rate in the new job classification. These wage increases are based on a formal selection process, are in compliance with the Collective Bargaining Agreement, and are made following the posting and application process for a job opening in the District. The effective date for these increases will be the beginning of the next OAC pay period following Board approval.

**There are no recommendations for approval this month**

**3. Operating and Clerical (OAC) Wage Increases Due To Job Progression**

The Human Resources Department is recommending the Board of Directors approve the following wage increases for the OAC employees who have successfully completed required training and who have been recommended by their supervisor for promotion as they progress within their job family. All increases are based on the bargaining unit wage structure. The effective date for these increases will be the beginning of the next OAC pay period following board approval.

**Employee:** Kyle Bonneau  
**Current position (department):** Pipe Layer Trainee (Construction)  
**New position (department):** Pipe Layer (Construction)  
**Current rate; step/grade:** \$32.81; Step 4  
**Proposed rate; step/grade:** \$35.26; Step 2  
**Percent of increase:** 7.47%  
**District hire date:** June 26, 2023

**Employee:** George Guerrero  
**Current position (department):** Pipe Layer Trainee (Construction)  
**New position (department):** Pipe Layer (Construction)  
**Current rate; step/grade:** \$32.81; Step 4  
**Proposed rate; step/grade:** \$35.26; Step 2  
**Percent of increase:** 7.47%  
**District hire date:** June 26, 2023

**Employee:** Charles Rubek  
**Current position (department):** Pipe Layer Trainee (Construction)  
**New position (department):** Pipe Layer (Construction)  
**Current rate; step/grade:** \$32.81; Step 4  
**Proposed rate; step/grade:** \$35.26; Step 2  
**Percent of increase:** 7.47%  
**District hire date:** June 26, 2023

## Wage and/or Salary Increases and Ratifications

July 2025

Page 4

**4. Supervisory, Professional and Administrative (SPA) Salary Increases Due To Job Promotion**

The following employees are selected for promotion into SPA positions. It is recommended the President be authorized to increase the salary of these employees. These SPA jobs have been evaluated, graded, appropriate job descriptions completed, and posting guidelines fulfilled. The effective date for these salaries will be the beginning of the next SPA pay period following board approval.

<b>Employee:</b>	<b>Shane Moultroup</b>
<b>Current position (department):</b>	Crew Leader Meter Shop (Meter Services)
<b>New position (department):</b>	Supervisor, Meter Operations & Maintenance (Meter Services)
<b>Current rate; step/grade:</b>	\$48.54; Step 4
<b>Proposed rate; step/grade:</b>	\$106,011; SPA – 04S
<b>Percent of increase:</b>	5.00%
<b>District hire date:</b>	July 29, 2019

**5. Supervisory, Professional and Administrative (SPA) New Hire Ratification**

Board of Director Ratification of salaries, for new SPA employees hired from outside the District, is required to confirm the salary within the grade established for the position. Authorization to ratify the annual salary of SPA employees hired from outside the District will be requested each month, if appropriate.

<b>Employee:</b>	<b>Martin Engelsman</b>
<b>Current position (department):</b>	Safety Specialist
<b>Current rate; step/grade:</b>	\$85,000; SPA – 03
<b>District hire date:</b>	June 23, 2025

<b>Employee:</b>	<b>Niaz Haque</b>
<b>Current position (department):</b>	Engineer II (Plant Engineering)
<b>Current rate; step/grade:</b>	\$93,000; SPA – 04
<b>District hire date:</b>	June 23, 2025

DocuSigned by:



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Bonnie Savine

Vice President, Human Resources

**APPROVED:**

DocuSigned by:



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Mark A. Mendenhall

Senior Vice President, General Counsel

DocuSigned by:



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Mark E. Doyle

President