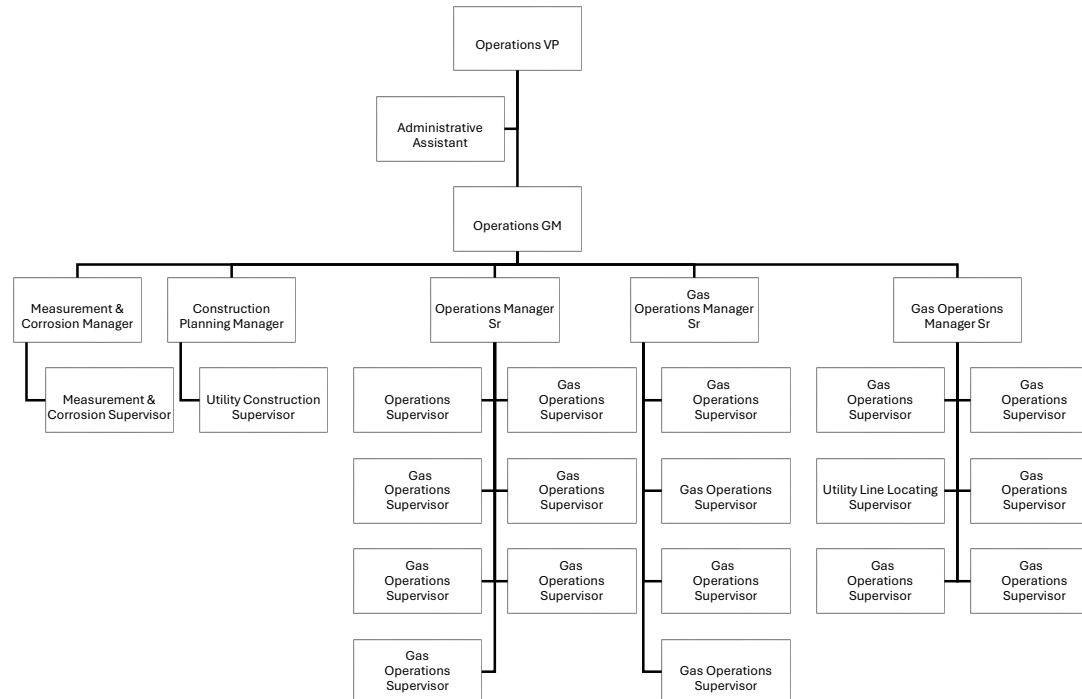


Summary of Qualifications and Work Experience for Kevin Jarosz:

I started in the utility business in 1988. I began my career working various entry level operation positions. I then progressed into a Lead Operations Tech position responsible for Operation & Maintenance compliance, Operator Qualification activities, and all construction activities in Eastern Nebraska. I was later promoted to Supervisor, with responsibilities focusing on operations and non-regulated business units (including appliance repair & technical service projects).

I then had the opportunity and accepted the role of Network Operations Manager for Southwest Iowa and Eastern Nebraska. Soon after, I was asked to lead the Omaha Metro region and Eastern Nebraska as the Operations Manager. While in this position, I returned my focus on education at Bellevue University, completing the Accelerated Program towards a Bachelor of Science in Business Management. This was followed by a promotion to Senior Operations Manager for both the Omaha Metro Region and the Lincoln Region. After serving in this position for 3 years, I was promoted to Director of Nebraska Gas Operations for the entire State of Nebraska. Finally, as of March 23, 2020, I was promoted to Vice President Nebraska Gas Operations with responsibility for the operational and financial performance of Nebraska's natural gas utility.

Organizational Chart



Nebraska Operational Metrics

December 2024



Operational Metric Descriptions

Operational Excellence (Deliver safe, reliable and cost-effective energy to meet customer's needs)

- Compliance: Number of tasks out of compliance based on NTE due date in CIS+ (monthly)
- Damage Prevention: HPT (hits per thousand) = Number of excavation damages/1,000 locates (YTD)
- Emergency Response: Number of trouble orders responded to within 60 minutes/total trouble orders (YTD)
- Leak Management: Average age of all leak classes (YTD)
- Zero Consumption: Number of meters reporting no use for over 3 months with no ZC order in last 12 months

Transformation (Be a simple and connected company positioned for growth)

- Excavation Site Visits: Number of Excavation Site Visits completed in SMS (YTD)
- Preventable Vehicle: Number of chargeable vehicle incidents (YTD)
- Recordable injuries: Number of OSHA recordable incidents (YTD)

Growth (Grow strategically and achieve strong financial performance)

- Conversions: Total number of new meters converted from propane/electric (YTD)
- New Service Lines: Total number of new service lines installed (YTD)
- Service Guard/HomeServe: Total number of Service Guard/HomeServe customer (YTD)

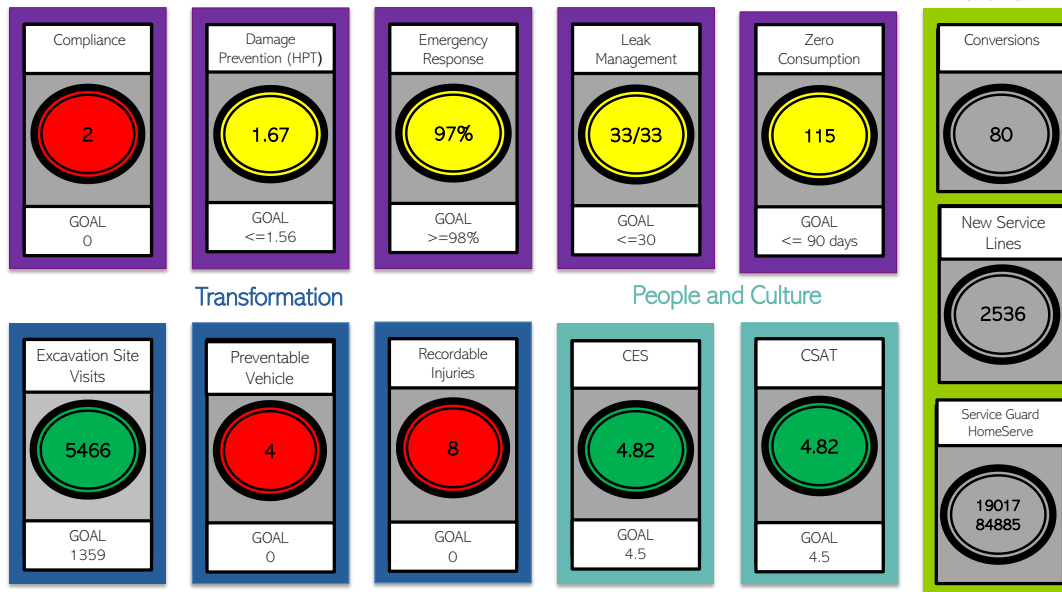
People and Culture (Retain and attract a talented, engaged and thriving team)

- CES: Qualtrics survey results (YTD)
- OSAT: Overall Satisfaction with Field Technicians

★ = Orange Star indicates that region has the best score for NE
★ = Yellow Star indicates that area has the best score for NE

Nebraska Operation Metrics

Operational Excellence



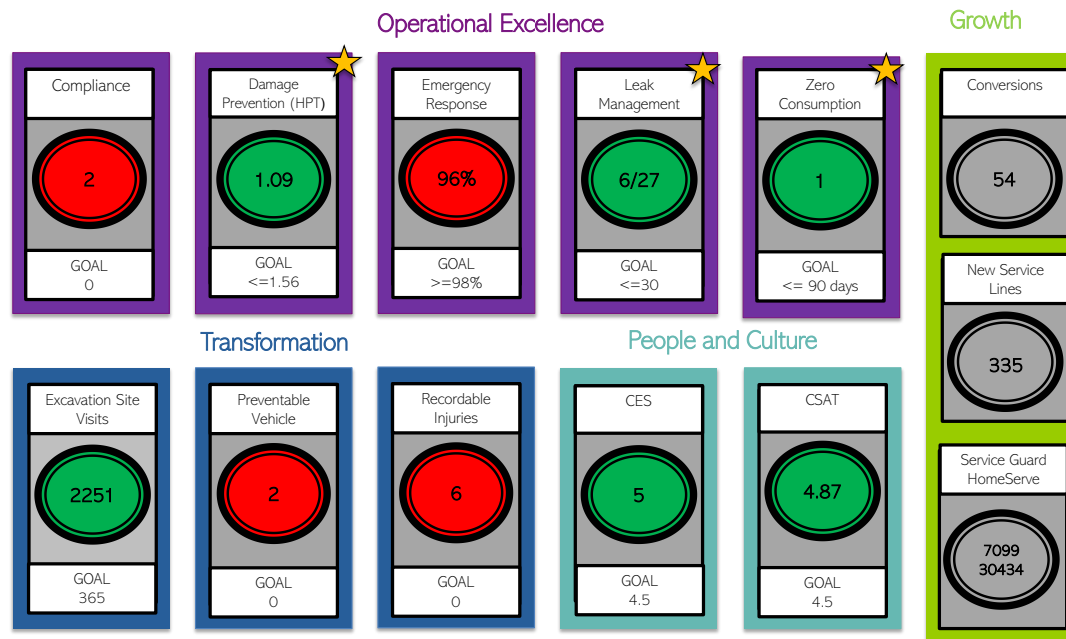
Ready

Central/West Region Operational Metrics

December 2024

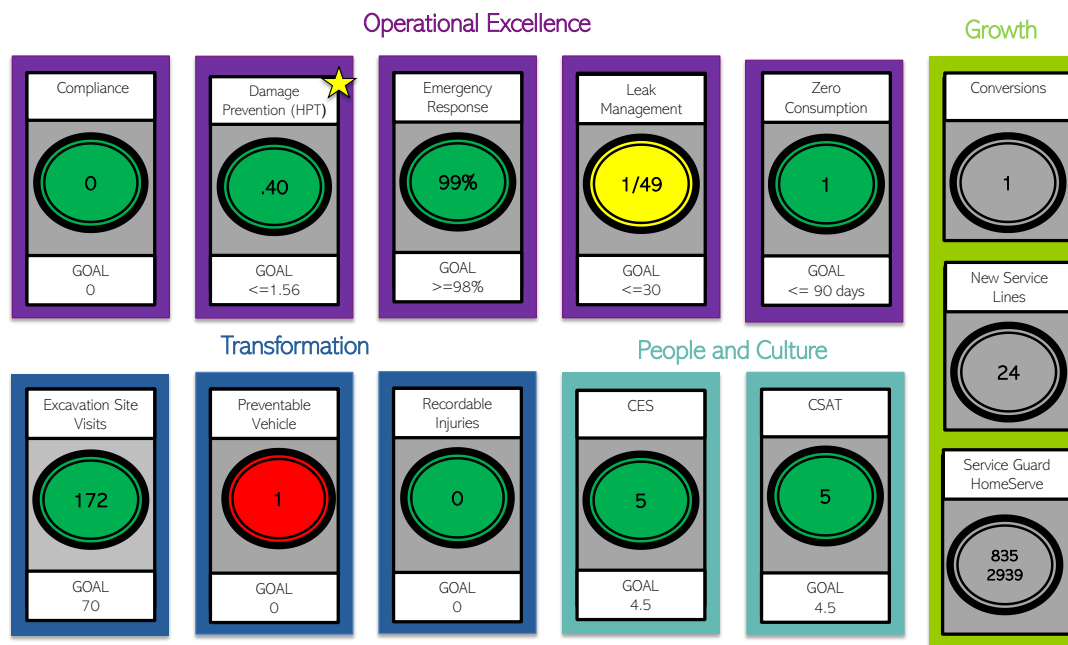


Central/West Region



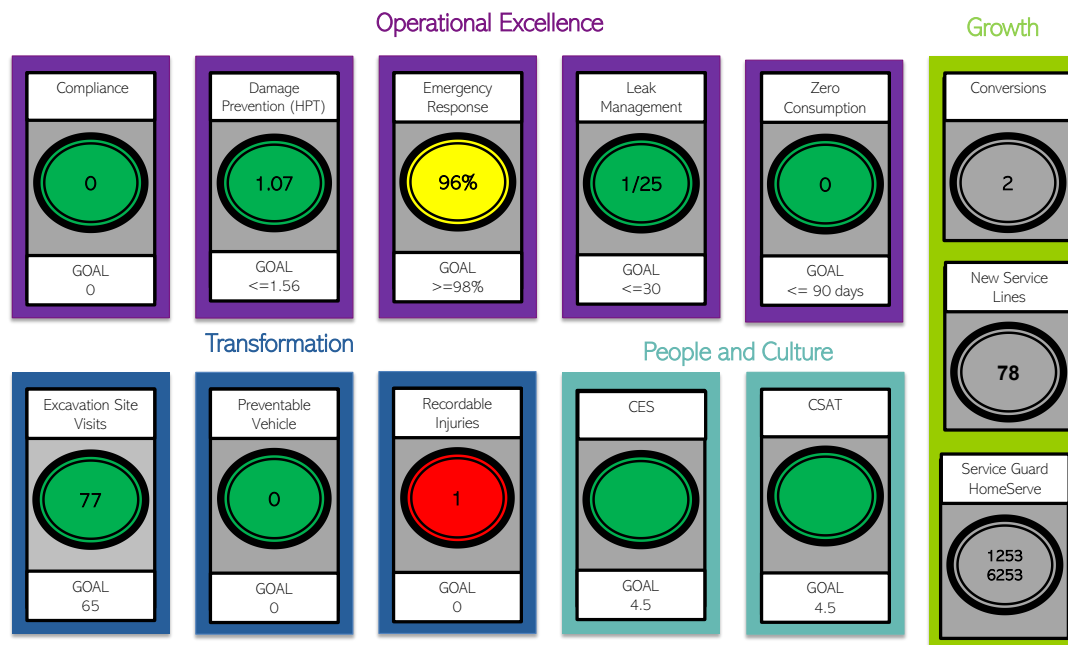
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Holdrege



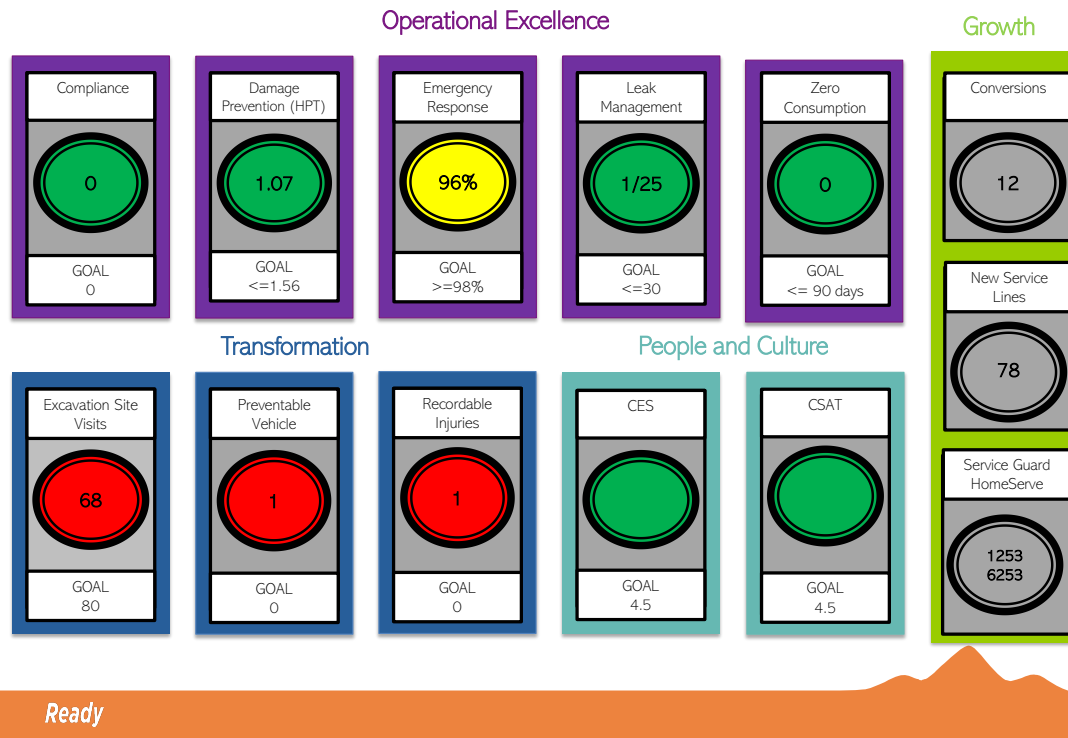
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Kearney



Ready

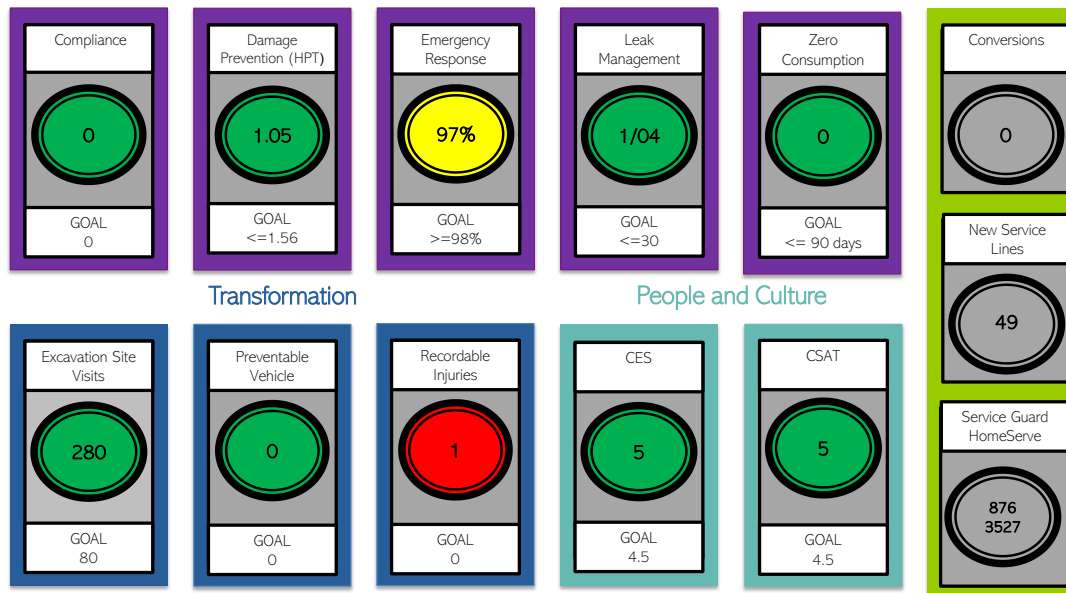
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McCook

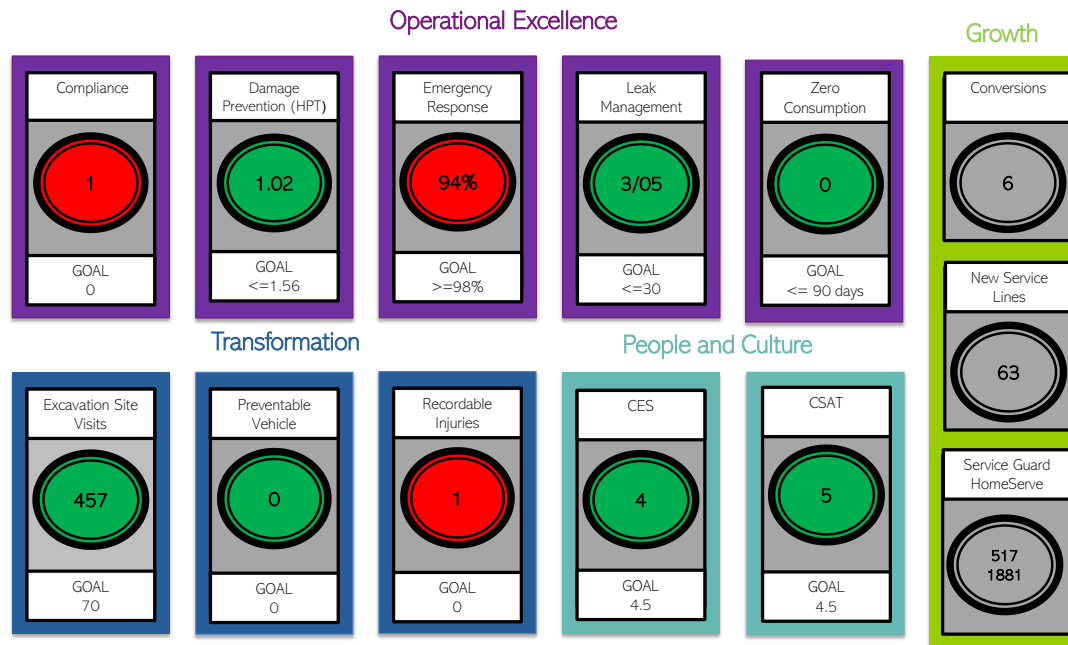
Operational Excellence

Growth



Ready

Sutton

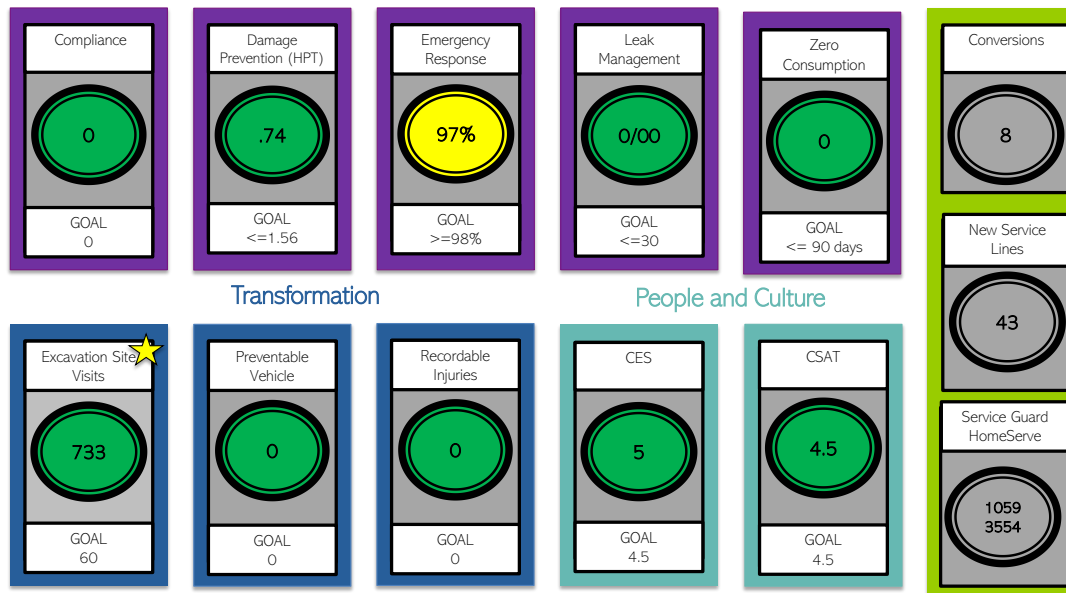


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Alliance

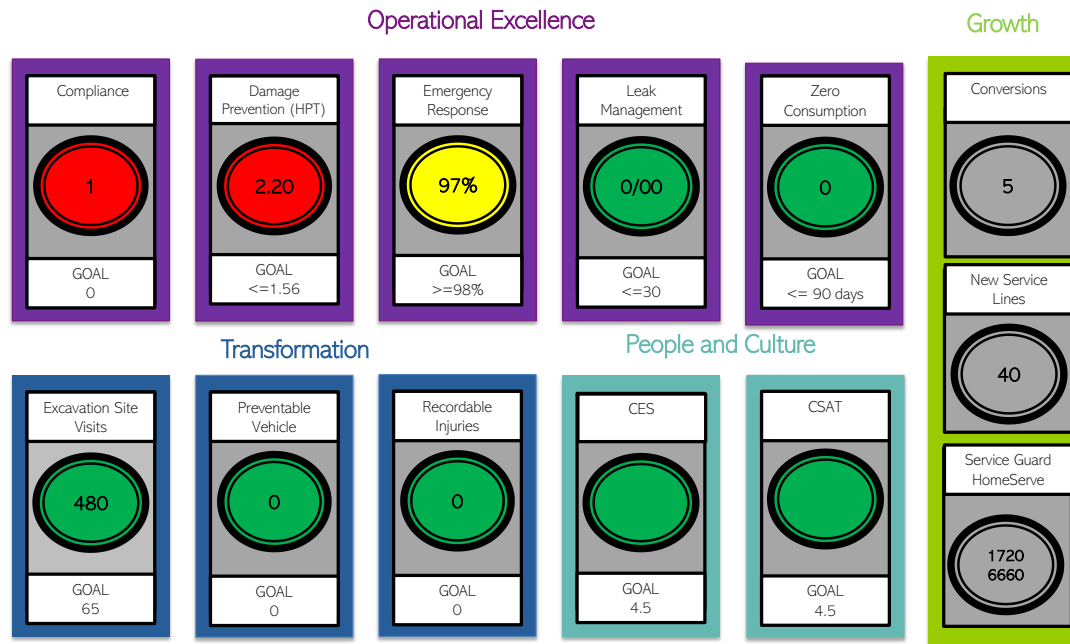
Operational Excellence

Growth



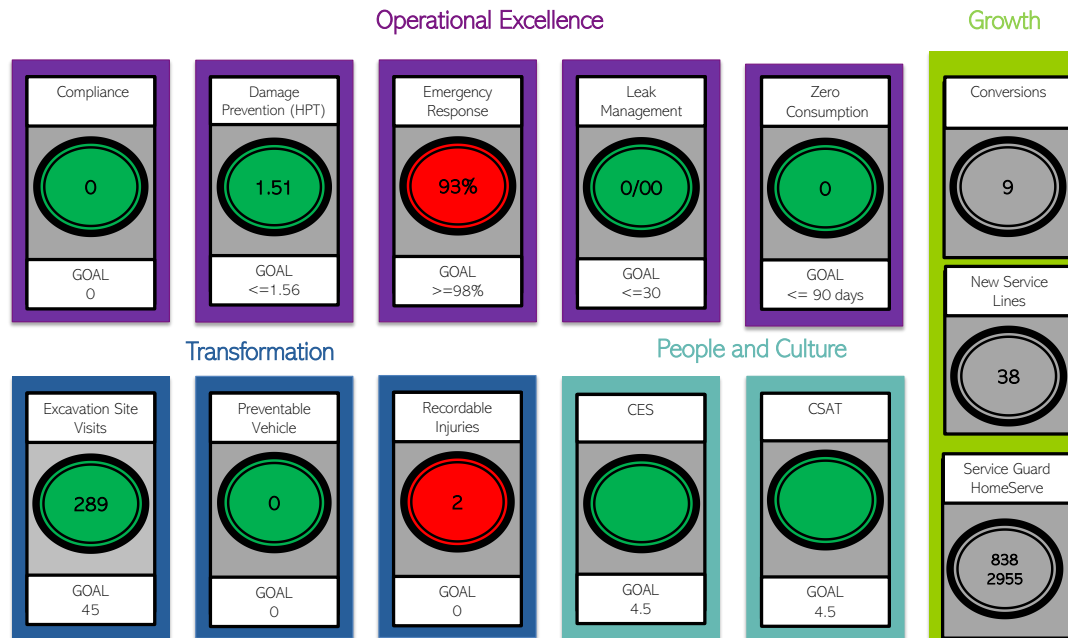
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Scottsbluff



Ready

Sidney



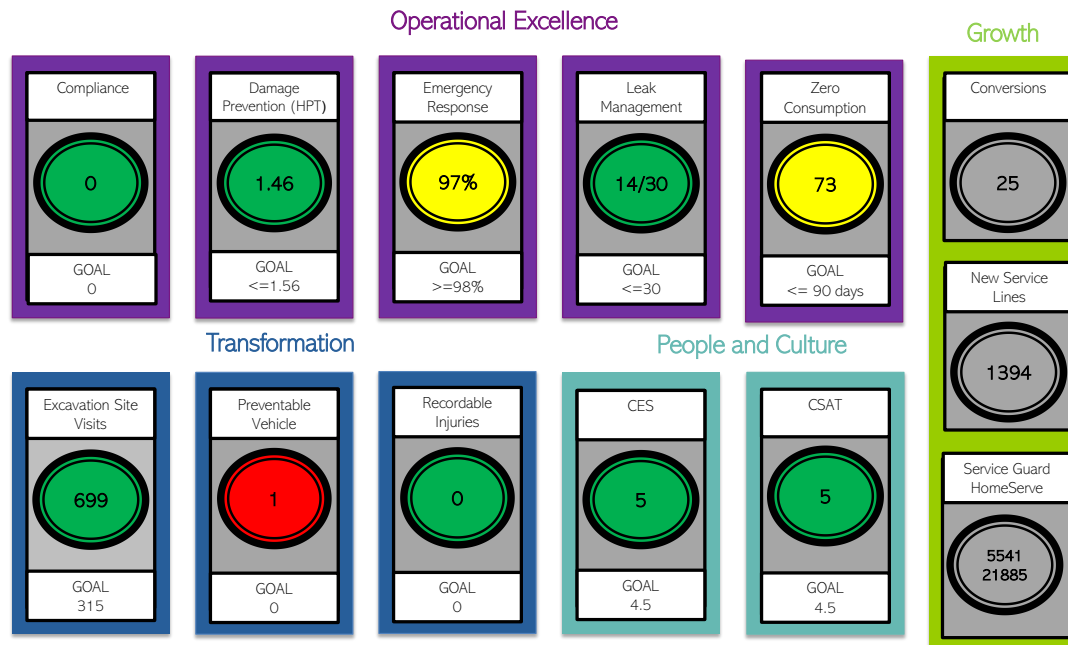
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North Region Operational Metrics

December 2024

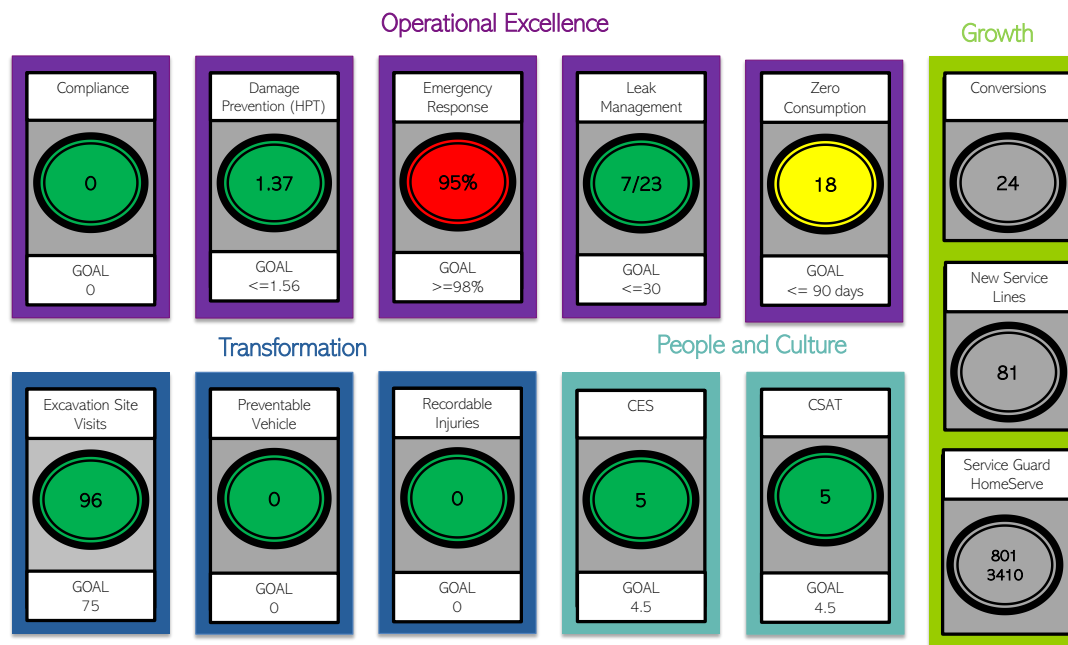


North Region



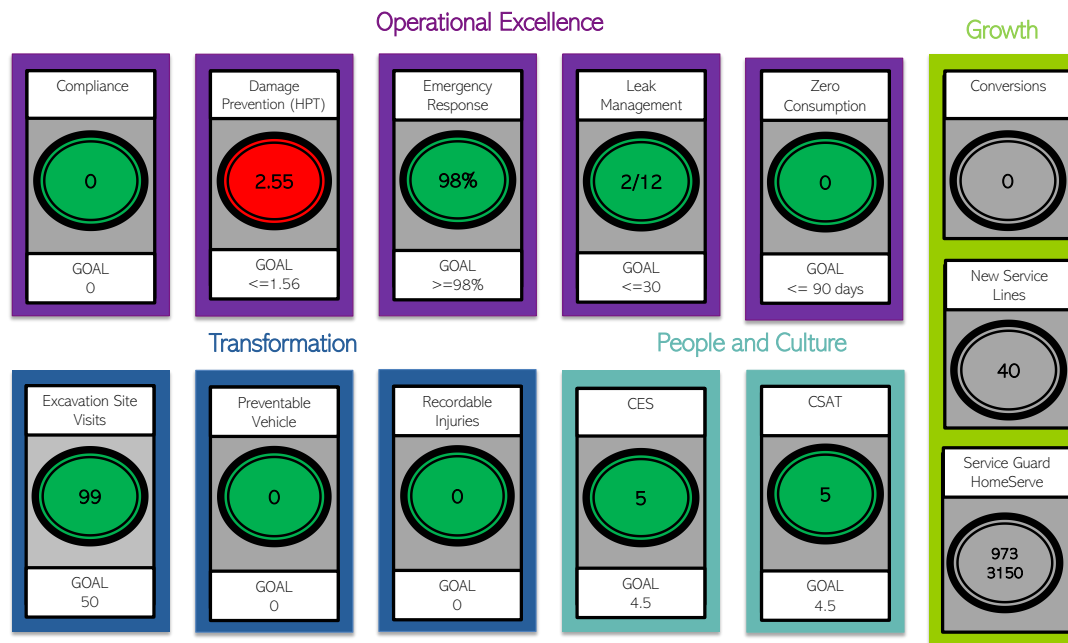
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Albion



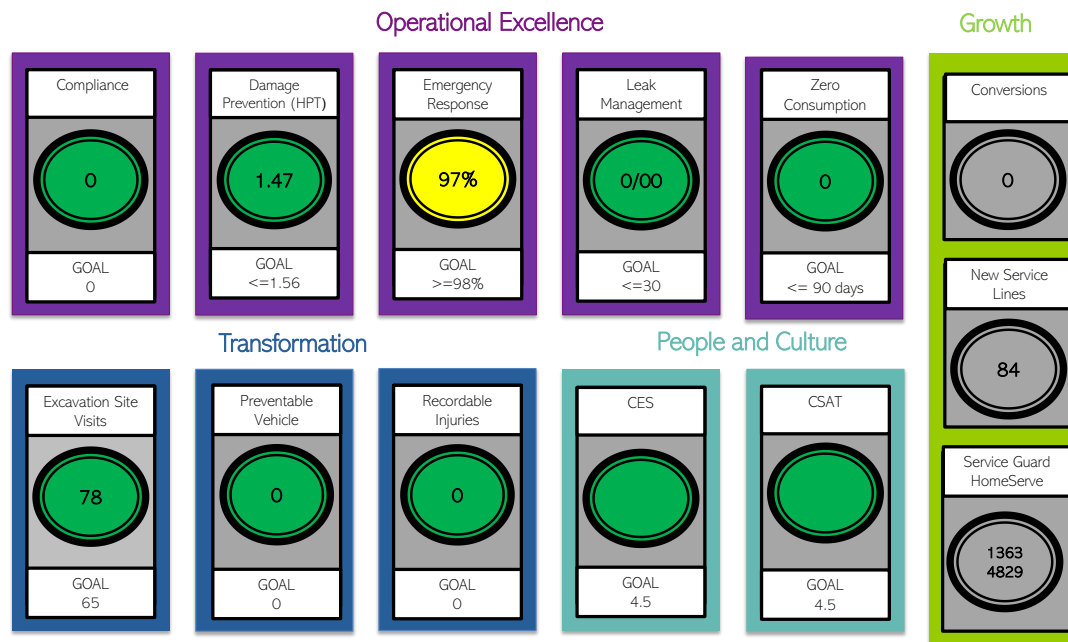
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Columbus



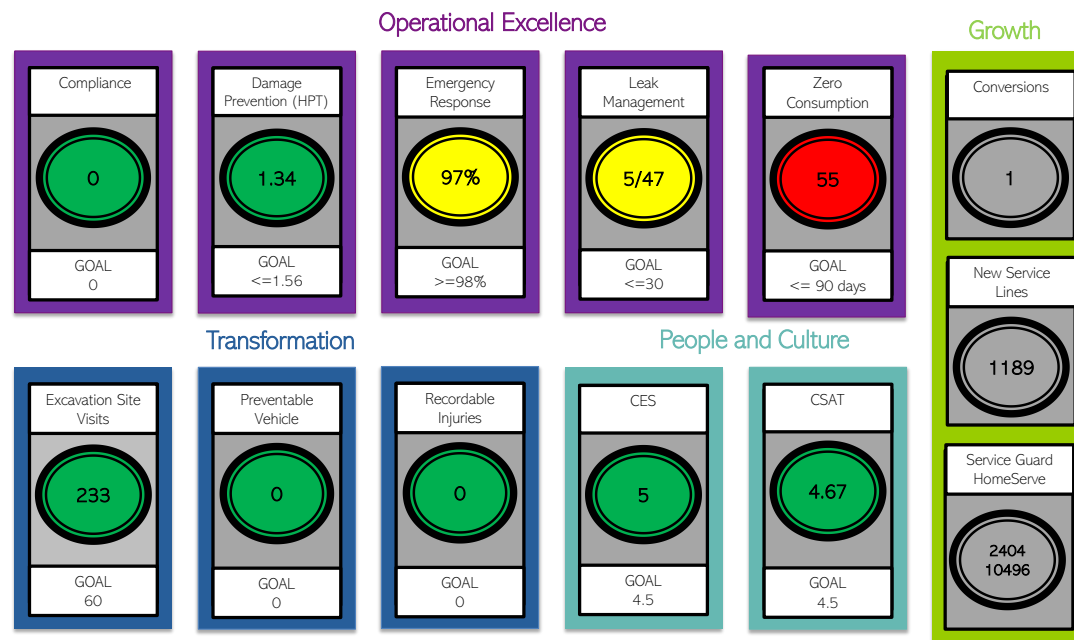
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Norfolk



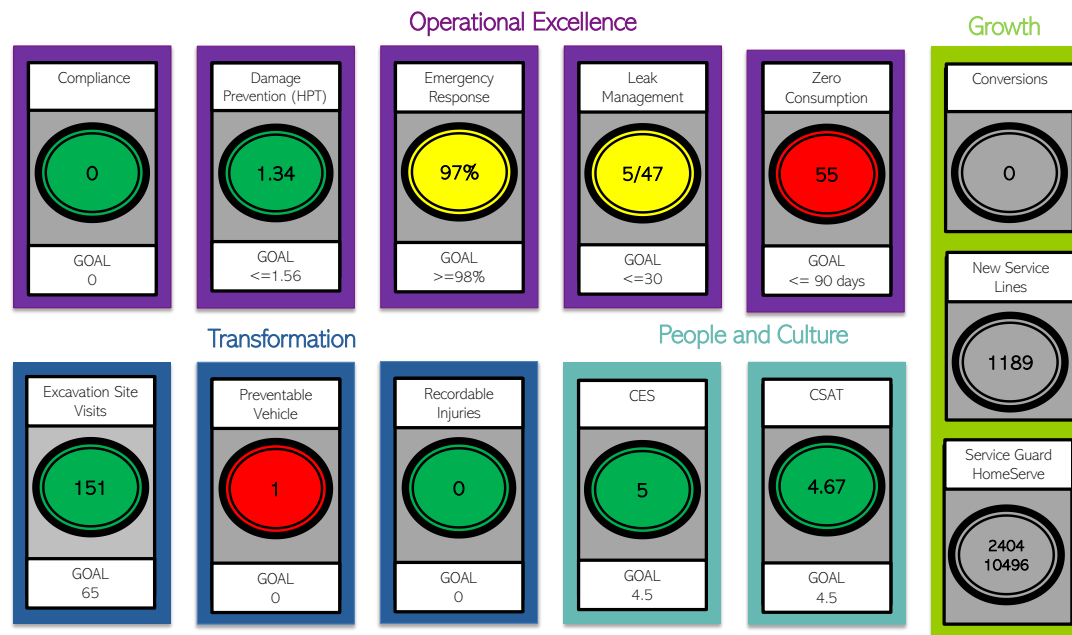
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Papillion



Ready

Papillion



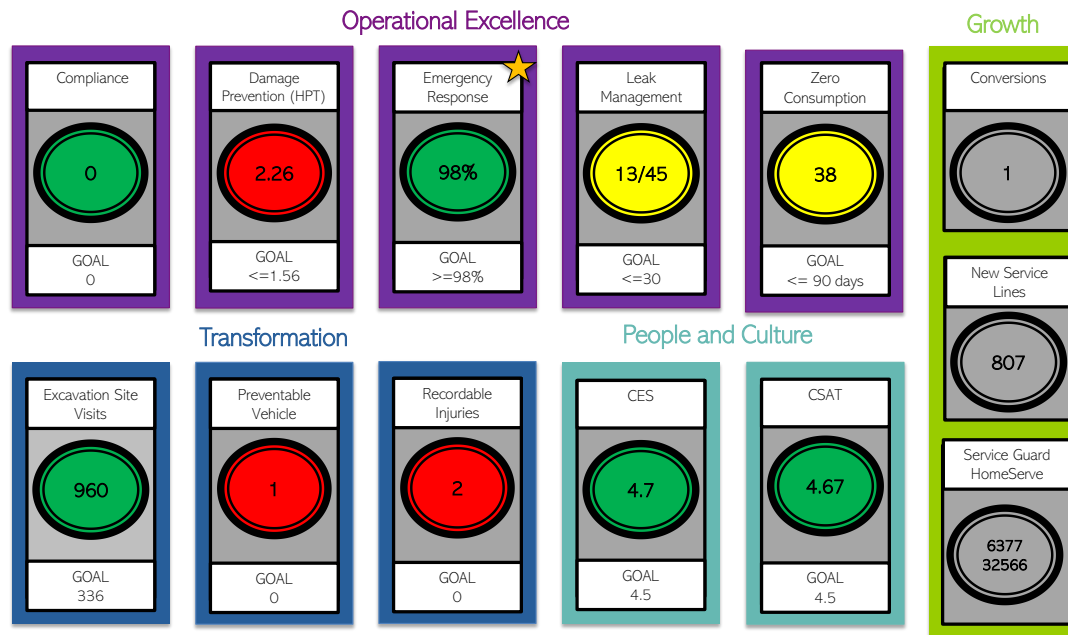
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South Region Operational Metrics

December 2024

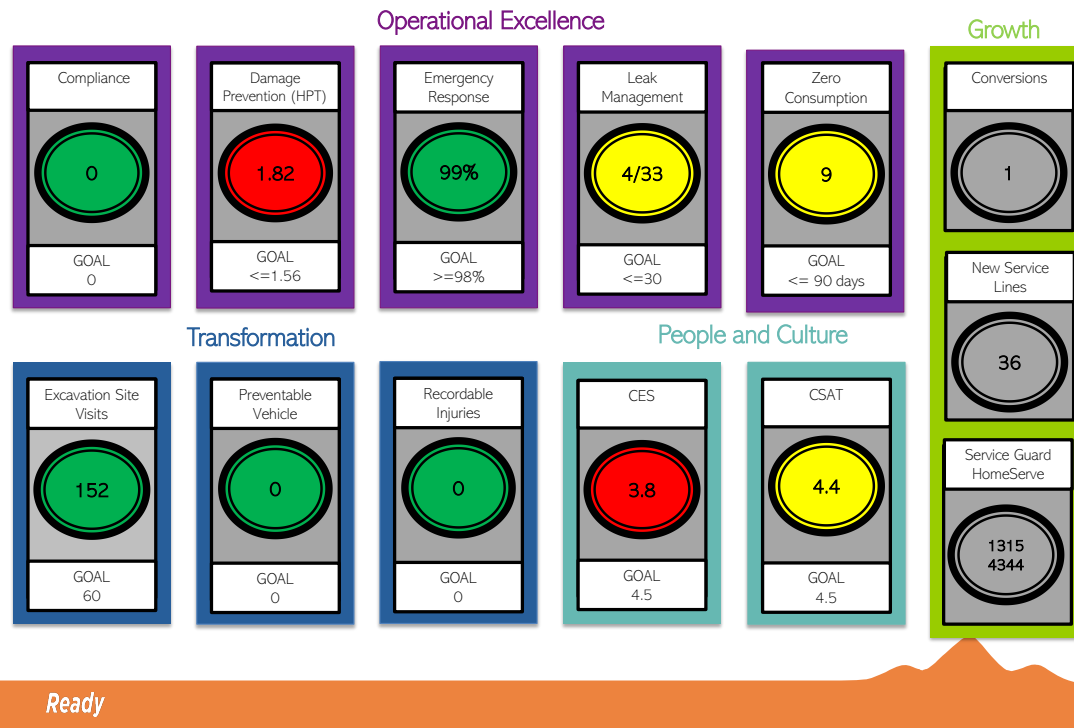


South Region

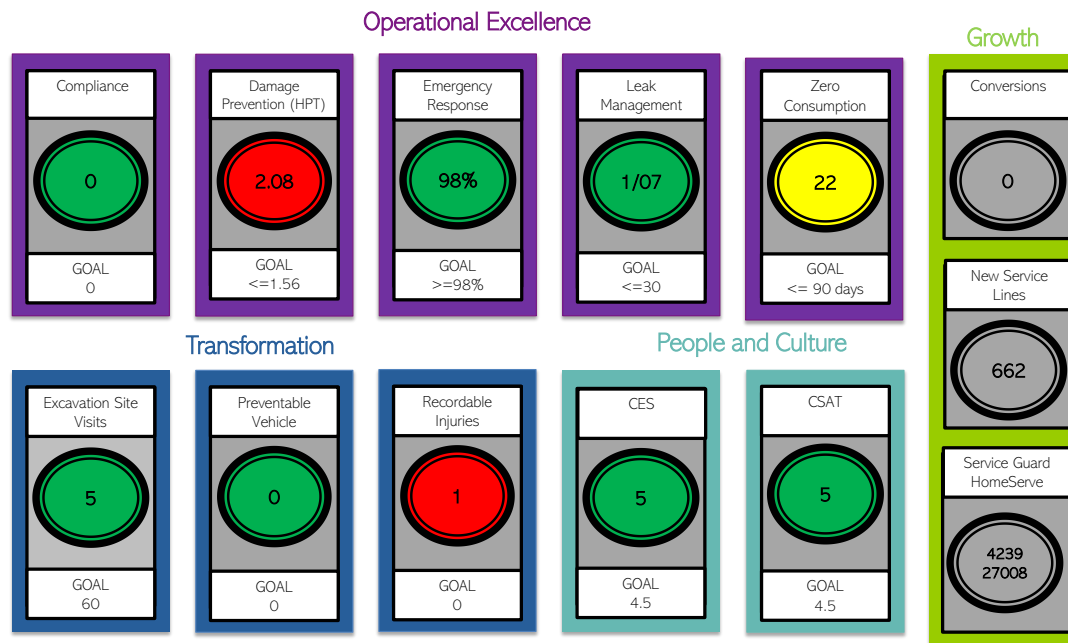


Ready

Beatrice



Lincoln



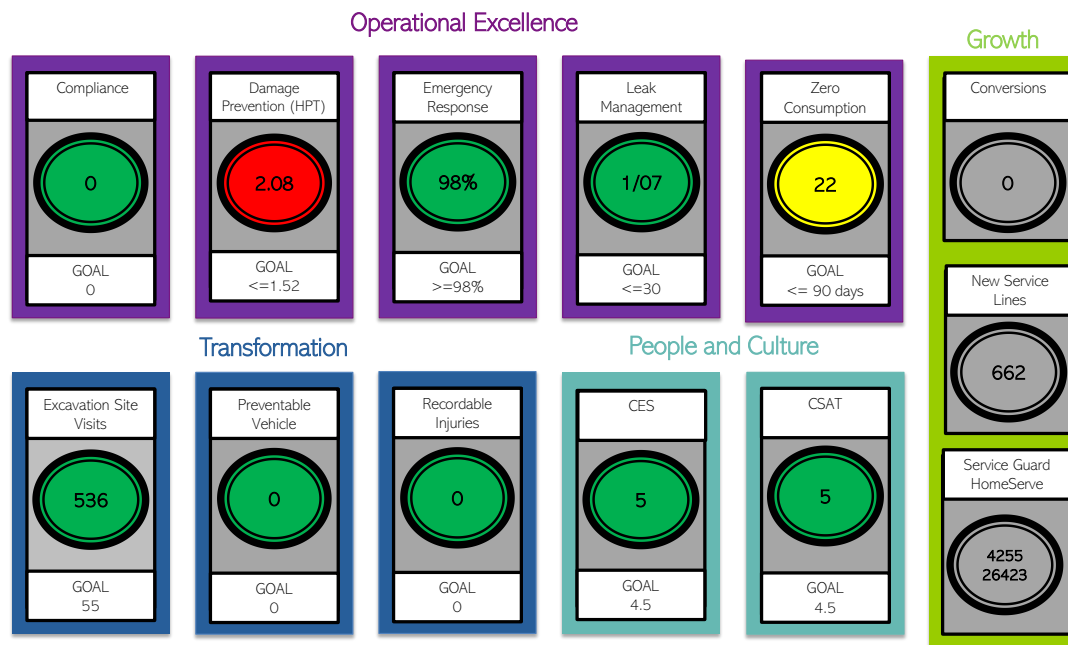
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Lincoln



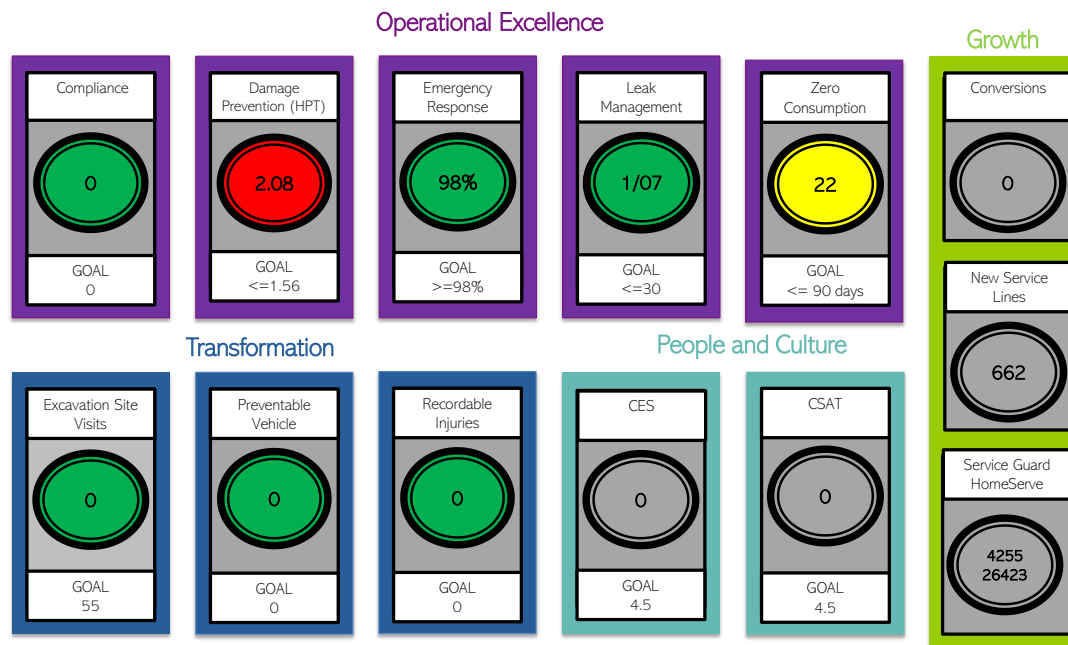
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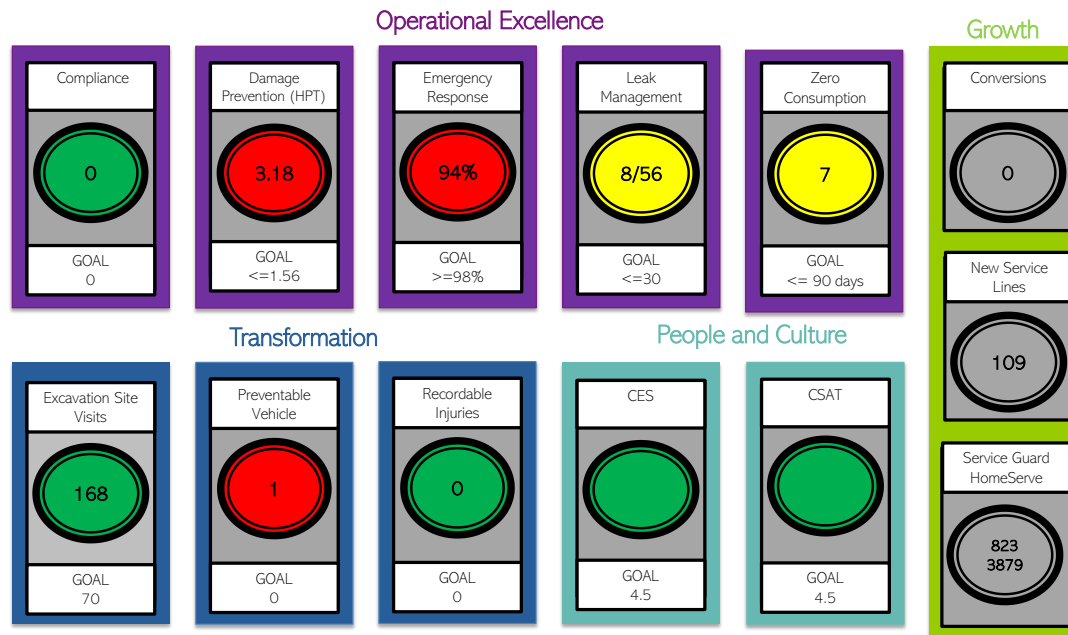
Ready

Lincoln



Ready

York



Ready

Measurement & Corrosion Operational Metrics

December 2024



Measurement & Corrosion Metric Descriptions

Operational Excellence

- Compliance: Number of tasks out of compliance based on NTE due date in CIS+ (monthly)
- DRS/TBS Inspections: Percentage of inspections completed (YTD)
- LV Periodics: Large Volume Meters completed (YTD)

Transformation

- Excavation Site Visits: Number of Excavation Site Visits completed in SMS (YTD)
- Preventable Vehicle: Number of chargeable vehicle incidents (YTD)
- Recordable injuries: Number of OSHA recordable incidents (YTD)

Growth

- TBD (YTD)

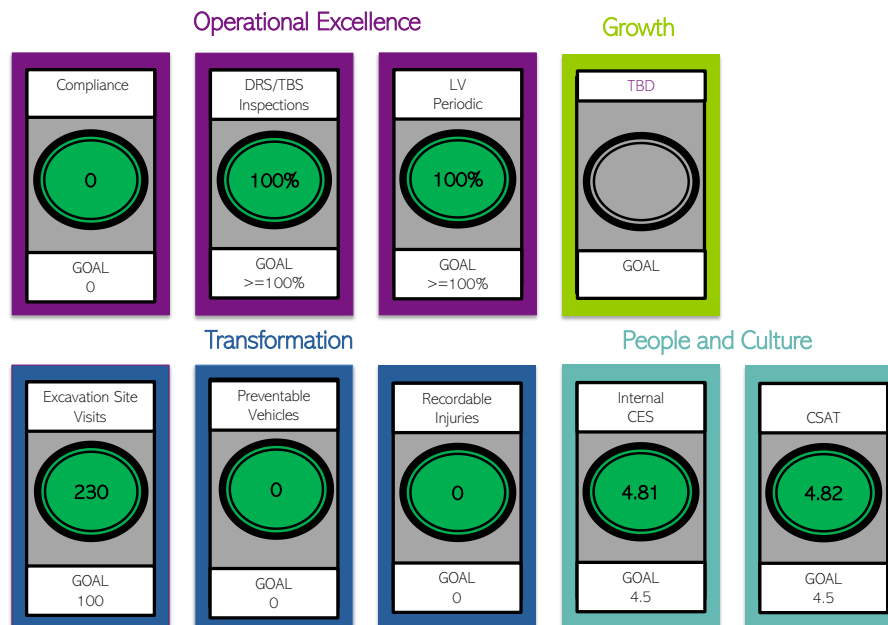
People and Culture

- Internal NPS: Internal survey results (Quarterly)
- OSAT: Overall Satisfaction with Measurement & Corrosion Team (Quarterly)

- ★ = Orange Star indicates that region has the best score for NE
- ★ = Yellow Star indicates that area has the best score for NE

Ready

Measurement & Corrosion



Ready

Construction Planning Metrics

December 2024



Construction Planning Metric Descriptions

Operational Excellence

- LocusView Approvals: Total number of LocusView approvals "in-progress" and "submitted" status with an age greater than 60 days of project completion (YTD)

Growth

- Incomplete Asbuilts: Total number of Asbuilts with an age of greater than 30 days for blanket work or age of greater than 60 days for specific work orders (YTD)
- Work Order Accuracy- Percentage of specific work orders completed with an overall pass rating per Cost Variance Report (CVR) (Monthly)

Transformation

- Excavation Site Visits: Number of Excavation Site Visits completed in SMS (YTD)
- Preventable Vehicle: Number of chargeable vehicle incidents (YTD)
- Recordable injuries: Number of OSHA recordable incidents (YTD)

People and Culture

- Customer Contact: The average number of days contacting a customer after Service Request is received. (TYD).
- Internal NPS: Internal survey results (Quarterly)
- OSAT: Overall Satisfaction with Planning Team (Quarterly)

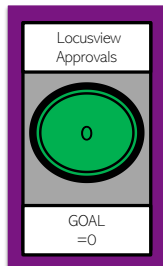
★ = Orange Star indicates that region has the best score for NE

★ = Yellow Star indicates that area has the best score for NE

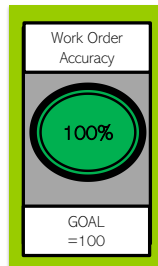
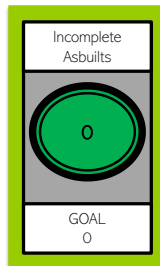
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Construction Planning

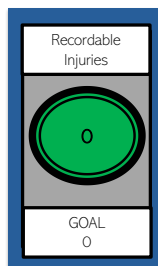
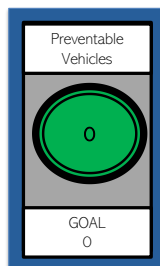
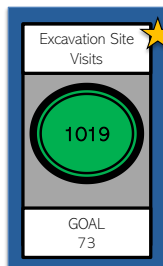
Operational Excellence



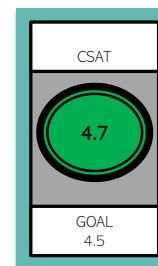
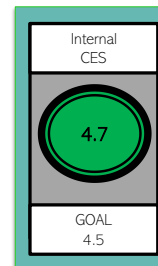
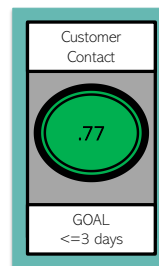
Growth



Transformation

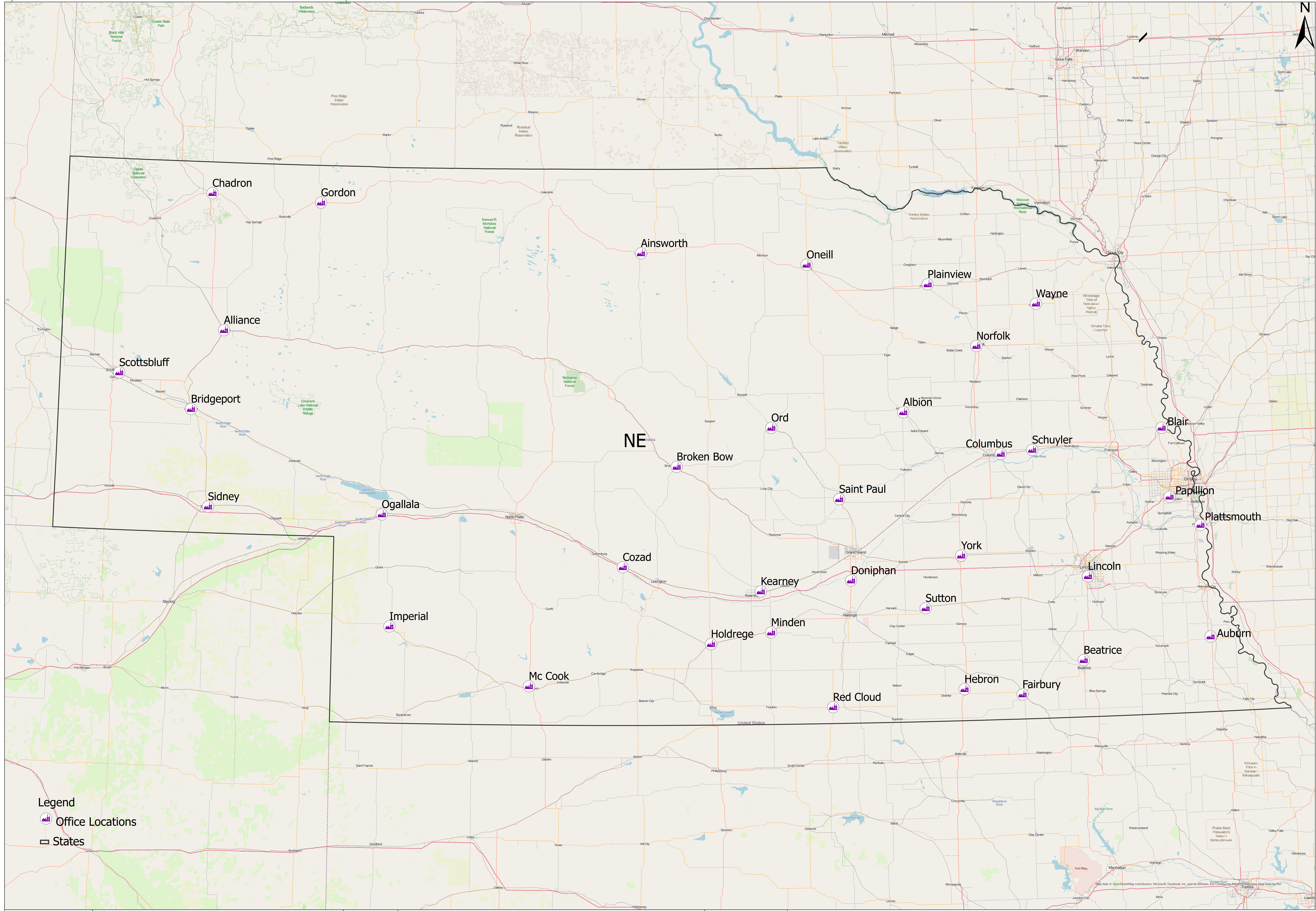


People and Culture

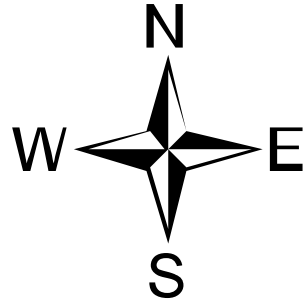


Ready

BHE Office Locations, Nebraska



Nebraska



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