



Board Action

BOARD OF DIRECTORS

April 19, 2022

ITEM

Appointment of Corporate Officers

PURPOSE

Appointment of Vice Presidents for Safety & Facilities; Human Capital; and System Transformation.

FACTS

- a. Kevin McCormick joined the District in 1987 and rose through the ranks to become Senior Director Safety & Technical Training. Prior to becoming the safety leader, Mr. McCormick served as Manager Nuclear Procurement, Manager Joint Operations, and Manager – Nuclear Planning.
 - Mr. McCormick holds a bachelor's degree in business administration from Bellevue University.
- b. McKell Pinder joined the District in 2018 with more than 20 years of human resources consulting and leadership experience. Before joining OPPD as Director – Total Rewards, she served as director at a global public accounting firm and lead HR consultant to companies across many industries.
 - Ms. Pinder holds a bachelor's degree in mathematics and computer science and a master's degree in actuarial science from Georgia State University.
- c. Bradley Underwood joined the District in 2013 and has held a number of leadership roles including: Director – Corporate Planning and Director – Financial Planning and Analysis. He was instrumental in the District's most recent capacity expansion campaign to add 600MW of natural gas generation and 400-600MW of solar.
 - Mr. Underwood holds a bachelor's degree in business administration from the University of Nebraska – Lincoln and a master of business administration degree from Creighton University. He is a Certified Public Accountant.

ACTION

Board approval of the appointment of Kevin McCormick to the position of Vice President Safety & Facilities; McKell Pinder to the position of Vice President Human Capital; and Bradley Underwood to the position of Vice President Systems Transformation.

APPROVED FOR BOARD CONSIDERATION:

DocuSigned by:


L. Javier Fernandez
President and Chief Executive Officer

Attachments: Resolutions
Exhibit A



Moody/Fernandez

DRAFT
RESOLUTION NO. xxxx

WHEREAS, the Vice President Safety & Facilities Management is accountable to drive and own the development, nurturing and commitment to OPPD's strong culture of employee safety.

WHEREAS, the Vice President Safety & Facilities Management is accountable for the safety of our employees' individual health and job performance; for the buildings and resources utilized by those individuals every day; and for OPPD's preparedness to continue delivering essential service during emergency events.

WHEREAS, the Vice President Safety & Facilities Management is accountable for oversight of the corporate direction for the effective and innovative design, delivery, and maintenance of all OPPD work locations and working environments.

WHEREAS, the Vice President Safety & Facilities Management is accountable for adherence to and monitoring of the following Strategic Directive:

- SD-6: Safety

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the appointment of Kevin S. McCormick as Vice President Safety & Facilities Management, and the compensation as set forth on the attached exhibit, be and are hereby approved effective May 1, 2022.



Moody/Fernandez

DRAFT
RESOLUTION NO. xxxx

WHEREAS, the Vice President Human Capital is accountable for the development of a long-term vision and for strategic leadership and direction in all facets of human resources management at OPPD.

WHEREAS, the Vice President Human Capital is accountable for the design, establishment, and maintenance of an organizational structure and to facilitate staffing to effectively accomplish the District's mission to provide affordable, reliable and environmentally sensitive energy services to its customers.

WHEREAS, the Vice President Human Capital is accountable for planning and driving a corporate culture that will enable a resilient organization and foster a future-ready workforce in preparation for powering the future to 2050 and beyond. This includes creating a hybrid workplace that offers remote work as a viable long-term option; effective knowledge transfer and succession planning; talent attraction, development, and retention programs; and nurturing alignment by hiring employees who are committed to OPPD's core values, mission, and strategy.

WHEREAS, the Vice President Human Capital is accountable for oversight of the administration and negotiation of bargaining unit contracts which define the conditions of employment for union-represented employees.

WHEREAS, the Vice President Human Capital is accountable for adherence to and monitoring of the following Strategic Directives:

- SD-8: Employee Relations
- SD-10: Ethics

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the appointment of McKell V. Pinder as Vice President Human Capital, and the compensation as set forth on the attached exhibit, be and are hereby approved effective May 1, 2022.



Moody/Fernandez

DRAFT
RESOLUTION NO. xxxx

WHEREAS, the Vice President Systems Transformation is accountable for setting the strategic direction and leading the integrated systems planning function for OPPD's current and future plans for the transmission and distribution systems as well as the District's supply and demand side resource mix.

WHEREAS, the Vice President Systems Transformation is accountable for the planning and delivery of incremental operational capability to facilitate the increasingly complex nature of the distribution system as the District pursues customer solutions enabling greater customer choice.

WHEREAS, the Vice President Systems Transformation is accountable for planning and expanding the District's networked transmission system to ensure sufficient capacity as the bulk electric system continues to transform.

WHEREAS, the Vice President Systems Transformation is accountable for planning and recommending the integrated supply and demand side resource solutions.

WHEREAS, the Vice President Systems Transformation is accountable for influencing policy development with the Southwest Power Pool, Nebraska Power Review Board and other regulatory entities.

WHEREAS, the Vice President Systems Transformation is accountable for leading the integrated system planning functions to achieve OPPD's decarbonization and resource planning goals in adherence to and monitoring of the following Strategic Directive:

- SD-9: Resource Planning

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the appointment of Bradley R. Underwood as Vice President Systems Transformation, and the compensation as set forth on the attached exhibit, be and are hereby approved effective May 1, 2022.

EXHIBIT A
OMAHA PUBLIC POWER DISTRICT
SALARY ACTION FOR CORPORATE OFFICERS
EFFECTIVE MAY 1, 2022

	Proposed <u>Salary</u>	% of <u>Midpoint</u>
Kevin S. McCormick Vice President Safety & Facilities	\$303,450	85.0%
McKell V. Pinder Vice President Human Capital	\$292,740	82.0%
Bradley R. Underwood Vice President Systems Transformation	\$292,740	82.0%