

INNOVATION- FUELED IDEA

Prairie Island team
lands award for
groundbreaking work

XTRA

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A view inside the containment structure of Prairie Island's Unit One. Containment is a steel liner inside a concrete structure that is several feet thick. The equipment hatch shown in this photo is only opened for major projects and repairs, such as those done during refueling – now done every two years. For more information, please see page 10.





Connected, Committed, Safe and Trustworthy

(Editor's Note: Ben Fowke, chairman, president and CEO, periodically writes a blog on XpressNet, as well as other articles and communications. *Xtra* features Fowke's comments on a recurring basis to share his thoughts with a wider audience.)

For decades, you have lived our values each and every day. Our team of 11,000-plus employees provides safe, reliable, affordable energy for our customers, drives economic development for our communities and delivers value for our investors.

Our communities and customers can count on us day in and day out. Our customer service representatives answer their questions, our gas emergency response teams protect their neighborhoods and our line workers restore their power when storms damage the grid.

As you are aware, we recently renewed our corporate values. Our values have always guided the work that we do, but with this change, we've done a much better job articulating who we are and what we deliver. If you recall, we previously had nine value statements that didn't exactly roll off the tongue. Most of us couldn't easily recall them. I know I would have failed a test if I was asked, and I assume most of you would as well.

Now we have four simple words: Safe, Trustworthy, Connected and Committed. They are easy to remember and easy to rally around. These concepts reflect who we are, what we want to be and the experience that you have when you come to work each day.

These new values didn't derive from an executive committee vote in the board room. They came to be thanks to the involvement of employees from across the organization. The cross-functional team took its

work seriously – engaging in thoughtful debate and asking for plenty of employee feedback. The team conducted a dozen stakeholder sessions with 150 employees and incorporated the feedback into the final product.

I'm quite pleased with where we landed. The words are strong, easy to remember and are resonating with our employees. They also fit hand-in-glove with our mission and values. Although we chose four words, they really are four concepts:

- **Connected** – We want to build strong relationships across the organization, break down silos and be open to new ideas. I love the suggestion that I heard during a values table exercise, "Love every idea for at least 15 minutes."
- **Committed** – We already do a great job as we strive to exceed our customers' expectations and give back to the communities we serve. But we can take this concept a step further by challenging the status quo and having each employee take ownership of all that you do.
- **Safe** – We've made great progress in our "Journey to Zero," but still have work to do. We owe it to ourselves, our coworkers and our communities to follow the Rules to Live By and to look out for each other. We can't take shortcuts. It's not worth it.
- **Trustworthy** – We must be honest and ethical in all of our dealings. It takes years to build public trust. Unfortunately, all that good will can be washed away in minutes with one poor decision.

Companies that stray from their values get into trouble. Companies that live their values make a positive difference in the world. Thank you for living our values each and every day. I appreciate your commitment, engagement and dedication. ←



The St.

Celebrating 50 years of a Wild and Scenic River



“Our smiling land – beautiful and bountiful – stretches from sea to shining sea. And we who have inherited it today face a grave responsibility.

“The demands of swiftly moving civilization are increasing and intensifying. But ours is not a license to squander this inheritance.”

With these words, former chairman Earl Ewald announced the company’s donation of 25,000 acres of land to help establish the Wild and Scenic Rivers Act, passed by Congress on Oct. 2, 1968. Portions of two rivers in Minnesota and Wisconsin were designated wild and scenic 50 years ago, joining seven other wild river systems initially designated under the act.

“By all measures, the time to take bold action to preserve the St. Croix River and its tributary, the Namekagon, has now arrived,” he added. “Today we are privileged to transfer this wilderness to the people of this nation.”

At the time, the company owned 29,000 acres of waterfront land along the Upper St. Croix, stretching 70 miles on both sides of the river. Eventually, a massive linear park – under the guidance of the U.S. National Park System – came into existence, running all the way from Gordon, Wisconsin in the north to Taylors Falls, Minnesota.

Not many companies can say they were instrumental in

creating a U.S. National Park. But Xcel Energy can take that credit, as a National Scenic Riverway is in essence a national park due to its scenic beauty, recreational opportunities and other attributes it provides. The company is the only corporation named in the act.

In the early 1900s, the company started purchasing land along the rivers, when the St. Croix Falls Hydro Plant was under construction and hydro-power development was one of the main sources of electric generation.

As time passed, it became clear that major hydro development would not be cost effective in the area. All along, however, the company permitted public access to the lands, allowing for boat landings and picnic grounds, and even printed maps for visitors to the area.

In the 1950s, the company began considering ways to protect the land and river for future generations. Simultaneously, U.S. Senators Gaylord Nelson of Wisconsin and Walter Mondale of Minnesota were working to pass the Wild and Scenic Rivers Act to protect the country’s most vital waters, including the St. Croix and Namekagon.

NSP executives went to Washington and testified before Congress, stating that they were willing to donate 25,000 acres of river land if the Wild and Scenic Rivers Act passed. Leaders in

Croix



Photo by Craig Blacklock

Congress recognized this donation could jumpstart protection of the nation's most vibrant waters.

Dave McElroy, manager of Engineering and Land Rights at the time, who later became chairman and CEO, was the first to begin looking into options for the land in the late 1950s. He initiated discussions with state and federal agencies.

In 1963, McElroy gave a presentation to the board of directors that highlighted all of the reasons the company should pursue the donation. In recognition of McElroy's conservation efforts, the visitor's center at St. Croix Wild River State Park is named in his honor.

"Dave quietly and effectively led his company to adopt practices that significantly lessened impacts on the environment – and yet provided for the needs of the public they service," said Robert Herbst, commissioner of the Minnesota Department of Natural Resources, at the time of the dedication.

"Dave McElroy was really the catalyst for this project," said Pam Rasmussen, senior manager with Siting and Land Rights. "He led the discussions about preserving the land and keeping it pristine, as well as how to go about doing it."

Also in 1968, the company's King Generating Station was coming online on the banks of the St. Croix, near the southern

end of the National Scenic Riverway. While not directly tied to the donation, the plant had caused a stir when proposed earlier in the decade.

"Having the donation and working with stakeholders provided the company with some goodwill at the time," Rasmussen said. "But the idea of the donation had been in the works for years, and was really about doing the right thing and protecting the land."

On Oct. 2 this year, Minnesota Governor Mark Dayton signed a proclamation recognizing the occasion and declaring the day "Saint Croix River Day." The governor recognized Xcel Energy's historic donation of land along the riverway, calling the company's role a "true public/private partnership." Wisconsin Governor Scott Walker signed a similar proclamation in June honoring the anniversary.

"As a company, we've been honored to be part of the history behind the beautiful St. Croix National Scenic Riverway," Rasmussen said. "And it has been great to take part in the celebrations honoring the 50-year anniversary of the achievement."

The 1968 Wild and Scenic Rivers Act now protects 12,754 miles of 209 rivers in 40 states and Puerto Rico. ◀



King celebrates 50 years

While honoring its land donation to protect the St. Croix Riverway 50 years ago, Xcel Energy also recently celebrated its King Generating Station, located on the banks of the St. Croix near Oak Park Heights, Minnesota.

For a half a century, the Allen S. King plant has supplied the Upper Midwest with safe, reliable and affordable energy. On Sept. 6, the community came together to celebrate the plant's 50th anniversary.

More than 200 people including Xcel Energy leaders, employees and retirees, along with local officials and community members, gathered outside at the plant. They took tours, shared stories and reminisced. Chris Clark, president of Xcel Energy—Minnesota; Brian Behm, plant director; Jim Zyduck, general manager of Power Generation; and Mary McComber, mayor of Oak Park Heights, each addressed the gathering.

"This is a day to celebrate the hundreds of employees and retirees who have operated this plant well — and applaud their role in delivering safe and reliable energy to our customers for the past half century," Clark said. "It is a great way to recognize what this plant has meant to our company and the St. Croix Valley community."

Xcel Energy's commitment to the environment and wildlife also was highlighted during the celebration. Working with the U.S. Fish and Wildlife Service, the company has committed at least 50 acres in the St. Croix Valley area to pollinator-friendly habitat. Work is currently under way to restore about 15 acres to native prairie right outside the plant.

The King plant also has been a leader in peregrine falcon restoration. In 1988, the plant became the first in the nation to place a falcon nest box on its stacks. Several other Xcel Energy plants have joined the effort, along with other generating facilities worldwide.

The 550-megawatt coal plant was named in honor of Allen King, a former president and chairman. The plant underwent a significant rehabilitation from 2004 to 2007 as part of Xcel Energy's Metro Emissions Reduction Project (MERP). The improvements were targeted at significantly reducing air emissions and restoring King to its original electricity output capacity, while extending the life of the plant. ←

Xcel Energy and Google launch effort to develop new energy solutions

Xcel Energy recently announced it is working with Google to deliver tools customers can use to manage their energy use and save money. Through this collaboration, Xcel Energy is launching its first set of voice actions using the Google Assistant as a seamless way for customers to access information about improving energy efficiency in their homes.

"Xcel Energy is always seeking ways to bring value to our customers through new energy options and enhanced service," said Brett Carter, executive vice president and chief customer and innovation officer. "We are excited to partner with Google and other tech leaders, as we create new ways to develop and deploy innovative energy solutions for our customers and leverage our investment in smart-meter technology."

For more than a decade, Xcel Energy has been a national leader in wind energy. The company's leadership in clean energy is strategic for Google, which is committed to environmental sustainability. This collaboration will bring increasing value to Xcel Energy customers over time.

Working with new products like the Google Home

Hub, Xcel Energy will expand its Google Assistant capabilities to give customers the ability to access their account information, receive notifications and personalize their energy management using voice-enabled devices, such as the Nest thermostat.

Xcel Energy has been a leader in providing smart-home technologies that help its customers manage energy usage. The company and Nest began working together in 2015

with the energy savings program Seasonal Savings, which slowly fine-tunes temperatures in a customer's home heating and cooling schedule to help save energy and lower bills without sacrificing personal preferences or comfort.

With the recent addition of the smart-thermostat, energy-efficiency rebates in Texas and Colorado, Xcel Energy is scaling up efforts to deploy smart thermostats for home energy management. And now, with Xcel Energy's new Google Assistant integrations and actions, that effort is being expanded to provide an easier way for customers to use energy more efficiently.

News Brief



Photo Op

Valmont Vista

Robert Alexander Graham completed this painting that includes Colorado's Valmont Generating Station around 1925 – a year after the power plant first came online. Graham, a Colorado artist who lived from 1873 until 1946 and studied at the Chicago Art Institute and the Art Students' League in New York, titled the painting "Near Boulder, Colorado." It hangs at the Kirkland Museum in Denver. Valmont Station ended coal operations earlier this year.

Editor's Note: "Photo Op" is a standing feature in Xtra. Each issue, a photo submitted by a reader or produced by a member of Corporate Communications will be published. Please submit high-resolution digital photos to the editor at the email address listed on the back page of this publication. By submitting images for "Photo Op," employees give Xtra permission to run the photos.



MORE WIND ON THE HORIZON

**Celebrations mark both
starts and a finish
of new facilities**

Texas

The nation's largest multistate investment in wind energy is marching onward – with new Xcel Energy wind farms being completed, while others begin construction.

In Plainview, Texas, more than 120 landowners, local officials and Xcel Energy team members recently gathered to celebrate the start of construction on the 478-megawatt Hale Wind Farm.

"Our community partners and landowners have worked hard to make this wind farm happen, and we're honored to play a role in building this infrastructure, which will bring significant economic benefits to this area for years to come," said David Hudson, president of Xcel Energy–Texas and New Mexico.

The wind farm is creating about 300 construction jobs and 20 full-time jobs, as well as supplying tax revenue benefits for local residents and schools.

"I want to recognize the project team for their commitment to safety," said Teresa Mogensen, senior vice president of Energy Supply. "Your dedication to ensuring crews do their best to make this a safe and successful project are of utmost importance."

"More than two dozen foundations are complete, and the turbines will begin going up in November," said Chris Whiteside, project man-

ager. "It really takes a big team to make this happen from engineering, sourcing, environmental, siting and land rights, and so many others."

The wind farm will require more than 84,000 cubic yards of concrete and about 6,000 tons of steel for the foundations, which will support the 239 wind turbines making up the wind farm.

"We're working with more than 300 landowners to build the wind farm and the connecting transmission line for this project," said Bryant Coon, siting and land rights agent. "We're answering all of their questions and giving them opportunities to have input."

In other wind-related news, Xcel Energy also recently celebrated the start of construction of a new 150-megawatt wind facility in central North Dakota. The event featured local landowners, company representatives, U.S. Senator Heidi Heitkamp, and other state and local officials.

"We're investing in North Dakota with Foxtail Wind and other projects that will provide millions of dollars in local lease payments and property taxes, and deliver clean energy for our customers," said Chris Clark, president of Xcel Energy–Minnesota, North Dakota and South Dakota. "Xcel Energy is a national leader in wind energy, and this is a



Texas



North Dakota



Texas



Colorado



North Dakota

winning strategy for the customers and communities we serve."

The Foxtail Wind project spans 35,000 acres, 99 percent of which will remain available for agricultural production. Construction started this past summer, and the project will begin operating in late 2019.

"In North Dakota there is no shortage of wind, and when we can harness this natural force, it powers homes and communities, and creates thousands of jobs as part of a true-all-of-the-above energy strategy," said Senator Heitkamp, who successfully negotiated a deal in 2015 to provide a long-term extension of a wind energy tax credit.

Lastly, Xcel Energy recently announced it has completed construction work on its Rush Creek Wind Project in eastern Colorado, including 300 turbines and a related 80-mile-long transmission line. The facility began commercial operation in October.

The Rush Creek Wind Project is a 600-megawatt, company-owned wind farm and a related 345,000-kilovolt transmission line. It is the largest wind farm in the state.

"Xcel Energy first mapped out a vision for this wind project in the spring of 2016, and today, we now have a project built to carry clean, affordable renewable power to our customers' homes and business,"

said Alice Jackson, president of Xcel Energy—Colorado. "This project means cleaner air and significantly boosts the renewable power already present in Xcel Energy's diverse energy mix."

The Rush Creek Wind Project is expected to inject more than \$1 billion into the local economy through construction and operation efforts. For instance, Rush Creek will result in \$180 million in lease payments and local property taxes over the life of the project.

In addition, Xcel Energy customers in Colorado will benefit from the project, particularly by taking advantage of federal tax credits for renewables, she said, which in turn will result in the lowest-cost electricity generation on the Colorado system.

The project also had strong ties to several companies with Colorado-based operations. Vestas, one of the world's leading wind turbine manufacturers, produced all 300 of the two-megawatt wind turbines at Colorado-based manufacturing plants in Brighton, Pueblo and Windsor.

In September, Xcel Energy celebrated the completion of Rush Creek at the facility's O&M Building in Matheson, Colorado, welcoming members of the Eastern Plains community, government officials and partners on the project. ←



NUCLEAR FUEL WINS INNOVATION

Idea will total \$70 million in savings

(Editor's Note: Innovator and I Deliver awards at Xcel Energy reward performance when teams and employees deliver greater-than-expected results. These award opportunities are designed to help fuel collaboration, innovation, continuous improvement and an enhanced customer experience. Xtra is running a series of articles on select winners.)

A larger "gas tank" has been created for Minnesota's Prairie Island Nuclear Generating Station, which will spell a whopping \$70 million of savings over the remaining life of the plant.

A team of engineers in Nuclear developed a new fuel-assembly configuration that allows for longer periods between refueling cycles. The reduction in fuel results in \$4 to \$5 million in savings for each unit per operating cycle – and the savings will be sustainable going forward for all future cycles.

For their efforts, the team members recently received one of Xcel Energy's prestigious Innovator awards.

"I extend a well-deserved congratulation to Steve McSorley, Sean Martin and Darius Ahrar for their out-of-the-box thinking and efforts to make an innovative idea real," said Tim O'Connor, senior vice president of Nuclear Operations and CNO.

A photograph of a nuclear reactor core, showing a large, circular, metallic structure with a grid of small, glowing yellow fuel assemblies. A long, dark, cylindrical rod is visible in the center. The background is a dark, metallic surface with various pipes and components.

FUEL TEAM ATOR AWARD

s over remaining life of the plant

"Theirs is a gift that will keep on giving," he added. "Now, Prairie Island can operate on 24-month fuel cycles versus the previous 18-month cycle. This will lead to the elimination of two entire refueling outages between now and end of the licensed life of the plant."

The effort began with the team asking: "Can we change the configuration to allow for more fuel in each fresh fuel assembly," said McSorley, senior engineer.

It's not an easy process to describe, but here goes.

The new approach involves the combining of two different poisons in one fuel-bundle assembly. Poisons in nuclear fuel

refer to compounds that help control and manage the reaction taking place to create heat (to then produce steam, spin a turbine and create electricity).

The poisons control the power of the reaction by "eating" or absorbing neutrons, instead of them all being part of the chain reaction, McSorley explained. They are required because with nuclear power, all the fuel is put in at the start, and the heat it generates is then doled out over a period of time.

"Uranium wants new neutrons to create heat," he said. "The process is like a bowling ball that hits one large bowling pin, breaking it apart into lots of small pieces and creating heat."

One poison, called gadolinia or GAD, is fixed in place with uranium 235 on a certain number of fuel rods in each assembly, said Martin, engineer. Over time, the GAD burns out – allowing for the remaining uranium to keep the reaction going, but also increasing possible safety issues due to more limited amounts of poison at work in the process.

That became the team's key starting point: "Can we use two different poison types to increase energy, while keeping the core as safe or safer than with just one poison type?"

The team decided to try using another product called Integral Fuel Burnable Absorber or IFBA. This poison entails a boron coating that is sprayed on the uranium pellets held in fuel rods. The idea became known as the IFBA/GAD combo, Martin said, and allowed for the replacement of a lot of GAD with IFBA.

IFBA is not as effective as GAD at slowing the nuclear reaction. So as the IFBA fades during an operating cycle, GAD can take over and create safer and longer operating conditions, he said. It provides two limiting points (points approaching safety limits) as the cycle winds down and the remaining uranium is burned up, rather than one large limiting point.

"In essence, less GAD allows us to control the peaks of the reaction in the core," McSorley said. "And with two humps or limiting points – one each for GAD and IFBA, instead of just one for GAD – we could then extend the operating cycle to 24 months."

The overall effort to change the composition of the fuel assemblies has been a long one, said Ahrar, supervisor of Nuclear Analysis and Design. It took years for Westinghouse, the manufacturer of the fuel assemblies, to sort through the proposed changes and agree to create the new assemblies.

"It took a significant amount of effort to help Westinghouse understand the benefit of the change," Ahrar said. "But it is now a big success in terms of operations, finances and technology – a win, win, win."

"It increases our safety margins and reduces costs," he said. "It allows us to better control how the fuel is behaving and how the core is burned – and keeps us well away from approaching safety limits and margins."

"It's a big cost savings," McSorley added. "We can run our cycles longer between planned outages, without adding more fuel assemblies or creating more waste."

Prairie Island's recent refueling of Unit One became the company's first use of the new process. Unit Two will follow next year.

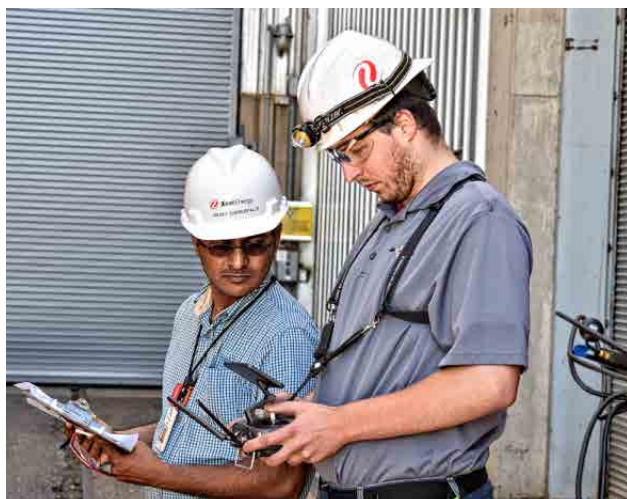
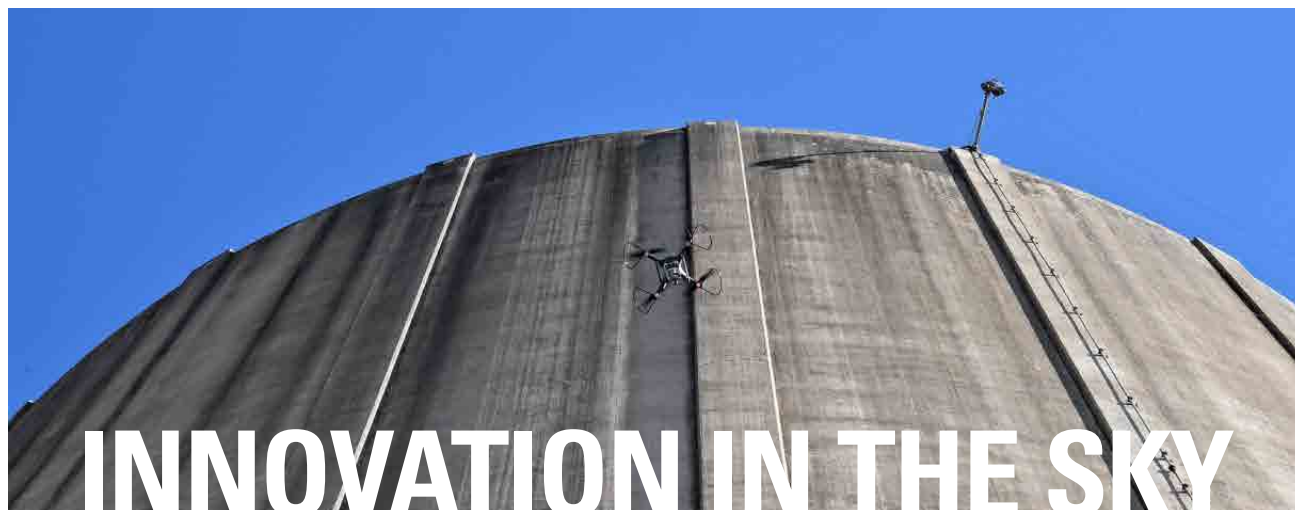
On one last positive note, Westinghouse is now marketing the new idea as its IFBA/GAD product line. And Xcel Energy is receiving a portion of sales for its employees' impressive engineering efforts. ←





Refueling

On pages 10 and 11, a view straight down into the empty reactor core of Prairie Island's Unit One during maintenance and refueling. It is covered by several feet of water to protect workers, equipment and fuel. On page 12, crane operators coordinate the movement of nuclear fuel in the plant's spent-fuel pool. Used fuel is stored there to cool, and the pool also holds active fuel while the reactor is emptied for maintenance and refueling. Above is a mix of photos of previous work at the plant.



Prairie Island reactor buildings inspected by drones, marking a first

A high flying drone recently inspected Minnesota's Prairie Island Nuclear Generating Plant's two landmark reactor buildings – marking the first time an Unmanned Aircraft System (UAS) was deployed at one of the company's nuclear plants.

"I read a story last year about ways Xcel Energy was using drones to inspect transmission lines," said Dileep Cherlopalle, senior nuclear engineer. "I realized the reactor-building inspection could be a great application of the technology and an innovative way for the Nuclear Department to effectively use the tool."

After weighing the options between using a drone versus the usual approach of bringing in a huge crane for the inspection, Cherlopalle and his manager, Tim LaHann, crunched the numbers. The drone would save almost \$150,000.

Eliminating the crane also vastly reduced the safety risks to the inspection crew and plant personnel, he said, while shortening the entire process to hours instead of days. A cross-functional team across Xcel Energy business units then formed to make the mission possible.

"The inspection showcased Xcel Energy groups working hand-in-hand to create high-value results," said Eileen Lockhart, UAS program manager. "Nuclear owned the mission, and Energy Supply flew it with support from top leadership in the company."

"We streamlined work, reduced costs and optimized

results," she added. "That's the kind of innovation we're trying to foster everywhere at Xcel Energy."

An early enthusiast for the program is Tom Stegge, a planner at King Generating Station in Oak Park Heights, Minnesota. He is now certified by the FAA to fly drones for the company and was at the controls for the Prairie Island inspection. Stegge said he believes that sharing the news of a mission like this can inspire other departments to apply the technology, too.

"The success we achieved at Prairie Island can be replicated at multiple Xcel Energy sites," Stegge said. "Our customers want us to find ways to keep their energy bills low, and using drones is one good way to create cost savings without sacrificing safety or results."

Inspections of Prairie Island's reactor-building domes and walls are conducted regularly. The drone is able to see areas that a crane can't reach, Cherlopalle said, and sends sharp video images that enable Engineering personnel to document the building's structural health.

With this mission complete, he said the team is now eager to find other nuclear applications that are costly and challenging, which could otherwise also reap the benefits of using drones for inspection work.

(Editor's Note: Please see the next issue of Xtra for an update on the Xcel Energy's ongoing and first-in-the-nation work with UAS technology.) ←

Letters

'I saw a truck almost everywhere'

Dear Xcel Energy:

God bless all your hard-working people at Xcel Energy. I saw a truck almost everywhere I looked today.

Drove from Faribault to Dundas and back, then from Faribault to LeCenter and back. I was impressed at how hard they were working in each of these towns. Keep up the good work.

—LeeAnn

'Putting your lives on hold'

Dear Xcel Energy:

Thank you guys so much for everything. We have taken things like power for granted for so long, and it was a little over three days without power for us.

I am truly thankful for you guys putting your lives on hold to get the power back up for everyone affected by the storms. God bless all of you.

—Jonathan

'Amazing to see everyone coming together'

Dear Xcel Energy:

Thank you all so much for all the hard work you did in Cannon Falls, Minnesota. I was working the ambulance the following day – all day – and we pulled in a lot of resources to help us. We were impressed by how well your teams did at organizing strike teams and coordinating them.

It was amazing to see everyone coming together to help each other. I just wanted to thank you for your company's part, and for the quick response along with the subsequent hard and efficient work to get us powered up again.

—Jeremiah

Third quarter earnings announced

Xcel Energy recently reported 2018 third quarter GAAP and ongoing earnings of \$491 million, or \$0.96 per share, compared with \$492 million, or \$0.97 per share in the same period in 2017.

Earnings results for the quarter are a function of higher electric and natural gas margins due to favorable weather and sales growth, higher AFUDC and a lower tax rate, which were more than offset by higher depreciation, operating and maintenance, and interest expenses.

"Third quarter results were in line with our forecast, while our year-to-date results continue to be favorable," said Ben Fowke, chairman, president and CEO. "We are on track to achieve our revised year-end earnings guidance, we are well positioned for the future, and we are increasing our long-term growth objective to 5 to 7 percent."

"We reached important milestones in our strategy of expanding our clean energy portfolio and upgrading the grid, including approval of the Colorado Energy Plan and our innovative supply agreement with EVRAZ, a major Colorado employer," Fowke added.

"We also made strides in delivering new energy options and enhanced services for our customers, like our Minnesota proposal to advance the electric vehicle transition through affordable charging options and filing for approval of our Renewable Connect product in Wisconsin," he said. "These initiatives further our vision of being the preferred and trusted provider of the energy our customers need."

News Briefs

Xcel Energy is 74th on Forbes' Best Employer list

Xcel Energy has been recognized on Forbes Global 2000 list of the World's Best Employers for the second year in a row. Among the thousands of companies considered, 500 earned a place on the list, and Xcel Energy ranked 74th in the world.

"We are pleased to receive this honor and believe it recognizes our longstanding commitment to an inclusive and engaging culture," said Ben Fowke, chairman, president and CEO. "We continually strive to make Xcel Energy a great place to work to attract and retain the best people, who are passionate about serving customers and delivering clean, safe and affordable energy."

The Forbes ranking is based on survey responses from

employees who rate their employer by describing how likely they would be to recommend them and identifying other companies they admired. Xcel Energy is the highest-ranking U.S. electric utility on the Forbes list in 2018.

This is the second time this year that Forbes honored Xcel Energy as an exceptional workplace. Forbes also named the company as one of America's Best Large Employers.

In addition to offering employees opportunities to develop their skills and talents, Xcel Energy makes it a priority to recognize employee achievements and fosters a culture where people are respected. The company has received a perfect score as one of the Best Places to work for LGBT Equality for the past two years. Xcel Energy also has earned awards as a top military-friendly employer.



DAY OF SERVICE

Eighth annual event provides plenty of community support

More than 4,600 employees, retirees and family members, along with some friends and customers, came together in September to volunteer to better their communities by participating in Xcel Energy's eighth annual Day of Service.

The volunteers joined together at nearly 100 project sites across Colorado, Minnesota, South Dakota, North Dakota, Michigan and Wisconsin to dig, plant, paint, cut, sort, organize and much more on behalf of a variety of community nonprofit partners.

A few highlights from Colorado included:

- Packing more than 160,000 meals for Colorado families
- Making 550 blankets for babies at Denver Health
- Assembling 3,000 hygiene kits for homeless veterans

And some highlights from Minnesota, Michigan, North Dakota, South Dakota and Wisconsin included:

- Planting more than 300 trees in parks and woodlands
- Packing and preparing nearly 10,000 pounds of food
- Packing more than 2,100 backpacks with supplies

"Our Day of Service is a powerful example of how when we work together and each of us contributes our time and talent, a real and lasting change can happen," said Liz Gardner, social investment representative, Colorado.

"This annual event provides a great opportunity for our company to come together and make an impact on the communities we serve," added Sam Holsen, community engagement representative, Minnesota.

Both Gardner and Holsen sent their thanks to the employees, family, friends and customers who made the day possible. All of the nonprofit organizations supported by the effort also appreciated the support.

"The impact of your Day of Service is huge for the hungry we serve," said Kenward Bradley, founder and president of Colorado Feeding Kids. "There were 160,000 meals distributed immediately on Day of Service that went to multiple local food banks. This would not be possible without your support. We are very grateful to Xcel Energy and their employees." ◀



Friends We'll Miss

Carl Barnkow, 82, engineering supervisor, Gas Operations, Mesa County Operations Center, Grand Junction, Colo., died on Sept. 6, 2018. He worked for PSCo from 1955 to 1994.

People

Elmer Ganz, 93, foreman, Electric Distribution, White Bear Lake Service Center, White Bear Lake, Minn., died on May 25, 2018. He worked for NSP from 1955 to 1986.

Charles Harding, 68, plant specialist thereafter, Operations, Fort St. Vrain Generating Station, Platteville, Colo., died on Aug. 19, 2018. He worked for PSCo from 1989 to 2014.

Donald Heltemes, 85, operational planning manager, System Operations, Minnesota, died on Sept. 4, 2018. He worked for NSP from 1960 to 1991.

Vincent Hernandez, 59, underground working foreman, Underground Electric Operations, Lipan Distribution Center, Denver, Colo., died on Sept. 8, 2018. He worked for PSCo from 1982 until the time of his death.

Margaret Hilger, 85, operating clerk, Regional Management, Rice Street Service Center, St. Paul, Minn., died on Sept. 5, 2018. She worked for NSP from 1957 to 1995.

David Hutchison, 74, nuclear security consultant, Nuclear Security, Prairie Island Nuclear Generating Station, Welch, Minn., died on Sept. 7, 2018. He worked for NSP from 1982 to 2004.

John Jenson, 92, shipping and receiving clerk, Central Division, Eau Claire, Wis., died on Aug. 25, 2018. He worked for NSP from 1959 to 1984.

Walter Kantorowicz, 86, business development coordinator, Electric Repair Center, Maple Grove Materials Complex, Maple Grove, Minn., died on Aug. 19, 2018. He worked for NSP from 1955 to 1994.

Lyle McConnell, 87, lead machinist, Maintenance, Sherco Generating Station, Becker, Minn., died on Sept. 21, 2018. He worked for NSP from 1961 to 1995.

Robert Opdahl, 84, Minnesota, died on July 17, 2018. He worked for NSP from 1961 to 1991.

Doug Propp, 59, working foreman, Gas Operations, Brighton Service Center, Brighton, Colo., died on Sept. 23, 2018. He worked for PSCo from 1978 to 2017.

Dessie Reed, 82, administrative assistant, Product Management, SPS Tower, Amarillo, Texas, died on Sept. 1, 2018. She worked for Xcel Energy from 1978 to 1999.

Marcel Rhoads, 90, died on May 14, 2018. He worked for Xcel Energy from 1949 to 1990.

Dennis Rothstein, 68, yard supervisor, Fuel Operations, Sherco Generating Station, Becker, Minn., died on Sept. 8, 2018. He worked for NSP from 1976 to 2006.

Billie Staab, 89, clerk staff, Material Management, Materials Distribution Center, Henderson, Colo., died on Aug. 25, 2018. She worked for PSCo from 1982 to 1994.

Leslie Thill, 86, field supervisor, Construction, Edina Service Center, Edina, Minn., died on Sept. 7, 2018. He worked for NSP from 1953 to 1988.

Glenn Thornton, 84, senior meterman, Electric Meter, Valentia Service Center, Denver, Colo., died on Sept. 16, 2018. He worked for PSCo from 1970 to 1990.

Charles Williams, 77, inside building leak surveyor, Customer and Field Operations, Valentia Service Center, Denver, Colo., died on Aug. 27, 2018. He worked for PSCo from 1982 to 2004.

Retiring

David Amans (david.amans57@gmail.com), senior accounting/financial analyst, Capital Asset Accounting, Sky Park, Eau Claire, Wis., retired on Oct. 1, 2018. He worked for Xcel Energy for 38 years.

Steve Buening (beuning.steve@yahoo.com), marketing operations director, Commercial Operations, 1800 Larimer, Denver, Colo., retired on Aug. 1, 2018. He worked for Xcel Energy for 34 years.

Scott Bricker, working foreman/mechanic, Hayden Generating Station, Hayden, Colo., retired on Nov. 15, 2018. He worked for Xcel Energy for 38 years.

Terry Eickenbrock, substation foreman, Substation Operations and Maintenance, Grand Forks Service Center, Grand Forks, N.D., retired on Oct. 12, 2018. He worked for Xcel Energy for 41 years.

Charles J. Enloe (cjksenloe@comcast.net), master technician, Gas Construction/Operations, Hudson Service Center, Hudson, Wis., retired on Sept. 28, 2018. He worked for Xcel Energy for 39 years.

Ron Goggin (rjgoggin@charter.net), senior systems analyst, Nuclear Services, Prairie Island Nuclear Generating Plant, Welch, Minn., retired on Oct. 31, 2018. He worked for Xcel Energy for 25 years.

Rich Greenslit (rgreenslit@frontiernet.net), senior director, IT service delivery, Business Systems, 401 Nicollet Mall, Minneapolis, Minn., retired on Oct. 1, 2018. He worked for Xcel Energy for 27 years.

William Greenwalt, service foreman, Electrical Construction, Clovis Service Center, Clovis, N.M., retired on Oct. 31, 2018. He worked for Xcel Energy for 37 years.

Rosemarie Halchuk-Harrington (rhalchuk@gmail.com), consulting gas engineer, Process and Controls Engineering, 1800 Larimer, Denver, Colo., retired on Oct. 3, 2018. She worked for Xcel Energy for 29 years.

James Jechorek (jim.jechorek@gmail.com), lead rigger, Mechanical Maintenance, Monticello Nuclear Generating Plant, Monticello, Minn., retired on Oct. 1, 2018. He worked for Xcel Energy for 37 years.

Lawrence Kalash, material handler in charge, Supply Chain, Utility Group, Operations, Grand Forks Service Center, Grand Forks, N.D., retired on Sept. 7, 2018. He worked for Xcel Energy for 28 years.

Daniel Kaldun (dkaldun23@gmail.com), lead gas fitter, Gas Operations, Rice Street Service Center, St. Paul, Minn., retired on Oct. 5, 2018. He worked for Xcel Energy for 31 years.

Mark Koenig (markak@midco.net), lead station electrician, Energy Supply, Red Wing Generating Station, Red Wing, Minn., retired on Oct. 5, 2018. He worked for Xcel Energy for 32 years.

Art Kwerneland, account manager, Account Management, 1800 Larimer, Denver, Colo., retired on Sept. 21, 2018. He worked for Xcel Energy for 18 years.

Patty Leier, senior operations work coordinator, Electric Operations, Rice Street Service Center, St. Paul, Minn., retired on Dec. 4, 2018. She worked for Xcel Energy for 37 years.

Alan Lemay (alanlemay@centurytel.net), warehouse foreman, 1400 Western Ave., Eau Claire, Wis., retired on Sept. 28, 2018. He worked for Xcel Energy for 34 years.

Jeffrey Lien, designer, Newport Service Center, Newport, Minn., retired on Oct. 2, 2018. He worked for Xcel Energy for 32 years.

Gary Linsacum (garystrk@rocketmail.com), operations manager, Maintenance, Hayden Station, Hayden, Colo., retired on Oct. 4, 2018. He worked for Xcel Energy for 39 years.

David Markley, overhead working foreman, Denver Metro Electric Distribution, Gateway Service Center, Denver, Colo., retired on Oct. 31, 2018. He worked for Xcel Energy for 34 years.

Cindy McShane, senior budget analyst, Distribution Finance, Lipan Distribution Center, Denver, Colo., retired on Aug. 1, 2018. She worked for Xcel Energy for 20 years.

William Moore, power plant operator, Operations, Bay Front Generating Station, Ashland, Wis., retired on Aug. 2, 2018. He worked for Xcel Energy for 36 years.

Michele Orrino, financial consultant, Distribution Capital Finance, Lipan Distribution Center, Denver, Colo., retired on Aug. 31, 2018. She worked for Xcel Energy for 32 years.

Julianne J. Peterson, supervisor, Support Training, Prairie Island Nuclear Generating Station, Welch, Minn., retired on Oct. 4, 2018. She worked for Xcel Energy for 28 years.

Stephen Piburn, operations manager, Electric Construction, Mesa County Operations Center, Grand Junction, Colo., retired on July 31, 2018. He worked for Xcel Energy for 36 years.

Dale Polinske (polinske78@gmail.com), shift engineer, Operations, High Bridge Generating Plant, St. Paul, Minn., retired on Sept. 30, 2018. He worked for Xcel Energy for 32 years.

Dean Schantzer (mnshanny@comcast.net), engineering supervisor, Program Engineering, Prairie Island Nuclear Generating Station, Welch, Minn., retired on Oct. 2, 2018. He worked for Xcel Energy for 21 years.

Linda Schneider, sourcing project specialist, Supply Chain, 1400 Western Ave., Eau Claire, Wis., retired on Oct. 5, 2018. She worked for Xcel Energy for 34 years.

Kevin Ward (wardk3055@gmail.com), storekeeper, Stores, Materials Distribution Center, Henderson, Colo., retired on Dec. 1, 2018. He worked for Xcel Energy for 39 years.

Company joins industry sustainability reporting effort

Xcel Energy is on track to achieve one of the most ambitious carbon-reductions goals in the industry, and the company has documented its progress in a new reporting tool that provides more uniform sustainability metrics for the industry.

To better meet the needs of the financial sector, Xcel Energy worked with the Edison Electric Institute and other stakeholders on an initiative that expands the release of the company's annual environmental, social, governance (ESG) and sustainability-related information. The new report, which is consistent across the industry, demonstrates the company's clean energy progress.

"We're a clean energy leader that has reduced carbon emissions 35 percent since 2005, and we're on track to achieve 60 percent reduction or more by 2030," said Ben Fowke, chairman, president and CEO. "Measuring and reporting progress is essential to reaching our clean energy goals. Supporting this initiative to provide more consistent reporting across the industry demonstrates our

commitment to transparency in meeting the information needs of our stakeholders."

The new template is in addition to Xcel Energy's comprehensive corporate reporting, which includes the company's annual report, proxy and corporate responsibility report.

"The electric power industry is leading the way to a clean energy future, having reduced carbon dioxide emissions nearly 27 percent below 2005 levels as of the end of 2017," said Tom Kuhn, EEI president. "The template will enable our industry to take its reporting to another level and present its ESG and sustainability-related efforts in a more consistent manner that is favored by investors."

Over the past two years, Xcel Energy and EEI-led stakeholder working groups developed the EEI ESG/sustainability template. It provides information in a measurable and consistent format for investors and customers to accurately assess the long-term ESG/sustainability progression toward a clean energy future. More information about the project is available on EEI's website.

News Briefs

EEI honors Xcel Energy's commitment to key accounts

Xcel Energy's Managed Accounts team has once again received applause from the Edison Electric Institute for its service to large national customers. The company received EEI's Award for Outstanding National Key Accounts Customer Service at the twice-yearly National Key Accounts Workshop in San Antonio, Texas.

The group includes companies that do business at multiple locations, such as Wendy's, Costco, Marriott Hotels, Microsoft, Staples and Toyota Motor North America. Energy buyers at these companies deal with utilities all over the country, so they see a range of approaches to customer service, energy-efficiency programs, planning for growth, along with the many challenges faced by the industry and its customers.

"This award demonstrates that our partnership approach works well for major customers," said Jerome Davis, regional vice president, Community Relations, Xcel Energy-Colorado. "We listen to them and develop programs that meet their needs, and help them learn about

our business and goals, so we all move toward a clean-energy future together."

The award was established in 1998 by EEI's Customer Advisory Group (CAG), a group of 20 to 25 thought leaders. Every 18 months, the CAG sends out a blank ballot to about 400 national customers, asking them to select five electric companies that provide service "above and beyond." Customers are asked to rate each company on six criteria and the results are tallied to produce the award winners. Criteria include: understanding national customers' needs; innovative offerings; well-managed, easy-to-use, energy-efficiency programs; and effective communications and customer support.

"What's really impressive is that Xcel Energy was just one of a few electric companies that was chosen by customers in a nationwide ballot," said Steve Kiesner, senior director of EEI National Customer Markets. "It's a great reflection upon the entire Xcel Energy national accounts team and of the really solid relationships they have established with these important customers."

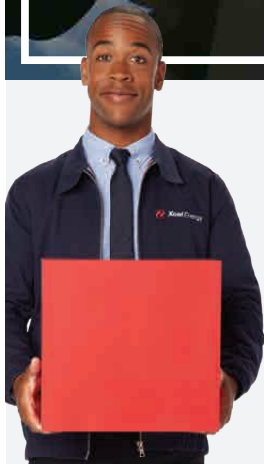
FirstEnergy Corp., Pacific Gas and Electric Co., Southern California Edison also received the award.

XTRA

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