

TRANSITIONING OUT OF COAL RESPONSIBLY

INFORMATION SHEET
COLORADO

WORKING WITH COMMUNITIES AND EMPLOYEES AFFECTED BY ENERGY TRANSITIONS



Xcel Energy is leading the clean energy transition with its Clean Energy Plan, a proposal to reduce carbon emissions by at least 85% by 2030 and double the renewable energy and battery storage on the system.

The plan, originally filed with state regulators in spring 2021, creates a roadmap to deliver on our vision to provide 100% carbon-free electricity by 2050, while supporting our employees and the communities where we live and work through the transition.

The Colorado Public Utilities Commission approved the 2021 Electric Resource Plan and Clean Energy Plan in July 2022. The Commission's decision was based on a revised settlement agreement we reached with an expanded group of stakeholders representing customers, communities, state agencies, environmental groups, labor and energy interests.

REDUCING EMISSIONS

Achieving our vision requires retiring coal plants that we have relied upon for years and transitioning to cleaner sources of power. The Clean Energy Plan provides this timeline for retiring our remaining coal operations in Colorado.

Comanche Generating Station

Coal-fired electric generating facility

- **Location:** Pueblo, CO
- **In-Service Dates:** Unit 1, 1973; Unit 2, 1976; Unit 3, 2010
- **Retirement Dates:** Unit 1, 2022; Unit 2, 2025; Unit 3, Jan. 1, 2031
- **Capacity:** Units 1 & 2 (660 MW); Unit 3 (750 MW)
- **Co-Owners:** CORE Electric Cooperative, Holy Cross Electric (for Unit 3)
- **Number of Employees:** 134

Hayden Generating Station

Coal-fired electric generating facility

- **Location:** near Hayden, CO
- **In-Service Dates:** Unit 1, 1965; Unit 2, 1976
- **Retirement Dates:** Unit 1 2028; Unit 2 2027
- **Capacity:** Unit 1 (179 MW), Unit 2 (262 MW)
- **Co-Owners:** Salt River Project, PacifiCorp
- **Number of Employees:** 68

Pawnee Generating Station

Coal-fired, steam-electric generating facility

- **Location:** Brush, CO (90 miles northeast of Denver)
- **In-Service Date:** 1981
- **Conversion Date:** Convert to burn natural gas by 2026 at the latest
- **Retirement Date:** 2041
- **Capacity:** 505 MW
- **Number of Employees:** 97



COMMITTING TO OUR EMPLOYEES AND COMMUNITIES

We are committed to helping our employees and the communities where these plants are located as we continue to move away from coal. Early coal plant closures impact our employees and affect local economies' jobs and tax base, and as every community is unique, each transition requires special attention and consideration.

Long planning timelines, advance notice and proactive, transparent communication are fundamental to our efforts. We make decisions and communicate plant closures as far in advance as possible, allowing employees time to transfer to other locations or complete retraining for new roles. This also provides time for us to work with communities to find ways to mitigate impacts to tax base and other economic concerns.

PRIORITIES

- We've previously transitioned plants across our service area without layoffs, and we believe we can accomplish this again. We are prepared to work with employees to manage this transition through attrition, retirements and retraining to assist them in pursuing new roles.
- We are also working directly with community leaders, plant employees and labor unions to provide dedicated support and develop transition plans together for coal plant retirements.
- We partner with local leaders and advisors, state and local government officials, economic development groups and local businesses to help maintain a healthy tax base and seek out new opportunities where plants are closing.



Xcel Energy has guiding principles that define our commitment to partnering with communities and employees facing the early closure of coal-fueled plants. Read our **Position Statement**.