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CEO

2019 Initiatives:

1. RAMPP - Focus on what is important
2. Power Pitch - Employee driven improvements to technology or systems
3. 10-Year Rate Design - Controlling each part of a member's bill
4. 10-Year Digital Strategy - Improve efficiency for members and the cooperative
5. Strategic Awareness - Build knowledge of the strategy with employees and members
6. Culture Management - Develop employee leadership and innovation

es and we do this by developing and executing strategy. Last month, I began describing our strategic initiative designed to make our leadership and innovation culture even stronger. Our Culture Initiative is one of six initiatives that we are focused on this year. Over the next few months I am going to take a deeper dive on these strategic initiatives. This month I am going to talk about our RAMPP strategic initiative and our exciting PRECorp Power Pitch.

This is the fourth in a series of articles that are breaking down PRECorp's strategy. It is my sincere hope that these articles are helpful in gaining a better understanding our Strategy. In addition to our job of keeping the lights on by focusing on core business or operations, we also focus on strategy. Strategy is intended to create new value for the organization.

Working on operations is essentially working "in the business" and working on strategy is working "on the business".

Wyoming itself is going through a transformation as we all struggle with the changes we are experiencing in the minerals industry. Many of us have first-hand experience in dealing with difficulties as the downturn in our coal industry impacts us, our communities, and the State of Wyoming. Wyoming has been working "on the business" for several years with its economic diversification and other efforts to create new value for its citizens.

We have a sense of urgency to get out in front of these issues and challeng-

RAMPP is an acronym for Reports, Approvals, Meetings, Policies and Procedures. This initiative is about reviewing these areas to determine how we can reduce work efforts and resources dedicated to lower-impact processes in order to focus on more important areas. Essentially, we are trying to get work out of the organization.

We will know we are successful with our RAMPP Initiative when we see a reduction in work on non-critical tasks and procedures with no impact to our ability to provide you great service. We will also be developing our ability to better define our expectations around productivity, efficiency, project management, and collaboration. Employee empowerment is a big element of our RAMPP Initiative. We hope to eliminate nearly 4,000 work hours with the RAMPP process. This translates to each employee saving about 1.5 hours per week by eliminating non-essential or low-value activities. We may also leverage technology to help the team achieve these goals.

We are also looking at creating an innovation engine at PRECorp by implementing an initiative we call PRECorp Power Pitch. PRECorp employees have always been good at coming up with new ideas and ways to be more efficient and to reduce costs. We are taking this strength to the next level with focused training and implementation of special processes and training to make innovation even stronger within the PRECorp Team. I am currently working with several employees who have come to me with ideas for new innovations in various aspects of the business. We will have our first "pitch session" at PRECorp in mid-May where these employees present their ideas to a team for review and consideration. I am really excited about the potential of this initiative.

Both our RAMPP and Power Pitch initiatives are moving us in the direction to help us fulfill our Purpose, by executing our Mission, and getting us closer to our Moonshot. These efforts to work "on the business" have great potential to deliver extraordinary results to you.

Stay tuned for more information on these and our other 2019 Strategic Initiatives. I hope you will join me on May 22, at 6:30 p.m., for our Telephone Town Hall and Facebook Live event. I will be giving an update on all things PRECorp and taking any questions that you might have.

Mike