

Safety Meeting

March 2026



Our Commitment to Safety

*We believe that a safe workplace and community is founded upon an environment where **all voices can and will speak up, ask questions, and be heard without reprisal.***

We will provide and maintain the proper training, tools, job layout, equipment and employees to perform work safely.

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Safety Department

Monthly Report

Close Calls

Date	Overview	Location	Description & Response
2/18	Crossing Barricade Tape	EHQ	<p style="text-align: center;">Crossing Barricade Tape</p> <p>It was brought to Safety's attention that the same individual was involved in a second incident of crossing danger tape. Safety will be assigning additional training of the use of tape, rope and signage as safety barricades, including their appropriate application and limitations. Facilities has emphasized the need for an escort for the area under construction on the second floor of EHQ for the remainder for the project.</p>

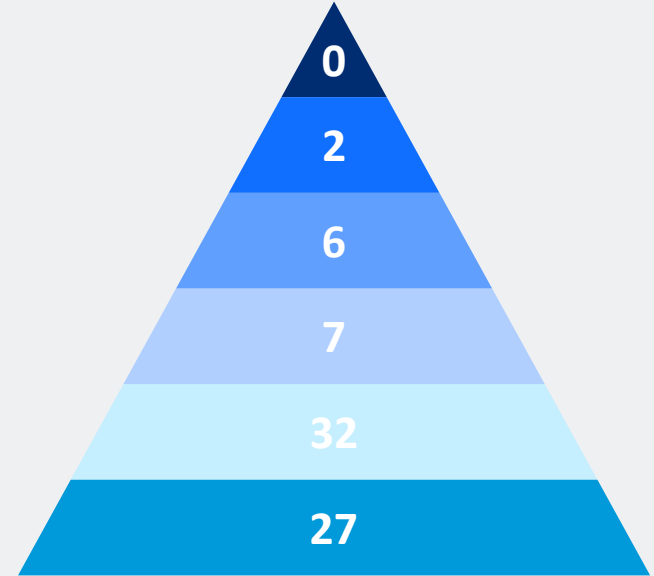
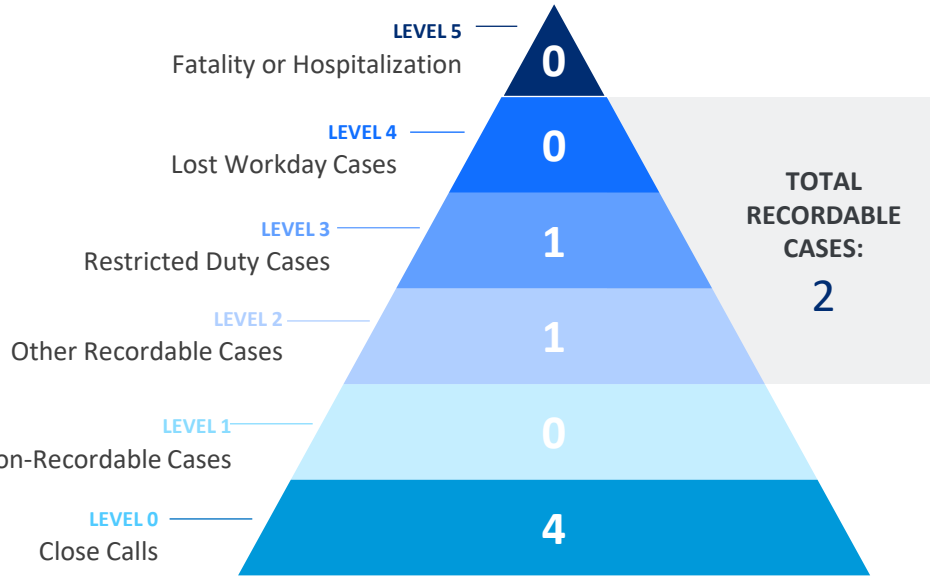


	Last Month	Year-to-Date
Total Injuries Reported	1	2
Other Recordable Case(s)	1	1
Restricted Duty Case(s)	0	1
Lost Workday Case(s)	0	0

2026 Incidents Summary



2025



Vehicle Incidents

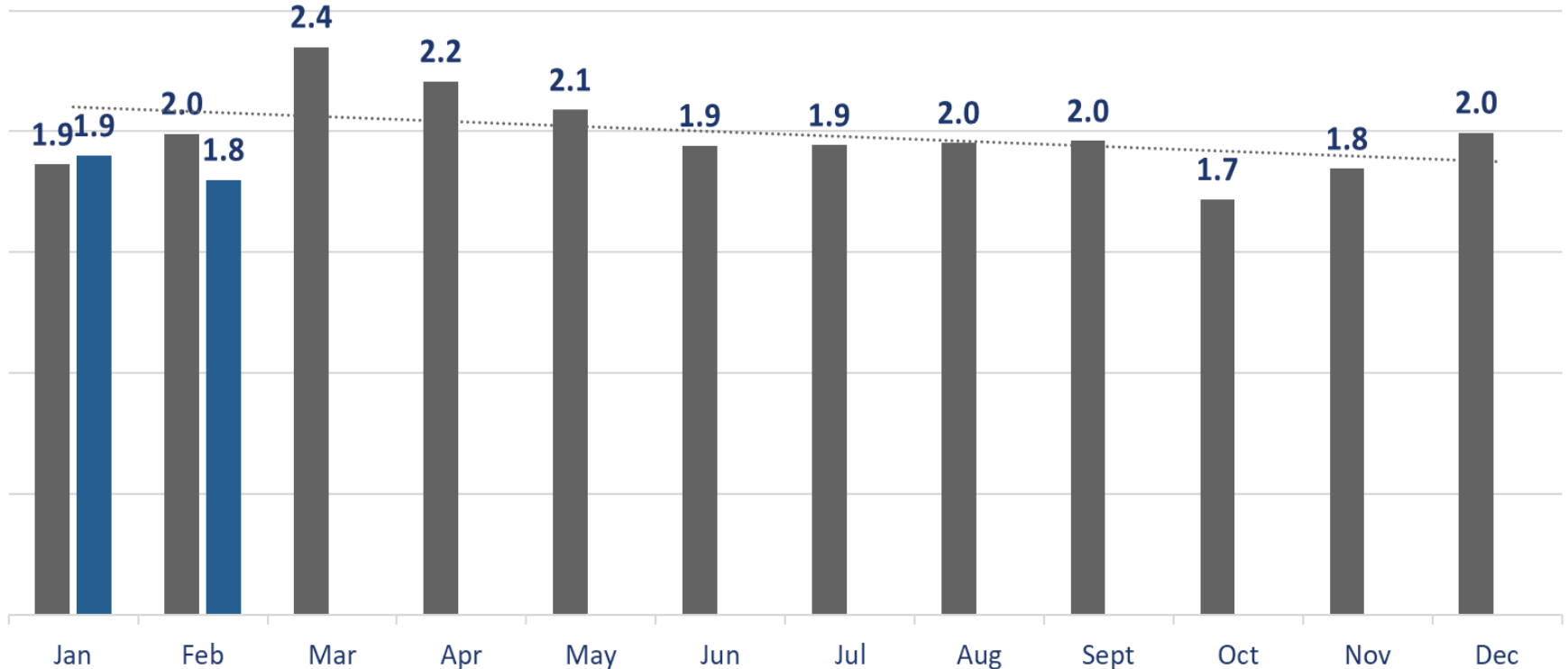
Date	Location	Description & Response
2/25	ESC-East Quincy Substation	<p style="text-align: center;">Gate Struck Vehicle</p> <p>Employee was backing out of the substation and the vehicle gate was blown by the wind into the side of their vehicle. Minor dent and paint scratches were reported. Employee forgot to chain the gate back up. Employee reported to the Foreman when he returned to the shop and supervisor was contacted. Situational awareness extends to the environment. Please don't leave District equipment/vehicles where they may be subject to damage. Fleet service has inspected the vehicle and it will be taken for an estimate to repair the damage.</p>

Contractor Incidents

Date	Overview	Location	Description & Response
2/25	Personal Vehicle in Non-Approved Area	New ESC Project	<p style="text-align: center;">Personal Vehicle in Non-Approved Area</p> <p>A personal vehicle driven by a contractor, entered the worksite and parked in a non approved area. The situation was addressed with the contractor, and an on-site safety stand down was conducted. Expectations and required protocols were clarified and communicated.</p>

Leading & Lagging Indicators

12 Month Rolling – Recordable Injury Rate – 2025 vs 2026



Recordable Injury Projection



Total number of recordable incidents × 200,000

Total number of hours worked by all employees

At the current injury rate, we
will likely record

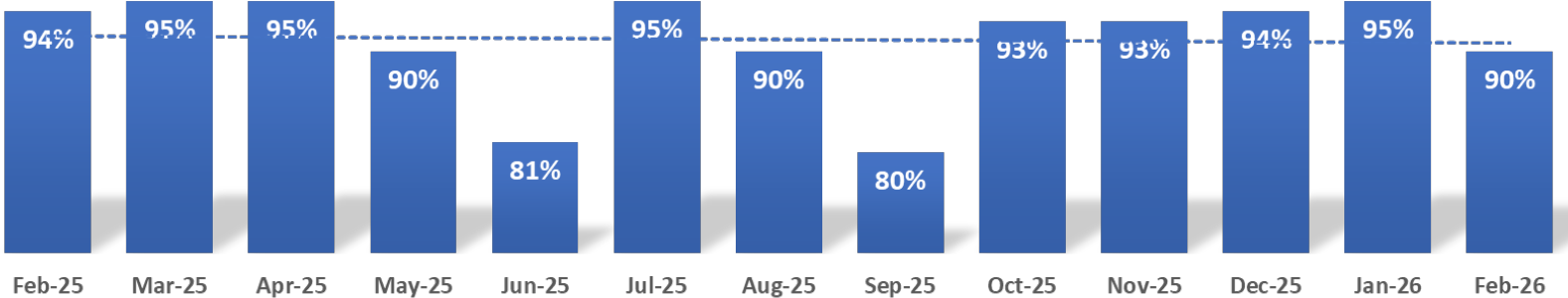
16

injuries on our OSHA Logs by
the end of 2026.

← The “recordable injury rate” is a calculation that describes the number of employees per 100 full-time workers or per 200,000 hours worked that have been involved in an injury or illness that requires medical treatment beyond first-aid.

Leading & Lagging Indicators

Safety Meeting Attendance



New Safety Action Items

Safety Concern CR #	Reported Date	Summary	Response	WO #
35135	2/10/26	<p>While observing work in the lower air housing of P05, Construction Inspector witnessed a contractor site manager escort a contractor visitor into the clearance boundary. The visitor was not clearance-trained, and the site manager was not the clearance holder. Both individuals exited immediately once informed of the violation.</p> <p>Immediate Action Taken: The site manager was directed to review the clearance policy in detail and retake the online clearance training.</p>	<p>WO created to ensure that the Contractor Safety Handbook is updated, published and made available to District Representatives to distribute to contractors upon request.</p>	392239
			<p>WO created to refresh existing contractor safety training and make it available for teams training for District Representatives.</p>	392240
35268	2/24/26	<p>During annual fire alarm testing at Wanapum Dam, electricians discovered the fire alarm was not programmed to have a audible alarm on these smoke detectors, elevator recall only. 5th , 6th, 8th floor was not functioning properly on the down stream elevator.</p>	<p>WO created to bring in Simplex specialist to work with reprogramming the system to function properly</p>	392836

JSRs-Grant PUD

<u>Hazards Identified in Job Site Reviews</u>		
Hazard	February	Total
Housekeeping	29	29
Slip, Trip, Fall	28	28
Energy Source	27	27
Equipment	22	22
Environmental	21	21
Pinch Points	17	17
Ergonomics	16	16
Fatigue	15	15
Vehicle or Foot Traffic	15	15
Noise	14	14
Strain, Sprain	10	10
Overhead	8	8
Confined-Enclosed Spaces	6	6
Hazardous Chemical	5	5
Hot Work	4	4
Working from Heights	4	4
Excavation	3	3
On, Over or Near Water	3	3

OPER
Contin

Job Site Reviews
Completed
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Fatigue Management Program

FATIGUE is reduced mental and physical functioning that impairs a person's ability to maintain performance within safe limits while enduring job-related environmental, psychological and physical changes.

Leadership Responsibilities



Model healthy work-life balance practices



Discuss fatigue with members of your staff and encourage conversations without stigma



Develop appropriate strategies to provide relief to workers experiencing fatigue

Employee Responsibilities



Manage lifestyle to minimize fatigue



Maintain awareness of personal sources and symptoms of fatigue



Notify your supervisor when you are no longer able to work in a safe manner due to fatigue

Additional training opportunities are coming later this year

Contact Haley Berryman or your area Safety Coordinator for questions or resources

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Executive Leadership Team (ELT)

Safety Talking Points

ELT **TOP 3** TIPS

Hand & Power Tool Safety



- 1** Use the right tool for the job and inspect it before each use.
- 2** Wear appropriate PPE and keep guards and safety features in place.
- 3** Disconnect tools from power sources before adjusting, cleaning, or changing accessories.

Thank You



MEMORANDUM

January 28, 2026

TO: John Mertlich, General Manager/Chief Executive Officer

VIA: Ty Ehrman, Senior VP Retail Operations *TE*
 Andy Wendell, VP Customer Experience *AJW*

FROM: Cary West, Senior Manager Customer Solutions *CSW*

SUBJECT: Write-Off and Recoveries for January 2025 – December 2025

Purpose:

For your information (FYI), this memo provides the Commission with a quarterly summary of write-offs and recoveries for the period January 2025 through December 2025.

Discussion:

For 2025, Grant PUD realized a net write-off percentage of 0.0183%, a highly favorable indicator of customer receivables performance. This percentage is calculated by dividing total annual retail revenue by net write-offs (total accounts written off minus recovered debt previously written off). Nationally, a write-off percentage between 0.065% and 0.2% is considered ideal according to industry benchmarks, and Grant PUD continues to outperform even the most favorable national threshold.

In 2023, Grant PUD experienced an increase in residential write-offs following the COVID-19 pandemic, during which statewide restrictions halted arrearage collections and disconnections from March 2020 through September 2022. As collection activities resumed, write-off levels temporarily increased as expected.

Write-off levels normalized in 2024 and remained stable throughout 2025. The 2025 net write-off percentage of 0.0153% reflects that the District collected \$99.92 for every \$100 billed to retail customers.

Grant PUD’s write-off process spans more than one year from account closure to final write-off, which explains the lag between economic impacts and write-off realization. The District experienced the greatest pandemic-related effects from Q4 2022 through Q3 2023, returning to normalized levels beginning in Q4 2023 and continuing through 2024 and 2025.

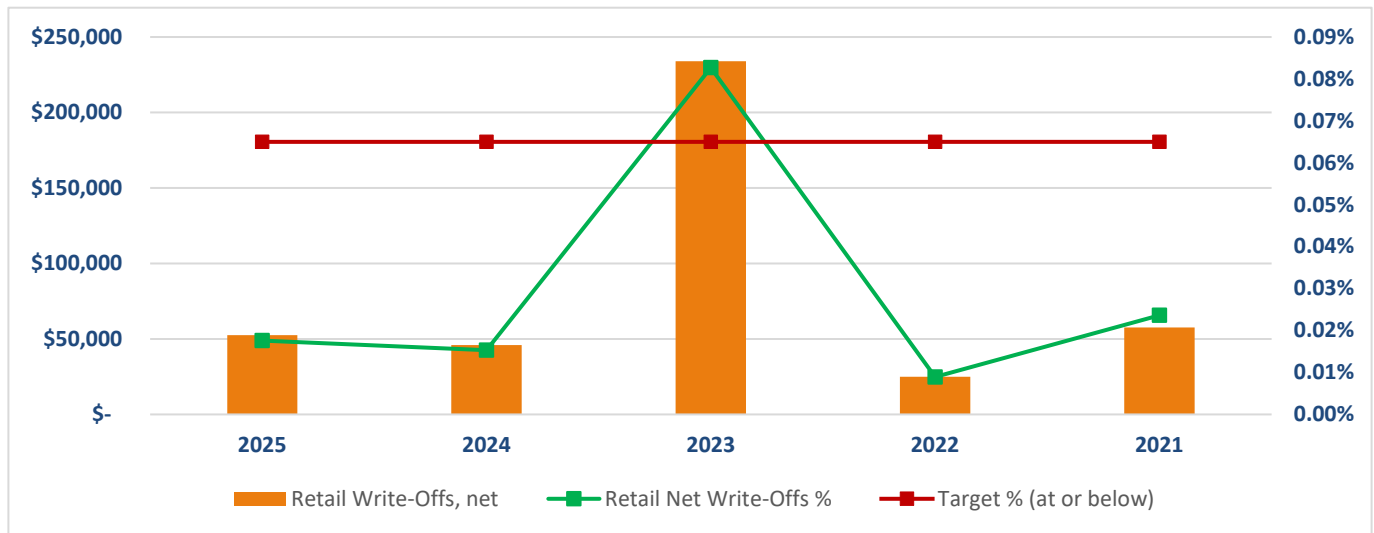
LOW – .065% (.00065 x Total Revenue)	IDEAL – .2% (.002 x Total Revenue)	GOOD – .3% (.003 x Total Revenue)	HIGH – .5% (.005 x Total Revenue)	DANGER – 1.0% (.01 x Total Revenue)
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Net Write-Off's by Year versus Total Retail Revenue:

	Historical Net Write-Offs by Year				
	2025	2024	2023	2022	2021
Retail Write-Offs	\$ 121,083	\$ 126,655	\$ 306,583	\$ 87,737	\$ 114,918
Retail Recoveries	\$ (68,587)	\$ (80,814)	\$ (72,573)	\$ (62,842)	\$ (57,304)
Retail Write-Offs, net	\$ 52,496	\$ 45,841	\$ 234,010	\$ 24,895	\$ 57,614
Total Retail Revenue ⁽³⁾	\$ 287,475,000	\$ 298,760,000	\$ 283,025,000	\$ 278,497,000	\$ 243,984,000
Retail Net Write-Offs %	0.0183%	0.0153%	0.0827%	0.0089%	0.0236%

⁽³⁾ Source: 2025 Unaudited Financial Statements - Retail Revenue

Net Write-Off's by Year and Actual % versus Target %:



LOW – .065% (.00065 x Total Revenue)	IDEAL – .2% (.002 x Total Revenue)	GOOD – .3% (.003 x Total Revenue)	HIGH – .5% (.005 x Total Revenue)	DANGER – 1.0% (.01 x Total Revenue)
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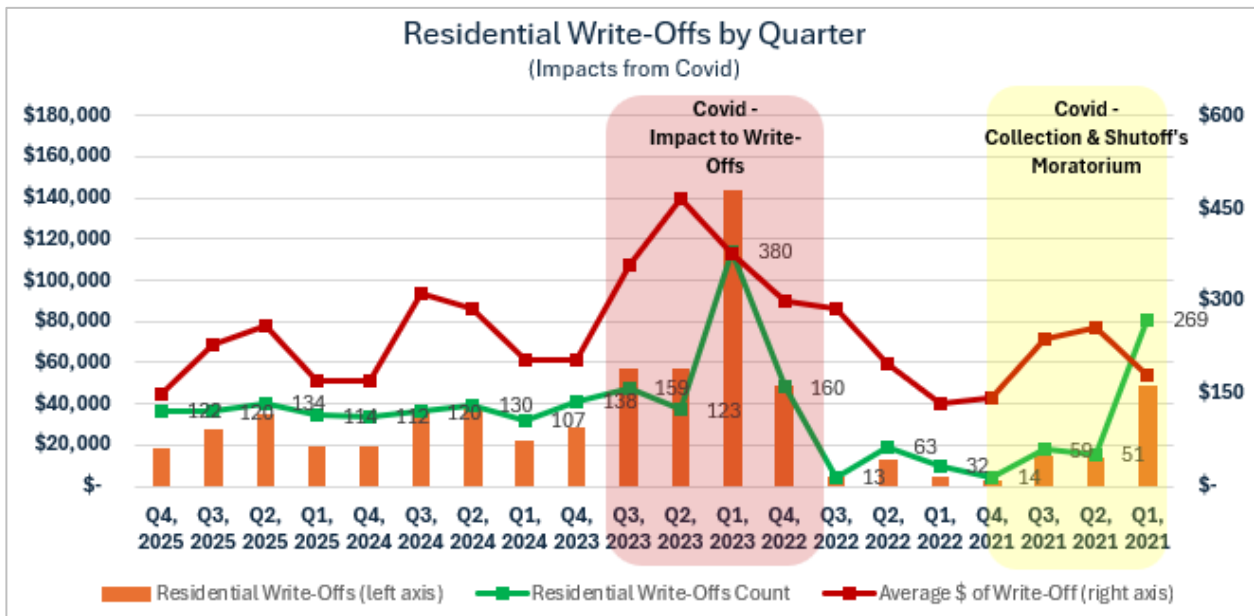
2025 Net Write-Off's by Quarter, by Customer Class vs Retail Revenue by Customer Class:

Retail Revenue Write-Offs	Retail Write-Offs by Quarter:					Total	2025 Revenue ⁽¹⁾
	Q1, 2025	Q2, 2025	Q3, 2025	Q4, 2025			
Residential	\$ 19,332.72	\$ 34,725.84	\$ 27,360.60	\$ 18,184.67	\$ 99,603.83	\$ 48,920,307	
Commercial	\$ 66.83	\$ 3,544.61	\$ 17,149.32	\$ 465.05	\$ 21,225.81	\$ 27,389,080	
Irrigation	\$ -	\$ -	\$ 253.24	\$ -	\$ 253.24	\$ 30,854,257	
Industrial	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 163,487,776	
Wholesale Fiber	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,823,335	
Total	\$ 19,399.55	\$ 38,270.45	\$ 44,763.16	\$ 18,649.72	\$ 121,082.88	\$ 287,474,755 [B]	
Less: Recoveries	\$ (29,457.67)	\$ (14,289.09)	\$ (8,775.24)	\$ (16,064.94)	\$ (68,586.94)		
Write-Offs (Net of Recoveries)	\$ (10,058.12)	\$ 23,981.36	\$ 35,987.92	\$ 2,584.78	\$ 52,495.94 [A]		

⁽¹⁾ Source: 2025 Unaudited Financial Statements - Retail Revenue

Net Write-Off % [A/B]	0.0183%
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(5) Year Residential Write-off's by Quarter and Average per Write-Off (highlights: COVID-19 Impacts):



LOW – .065% (.00065 x Total Revenue)	IDEAL – .2% (.002 x Total Revenue)	GOOD – .3% (.003 x Total Revenue)	HIGH – .5% (.005 x Total Revenue)	DANGER – 1.0% (.01 x Total Revenue)
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In addition to retail accounts, the District also manages non-retail accounts—such as District Damage, Conservation Loans, and Miscellaneous Accounts Receivable—through the Customer Information System (CIS). In 2025, no non-retail accounts required write-off, and recoveries totaled \$569.

Other Write-Offs	Non-Retail Write-Offs by Quarter:					Total
	Q1, 2025	Q2, 2025	Q3, 2025	Q4, 2025		
District Damage	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Conservation Loans	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miscellaneous	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Less: Recoveries	\$ (136.31)	\$ (179.92)	\$ (231.50)	\$ (21.00)	\$ (568.73)	\$ (568.73)
Write-Offs (Net of Recoveries)	\$ (136.31)	\$ (179.92)	\$ (231.50)	\$ (21.00)	\$ (568.73)	\$ (568.73)

Justification: Please find enclosed 2025 list of account Write-Offs and Recoveries.

Recommendation: For your information only.

Legal Review: Not required.

LOW – .065% (.00065 x Total Revenue)	IDEAL – .2% (.002 x Total Revenue)	GOOD – .3% (.003 x Total Revenue)	HIGH – .5% (.005 x Total Revenue)	DANGER – 1.0% (.01 x Total Revenue)
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