

Mr. Kevin Walker,

We are writing to formally express our vote of no confidence in the Upper Management leadership of the Operations Department overseeing the Overhead, Underground, and Field Operations employees.

After careful consideration of the ongoing safety and operational concerns raised by our members and Union leadership, and the continued failure to address these critical issues, we no longer have confidence that the Director-level and above leadership team is capable of effectively fulfilling its responsibilities to ensure the safety of our employees and the public.

The failure to address serious safety concerns, operational inefficiencies, and technology barriers, including issues that have resulted in OSHA complaints and citations, has contributed to a significant lack of confidence for the following reasons:

1. **Failure to address inexperienced or non-qualified supervisors and management in critical roles**
2. **Failure to adequately address issues raised following last April's storm.** These issues continue to include inaccurate or conflicting maps, connectivity problems, inadequate planning processes, system issues with OMS and ArcFM, lack of visibility into the location and status of other crews and contractors, the inability to independently create and manage trouble tickets, problems with the phone systems, and the excessive amount of time required to establish contact with the Operations Center, among many other concerns.
3. **Failure to address longstanding equipment issues.** These concerns have been raised for years and include broken or inoperable key interlocks, insufficient availability of trucks, the use of lower-cost or inadequate materials, and the implementation of new technologies that have repeatedly failed or proven inadequate to meet their intended purpose.
4. **Failure to take timely action on concerns and issues that are raised.** The amount of time it takes to investigate, respond to, and resolve known problems has become a significant concern in itself.
5. **Failure to provide adequate training or meaningfully consider employee input when implementing new equipment, procedures, or technology.** Experienced employees are often in the best position to identify potential problems before they affect safety, reliability, or operations.
6. **Lack of trust and respect for experienced workers, particularly during storm operations.** The knowledge and experience of employees who have worked through numerous storm events are not consistently recognized or utilized when critical operational decisions are being made.

This continued mishandling of safety concerns, workload, staffing, equipment, and operational issues, combined with the increasing reliance on outside contractors and third parties, has resulted in:

1. **Declining morale among employees.**
2. **Loss of qualified linemen to contractors and other utilities.**
3. **Reduced oversight of projects and contractors, resulting in errors involving permits, designs, and construction, particularly when contractors are unfamiliar with our system.**
4. **Increased costs for the customer.**

These issues are interconnected. Failure to address concerns in a timely and meaningful manner has contributed to declining employee confidence, loss of experienced personnel, increased reliance on contractors, and increased operational costs, while also creating continued concerns regarding safety, reliability, and the quality of service provided to customers.

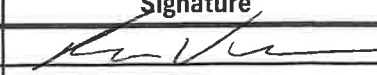
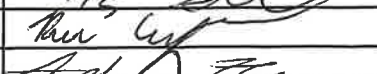
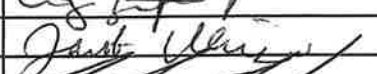
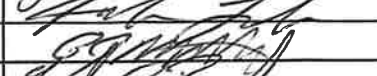
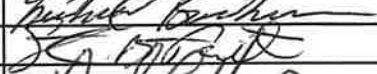
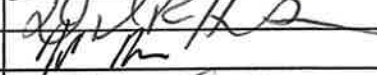
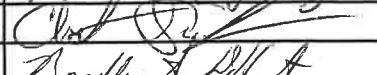
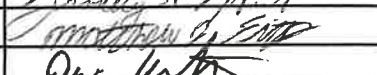
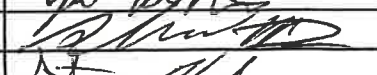
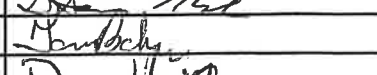
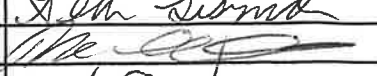
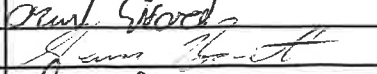
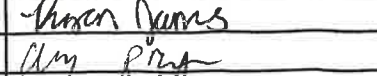
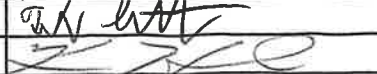
Despite numerous attempts by our members and Union leaders to address and resolve these concerns through safety, grievance, and issues meetings, as well as meetings with the numerous safety consultants, including the most recent with Proudfoot, there has been no meaningful improvement to the safety and operations of this department.

The continued dysfunction and lack of experience within the upper management group has created an unsustainable work environment and unnecessary risks for the employees that has directly caused a significant increased cost for the consumers. We are deeply concerned that, without immediate action, these issues will result in further harm and continued deterioration of this department.

This letter serves as both a formal objection and a call to action. We, the employees, urge you to promptly review these matters and take the appropriate steps necessary to address the serious safety and operational concerns caused by the leadership crisis.

Sincerely,

IBEW 29 Members and DLC Employees

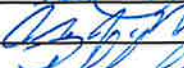
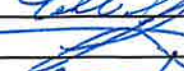
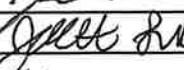
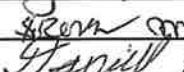
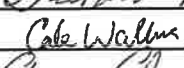
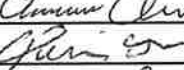
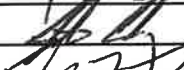
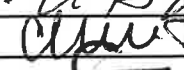
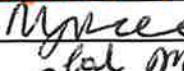
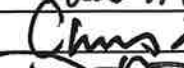
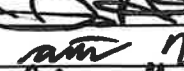
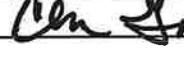
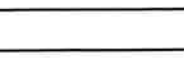
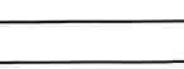
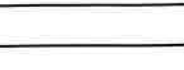
	Name	Emp #	Job Title	Signature
1	Andrew Vranian			
2	Scott Smerechowski			
3	Justus Littlejohn			
4	Joshua Connelly			
5	Kory Zech			
6	Nehemiah Wilk			
7	Anthony Jere			
8	William Cyphers			
9	Ryan Schmiedlin			
10	Rich Burke			
11	Andrew Haus			
12	Almariz Joseph			
13	Craig Zdanowski			
14	Jacob Ullizzi			
15	Jordan Layman	9137	Senior Lineman	
16	BJ Phillips	6526	SR Splicer	
17	Michael Banker			
18	Stephen Fait			
19	Darryl Honick			
20	WILLIAM RENN			
21	Jake Euler			
22	William Jamies			
23	Dalton Simonelli			
24	Morrison Young			
25	Austin Conley			
26	Bradley DeHart			
27	Matt Fritz			
28	Tosh Kutzner			
29	Rick Sipe			
30	Steve Kohle			
31	Tom Baker			
32	Dan Herbst			
33	Braden Woloski			
34	Sean Lesnock			
35	MAX Bridge			
36	Andrew Siford			
37	Shawn Bennett			
38	Ryan Jones			
39	Allen Duke			
40	Trevor Scott			
41	Kevin Hummel			

	Name	Emp #	Job Title	Signature
42	Matthew J Skelly			Matthew Skelly
43	Dante Ravieri			Dante Ravieri
44	Vincent Bevilacqua			Vincent Bevilacqua
45	Sam Frederick			Sam Frederick
46	Kyle Ely			Kyle Ely
47	BRANDON HENNEN			Brandon Hennen
48	Ken Trembulak			Ken Trembulak
49	Greg Koefor			Greg Koefor
50	Austin Rost			Austin Rost
51	Emily Sommer			Emily Sommer
52	Eleanor Seabor			Eleanor Seabor
53	Chris Bacon			Chris Bacon
54	ED URBANOWICZ			Ed Urbanowicz
55	Randall Richter			Randall Richter
56	Andrew Drog			Andrew Drog
57	Justin Mckinnon			Justin Mckinnon
58	Adam FORTNER			Adam Fortner
59	Gary Fuller			Gary Fuller
60	Bryant Brzozowski			Bryant Brzozowski
61	John MARMONACK			John Marmonack
62	Zachary J Mley			Zachary J Mley
63	Brendan Carroll			Brendan Carroll
64	Walter Muchbauer			Walter Muchbauer
65	Michael Joye			Michael Joye
66	Tim Serafini			Tim Serafini
67	CHRIS DEUGLER			Chris Deugler
68	Karen Weil			Karen Weil
69	Robert Yeager			Robert Yeager
70	Sarah Bolvy			Sarah Bolvy
71	Denny Imbardo			Denny Imbardo
72	Esther			Esther
73	Kory Klimchuk			Kory Klimchuk
74	Steve Chub			Steve Chub
75	Nicole Pugliese			Nicole Pugliese
76	Gregg Hovner			Gregg Hovner
77	Blake Affinto			Blake Affinto
78	JOE VOTTECKY			Joe Vottecky
79	Jared Hoene			Jared Hoene
80	Jill Glumac			Jill Glumac
81	EVAN Vogelberger			Evan Vogelberger
82	Daniel Gibson			Daniel Gibson

	Name	Emp #	Job Title	Signature
83	Tony LERRO	1799	JOURNEY	Tony Lerro
84	RAY EGGERTON	1525	SERVICE CREW LEADER	Ray Eggerton
85	Anthony Weil	5844	Journey	Anthony Weil
86	Chuck Rothhaar	1544	Journey	Charles Rothhaar
87	Zach Barnhart	4242	Senior Lineworker	Zach Barnhart
88	James Agostoni	5871	Journey	James Agostoni
89	Chad Buczynski	4354	Street Lighter	Chad Buczynski
90	Blk Cohen	6530	J.L.	Blk Cohen
91	Joseph Kaban	3900	Section Line	Joseph Kaban
92	Sam KNOLEK	4752	JOURNEY	Sam Knolek
93	Jordan Cappetta	6171	Journey	Jordan Cappetta
94	NELSON MYKROM	6728	Journey	Nelson Mykrom
95	Ryan Rachuba	8957	Senior Lineworker	Ryan Rachuba
96	JUSTIN HENSON	9669	JOURNEY	Justin Henson
97	Jacob Posey	5907	Apprentice	Jacob Posey
98	Stephen Hale	2220	Journey	Stephen Hale
99	RANDALL ROTHBAVEN	9023	JOURNEY	Randall Rothbaven
100	Clayton Benson	9826	Apprentice	Clayton Benson
101	David A. Porvaznik	3435	Dock worker	David A. Porvaznik
102	Tyler Reynolds	106654	Apprentice	Tyler Reynolds
103	Gavin Serafini	106891	Mobile worker	Gavin Serafini
104	Gavin Mincin	106603	Apprentice	Gavin Mincin
105	Jason Huntman	106415	Apprentice	Jason Huntman
106	Gino Bonacci	106333	Apprentice	Gino Bonacci
107	Jayden Rager	106444	Apprentice	Jayden Rager
108	TIM WAMER	6174	Apprentice	Tim Wamer
109	Justin Lewis	1014	Apprentice	Justin Lewis
110	RANDY RUMINSKI	6768	JOURNEY	Randy Ruminski
111	Blaine Sweet Jr.	9009	Journey	Blaine Sweet Jr.
112	Derek Williams	102560	Apprentice	Derek Williams
113	Kaidyn Gonder	9816	Apprentice	Kaidyn Gonder
114	Richard MAZUR	1124	Apprentice	Richard Mazur
115	Anthony Werkmeister	102683	mobile worker	Anthony Werkmeister
116	Kyle Day	106299	Apprentice	Kyle Day
117	Brenan Smeltz	4814	Apprentice	Brenan Smeltz
118	Jason Morgan	1557	Senior Lineworker	Jason Morgan
119	Shawn Dewitt	106540	Apprentice	Shawn Dewitt
120	JOEL REDLINGER	6086	JOURNEY LINEMAN	Joel Redlinger
121	Thomas Clawson	2221	Journey Lineman	Thomas Clawson
1				

	Name	Emp #	Job Title	Signature
122	Calen Suto			Calen Suto
123	Salt Luthmuth			Salt Luthmuth
124	Adam R. Haurff			Adam R. Haurff
125	Sterling Shank			Sterling Shank
126	Paul R. Haurff			Paul R. Haurff
127	MARK SHIRING			Mark Shiring
128	Adam Hauranko			Adam Hauranko
129	David Strobel			David Strobel
130	Shawn Tunstall	SR		Shawn Tunstall
131	BEN SUTO			BEN SUTO
132	James Hollinger			James Hollinger
133	JOKE SHAMON			JOKE SHAMON
134	Mason Pierce			Mason Pierce
135	Levi Buck			Levi Buck
136	Brandon McLaughlin			Brandon McLaughlin
137	Robert McGinnis			Robert McGinnis
138	Mike Suto			Mike Suto
139	Joshua Brown			Joshua Brown
140	Logan Richards			Logan Richards
141	Connor Beresh			Connor Beresh
142	JOE SUTO			JOE SUTO
143	Jim Pope			Jim Pope
144	Kierre Durham			Kierre Durham
145	David Farabough			David Farabough
146	Aidan Black			Aidan Black
147	Jacob Hunter			Jacob Hunter
148	James Lambie			James Lambie
149	Erion Thompson			Erion Thompson
150	Nick Krummert			Nick Krummert
151	Nick Tunstall			Nick Tunstall
152	Justin Huser			Justin Huser
153	Josh Ayers			Josh Ayers
154	Nick Wyman			Nick Wyman
155	David Yurchak			David Yurchak
156	Trevor Valentic			Trevor Valentic
157	Pat Berington			Pat Berington
158	Lucas Yeck			Lucas Yeck
159	Evan Upaska			Evan Upaska
160	Chad Mariotti			Chad Mariotti
161	Tristan Campbell			Tristan Campbell
162	Joseph Costello			Joseph Costello

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163	Gregory Pender	1803	SL	[Signature]
164	Robert Pender	1776	SL	[Signature]
165	Robert Pender	6050	Lineman	[Signature]
166	Nick Cyphers	5821	Lineman	[Signature]
167	ZACHARY PISANO	6749	LINEMAN	[Signature]
168	ZAK HUNKLE	8975	JL	[Signature]
169	Robert Pender	1787	SENIOR	[Signature]
170	Gavin Peterson	106232	Apprentice	[Signature]
171	Clayton Bashon	102836	Apprentice	[Signature]
172	Cadmon Hyzy	3346	Apprentice	[Signature]
173	Noah Linderman	6466	Lineman	[Signature]
174	Luke Bouser	3560	Apprentice	[Signature]
175	Donald Smith	7371	Lineman	[Signature]
176	Jordan Woodhouse	5430	Lineman	[Signature]
177	Lucas Redick	8122	Lineman	[Signature]
178	Mike Gurgas	5820	Crew Leader	[Signature]
179	Roy Grant	3167	JL	[Signature]
180	Robert Jewett	9353	JL	[Signature]
181	Robert Keller	6003	JL	[Signature]
182	Jack Hudak	5878	JL	[Signature]
183	Payton Goodwin	1178	Apprentice	[Signature]
184	Westley Brooks	6023	Apprentice	[Signature]
185	Joel Marcelin	6117	Apprentice	[Signature]
186	Dan Janoski	6055	JL	[Signature]
187	Nick Novak	9148	JL	[Signature]
188	Bryan Mitchell	7022	Lineman	[Signature]
189	Will Luther	8050	SVC crew leader	[Signature]
190	John Angler	8163	JL	[Signature]
191	Kyle Duncan	2242	Apprentice	[Signature]
192	Cash Wylie	106037	Apprentice	[Signature]
193	Sethe Sklar	106604	Apprentice	[Signature]
194	Reginald Harris	106449	Apprentice	[Signature]
195	Evan Rothrauff	106624	Apprentice	[Signature]
196	Noah Biesinger	106447	Apprentice	[Signature]
197	Etta Mathews	6146	Apprentice	[Signature]
198	KING Momo ST	106063	MOBILE WORKER	[Signature]
199	Dylan Frye	5867	Apprentice	[Signature]
200	Brian Perardo	106879	Mobile Worker	[Signature]
201	Addi Hochlinski	106418	Apprentice	[Signature]
202	Tyler Winters	106581	Apprentice	[Signature]
203	Max Pici	106457	Apprentice	[Signature]

	Name	Emp #	Job Title	Signature
204	Scott Brimmer	3288	Senior Lineman	
205	Jesse McKean	8948	Journey Lineman	
206	Robert Halvin	2214	Journey Lineman	
207	Teff Cato	6746	Young Lineman	
208	Seth Watkins	5877	JL	
209	Parker Anthony	3553	Restricted Lineman	
210	Tavis Higby	3045	Restricted Lineman	
211	Jamie Wilson	6735	AKU	
212	Jarett Lubith	3583	Restricted Lineman	
213	Tahira Kelly	6423	Journey Lineman	
214	James Clark	3703	2nd class	
215	Spencer Miller	106332	EDT	
216	Daniel Porto	106540	EO	
217	Cole Waller	106629	EDT	
218	Andrew Cholewicki	106639	EDT	
219	Quinn Berjetch	106592	EDT	
220	Andrew Spittler	106596	EOT	
221	Francis Snyder	4379	SR OPR	
222	Martin Martimer	8961	JR OPR	
223	Salter Matthew	6735	JR OPR	
224	Leo A. Tivestro	7551	SR OR	
225	Robert Barker	5047	SR operator	
226	John Dunn	1642	mat tech	
227	Justin Carelli	9370	Mtr specialist	
228	Mark Hoffman	9486	MTR Specialist	
229	Allison Thomas	10841	meter tech	
230	Dennis Toy	8266	meter tech	
231	SARA MCKEAN	0850	SR. CLERK	
232	Mandy Alfredo	106679	Field Specialist	
233	Cal Miller	5850	Journey Lineman	
234	Chris Linaberry	7780	Trouble Shooter	
235	Darwin Hill	6353	T/S	
236	Anthony Hohl	6063	T/S	
237	Chris Garring	4457	T/S	

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	Name	Emp #	Job Title	Signature
269	CHRIS BRUDER	2002	SR. LINEMAN	Chris Bruder
270	Allen Miller	1770	Sr Oper	Allen Miller
271	Jonah Powell	8953	Sr Oper	Jonah Powell
272	Joe Meyer	4239	SR Lineworker	Joe Meyer
273	Will Siegler	6752	Lineworker	Will Siegler
274	SEAN BISSAL	9746	TRouble SHOOTER	Sean Bissal
275	Johnathan Jefferson	9838	Apprentice	Johnathan Jefferson
276	Hayden Hennen	1595	Line worker	Hayden Hennen
277	Josh Davis	5013	Lineworker	Josh Davis
278	Bob Clouse	7112	Storekeeper	Bob Clouse
279	GREGG FAULKNER	3431	SR. LINEMAN	Gregg Faulkner
280	Travis Schrock	6053	Line worker	Travis Schrock
281	Ryan N Brown	4453	Line worker	Ryan N Brown
282	Mark A. Astorina	3456	SR. LINEMAN	Mark A. Astorina
283	Dan Masciola	3418	SR. Lineworker	Dan Masciola
284	Aaron Hahne	6757	Journey Lineworker	Aaron Hahne
285	Jessica Callender	8051	Jr Lineworker	Jessica Callender
286	Scott Hutton	4455	Serv Crew Ldr	Scott Hutton
287	Mike Franz	8214	Journey Lineworker	Mike Franz
288	Matt Singalieru	106039	Lineman Apprentice	Matt Singalieru
289	Kylie Koch	2224	Journey lineworker	Kylie Koch
290	Louis Charlier	2204	Lineman	Louis Charlier
291	Tim Marmie	6744	Journey lineworker	Tim Marmie
292	LISA ROY	2243	ASSET ANALYST	Lisa Roy
293	Rick Johns	1096	Sr Dist Tech	Rick Johns
294	IGH COWAN	1148	Sr Dist Tech	IGH COWAN
295	Paul Pennell	6072	Sr. Dist. Tech	Paul Pennell
296	David Grant	8580	Sr. Dist Tech	David Grant
297	Kristen Prior	1946	Meter Specialist	Kristen Prior
298	Adam Brozich	9369	Lineman	Adam Brozich
299	Jack Butcher	4737	Lineman	Jack Butcher
300	Joe Blumling	5881	Journey Lineman	Joe Blumling

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