

**MEMORANDUM**

DATE: January 15, 2019

TO: William Stowe, CEO and General Manager

FROM: Ted Corrigan, COO  
Peggy Freese, CFO

SUBJECT: 2019 Utility Goals

At your request, we have worked with staff to identify three areas of focus for the utility in the coming year. The goals we have developed for 2019 are as follows:

- **Safety** - OSHA recordable injuries will be not more than 6 (50% of the industry average.)
- **Lime Use** – Reduce the amount of lime used at the two lime softening plants by 5% (100 pounds per million gallons) on average by seasonally targeting the use of enhanced softening.
- **Succession Planning** - Develop utility-wide succession plan to prepare for anticipated retirements related to company-wide IPERS vesting date of 12/31/2020.