

Is Democracy good for business?

Yes. Democracy is a cornerstone of our society and provides a stable framework for our customers, communities and company.

When are retirees who retired prior to 2020 going to get a pension increase? Looks like the Company is doing well and the board members and officers of the Company are receiving decent compensation.

At this time, there are no plans to increase pension benefits. We review our benefit offerings and the design of each plan annually to ensure they remain competitive and sustainable. Based on our most recent review, our pension and benefit plans are currently at or above market compared to similar organizations.

I no longer wish to have the proxy statement and annual report mailed to me. How do I make this request valid?

If you are a shareholder of record and you received printed Proxy Materials, you may elect to receive future Proxy Materials electronically. To do so you must enroll online at proxyvote.com. If you consent to receive Proxy Materials electronically, you will receive an e-mail notification when they become available. Your enrollment will be effective until revoked.