

**Energy Northwest Executive Workshop Agenda
Willows Lodge 14580 NE 145th Avenue
Woodinville, Wash. 98072
August 27-29, 2025**

Wednesday, August 27, 2025

All times are approximate, and agenda topics may start earlier or later than indicated but not earlier than 1 hour before noted times below.

Executive Board Meeting- Sammamish 1 & 2

8:00 a.m. – 5:00 p.m.

- Call to Order / Ensure Quorum / Pledge of Allegiance / Approval of Minutes: July 24-25, 2025, EB mtg/July 24, 2025, Joint EB/BoD mtg/ Public Comments

**Compensation, Succession and Inclusion (CSI) Committee Presentation & Discussion -
Committee Chair Janet Herrin**

- Executive Officers' FY25 ARC and LTI Results
- Executive Session per RCW 42.30.110 (1)(g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. The following agenda items will be covered in Executive Session. (No Actions will be taken during executive session)
- CEO Self Evaluation
- CEO Performance Review with Stowell Leadership
- BREAK
- CEO Market Data Review
- CEO's plan for Executives' Compensation Changes
- EXECUTIVE SESSION: RCW 42.30.110 (1)(g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. (No Actions will be taken during executive session)
- Executive Succession Planning
- CEO Emergency Replacement Plan
- BREAK
- CEO compensation
- Feedback to CEO on Performance Review
- BREAK
- Reconvene as a Public Meeting
- Board Actions: (CSI Committee Recommendations)
 - CEO Revised Employment Contract – (action)
 - CEO Emergency Replacement – (action)

- Fiscal Year 2025 ARC – (action)
 - Fiscal Year 2025 LTI – (action)
- Recess until dinner
- Social / Dinner - Outdoor Gazebo and Sammamish 3
- Recess for the evening

Thursday, August 28, 2025

Executive Board Meeting Cont'd - Chair John Saven - Sammamish 1 & 2

8:00 a.m. – 5:00 p.m.

- Call to Order/ Ensure Quorum / Pledge of Allegiance

Administrative, Development and Strategic Oversight Committee - Strategic Planning Committee Chair – Marc Daudon

- Welcome and Call for Engagement
- CEO Message
- External Environmental Scan - federal and state policy changes, geopolitical, economic conditions, market assessment
- EB Perspective of the risks and opportunities presented in the external environmental scan
- BREAK
- 2030 Organizational Management, Structure and Culture Talent Acquisition and Management
- EB Perspective of 2030 Organizational Management, Structure, Culture
- BREAK
- Large Project Execution Outage Readiness and Effectiveness, EPU, Nuclear Safety Culture
- EB Oversight on Large Project Execution Outage Readiness and Effectiveness, EPU, Nuclear Safety Culture
- Lunch - Member Perspectives: Hear out our members and what their needs are
- Fiscal Year Performance in relation to 2030 SWOTs
- EB SWOT Exercise
- Proposed revisions to the 2030 Strategic Plan
- Wrap up and take aways / Plan for the next day / Logistics
- Closing Comments: Bob Schuetz, Marc Daudon, John Saven
- BREAK
- An Executive Session will be called per: RCW 42.30.110 (1)(d): To review negotiations on the performance of public bid contracts when public knowledge regarding such consideration would cause a likelihood of increased costs. (No Actions will be taken during executive session)
- Recess for the evening

Friday, August 29, 2025

Executive Board Meeting Cont'd - Chair John Saven - Sammamish 1 & 2

8:00 a.m. – 1:00 p.m.

- Call to Order / Ensure Quorum / Pledge of Allegiance
- SMR/PPA Plan of Finance Follow-up Discussion on Path Forward
- Strategic Planning Wrap-Up
- Strategic Planning Proposed Revisions – (action)
- CEO Report
- Meritorious Service Award Recommendation(s) – (action)
- Use of Negotiated Competition:
 - Main Generator Heavy Rigging and Heavy Haul – (action)
 - Main Generator Installation – (action)
- Chair Administrative Topics: Revised Committee Structure & Process Other
- BREAK
- Executive Board Excellence in Governance
 - CEO Insights
 - Executive Board Self-Critique
 - Meeting Schedule
 - Calendar 2026 – (action)
 - Committee Appointments
 - Future August Workshop Locations
 - Other Topics (as needed)
- Other Business / Upcoming Meetings: Joint EB/BOD/PRB Meetings & Public Power Forum Oct.22-23, 2025, Three Rivers Convention Center, Kennewick, Wash.
- Adjourn - End of Workshop - Box Lunches Available