BOARD OF DIRECTORS
September 19, 2023

ITEM
Compensation Adjustment for Corporate Officer

PURPOSE
Approve compensation adjustment for the following corporate officer:
  • L. Javier Fernandez, President & CEO

FACTS
a) Compensation adjustments for corporate officers are approved by the Board of Directors on an annual basis.

b) The compensation adjustment recommended is identified on Exhibit B for the above-named corporate officer.

c) The adjustment for the above corporate officer is effective as identified in Exhibit B.

ACTION
Board approval of the compensation adjustment for the President & CEO, as shown in Exhibit B.

RECOMMENDED:  
Amanda Bogner  
Governance Committee Chairperson

APPROVED:
Eric Williams  
Chairperson- Board of Directors

Attachments: Exhibit B  
Resolution
## EXHIBIT B
OMAHA PUBLIC POWER DISTRICT
SALARY ACTION FOR CORPORATE OFFICER
APPROVAL DATE: SEPTEMBER 21, 2023

<table>
<thead>
<tr>
<th>Officer</th>
<th>Present Salary</th>
<th>Market Change</th>
<th>Merit Change</th>
<th>Proposed Salary</th>
<th>% of Midpoint</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>L. Javier Fernandez</td>
<td>$722,800</td>
<td>5%</td>
<td>3.5%</td>
<td>$784,238</td>
<td>87.2%</td>
<td>June 4, 2023</td>
</tr>
</tbody>
</table>
WHEREAS, the Board of Directors of the Omaha Public Power District is required by law to establish the compensation of the District’s corporate officers; and

WHEREAS, the Board of Directors of the Omaha Public Power District is reviewing and adjusting compensation for the President and Chief Executive Officer effective June 4th, 2023.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the compensation adjustment for L. Javier Fernandez as set forth on Exhibit B attached hereto, be and hereby is approved.