

# JOIN THE BOARD!



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# INFORMATION SESSION

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*PRESENTED BY:*

**Shanna Ramirez**

Chief Legal Officer, General Counsel, and Board Secretary

And

**Kathy Garcia**

Vice President, Government and Regulatory Affairs and Public Policy

**August 12, 2025**

*Informational Update*

# AGENDA

- Welcome and Introductions
- Safety Message
- Company Overview
- Trustee Roles and Responsibilities
- Questions and Answers

**Today's session will illustrate what it means to be a member of the CPS Energy Board of Trustees.**

FOR EMERGENCY RESPONSE DIAL 9-1-1

# McCULLOUGH BLDG HQ PODIUM LEVEL 1st FLOOR

500 McCULLOUGH AVE  
SAN ANTONIO, TEXAS



NOTE:

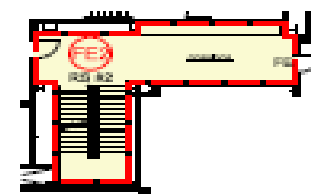
- : YOU ARE HERE
- FE: FIRE EXIT
- FX: FIRE EXTINGUISHER
- 1A: 1st AID KIT
- AED: AUTOMATED EXTERNAL DEFIBRILLATOR UNIT
- : PROCEED TO FE1  
STAIRWELL RS #1
- : PROCEED TO FE2  
STAIRWELL RS #2
- : PROCEED TO FE3  
STAIRWELL CS #1
- : PROCEED TO FE4  
STAIRWELL CS #2

- : PROCEED TO FE5
- : PROCEED TO FE6
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- : PROCEED TO FE18

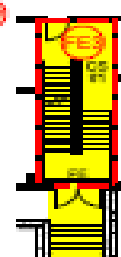
IN CASE OF EMERGENCY,  
USE STAIRS UNLESS  
OTHERWISE INSTRUCTED



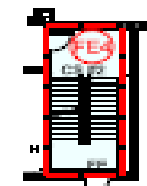
RIVER SIDE  
STAIRWELL #1  
SCALE: NTS



RIVER SIDE  
STAIRWELL #2  
SCALE: NTS



CITY SIDE  
STAIRWELL #1  
SCALE: NTS



CITY SIDE  
STAIRWELL #2  
SCALE: NTS



# COMPANY OVERVIEW

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*PRESENTED BY:*

**Kathy Garcia**

Vice President, Government and Regulatory Affairs and Public Policy

**August 12, 2025**

*Informational Update*

# OVERVIEW

- How We Serve
- Operational Dynamics
- Our Customers
- Vision 2027
- Horizon 2050
- Leadership and Governance
- Staying Connected

**We have a strong strategy and excellent leadership and governance.**



# HOW WE SERVE

— BY THE NUMBERS —

Credit Ratings\*

	Senior	Junior
S&P	AA-	A+
Fitch	AA-	AA-
Moody's	Aa2	Aa3

\$14.1B

Total Assets

27.5

Billion Cubic Feet in  
Gas Sales

## Horizon 2050 Mission

To safely power our community with  
reliable, affordable, and cleaner energy.

5,858  
Megawatts

Peak  
Demand  
on August 21, 2024

# SOURCES AND USES OF FUNDS



Electric

Nat.  
Gas

Non  
Operating

## Sources of Funds:

Electric revenue—92%

Natural gas revenue—6%

Nonoperating revenue—2%



Operating  
Expenses

Debt  
Service

City  
Payment

Repair &  
Replacement  
Account

## Uses of Funds:

Operating Expenses—60%

Debt Service—14%

City Payment—13%

Repair & Replacement—13%\*

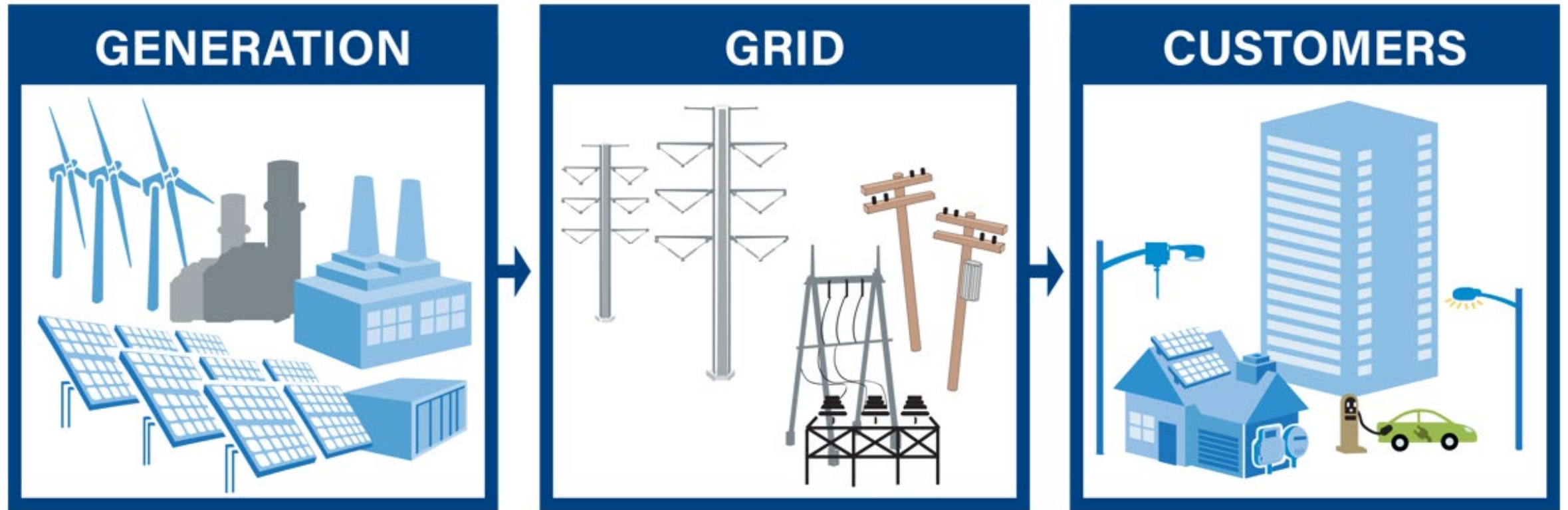
*Percentages for Sources & Uses are based on FY2025 CPS Energy Flow of Funds.*

*\* Repair & Replacement is our savings account for reinvestment in capital infrastructure in the business.*

**As a not-for-profit municipal utility, CPS Energy's rates are determined by a cost recovery model.**

# OPERATIONAL DYNAMICS

## WE ARE A FULLY INTEGRATED UTILITY





**We manage and operate in all aspects of the energy business.**


CP


# TEXAS REGIONAL FOOTPRINT





 **CPS ENERGY'S TEXAS REGIONAL FOOTPRINT**


 **SOLAR FARMS**

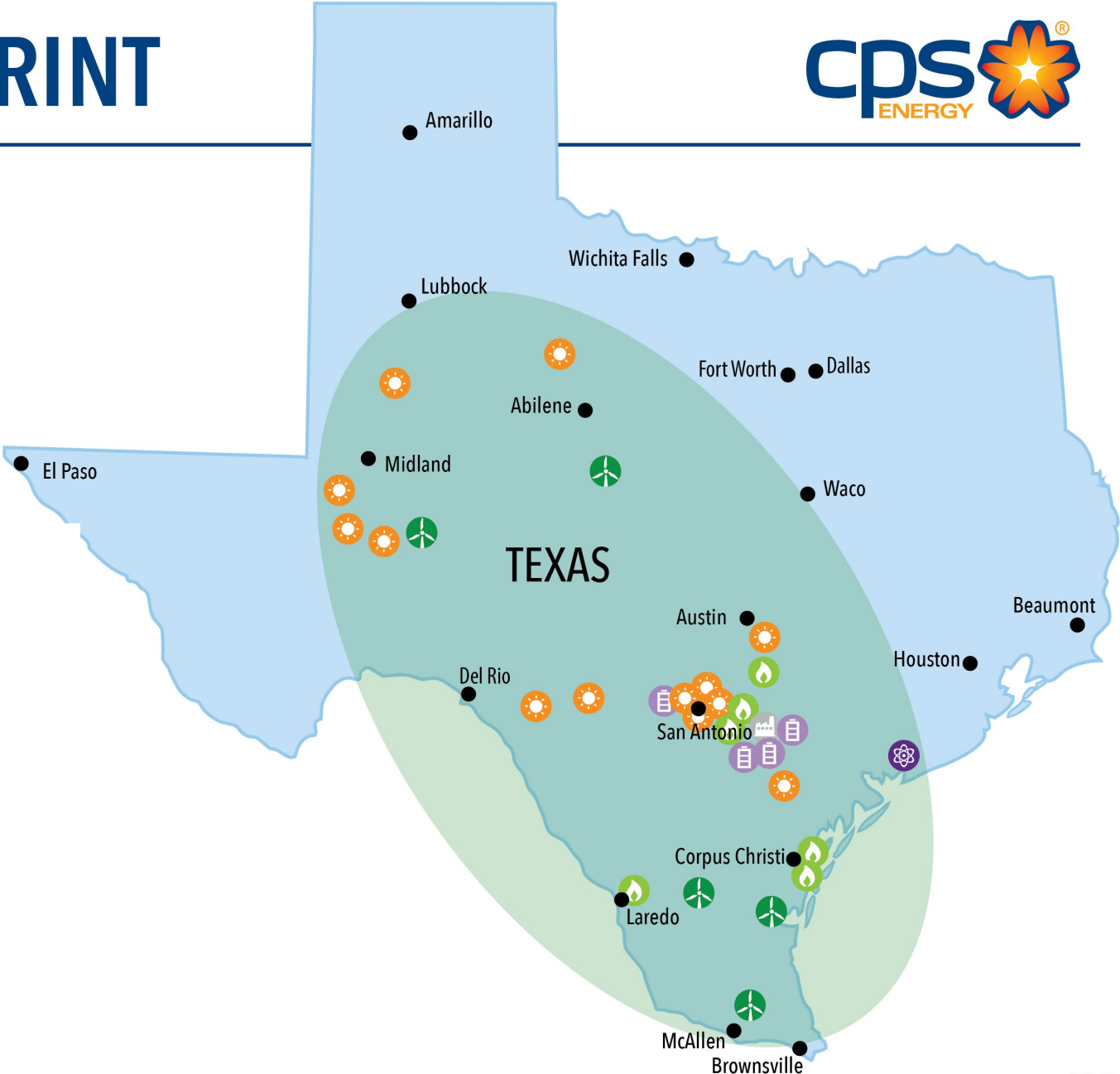
 **WIND FARMS**

 **NATURAL GAS**

 **COAL**

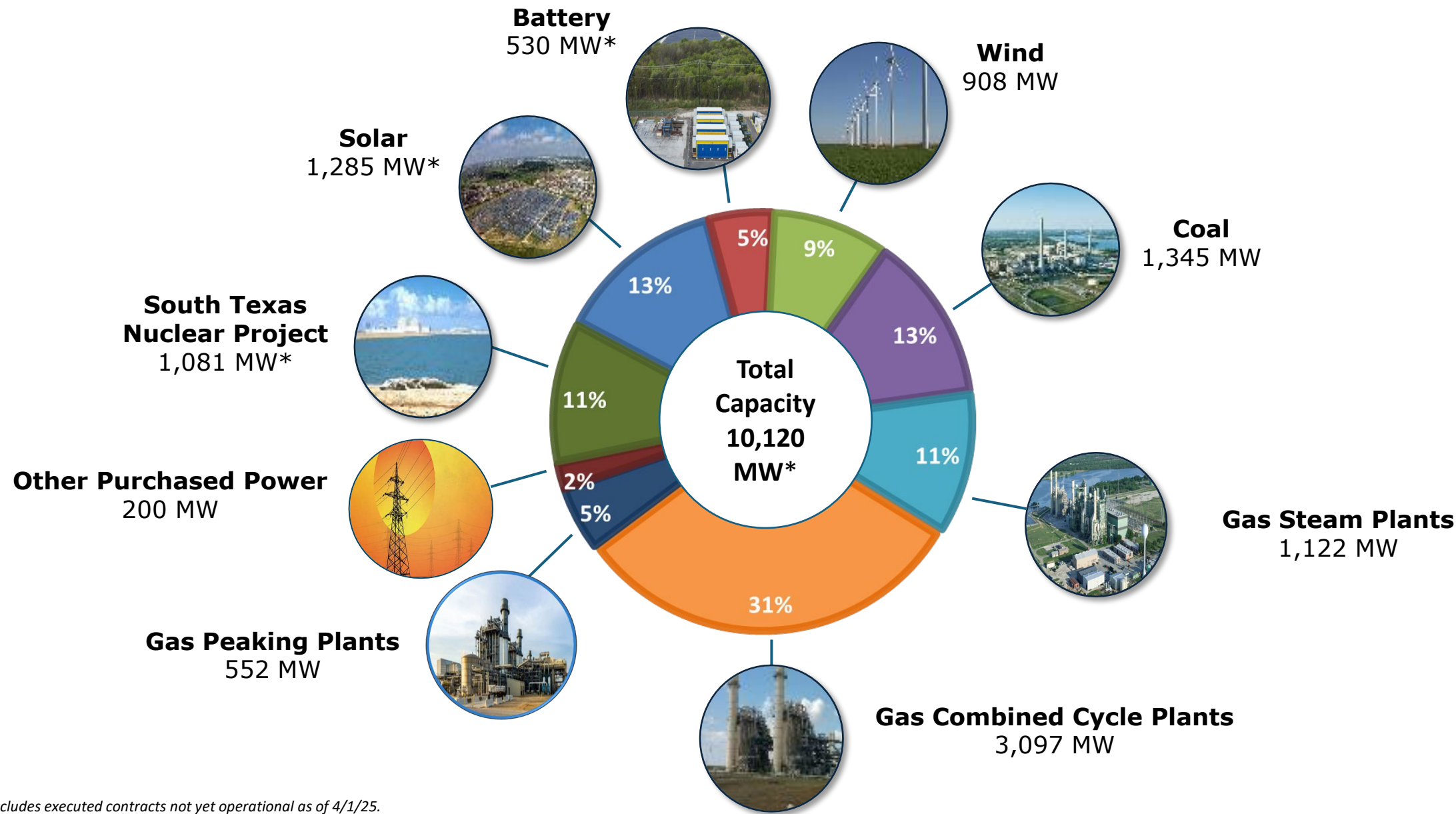
 **ENERGY STORAGE**

 **NUCLEAR**





# CPS ENERGY GENERATION PORTFOLIO



\*Includes executed contracts not yet operational as of 4/1/25.



# OUR ELECTRIC SYSTEM

## AT A GLANCE

945K

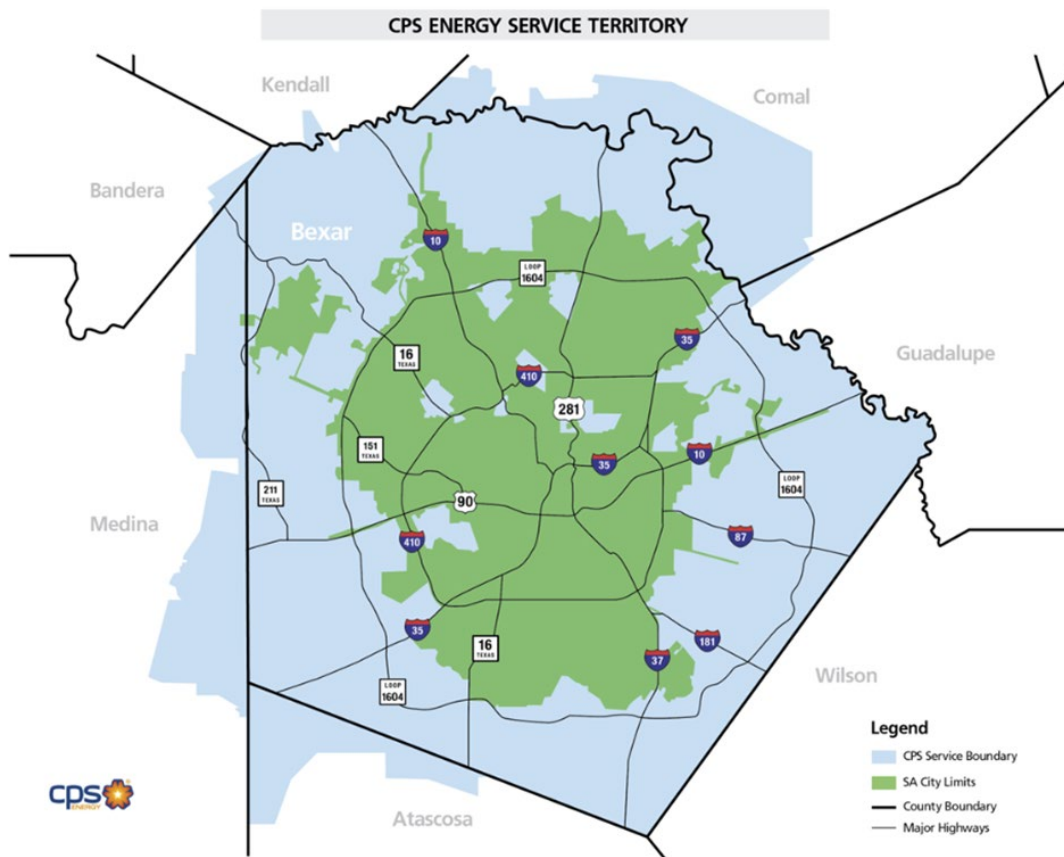
Customers

1,515

Service Territory Square Miles

1,250+

Team Members



15,800

Distribution Miles

8,408 Overhead

7,372 Underground

1,558

Transmission Miles

127

Substations

On average our combined electric and gas customers save 25% on their utility bills compared to an all-electric customer!



# OUR GAS SYSTEM

## AT A GLANCE

389K

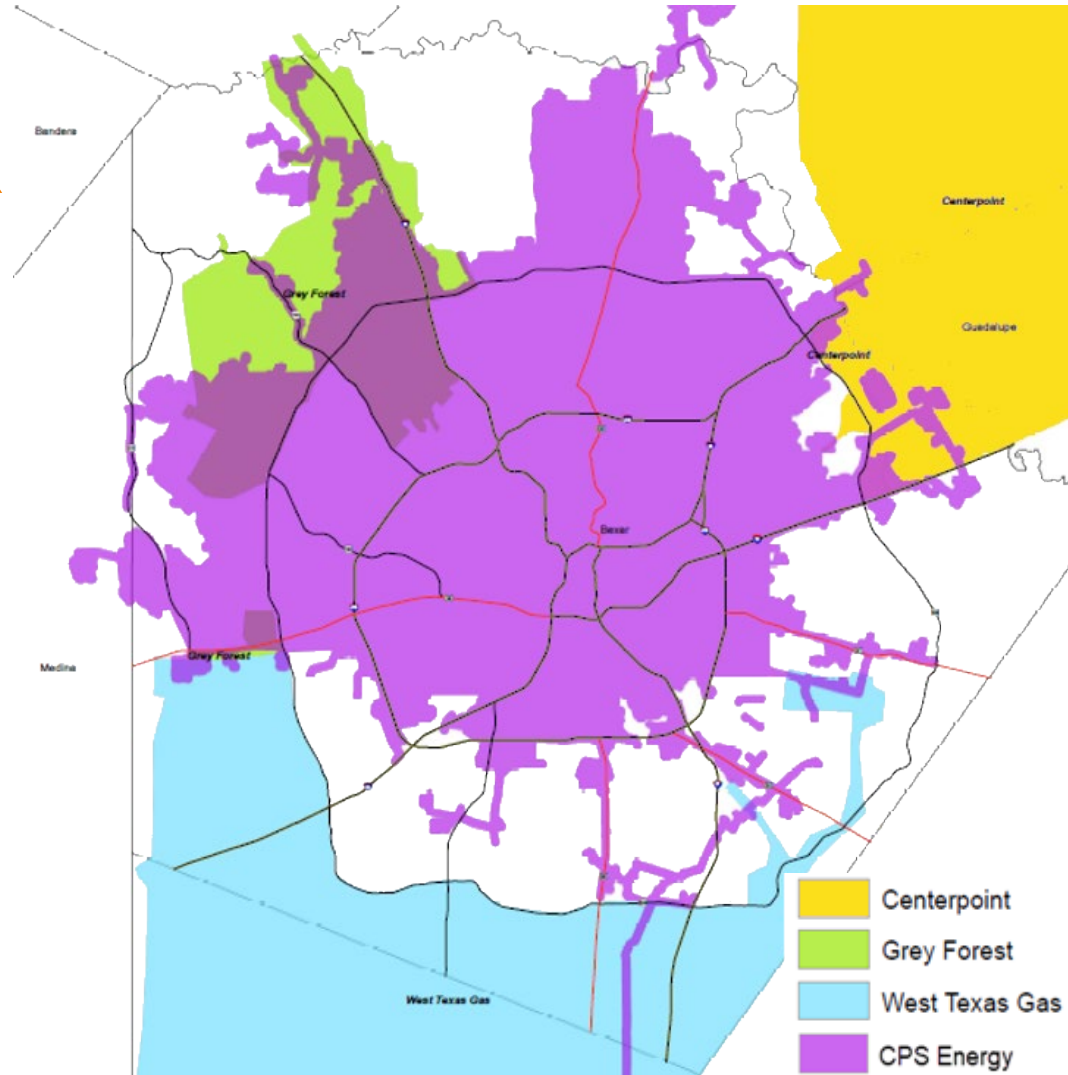
Customers &  
Generation Fleet

863

Square Miles  
In Bexar County



System Operational  
Achievement Recognition  
American Public Gas Association



6,087

Miles of Main including  
~120 miles of Transmission

265+

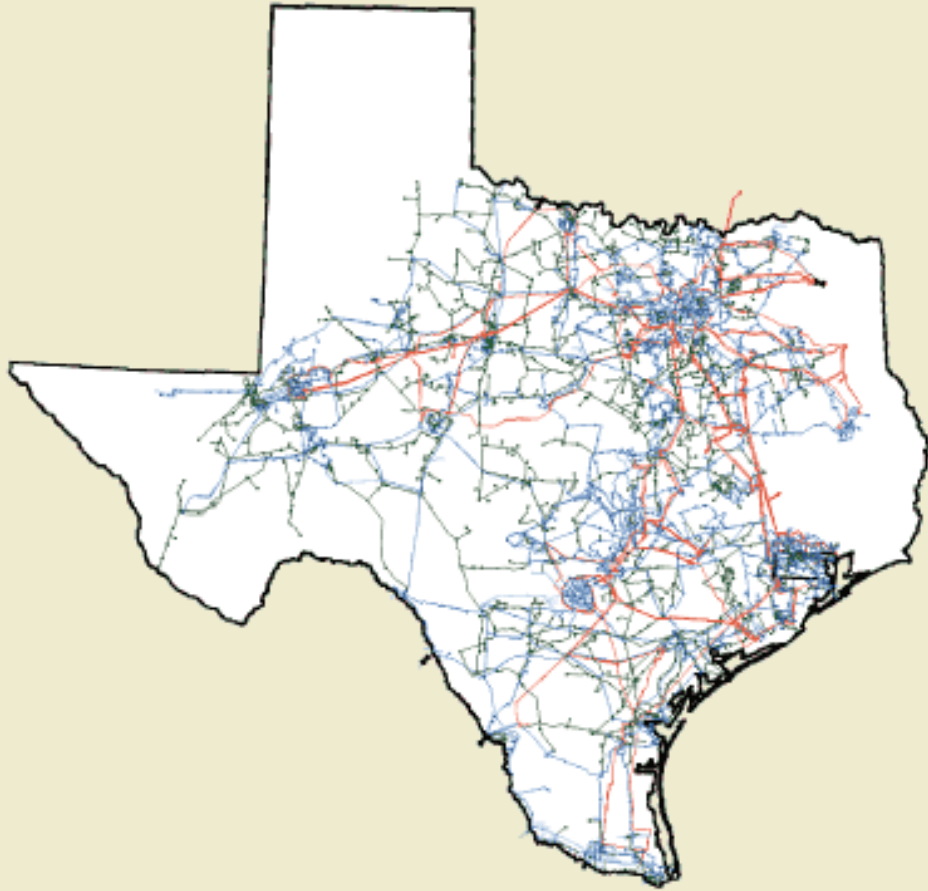
Team Members



2023 & 2024  
PHMSA  
NGDISM Grant  
Recipient

# OUR ELECTRIC SYSTEM INTERCONNECTED

## The ERCOT Electric Transmission Grid



Source: Electric Reliability Council of Texas.

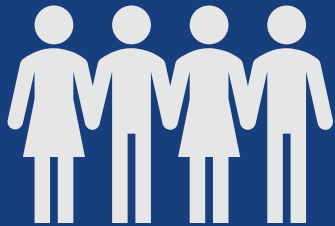
## ERCOT COORDINATES:

- Balance of load and generation
- Transmission system power flow to serve customers
- ~20 interconnected transmission operators
- ~40 scheduling entities (load and generation)
- Wholesale power market
- Planning analysis of the grid

**We are part of a highly interconnected system of utilities designed to maximize reliability and efficiency.**

# WHO WE SERVE

We serve ~960K customers



LARGE & INDUSTRIAL  
~5K (1% of total)



SMALL & MEDIUM BUSINESSES  
~90K  
(9% of total)



945K Electric customers  
389K Gas customers

RESIDENTIAL  
~865K  
(90% of total)



We serve 1,566 square miles, powering San Antonio and nearby communities as the nation's largest municipally owned electric and natural gas utility.

# CONNECTING CUSTOMERS

## UTILITY ASSISTANCE



**Senior Citizen Billing**  
*Over 62k enrolled*



**Critical Care Billing**  
*Over 3k enrolled*



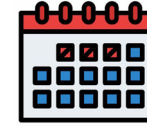
**REAP**  
*Over \$6.0M  
Donated*



**CPS Energy Angels**  
*Launched in  
2021*



**Flexible Installment Plans**  
*Over 73k enrolled*



**Due Date Extension**  
*Over 29k Active*



**Budget Billing Program**  
*Over 32k enrolled*



**Affordability Discount Program @ 125% FPL**  
*Over 82k enrolled*



**Affordability Discount Program @ 150% FPL**  
*Over 900 enrolled*



**Burn Injury Discount Programs**  
*Over 30 enrolled*



**Disabled Citizens Billing**  
*Over 600 enrolled*



**Demand Response Program**  
*~150k participants*



**Energy Efficiency Rebates**  
*~\$33.1M*



**CASA VERDE Weatherization**  
*Over 2,400 homes weatherized*

**We have crafted ways to help those greatest impacted by energy burden including senior citizens, the disabled, and income-qualified customers.**

# CUSTOMER OUTREACH

## COMMUNITY PARTNERS

With our nearly 200 agency partners, to take a holistic approach to bring support to all of the needs of those with the highest energy burden in our community.



# cps ENERGY VISION 2027

## An Evolving Utility

### We Deliver on Our Mission:

To serve our community through reliable, competitively priced, and sustainable energy services in an equitable manner.

### Our Strategic Objectives:



OPERATIONAL  
EVOLUTION



FINANCIAL  
STABILITY



CUSTOMER  
EXPERIENCE



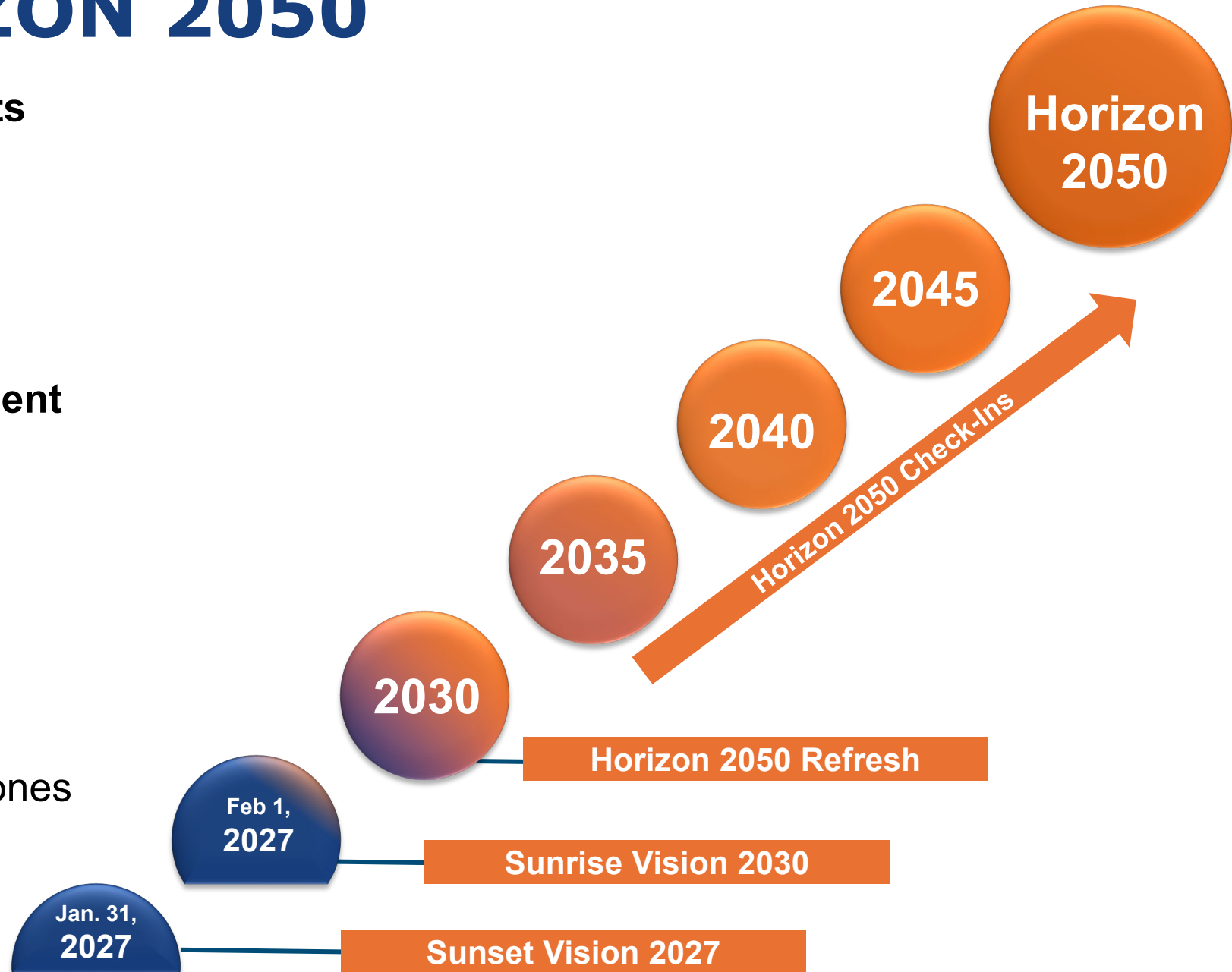
TEAM  
CULTURE



COMMUNITY  
PARTNERSHIP  
& GROWTH

# PATH TO HORIZON 2050

- **Five-Year Strategic Checkpoints**
  - Establish check-ins every 5 years
  - Review and update where needed
- **Ongoing Community Engagement**
  - Continue to seek input and feedback from all external stakeholders
- **Collaboration for continued Success**
  - Continue to involve internal stakeholders to share milestones and updates



# GOVERNANCE AND LEADERSHIP

## BOARD OF TRUSTEES



**Dr. Francine Romero**

Board Chair



**Dr. Willis Mackey**

Vice Chair



**Janie Martinez  
Gonzalez**

Trustee



**John T. Steen, Jr.**

Trustee



**Gina Ortiz Jones**

Ex-Officio Member

Associate Professor and  
Chair of the Department of  
Public Administration at the  
University of Texas  
at San Antonio

**Feb 2022 – Jan 2027**

School District Consultant  
Former Superintendent

**Apr 2018 – Jan 2028**

President and CEO  
Webhead, IT Industry Leader

**Feb 2019 – Jan 2029**

Attorney and Investor, Law  
Office of John T. Steen, Jr.  
Texas Secretary of  
State (2012-2014)

**Feb 2016 – Jan 2026**

Mayor  
City of San Antonio, TX

**Jun 2025 – May 2029**

**Our Trustees have led us through challenging times while maintaining a premier financial posture for CPS Energy.**

# GOVERNANCE AND LEADERSHIP

## EXECUTIVE LEADERSHIP



**Rudy D. Garza**  
*President and CEO*

President and CEO of CPS Energy, the nation's largest municipally owned electric and natural gas utility



**Cory Kuchinsky**  
*Chief Financial Officer and Treasurer*

Accounting and Financial Reporting, Finance, Financial Planning, Budgeting Analysis and Management Reporting, Treasury, Strategic Pricing and Cost Recovery, Financial Operations, and Financial Information Systems Management



**Elaina Ball**  
*Chief Strategy Officer*

Enterprise Risk Management and Solutions, Integrated System Planning, Strategic Planning and Operational Excellence, and Corporate Development



**Richard Medina**  
*Chief Energy Delivery Officer*

Substation and Transmission, Electric Distribution, Gas Distribution, Field Operations, Construction and Maintenance, Engineering, and System Operations



**Evan O'Mahoney**  
*Chief Information Officer*

Infrastructure and Operations, Enterprise Architecture, Business Solutions, Digital Experience, and IT Execution and Business Services



**Lisa Lewis**  
*Chief Administrative Officer*

Administrative Services, People and Culture, Supply Chain and Logistics, Enterprise Safety, Occupational Health, Fleet Operations and Facilities Management



**Shanna Ramirez, Esq.**  
*Chief Legal and Ethics Officer,  
General Counsel, and Board Secretary*

Compliance and Ethics, Legal Services, Integrated Security, Government and Regulatory Affairs and Public Policy, Board Relations, and Audit Services



**DeAnna Hardwick**  
*Chief Customer Strategy Officer*

Enterprise Customer Experience, Customer Experience Operations, Customer Value Optimization, Community Engagement and Corporate Responsibility, and Corporate Communications and Marketing



**Benjamin Ethridge**  
*Chief Energy Supply Officer*

Power Generation Operations, Energy Market Operations, Fuel Procurement and Energy Trading

**CPS Energy's experienced senior leadership team will continue to guide our evolving utility.**

# GOVERNANCE STRUCTURE



## Board of Trustees

Oversees our management and operations through strategy development and policy guidance



## City Council

Per our Bond Ordinance, the City Council must approve the following:

- Issuance of Debt
- Exercise of Eminent Domain
- Retail Rates
- Confirmation of Board Nominees

## Community Input Committee (CIC)

- Established in its current form 2024 (previously Citizens Advisory Committee (CAC))
- 19 members - One member nominated by each City Council member (10), One member per Board quadrant (4)
- Intends to facilitate the flow of ideas and concerns from the community and provide input on strategic objectives, key initiatives, and other CPS Energy business activities

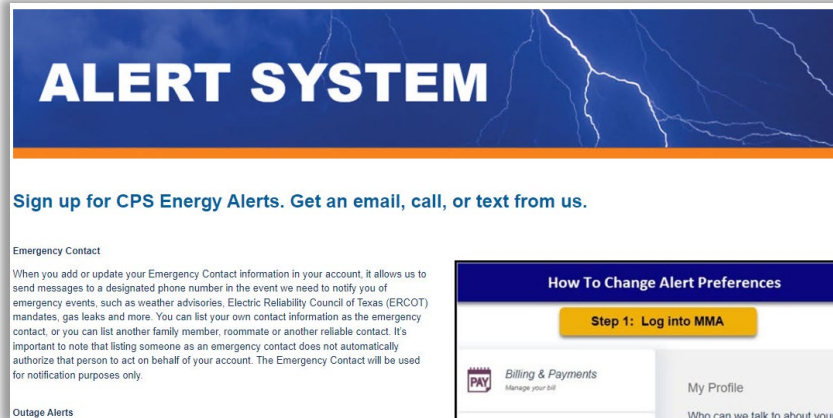
# STAY CONNECTED

**newsroom.cpsenergy.com**



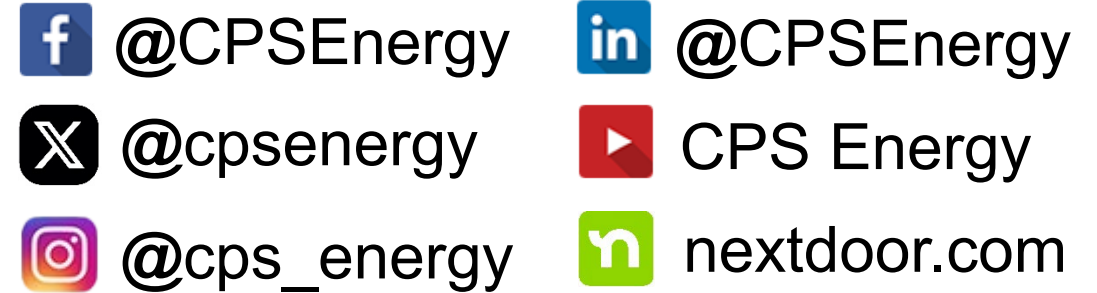
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“Alert Preferences”  
in your profile in  
Manage My Account*

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the CEO newsletter,  
email:  
[engage@cpsenergy.com](mailto:engage@cpsenergy.com)*



# TRUSTEE ROLES AND RESPONSIBILITIES

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*PRESENTED BY:*

**Shanna Ramirez**

Chief Legal Officer, General Counsel, and Board Secretary

**August 12, 2025**

*Informational Update*

# BOARD OVERVIEW

**The Board is composed of a Trustee from each of the four quadrants of our service area and the Mayor of San Antonio, as an ex-officio member:**

- New members are elected by existing Board members and confirmed by City Council
- All five members are voting positions

**The Board is the governing body of San Antonio's electric and gas utility:**

- Ensures future viability and prosperity
- Ensures proper performance oversight
- Authorized to make rules and regulations governing electric and gas service, including customer payment requirements

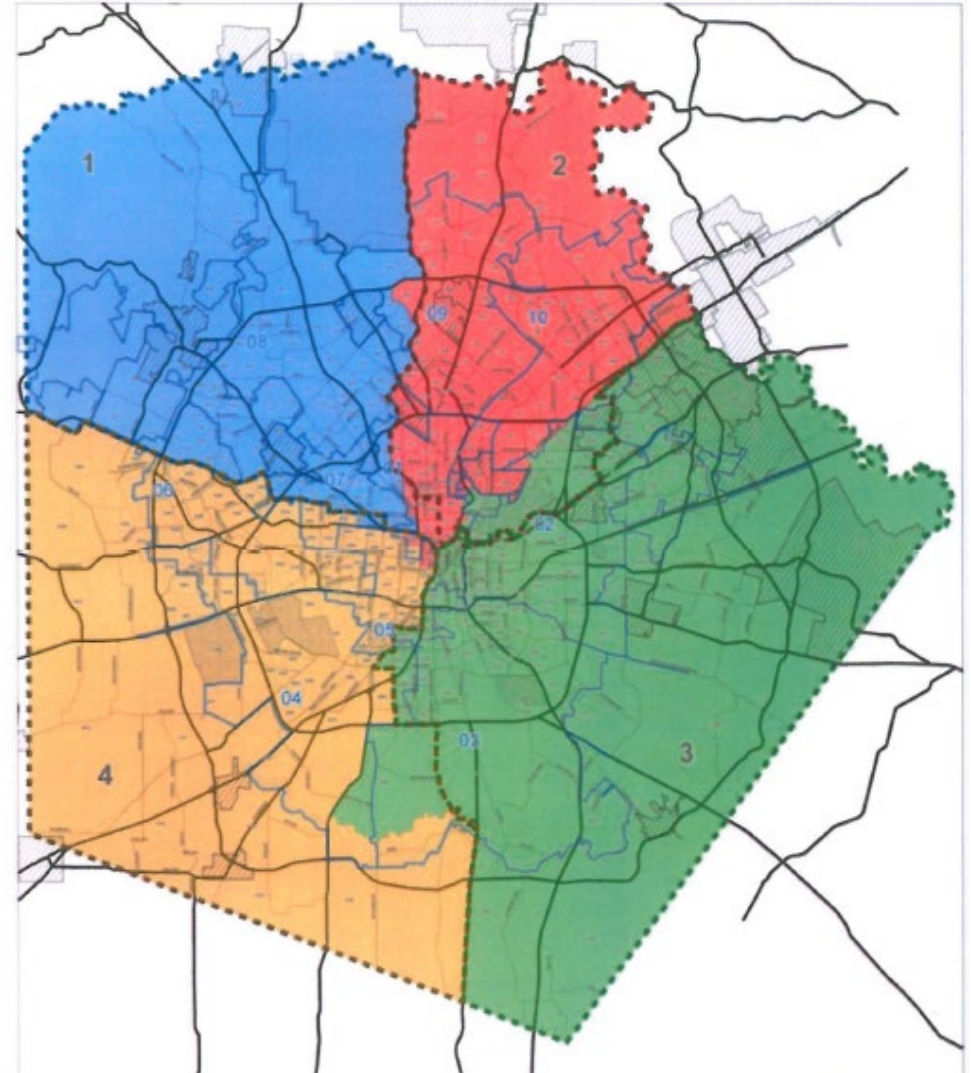


*CPS Energy Trustees with some of our CEO Recognition recipients in June 2025*

# BOARD COMPOSITION

## FOUR QUADRANTS

- Quadrant boundaries are determined by population to ensure each quadrant has roughly the same number of people.
- Current Board:
  - NW: Chair Romero
  - NE: Trustee Steen
  - SE: Vice Chair Mackey
  - SW: Trustee Gonzalez



- City Council has delegated all authority not reserved to City of San Antonio to manage and operate CPS Energy to the Board of Trustees.
  - Examples: budget, generation plan, supply chain procurements, and selection of President and CEO.
- This makes our Board of Trustees different than most city boards because our board is not advisory in nature. They have authority to act on behalf of the City of San Antonio.
  - The Board manages our valuable assets consistent with the long-term ownership interests of the City of San Antonio.

# RESPONSIBILITIES OF TRUSTEES



## ACTIVITIES THE BOARD UNDERTAKES

- Lead in partnership with the President and CEO in developing and articulating the company's vision
- Review and approve management's strategic and business plans to achieve the vision
- Establish and affirm policies that promote effective stewardship and allocation of company resources
- Ensure management succession planning
- Select, support, and develop performance standards for the President and CEO
- Understand, provide oversight and monitor the performance of the President and CEO
- Review and approve large financial transactions
- Exercise appropriate oversight regarding risk mitigation
- Set the tone for ethical behavior to preserve public confidence
- Serve the customer first among various stakeholders
- Follow all applicable laws
- Promote trust within and among stakeholders

# PREFERRED ROLE QUALIFICATIONS

## SKILLS, KNOWLEDGE, AND EXPERTISE

- Strategic planning and management
- Business experience in one or more of the following fields:
  - Accounting
  - Corporate
  - Economics
  - Energy
  - Government
  - Information Technology/Cybersecurity
  - Legal
  - Marketing
  - Real Estate
- Financial expertise to understand financial reporting, financing options, and all aspects of significant commercial transactions.
- Corporate governance experience and understanding of the role of a corporate/municipal
- Public policy issue experience
- Leadership, management and communication skills
- General business aptitude and acumen
- Preferred educational background: a bachelor's degree in Business, Finance, Accounting, or Political Science or an MBA in Finance or Public Administration/Public Policy

# BOARD COMPOSITION

## ROLES AND REQUIREMENTS

### Mayor

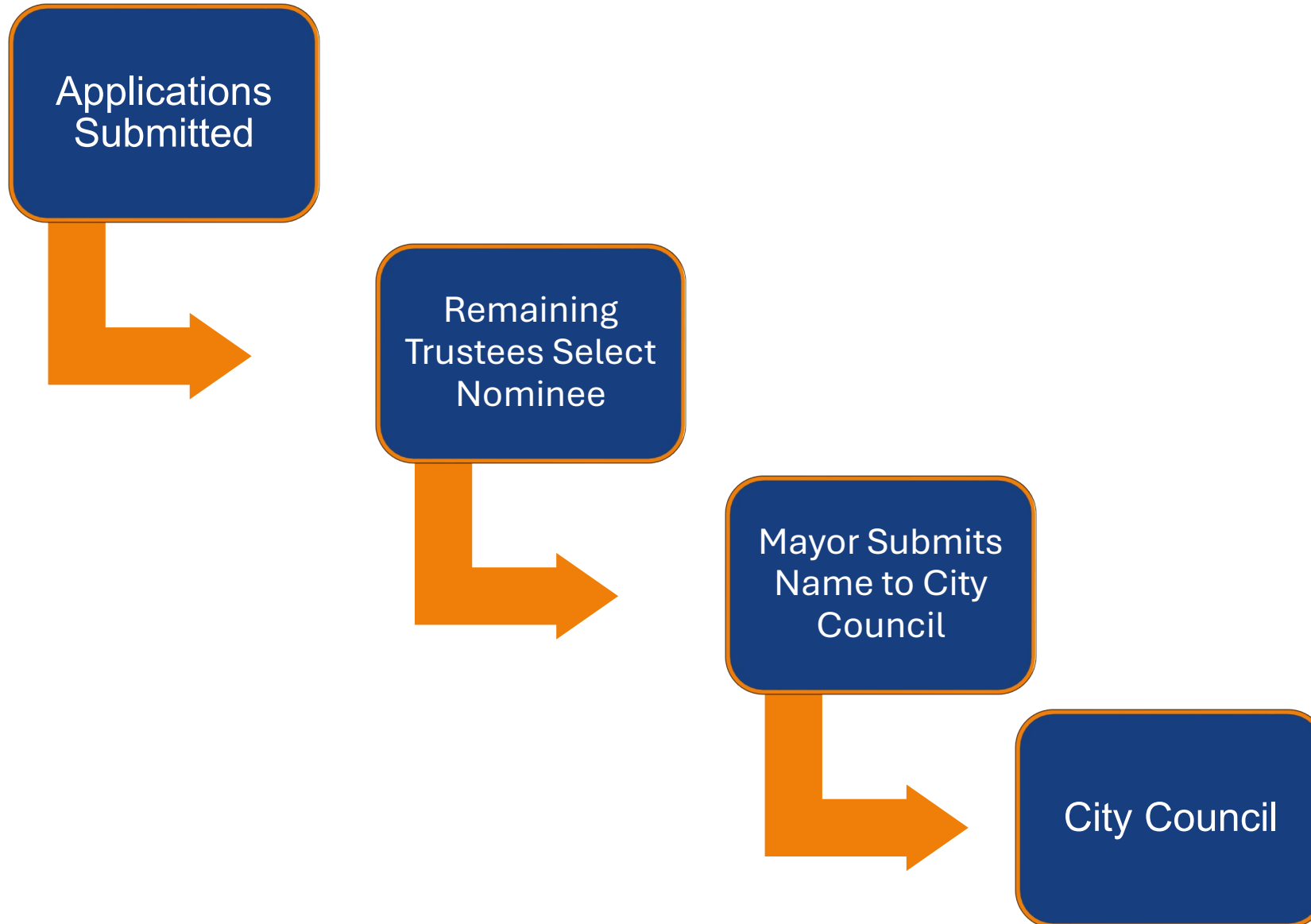
- Ex-Officio voting member
- Charged with duty and responsibility of keeping City Council fully informed on CPS Energy

### Trustees

- Must be a permanent resident of Bexar County
- Must reside in quadrant
- Must be a U.S. Citizen
- Term is 5 years
- Eligible for one second term
- Receive \$2,000/year (Chair receives \$2,500/year)

# BOARD APPOINTMENT

## FILLING A VACANCY



# JOIN THE BOARD!



**Scan QR code  
for more details**

Learn more and apply at [cpsenergy.com/trusteevacancy](https://cpsenergy.com/trusteevacancy)



**THANK YOU**

# JOIN THE BOARD!



**Scan QR code  
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