

**MINUTES OF THE
MANITOWOC PUBLIC UTILITIES COMMISSION MEETING
MONDAY, DECEMBER 8, 2025**

The scheduled meeting of the Manitowoc Public Utilities Commission was called to order by President McMeans at 4:00 p.m. on Monday, December 8, 2025. In attendance were Commissioners Allie, Diedrich, Hornung, McMeans, Nickels, Roberts, and Sitkiewitz. Also present were Nic Sparacio - CBCWA; Rob Michaelson, Bob Bouril, Dan Anderson, Ben Davison, Jacob Ditter, Kyle Drumm, William Lindman, Jeff Matzke, Jeremiah Van Eyck, Cindy Carter, Jeremy Fischer, Andrew Steimle, and Carissa Grimm - MPU; and Troy Adams - MPU CEO & General Manager.

CALL MEETING TO ORDER: Annual Governance Agenda distributed.

OPEN FORUM: None.

RECOGNITION OF MPU ACADEMY GRADUATES CLASS OF 2025: In 2025, the first MPU Academy was held giving an opportunity to invest in employees. This program is a combination of leadership lessons taught by Kent Myers, Vision Companies, and organization specific sessions taught by MPU leaders and subject matter experts. The graduates were recognized in a celebration on October 9th. The 2025 graduates joined at the meeting for commission to share in that recognition.

Dan Anderson, Ben Davison, Jacob Ditter, Kyle Drumm, William Lindman, Jeff Matzke, and Jeremiah Van Eyck left the meeting at 4:08 p.m.

Nic Sparacio arrived at the meeting at 4:08 p.m.

CBCWA UPDATE: The report was distributed for review. This item was moved up in the agenda for Nic Sparacio, CBCWA Manager, to present an update to the Commission on the Central Brown County Water Authority. Mr. Sparacio relayed gratitude from the CBCWA Board for the recent tour of the MPU water facilities and the opportunity to meet with the Commission. There was discussion on the water rate case, the progress of the CBCWA/MPU relationship, and aspirations of the Authority.

Nic Sparacio and Rob Michaelson left the meeting at 4:25 p.m.

MINUTES: The Minutes from the Regular Session Meeting on November 10, 2025 were presented for approval.

APPROVAL OF CLAIMS: Claims List dated November 25, 2025; Claims List dated December 9, 2025; and Wires dated December 3, 2025 were presented for approval.

FINANCIAL REPORTS FOR OCTOBER 2025: The financial reports for October 2025 were previously distributed to the Commission for review and discussion.

MOTION: A Motion was made by Commissioner Diedrich and seconded by Commissioner Allie to approve the Regular Session Minutes from November 10, 2025; Claims List dated November 25, 2025, check nos. 109712 through 109829 totaling \$1,616,069.55; Claims

List dated December 9, 2025 check nos. 109830 through 109941 totaling \$772,652.18; Wire Transfers dated through December 3, 2025 totaling \$3,835,242.94; and to place on file the Financial Reports for October 2025. Motion carried unanimously.

PERSONNEL COMMITTEE REPORT AND RECOMMENDATIONS: Chair Allie provided an update on the Personnel Committee meeting held immediately prior to the Commission meeting. Highlights of the meeting were the annual update of the organization chart as required by the Succession of Leadership policy of the Commission Policy Manual; a discussion on the CRO & General Counsel continued representation of the company auditor; and review and recommendation of the corporate goals for 2026. The recommendation is to maintain the goals for 2026 as they were set for 2025.

MOTION: A Motion was made by Commissioner Hornung and seconded by Commissioner McMeans to recognize the relationship of KerberRose and Steimle Birschbach, specifically the request for the MPU CRO & General Counsel to continue representing their firm subject to the confirmation letter from KerberRose. Motion carried unanimously.

MOTION: A Motion was made by Commissioner Allie and seconded by Commissioner McMeans to approve 2026 Corporate Goals. Motion carried unanimously.

Bob Bouril left the meeting at 4:33 p.m.

CONVENE MEETING TO CLOSED SESSION: Notice had been previously given that Manitowoc Public Utilities Commission will adjourn into a closed session during the December 8, 2025 meeting pursuant to Section 19.85(1)(e) to discuss the approval of the minutes of the October 13, 2025 Closed Session Meeting, and HB Pellets Update.

MOTION: A Motion to convene in closed session was made by Commissioner Sitkiewitz and seconded by Commissioner Hornung. Motion carried unanimously. Accordingly, the Commission convened in closed session at 4:33 p.m.

The meeting was reconvened to open session at 4:44 p.m.

APPROVAL OF ITEMS FROM CLOSED SESSION: None

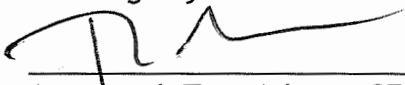
GENERAL MANAGER'S REPORT: The report was distributed for review. A brief update was provided on an industrial customer. There was another release of an estimated 4,560 gallons of raw product on November 22. MPU-WWTF requested the industrial customer to produce a follow-up written report on the investigation of cause, timeframe and future protocols to prevent release incidents. A meeting will be scheduled with the customer regarding the industrial pretreatment permit renewal.

BANKING RFP UPDATE: A Request for Proposal for banking services was sent out on October 31, 2025 requiring proposals for MPU, City of Manitowoc, as well as a combined service for MPU and the City if different than individual rates. MPU received three proposals from Associated Bank, Bank First, and Nicolet National Bank. Of these three banks, only two banks had lockbox services in Wisconsin, one of them in Manitowoc and

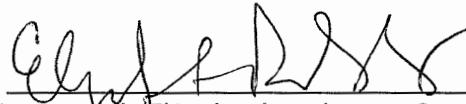
the other in Green Bay. Two of the banks would also require contracted courier services. Quantified by the results of the Request for Proposal, MPU will extend the banking services contract with Bank First.

NEXT MEETING: Monday, January 26, 2026 at 4:00 p.m.

ADJOURN: A Motion was made to adjourn the meeting by Commissioner Nickels. Meeting adjourned at 4:53 p.m.



Approved: Troy Adams, CEO & General Manager



Approved: Elizabeth Roberts, Secretary