

SAN JUAN EMPLOYEE IMPACT



PNM & PNMR AFFECTED EMPLOYEES



SEVERANCE



\$10.4 MILLION
ESTIMATED
TOTAL SEVERANCE



203
CURRENT SJGS
EMPLOYEES



> 160
EMPLOYEES AS
OF JUNE 30,2022



> 10 EMPLOYEES
> 170 TOTAL
EMPLOYEES



AVERAGE
9 MONTHS
SEVERANCE



JOB TRAINING

\$1.3 MILLION
ESTIMATED
TOTAL TRAINING

\$8,000 AVG. PER EMPLOYEE
EDUCATION ASSISTANCE

PNM SPONSORED CERTIFICATION
CLASSES OR OTHER JOB TRAINING

SAN JUAN COAL COMPANY EMPLOYEES



SEVERANCE



\$7.4 MILLION
PLUS SJCC
SEVERANCE



242
MINE
EMPLOYEES



> 50
EMPLOYEES
(2022 –2035)

ADDITIONAL
6 MONTHS
SEVERANCE

SEVERANCE OF \$7.4 MILLION
PAID FOR BY PNM CUSTOMERS
DUE TO PUBLIC POLICY
DECIDED BY LEGISLATURE

SEVERANCE SERVICES PROVIDED THROUGH THIRD PARTY - FUNDED APRIL 30, 2020 AND PRC APPROVAL



JOB TRAINING

\$1.5 MILLION
ESTIMATED
TOTAL TRAINING

\$8,000 AVG. PER EMPLOYEE
EDUCATION ASSISTANCE

SCHOLARSHIP FUND
THROUGH NEW MEXICO
WORKFORCE SOLUTIONS

COMMUNITY



\$1.8 MILLION
INDIAN AFFAIRS
FUND = 0.5%

\$6.0 MILLION
ECONOMIC DEVELOPMENT
FUND = 1.65%

\$12 MILLION
DISPLACED WORKER
FUND = 3.35%

PRE-FUND AT 25% OF AMOUNT JAN 1, 2021

FUNDING PER ETA SECTION 2.H(B) AND SECTION 16

CALENDAR



STAKEHOLDER MEETINGS

JULY 9, SAN JUAN EMPLOYEES
JULY 18, PUBLIC MEETING IN ABQ
JULY 30, PUBLIC MEETING IN FARMINGTON
JULY - AUGUST, NAVAJO NATION & CHAPTERS
AUGUST, PUEBLO STAKEHOLDERS