

June 1, 2022



Working together to responsibly and economically
keep the lights on today and in the future.



A Message from Barbara Sugg SPP's President and CEO

Southwest Power Pool's (SPP) vision is to lead our industry to a brighter future while delivering the best energy value. The reliability of our electric system depends on diverse energy generation, geography, weather conditions, customers, transmission and more. Collectively, we create a system that is better prepared to take on any conditions and are more resilient than we are alone. We value the diverse perspectives of our members, who come from different sectors with a variety of interests, opinions and needs. We're very proud of our mission: "Working together to responsibly and economically keep the lights on today and in the future."

Our vision of a brighter future is about more than energy. The same principles apply to our people. Working together is about doing the right thing, for the right reason, in the right way. It is about creating a more diverse, equitable and inclusive SPP. We must engage with our community and other stakeholders to address systemic issues in an effort that is truly inclusive.

Doing the right thing means ensuring our employees have a sense of belonging and know they are an essential part of SPP. We value the diverse perspectives of *all* of our staff, whose lived experiences have equipped them with unique, innate characteristics and abilities. The importance of our diversity, equity and inclusion (DEI) initiatives to our organizational strategy cannot be overstated.

Research shows that organizations that commit to developing and supporting DEI are more successful, better able to provide higher levels of service, more capable of satisfying the needs of a diverse group of stakeholders, and better at enabling their employees to be effective ambassadors of their brand. As SPP continues to build a diverse team that reflects our community and stakeholders, we better understand their needs and increase our value.

SPP has been honored multiple times as one of Arkansas's Best Places to Work. We take pride in our competitive benefits and rewarding career opportunities. This recognition is also a credit to the diversity and talents of our staff. I'm proud of various existing initiatives that address DEI at SPP: our board-led DEI Task Force, our employee-led business resource groups and DEI council, and the emerging initiatives led by our director of diversity, equity and inclusion.

I'm also convinced there's more we can do. We can ensure better recruiting, phenomenal engagement and ultimate career success for *all* of our employees. This requires open minds and a willingness to learn. This work is not easy. We face the same barriers to progress as our community and our stakeholders. However, I'm convinced that if we aren't part of the solution, we are part of the problem. We will not solve these issues in a day, a month or even a year. We must move intentionally every day to promote a truly diverse, equitable and inclusive organization. Collectively, will ensure that SPP remains the best possible place to work.

Working together, I know we can succeed.

Barbara Sugg