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It is with mixed emotions that I am announcing my departure from my post as WAPA's Administrator and CEO. After nearly eight years at the helm of WAPA and as one of its longest serving CEOs, it is time for a change. I have accepted a position as President and CEO of United Power, Colorado's largest rural electric cooperative.

In making this decision I have been reflecting on everything WAPA has done in collaboration with you, our customers. We created the Strategic Roadmap 2024, allowing us to lead the industry in many large and small ways. Together, we have refined safety and fall-protection practices, refreshed our core values, mission and vision statements, and developed a best-in-class asset management program. We have done so much that it is impossible to list it all in one place.

I am comfortable leaving now because of the outstanding efforts we have made to improve WAPA's culture, move the needle on inclusion and diversity and work together as a team. Our incredible staff has made this possible. I credit the inventiveness of our people with the creation of unified 10-year plans, our award-winning transparency efforts known as The Source, lowering or keeping rates flat for more than 80% of our customers and steady performance executing 98% of WAPA's O&M budget as well as 96% of our capital budget through the most challenging environment in the past 100 years.

My official date of departure will be March 12. Until then, I will continue to work hard alongside our dedicated public servants to ensure a successful transition. I am pleased to announce that Senior Vice President Tracey LeBeau will be the Acting Administrator and CEO.

I want to thank all of you for the support during the last eight years. I have complete confidence that the amazing people at WAPA will continue to fulfill its mission to safely provide reliable, cost-based hydropower and transmission to our customers and the communities we serve.

Deciding to leave the greatest job of my career is one of the most difficult decisions of my life, and I am proud of what we have accomplished together.

I look forward to working with many of you in my new role.

**Mark A. Gabriel | Administrator and Chief Executive Officer**

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