



Hi Everyone,

I hope this finds you all safe and rested after a long holiday weekend. We are living through very challenging times, and I appreciate everything you are doing to support our customers, our owners, and each other.

Recently, we've heard that a local union is talking with some of you about organizing Idaho Power's employees. This is not the first time this has happened during my career, but each case has involved one common denominator: a breakdown in communication. I know we need to address some concerns. I also understand that the current pandemic has elevated stress levels and impacted our ability to communicate. But as we've said before, we value diverse opinions, and I know we can work together without a third party in the middle.

Idaho Power values its independent relationship with each of you and believes that connection is a key part of our culture. Working directly with you is one of the best parts of my job, a view our company leaders and managers share. We do not see any benefit in having another party in the middle of our conversations with you, especially an outside union.

Let's continue to use our open-door policy to work together, discuss concerns, and find ways to improve, even when we must have hard conversations. We have done this successfully for many years, without any of the disadvantages that a union brings, such as union dues, initiation fees, possible fines and assessments, possible work disruptions, and the divisive culture that can result.

The union may be making lots of promises and guarantees. But the only thing it can really guarantee is that it will bargain on behalf of represented employees. That's it. Today, you can discuss your concerns directly with me or any other leader, which I believe is a better approach.

The union may contact you and encourage you to sign a document called an authorization card. Signing this card is the first step in the union organizing process. If approached, please read the authorization card or any document from the union carefully and think about what signing it means. Sometimes people sign cards due to pressure from the union or their peers, but signing an authorization card won't make the issue go away. It can have the opposite effect. All we ask is that you don't sign the card unless you're absolutely certain you want the union to speak for and represent you.

My promise to you is that we will provide you with accurate information about Idaho Power's benefits and pay, our practices, and how union organizing and representation works.

This is an important time for all of us. In the past few weeks, I have heard from many of you, and the information you've shared has been incredibly helpful. I look forward to continued discussions about how to make Idaho Power the best possible place to work and how we can continue to be resilient in the face of great challenges.

Thanks for all you do.

--Lisa