Transforming Company and Community through Legacy I³

Timothy J. Burke, President & CEO
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About OPPD

• Serves 375,000 southeast Nebraska customers
• Employs 1,800

Vision: Leading the way we power the future

Mission: Provide reliable, affordable, environmentally sensitive energy services to our customers

Core Values:
  – Passion to serve
  – Honor our community
  – Care about each other
Transforming company and community

- Strategic effort
- Mix of internal and external programs
- Requires multiple partnerships
The Legacy $I^3$ Workforce Development Model

The Legacy $I^3$ Workforce Program model provides companies with a low-cost, sustainable method of developing local, diverse talent into viable candidates for employment.

The Legacy model is a collaborative approach which synchronizes and leverages the existing resources from 5 key sectors to build a sustainable pipeline of talent.
Legacy I³

- September 2017, established in Omaha, Nebraska
- 52 high school seniors went through boot camp
  - Character development
  - College preparation
  - Industry knowledge
  - Employability skills
- 88% graduated from Legacy
- 88% enrolled in college (majority attend MCC & UNO)
Legacy I³

- 38 paid internships in 2019
- Employees serve as ambassadors and mentors
- Grooming for future full-time hires

<table>
<thead>
<tr>
<th>Internship Area</th>
<th>%</th>
</tr>
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<tbody>
<tr>
<td>Business- HR, Communications</td>
<td>16</td>
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<tr>
<td>Engineering</td>
<td>11</td>
</tr>
<tr>
<td>Information Technology</td>
<td>21</td>
</tr>
<tr>
<td>Accounting, Finance, Audit, Supply Chain</td>
<td>16</td>
</tr>
<tr>
<td>Line and Plant Technicians</td>
<td>27</td>
</tr>
<tr>
<td>Customer Service</td>
<td>11</td>
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Growing & Retaining Nebraska’s Talent

Talent Pipelines

Legacy I^3
Class of 2018
OPPD prepares students for future work through 'Legacy' model