

CO=091250-5  
U=091250-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

HEADQUARTERS REPORT-TYPE 3

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:DW2WZZCZK345

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------|-------|-------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES      |       | HISP  | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                     |       | (A)   | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0    | 11     | 0     | 0     | 0     | 0    | 0   | 4      | 0     | 0     | 0     | 1      | 0   | 0     | 16     |       |
| FIRST/MID-LVL MGRS. | (1.2) | 2     | 0    | 88     | 0     | 0     | 2     | 1    | 0   | 57     | 0     | 0     | 1     | 0      | 1   | 0     | 152    |       |
| PROFESSIONALS       | (2 )  | 2     | 4    | 196    | 2     | 0     | 7     | 3    | 4   | 118    | 0     | 0     | 2     | 2      | 4   | 4     | 344    |       |
| TECHNICIANS         | (3 )  | 1     | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 2      | 0     | 0     | 0     | 1      | 0   | 5     |        |       |
| SALES WORKERS       | (4 )  | 0     | 0    | 3      | 0     | 0     | 0     | 0    | 0   | 1      | 0     | 0     | 0     | 0      | 0   | 4     |        |       |
| ADMIN SUPPORT       | (5 )  | 1     | 4    | 16     | 1     | 0     | 0     | 2    | 0   | 65     | 0     | 0     | 0     | 3      | 0   | 92    |        |       |
| CRAFT WORKERS       | (6 )  | 0     | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     |        |       |
| OPERATIVES          | (7 )  | 0     | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     |        |       |
| LABORERS & HELPERS. | (8 )  | 0     | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     |        |       |
| SERVICE WORKERS     | (9 )  | 0     | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     |        |       |
| TOTAL               |       | (10 ) | 6    | 8      | 315   | 3     | 0     | 9    | 6   | 4      | 247   | 0     | 0     | 4      | 6   | 5     | 613    |       |
| PREVIOUS YEAR TOTAL |       | (11 ) | 7    | 9      | 333   | 3     | 0     | 7    | 8   | 5      | 285   | 1     | 0     | 4      | 5   | 7     | 674    |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4037-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Blytheville - Hwy 150  
3078 E State Hwy 150  
Blytheville Mississippi  
AR 72315

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 2     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1    | 0      | 8     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 14    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 2     | 0     | 0     | 0   | 0   | 0      | 17    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 15    | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 2     | 0     | 0     | 0   | 0   | 0      | 18    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DE2234-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Fayetteville-Millsap  
655 E Millsap Road  
Fayetteville Washington  
AR 72703

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 2      | 11    | 1     | 0     | 0     | 0    | 0     | 13     | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 27    |  |  |  |       |
| PROFESSIONALS             | (2 )  | 1    | 3      | 38    | 0     | 0     | 0     | 0    | 0     | 10     | 1     | 0     | 1     | 0     | 0   | 0   | 0      | 54    |  |  |  |       |
| TECHNICIANS               | (3 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| SALES WORKERS             | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT             | (5 )  | 20   | 30     | 20    | 7     | 0     | 0     | 1    | 0     | 40     | 3     | 0     | 3     | 0     | 3   | 0   | 0      | 124   |  |  |  |       |
| CRAFT WORKERS             | (6 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| OPERATIVES                | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS           | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |       | 21   | 35     | 73    | 8     | 0     | 0     | 1    | 0     | 63     | 4     | 0     | 4     | 0     | 0   | 0   | 0      | 209   |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |       | 20   | 32     | 74    | 8     | 0     | 1     | 1    | 0     | 68     | 6     | 0     | 3     | 0     | 0   | 0   | 0      | 213   |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=FY0827-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Fayetteville Borick Dr  
1811 E Borick Dr  
Fayetteville Washington  
AR 72701

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 1     | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 1     | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 1     | 2      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 10    |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 4     | 0      | 35    | 3     | 0     | 0     | 0    | 1     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 43    |  |  |  |       |
| OPERATIVES          | (7 )  | 0     | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               |       | (10 ) | 7      | 2     | 54    | 3     | 0     | 0    | 0     | 1      | 5     | 0     | 0     | 0     | 0   | 0   | 0      | 72    |  |  |  |       |
| PREVIOUS YEAR TOTAL |       | (11 ) | 5      | 3     | 57    | 3     | 0     | 0    | 1     | 1      | 5     | 0     | 0     | 0     | 0   | 0   | 0      | 75    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4040-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Mountain Home  
1650 Fuller St  
Mountain Home Boone  
AR 72653

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 5     | 0     | 0     | 0     | 1    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 6     | 0     | 0     | 0     | 1    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 6     | 0     | 0     | 0     | 1    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4041-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Leachville  
600 Main Street  
Leachville Mississippi  
AR 72438

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DE2796-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Ozark - Cataberry Run  
2339 Cataberry Run Road  
Ozark Franklin  
AR 72949

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   |        | (I)    | (J)   | (K)   | (L)   | (M) | (N)   |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 4   |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 1      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 27    | 0     | 0     | 0     | 0   | 0     | 0      | 2      | 0     | 0     | 0     | 0   | 0     | 0      | 29  |
| OPERATIVES          | (7 )  | 0     | 0      | 10    | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 10  |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 45    | 0     | 0     | 0   | 0     | 0      | 3      | 0     | 0     | 0     | 0   | 0     | 0      | 48  |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 48    | 1     | 0     | 0   | 0     | 0      | 3      | 0     | 0     | 0     | 0   | 0     | 0      | 52  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4043-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Piggott  
385 S 3rd Avenue  
Piggott Clay  
AR 72454

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4044-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Lowell  
1301 Federal Way  
Lowell Benton  
AR 72745

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |     |     |        | ***** FEMALE ***** |       |       |       |     |    |        | TOTAL |
|---------------------|-------|------|--------|------------------|-------|-------|-------|-----|-----|--------|--------------------|-------|-------|-------|-----|----|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | WHITE              | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N   |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G) | (H) | (I)    | (J)                | (K)   | (L)   | (M)   | (N) |    |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 2                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 2     |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 3                | 0     | 0     | 0     | 1   | 0   | 2      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 6     |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| ADMIN SUPPORT ..... | (5 )  | 1    | 3      | 8                | 0     | 0     | 0     | 0   | 1   | 2      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 15    |
| CRAFT WORKERS ..... | (6 )  | 3    | 0      | 32               | 0     | 0     | 1     | 0   | 1   | 3      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 40    |
| OPERATIVES .....    | (7 )  | 3    | 0      | 2                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 5     |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| TOTAL               | (10 ) | 7    | 3      | 47               | 0     | 0     | 1     | 1   | 2   | 7      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 68    |
| PREVIOUS YEAR TOTAL | (11 ) | 8    | 3      | 48               | 1     | 0     | 1     | 0   | 3   | 8      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 72    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4045-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Siloam Springs  
2550 N Country Club Road  
Siloam Springs Benton  
AR 72761

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4046-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGAR - Harrison-W Commercial  
4100 W Commercial  
Harrison Boone  
AR 72601

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:VUXMYH5LG385

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 12    | 0     | 0     | 0     | 1    | 1     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 14    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 22    | 0     | 0     | 0     | 1    | 1     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 25    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 23    | 0     | 0     | 0     | 1    | 1     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 26    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6177-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Castle Rock  
1769 Park Street  
Castle Rock Douglas  
CO 80109

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 1     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 1     | 1      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1    | 0      | 9     | 0     | 0     | 1     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 11    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 16    | 0     | 0     | 1     | 0    | 1     | 4      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 24    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 4    | 0      | 15    | 0     | 0     | 0     | 0    | 1     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 23    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DD9243-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Fountain  
7060 Allegre St  
Fountain El Paso  
CO 80817

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                           |            | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|------------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |            | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |            | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1)      | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2)      | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PROFESSIONALS             | .... (2 )  | 0    | 0      | 6     | 2     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 8     |  |  |  |       |
| TECHNICIANS               | ..... (3 ) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS             | ..... (4 ) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT             | ..... (5 ) | 0    | 0      | 0     | 1     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS             | ..... (6 ) | 2    | 0      | 9     | 0     | 0     | 1     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 12    |  |  |  |       |
| OPERATIVES                | ..... (7 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )       | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS           | ... (9 )   | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |            | 2    | 0      | 19    | 3     | 0     | 1     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 27    |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |            | 5    | 0      | 19    | 2     | 0     | 1     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 29    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

EMAIL: Kristen.Basham@blackhillscorp.com

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6181-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Palmer Lake  
198 County Line Rd  
Palmer Lake El Paso  
CO 80133

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                           |       | MALE |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------------|-------|------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES            |       | HISP | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                           |       | (A)  | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| FIRST/MID-LVL MGRS.       | (1.2) | 1    | 0    | 3      | 0     | 0     | 0     | 0    | 0   | 0      | 1     | 0     | 0     | 0      | 0   | 0     | 0      | 5     |
| PROFESSIONALS             | (2 )  | 0    | 0    | 2      | 0     | 0     | 0     | 0    | 0   | 0      | 3     | 0     | 0     | 1      | 0   | 0     | 0      | 6     |
| TECHNICIANS               | (3 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SALES WORKERS             | (4 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| ADMIN SUPPORT             | (5 )  | 1    | 1    | 1      | 1     | 0     | 0     | 0    | 0   | 0      | 2     | 0     | 0     | 0      | 0   | 0     | 0      | 6     |
| CRAFT WORKERS             | (6 )  | 2    | 0    | 3      | 0     | 0     | 1     | 1    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 7     |
| OPERATIVES                | (7 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| LABORERS & HELPERS.       | (8 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SERVICE WORKERS           | (9 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TOTAL (10 )               |       | 4    | 1    | 9      | 1     | 0     | 1     | 1    | 0   | 6      | 0     | 0     | 1     | 0      | 0   | 0     | 0      | 24    |
| PREVIOUS YEAR TOTAL (11 ) |       | 2    | 2    | 11     | 2     | 0     | 1     | 1    | 0   | 6      | 0     | 0     | 1     | 0      | 0   | 0     | 0      | 26    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6191-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Woodland Park  
1089 Tamarac Pkwy  
Woodland Park Teller  
CO 80863

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       | ***** FEMALE ***** |     |        |       | TOTAL |       |       |     |    |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------------------|-----|--------|-------|-------|-------|-------|-----|----|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT                | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)                | (H) | (I)    | (J)   | (K)   | (L)   | (M)   | (N) |    |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 1                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 1   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 1                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 2   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| TOTAL               | (10 ) | 1    | 0      | 2                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 3   |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 2                | 0     | 0     | 0     | 0                  | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 3   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6165-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Burlington  
2363 Beechcraft Ave  
Burlington Kit Carson  
CO 80807

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |        | ***** FEMALE ***** |       |       |       |       | TOTAL  |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------|--------------------|-------|-------|-------|-------|--------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE             | WHITE | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)    | (H)                | (I)   | (J)   | (K)   | (L)   | (M)    | (N)    | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 2                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 2   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 1                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 1   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 1   |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 4                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 5   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TOTAL               | (10 ) | 1    | 0      | 7                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 9   |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 7                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 9   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6179-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Limon  
51241 County Rd 20 1/2  
Limon Lincoln  
CO 80828

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------|-------|------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                     |       | (A)  | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| PROFESSIONALS       | (2 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TECHNICIANS         | (3 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SALES WORKERS       | (4 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| CRAFT WORKERS       | (6 )  | 1    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 2     |
| OPERATIVES          | (7 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| LABORERS & HELPERS. | (8 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TOTAL               | (10 ) | 1    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 2     |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 2     |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6171-8  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Canon City Utility Dr  
3110 Utility Dr  
Canon City Fremont  
CO 81212

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:XV8YQMSFDMB4

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 1    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1    | 0      | 12    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 13    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 2    | 0      | 19    | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 23    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 2    | 0      | 19    | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 22    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6183-7  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Pueblo Lamkin St  
210 Lamkin St  
Pueblo Pueblo  
CO 81003

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:XV8YQMSFDMB4

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 1    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 1      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 3    | 1      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 4    | 2      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 15    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 4    | 3      | 6     | 1     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=DD9199-8  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Pueblo S Victoria Ave  
105 S Victoria Ave  
Pueblo Pueblo  
CO 81003

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:XV8YQMSFDMB4

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       | MALE  | ***** |     |        | ***** |       |       | FEMALE | ***** |    |        | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-------|-----|--------|-------|-------|-------|--------|-------|----|--------|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT   | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT   | AM | 2+RACE | A-N   |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)   | (H) |        | (I)   | (J)   | (K)   | (L)    | (M)   |    | (N)    | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 1     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0  | 0      | 1     |
| FIRST/MID-LVL MGRS. | (1.2) | 4     | 2      | 6     | 1     | 0     | 0     | 1     | 0   | 0      | 2     | 0     | 0     | 0      | 0     | 0  | 0      | 16    |
| PROFESSIONALS       | (2 )  | 2     | 2      | 5     | 0     | 0     | 0     | 0     | 0   | 0      | 3     | 0     | 0     | 0      | 0     | 0  | 0      | 12    |
| TECHNICIANS         | (3 )  | 1     | 1      | 1     | 0     | 0     | 0     | 1     | 0   | 0      | 2     | 0     | 0     | 0      | 0     | 0  | 0      | 6     |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0  | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 3     | 4      | 4     | 0     | 0     | 0     | 0     | 0   | 0      | 3     | 0     | 0     | 0      | 0     | 0  | 0      | 14    |
| CRAFT WORKERS       | (6 )  | 18    | 1      | 23    | 2     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0  | 0      | 44    |
| OPERATIVES          | (7 )  | 4     | 0      | 2     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 1     | 0     | 0      | 0     | 0  | 0      | 7     |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0  | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0  | 0      | 0     |
| TOTAL               |       | (10 ) | 32     | 10    | 42    | 3     | 0     | 0     | 2   | 0      | 10    | 1     | 0     | 0      | 0     | 0  | 0      | 100   |
| PREVIOUS YEAR TOTAL |       | (11 ) | 33     | 8     | 43    | 4     | 1     | 0     | 2   | 0      | 14    | 1     | 0     | 0      | 1     | 0  | 0      | 107   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6187-3  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Rocky Ford  
1501 Maple Ave  
Rocky Ford Otero  
CO 81067

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:XV8YQMSFDMB4

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |     |     |        | ***** FEMALE ***** |       |       |       |     |    |        | TOTAL |
|---------------------|-------|------|--------|------------------|-------|-------|-------|-----|-----|--------|--------------------|-------|-------|-------|-----|----|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | WHITE              | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N   |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G) | (H) | (I)    | (J)                | (K)   | (L)   | (M)   | (N) |    |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 1      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| TECHNICIANS         | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SALES WORKERS       | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 1      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| CRAFT WORKERS       | (6 )  | 3    | 0      | 5                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 8     |
| OPERATIVES          | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| TOTAL               | (10 ) | 3    | 1      | 5                | 0     | 0     | 0     | 0   | 0   | 1      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 10    |
| PREVIOUS YEAR TOTAL | (11 ) | 4    | 1      | 6                | 0     | 0     | 0     | 0   | 0   | 1      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 12    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=283755-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Denver Corporate  
1515 Arapahoe St  
Denver Denver  
CO 80202

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:DW2WZZCZK345

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       | MALE  | ***** |     |        | ***** |       |       | FEMALE | ***** |     |        | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-------|-----|--------|-------|-------|-------|--------|-------|-----|--------|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT   | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT   | AM  | 2+RACE | A-N   |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)   | (H) |        | (I)   | (J)   | (K)   | (L)    | (M)   | (N) |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 1     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 1     |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 13    | 0     | 0     | 2     | 0     | 0   | 3      | 0     | 0     | 1     | 0      | 0     | 0   | 0      | 19    |
| PROFESSIONALS       | (2 )  | 0     | 3      | 19    | 1     | 0     | 2     | 0     | 0   | 12     | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 37    |
| TECHNICIANS         | (3 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0     | 0   | 1      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 2     |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 2      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 2     |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 0     |
| OPERATIVES          | (7 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 0     |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0   | 0      | 0     | 0     | 0     | 0      | 0     | 0   | 0      | 0     |
| TOTAL               |       | (10 ) | 0      | 3     | 34    | 1     | 0     | 4     | 0   | 0      | 18    | 0     | 0     | 1      | 0     | 0   | 0      | 61    |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 3     | 39    | 1     | 0     | 1     | 0   | 0      | 18    | 0     | 0     | 1      | 1     | 0   | 0      | 64    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=EK9440-4  
NAICS= 221112

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHSC - Pueblo PAGS  
4000 27th Lane  
Pueblo Pueblo  
CO 81001

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:DW2WZZCZK345

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 1      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 13    | 0     | 0     | 0     | 0    | 1     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 1      | 18    | 0     | 0     | 0     | 0    | 1     | 4      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 24    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 1      | 17    | 1     | 0     | 0     | 0    | 1     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 23    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4048-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Akron  
1018 N Main St  
Akron Washington  
CO 80720

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4049-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Basalt  
50 Sunset Dr #6  
Basalt Eagle  
CO 81621

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4050-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Collbran  
15519 59-1/2 Rd  
Collbran Mesa  
CO 81624

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 6     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4051-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Delta  
580 E Hwy 92  
Delta Delta  
CO 81416

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1    | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 8     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 11    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 12    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 12    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 13    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

EMAIL: Kristen.Basham@blackhillscorp.com

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4052-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Eagle  
801 Sawatch Rd  
Eagle Eagle  
CO 81631

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |        | ***** FEMALE ***** |       |       |       |       | TOTAL  |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------|--------------------|-------|-------|-------|-------|--------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE             | WHITE | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)    | (H)                | (I)   | (J)   | (K)   | (L)   | (M)    | (N)    | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 3                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 5   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TOTAL               | (10 ) | 1    | 0      | 3                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 5   |
| PREVIOUS YEAR TOTAL | (11 ) | 2    | 0      | 4                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 6   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4053-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Frederick  
5814 Ideal Dr  
Frederick Weld  
CO 80516

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |        | ***** FEMALE ***** |       |       |       |       | TOTAL  |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------|--------------------|-------|-------|-------|-------|--------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE             | WHITE | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)    | (H)                | (I)   | (J)   | (K)   | (L)   | (M)    | (N)    | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 1   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 5                | 0     | 0     | 1     | 0      | 0                  | 2     | 0     | 0     | 0     | 0      | 0      | 8   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 1      | 0                | 0     | 0     | 0     | 0      | 0                  | 2     | 0     | 0     | 0     | 0      | 0      | 3   |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 8                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 8   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TOTAL               | (10 ) | 0    | 1      | 14               | 0     | 0     | 1     | 0      | 0                  | 4     | 0     | 0     | 0     | 0      | 0      | 20  |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 1      | 16               | 0     | 0     | 1     | 0      | 0                  | 3     | 0     | 0     | 0     | 0      | 0      | 22  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4054-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Glenwood Springs  
96 County Rd 160  
Glenwood Springs Garfield  
CO 81601

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 1     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 2     | 0      | 10    | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 13    |  |  |  |       |
| OPERATIVES          | (7 )  | 0     | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               |       | (10 ) | 3      | 0     | 22    | 1     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 28    |  |  |  |       |
| PREVIOUS YEAR TOTAL |       | (11 ) | 3      | 0     | 20    | 1     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 26    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

|                                                      |                                        |                            |
|------------------------------------------------------|----------------------------------------|----------------------------|
| CERTIFYING OFFICIAL:Kristen Basham (Kristen)         | TITLE: Spec HR Compliance Sr           | TELEPHONE NO: 605-800-1799 |
| EMAIL: Kristen.Basham@blackhillscorp.com             |                                        |                            |
| EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen) | TITLE: Spec HR Compliance Sr           | TELEPHONE NO: 605-800-1799 |
| EMAIL: Kristen.Basham@blackhillscorp.com             | STREET ADDRESS: 7001 Mount Rushmore Rd |                            |
|                                                      | CITY/ST: Rapid City SD                 | ZIP: 57709                 |

REMARKS:

CO=091250-5  
U=GT4057-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Holyoke  
1315 E Akron St  
Holyoke Phillips  
CO 80734

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4059-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Lajunta  
705 W 5th St  
La Junta Otero  
CO 81050

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                           |            | MALE |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------------|------------|------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES            |            | HISP | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                           |            | (A)  | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS...       | (1.1)      | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| FIRST/MID-LVL MGRS.       | (1.2)      | 0    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| PROFESSIONALS             | ..... (2 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TECHNICIANS               | ..... (3 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SALES WORKERS             | ..... (4 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| ADMIN SUPPORT             | ..... (5 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| CRAFT WORKERS             | ..... (6 ) | 1    | 0    | 7      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 8     |
| OPERATIVES                | ..... (7 ) | 0    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| LABORERS & HELPERS.       | (8 )       | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SERVICE WORKERS           | ... (9 )   | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TOTAL (10 )               |            | 1    | 0    | 9      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 10    |
| PREVIOUS YEAR TOTAL (11 ) |            | 2    | 0    | 8      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 10    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4061-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Montrose  
2183 E Main Street  
Montrose Montrose  
CO 81401

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2) | 2    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PROFESSIONALS             | (2 )  | 0    | 0      | 2     | 0     | 0     | 1     | 0    | 0     | 0      | 0     | 0     | 1     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| TECHNICIANS               | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS             | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT             | (5 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| CRAFT WORKERS             | (6 )  | 1    | 0      | 10    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 11    |  |  |  |       |
| OPERATIVES                | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS           | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |       | 3    | 0      | 14    | 0     | 0     | 1     | 0    | 0     | 2      | 0     | 1     | 0     | 0     | 0   | 0   | 0      | 21    |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |       | 3    | 0      | 14    | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 1     | 0     | 0     | 0   | 0   | 0      | 20    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4062-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Naturita  
231 W Main St  
Naturita Montrose  
CO 81422

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4063-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Pagosa Springs  
520 Cloman Blvd  
Pagosa Springs Archuleta  
CO 81147

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                           |            | MALE |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------------|------------|------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES            |            | HISP | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                           |            | (A)  | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS...       | (1.1)      | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| FIRST/MID-LVL MGRS.       | (1.2)      | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| PROFESSIONALS             | ..... (2 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TECHNICIANS               | ..... (3 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SALES WORKERS             | ..... (4 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| ADMIN SUPPORT             | ..... (5 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| CRAFT WORKERS             | ..... (6 ) | 2    | 0    | 3      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 5     |
| OPERATIVES                | ..... (7 ) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| LABORERS & HELPERS.       | (8 )       | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SERVICE WORKERS           | ... (9 )   | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TOTAL (10 )               |            | 2    | 0    | 3      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 5     |
| PREVIOUS YEAR TOTAL (11 ) |            | 2    | 0    | 2      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 4     |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=PZ6849-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Ridgway  
112 Village SQ W Ste 205  
Ridgway Ouray  
CO 81432

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4065-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

PAGE 37

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Telluride  
313 Adams Ranch Rd  
Telluride San Miguel  
CO 81435

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

| JOB CATEGORIES            | MALE<br>HISP<br>(A) | FEMALE<br>HISP<br>(B) | WHITE<br>(C) | BLACK<br>(D) | NHOPI<br>(E) | ASIAN<br>(F) | NAT AM<br>(G) | 2+RACE<br>(H) | WHITE<br>(I) | BLACK<br>(J) | NHOPI<br>(K) | ASIAN<br>(L) | NAT AM<br>(M) | 2+RACE<br>(N) | TOTAL<br>A-N<br>(O) |
|---------------------------|---------------------|-----------------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------------|
| EXEC/SENIOR MGRS... (1.1) | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| FIRST/MID-LVL MGRS. (1.2) | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| PROFESSIONALS ..... (2 )  | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| TECHNICIANS ..... (3 )    | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| SALES WORKERS ..... (4 )  | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| ADMIN SUPPORT ..... (5 )  | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| CRAFT WORKERS ..... (6 )  | 0                   | 0                     | 2            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 2                   |
| OPERATIVES ..... (7 )     | 0                   | 0                     | 1            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 1                   |
| LABORERS & HELPERS. (8 )  | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| SERVICE WORKERS ... (9 )  | 0                   | 0                     | 0            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 0                   |
| TOTAL (10 )               | 0                   | 0                     | 3            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 3                   |
| PREVIOUS YEAR TOTAL (11 ) | 0                   | 0                     | 3            | 0            | 0            | 0            | 0             | 0             | 0            | 0            | 0            | 0            | 0             | 0             | 3                   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4067-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGCO - Wray  
227 E 3rd  
Wray Yuma  
CO 80758

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:E4C8EKK74L64

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6197-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Council Bluff College Rd  
2287 College Rd  
Council Bluffs Pottawattami  
IA 51503

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:DW2WZZCZK345

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 17    | 0     | 0     | 0     | 0    | 0     | 0      | 5     | 0     | 0     | 0     | 0   | 0   | 0      | 22    |  |  |  |       |
| PROFESSIONALS             | (2 )  | 4    | 1      | 32    | 0     | 0     | 0     | 0    | 0     | 0      | 16    | 0     | 0     | 0     | 0   | 0   | 0      | 53    |  |  |  |       |
| TECHNICIANS               | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 1     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| SALES WORKERS             | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT             | (5 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 3     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| CRAFT WORKERS             | (6 )  | 2    | 0      | 22    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 26    |  |  |  |       |
| OPERATIVES                | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |       | 6    | 1      | 75    | 0     | 0     | 0     | 0    | 0     | 0      | 27    | 1     | 0     | 0     | 0   | 0   | 0      | 110   |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |       | 6    | 1      | 83    | 0     | 0     | 0     | 0    | 0     | 0      | 36    | 1     | 0     | 1     | 0   | 0   | 0      | 128   |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ8509-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Decorah  
1783 State Hwy 9  
Decorah Winneshiek  
IA 52101

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 13    | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 13  |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 15    | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 16  |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 16    | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 17  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0866-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Denison  
3706 Timberline Drive  
Denison Crawford  
IA 51442

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |        | ***** FEMALE ***** |       |       |       |       | TOTAL  |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------|--------------------|-------|-------|-------|-------|--------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE             | WHITE | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)    | (H)                | (I)   | (J)   | (K)   | (L)   | (M)    | (N)    | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 1   |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 7                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 8   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TOTAL               | (10 ) | 1    | 0      | 7                | 0     | 0     | 0     | 0      | 0                  | 1     | 0     | 0     | 0     | 0      | 0      | 9   |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 8                | 0     | 0     | 0     | 0      | 0                  | 2     | 0     | 0     | 0     | 0      | 0      | 11  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Dubuque  
1015 Cedar Cross Rd  
Dubuque Dubuque  
IA 52003

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0     | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1     | 0      | 19    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 20    |  |  |  |       |
| OPERATIVES          | (7 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               |       | (10 ) | 1      | 0     | 26    | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 31    |  |  |  |       |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 26    | 0     | 0     | 0    | 0     | 0      | 5     | 0     | 0     | 0     | 0   | 0   | 0      | 31    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0873-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Newton  
110 N 4th Ave W  
Newton Jasper  
IA 50208

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 10    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 10    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 12    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 14    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 12    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 14    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0877-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Spencer  
801 14th Ave E  
Spencer Clay  
IA 51301

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 12    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 12    |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 14    | 0     | 0     | 0     | 0    | 0     | 0      | 3     | 0     | 0     | 0     | 0   | 0   | 0      | 17    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 14    | 0     | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 18    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0879-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Webster City  
225 E Commerce Dr  
Webster City Hamilton  
IA 50595

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                           |            | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|------------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |            | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |            | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1)      | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2)      | 0    | 0      | 0     | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS             | .... (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS               | ..... (3 ) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS             | ..... (4 ) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT             | ..... (5 ) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 1     | 0   | 0   | 0      | 1     |  |  |  |       |
| CRAFT WORKERS             | ..... (6 ) | 0    | 0      | 16    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |
| OPERATIVES                | ..... (7 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )       | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS           | ... (9 )   | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |            | 0    | 0      | 17    | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 1     | 0   | 0   | 0      | 19    |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |            | 0    | 0      | 17    | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 1     | 0   | 0   | 0      | 19    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=FF6411-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Manchester  
116 N 13th St  
Manchester Delaware  
IA 52057

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       |       |       |     | MALE | *****  |       |       |       |       | ***** |    |        |       |       | FEMALE | ***** |     |    |        |     | TOTAL |
|---------------------------|-------|------|--------|-------|-------|-------|-------|-----|------|--------|-------|-------|-------|-------|-------|----|--------|-------|-------|--------|-------|-----|----|--------|-----|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM   | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT   | AM | 2+RACE | WHITE | BLACK | NHOPI  | ASIAN | NAT | AM | 2+RACE | A-N |       |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)  |        | (I)   | (J)   | (K)   | (L)   | (M)   |    | (N)    |       |       |        |       |     |    |        | (O) |       |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 1   |       |
| PROFESSIONALS .....       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| TECHNICIANS .....         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| SALES WORKERS .....       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| ADMIN SUPPORT .....       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 2     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 2   |       |
| CRAFT WORKERS .....       | (6 )  | 1    | 0      | 10    | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 11  |       |
| OPERATIVES .....          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0    | 0      | 0     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 0   |       |
| TOTAL (10 )               |       | 1    | 0      | 11    | 0     | 0     | 0     | 0   | 0    | 0      | 2     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 14  |       |
| PREVIOUS YEAR TOTAL (11 ) |       | 1    | 0      | 11    | 0     | 0     | 0     | 0   | 0    | 0      | 2     | 0     | 0     | 0     | 0     | 0  | 0      | 0     | 0     | 0      | 0     | 0   | 0  | 0      | 14  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=FF6412-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Grimes  
1205 SW 37th St  
Grimes Polk  
IA 50111

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:D9JKJ148P9T3

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 7     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 8   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 3     | 1     | 0     | 0     | 0   | 0     | 4      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 8   |
| TECHNICIANS         | (3 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| OPERATIVES          | (7 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 13    | 1     | 0     | 0   | 0     | 0      | 7      | 0     | 0     | 0     | 0   | 0     | 0      | 21  |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 1     | 17    | 1     | 0     | 0   | 0     | 0      | 5      | 0     | 0     | 0     | 0   | 0     | 0      | 24  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0884-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

PAGE 48

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Garden City  
1810 Buffalo Jones Ave  
Garden City Finney  
KS 67846

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

| JOB CATEGORIES            | MALE FEMALE |             | ***** MALE ***** |              |              |              |               |               |              | ***** FEMALE ***** |              |              |               |               |    |  | TOTAL<br>A-N<br>(O) |
|---------------------------|-------------|-------------|------------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------------|--------------|--------------|---------------|---------------|----|--|---------------------|
|                           | HISP<br>(A) | HISP<br>(B) | WHITE<br>(C)     | BLACK<br>(D) | NHOPI<br>(E) | ASIAN<br>(F) | NAT AM<br>(G) | 2+RACE<br>(H) | WHITE<br>(I) | BLACK<br>(J)       | NHOPI<br>(K) | ASIAN<br>(L) | NAT AM<br>(M) | 2+RACE<br>(N) |    |  |                     |
| EXEC/SENIOR MGRS... (1.1) | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 0  |  |                     |
| FIRST/MID-LVL MGRS. (1.2) | 0           | 0           | 2                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 2  |  |                     |
| PROFESSIONALS ..... (2 )  | 1           | 0           | 1                | 0            | 0            | 0            | 0             | 0             | 1            | 0                  | 0            | 0            | 0             | 0             | 3  |  |                     |
| TECHNICIANS ..... (3 )    | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 0  |  |                     |
| SALES WORKERS ..... (4 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 0  |  |                     |
| ADMIN SUPPORT ..... (5 )  | 0           | 1           | 0                | 0            | 0            | 0            | 0             | 1             | 0            | 0                  | 0            | 0            | 0             | 0             | 2  |  |                     |
| CRAFT WORKERS ..... (6 )  | 9           | 0           | 3                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 12 |  |                     |
| OPERATIVES ..... (7 )     | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 0  |  |                     |
| LABORERS & HELPERS. (8 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 0  |  |                     |
| SERVICE WORKERS ... (9 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0            | 0                  | 0            | 0            | 0             | 0             | 0  |  |                     |
| TOTAL (10 )               | 10          | 1           | 6                | 0            | 0            | 0            | 0             | 1             | 1            | 0                  | 0            | 0            | 0             | 0             | 19 |  |                     |
| PREVIOUS YEAR TOTAL (11 ) | 8           | 1           | 7                | 0            | 0            | 0            | 0             | 1             | 1            | 0                  | 0            | 0            | 0             | 0             | 18 |  |                     |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0888-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Hugoton  
928 E 11th St  
Hugoton Stevens  
KS 67951

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |     | ***** FEMALE ***** |        |       |       |       | TOTAL |     |    |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|-----|--------------------|--------|-------|-------|-------|-------|-----|----|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT | AM                 | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G) | (H)                | (I)    | (J)   | (K)   | (L)   | (M)   | (N) |    |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 2   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 2                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 2   |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 2                | 0     | 0     | 0     | 0   | 0                  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 3   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0895-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Meade  
142 West West Plains  
Meade Meade  
KS 67864

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0885-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Goodland  
1903 Wyoming Ave  
Goodland Sherman  
KS 67735

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0897-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Wichita  
2330 N Hoover  
Wichita Sedgwick  
KS 67205

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 7     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 7   |
| PROFESSIONALS             | (2 )  | 3    | 0      | 5     | 2     | 0     | 0     | 0   | 0     | 3      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 13  |
| TECHNICIANS               | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS             | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT             | (5 )  | 1    | 3      | 0     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 5   |
| CRAFT WORKERS             | (6 )  | 1    | 0      | 25    | 0     | 0     | 0     | 1   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 27  |
| OPERATIVES                | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS           | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL (10 )               |       | 5    | 3      | 37    | 2     | 0     | 0     | 1   | 0     | 4      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 52  |
| PREVIOUS YEAR TOTAL (11 ) |       | 5    | 3      | 35    | 3     | 0     | 0     | 1   | 0     | 5      | 0      | 0     | 0     | 0     | 0   | 1     | 1      | 53  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS:

CO=091250-5  
U=DD9259-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Lawrence  
601 N Iowa Street  
Lawrence Douglas  
KS 66044

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 1    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 8     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 1     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 12    | 2     | 0     | 0     | 0    | 1     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 15    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 24    | 2     | 0     | 0     | 0    | 1     | 7      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 36    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 25    | 2     | 0     | 0     | 0    | 1     | 8      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 37    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0881-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Dodge City  
3232 N 14th Ave  
Dodge City Ford  
KS 67801

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                     |       | MALE |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------|-------|------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                     |       | (A)  | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| PROFESSIONALS       | (2 )  | 0    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| TECHNICIANS         | (3 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SALES WORKERS       | (4 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| CRAFT WORKERS       | (6 )  | 6    | 0    | 6      | 0     | 0     | 0     | 0    | 1   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 13    |
| OPERATIVES          | (7 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| LABORERS & HELPERS. | (8 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TOTAL               | (10 ) | 6    | 0    | 8      | 0     | 0     | 0     | 0    | 1   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 15    |
| PREVIOUS YEAR TOTAL | (11 ) | 6    | 1    | 9      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 16    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0890-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Liberal  
1600 General Welch Blvd  
Liberal Seward  
KS 67901

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:NJCVD6SM7K54

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS .....       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS .....       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT .....       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| CRAFT WORKERS .....       | (6 )  | 2    | 0      | 8     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 10    |  |  |  |       |
| OPERATIVES .....          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |       | 2    | 0      | 9     | 0     | 0     | 0     | 0    | 0     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 14    |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |       | 3    | 0      | 9     | 0     | 0     | 0     | 0    | 0     | 4      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0901-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Auburn  
72991 638a Avenue  
Auburn Nemaha  
NE 68305

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0902-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Beatrice  
510 N Commerce St  
Beatrice Gage  
NE 68310

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS .....       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS .....         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS .....       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT .....       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 1     | 0     | 0   | 0     | 0      | 1   |
| CRAFT WORKERS .....       | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 4   |
| OPERATIVES .....          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL (10 )               |       | 0    | 0      | 5     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 1     | 0     | 0   |       |        | 6   |
| PREVIOUS YEAR TOTAL (11 ) |       | 0    | 0      | 5     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 1     | 0     | 0   |       |        | 7   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0903-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Blair  
1061 Grant St  
Blair Washington  
NE 68008

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0906-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

PAGE 59

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Columbus  
3132 E 18th St  
Columbus Platte  
NE 68601

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

| JOB CATEGORIES            | MALE        | FEMALE      | ***** MALE ***** |              |              |              |               |               | ***** FEMALE ***** |              |              |              |               |               | TOTAL<br>A-N<br>(O) |
|---------------------------|-------------|-------------|------------------|--------------|--------------|--------------|---------------|---------------|--------------------|--------------|--------------|--------------|---------------|---------------|---------------------|
|                           | HISP<br>(A) | HISP<br>(B) | WHITE<br>(C)     | BLACK<br>(D) | NHOPI<br>(E) | ASIAN<br>(F) | NAT AM<br>(G) | 2+RACE<br>(H) | WHITE<br>(I)       | BLACK<br>(J) | NHOPI<br>(K) | ASIAN<br>(L) | NAT AM<br>(M) | 2+RACE<br>(N) |                     |
| EXEC/SENIOR MGRS... (1.1) | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| FIRST/MID-LVL MGRS. (1.2) | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| PROFESSIONALS ..... (2 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| TECHNICIANS ..... (3 )    | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| SALES WORKERS ..... (4 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| ADMIN SUPPORT ..... (5 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 1                  | 0            | 0            | 0            | 0             | 0             | 1                   |
| CRAFT WORKERS ..... (6 )  | 1           | 0           | 4                | 0            | 0            | 0            | 0             | 1             | 0                  | 0            | 0            | 0            | 0             | 0             | 6                   |
| OPERATIVES ..... (7 )     | 0           | 0           | 1                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 1                   |
| LABORERS & HELPERS. (8 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| SERVICE WORKERS ... (9 )  | 0           | 0           | 0                | 0            | 0            | 0            | 0             | 0             | 0                  | 0            | 0            | 0            | 0             | 0             | 0                   |
| TOTAL (10 )               | 1           | 0           | 5                | 0            | 0            | 0            | 0             | 1             | 1                  | 0            | 0            | 0            | 0             | 0             | 8                   |
| PREVIOUS YEAR TOTAL (11 ) | 1           | 0           | 6                | 0            | 0            | 0            | 0             | 0             | 1                  | 0            | 0            | 0            | 0             | 0             | 8                   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Fairbury  
1304 Enterprise Ln  
Fairbury Jefferson  
NE 68352

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DD9268-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Lincoln  
1731 Windhoek Drive  
Lincoln Lancaster  
NE 68512

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 1      | 9     | 0     | 0     | 0     | 0    | 0     | 0      | 6     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |
| PROFESSIONALS             | (2 )  | 0    | 0      | 15    | 0     | 0     | 0     | 0    | 0     | 0      | 6     | 0     | 0     | 0     | 0   | 0   | 0      | 21    |  |  |  |       |
| TECHNICIANS               | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS             | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT             | (5 )  | 0    | 0      | 4     | 0     | 0     | 1     | 0    | 0     | 10     | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |
| CRAFT WORKERS             | (6 )  | 5    | 0      | 41    | 0     | 1     | 0     | 1    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 50    |  |  |  |       |
| OPERATIVES                | (7 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL (10 )               |       | 5    | 1      | 73    | 0     | 1     | 1     | 1    | 0     | 24     | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 107   |  |  |  |       |
| PREVIOUS YEAR TOTAL (11 ) |       | 4    | 1      | 74    | 1     | 1     | 0     | 2    | 0     | 22     | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 106   |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0911-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Norfolk  
1220 S 20th Street  
Norfolk Madison  
NE 68701

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 9     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 9   |
| OPERATIVES          | (7 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 13    | 0     | 0     | 0   | 0     | 0      | 1      | 0     | 0     | 0     | 0   | 0     | 0      | 14  |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 13    | 0     | 0     | 0   | 0     | 0      | 2      | 0     | 0     | 0     | 0   | 0     | 0      | 15  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0916-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Papillion Valley Ridge  
11526 Valley Ridge Rd  
Papillion Sarpy  
NE 68046

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 2     | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 3    | 1      | 18    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 22    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 3    | 1      | 23    | 1     | 0     | 0     | 0    | 0     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 31    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 1      | 23    | 1     | 0     | 0     | 0    | 0     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 29    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0917-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Plattsmouth  
331 Lincoln Ave  
Plattsmouth Cass  
NE 68048

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0922-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Wayne  
711 Centennial Rd  
Wayne Wayne  
NE 68787

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - York  
2822 N Nebraska Ave  
York York  
NE 68467

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE |      | FEMALE |       | ***** |       | MALE |     | *****  |       | ***** |       | FEMALE |     | ***** |        | TOTAL |
|---------------------|-------|------|------|--------|-------|-------|-------|------|-----|--------|-------|-------|-------|--------|-----|-------|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP | WHITE  | BLACK | NHOPI | ASIAN | NAT  | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN  | NAT | AM    | 2+RACE | A-N   |
|                     |       | (A)  | (B)  | (C)    | (D)   | (E)   | (F)   | (G)  | (H) |        | (I)   | (J)   | (K)   | (L)    | (M) | (N)   |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| PROFESSIONALS       | (2 )  | 0    | 0    | 1      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| TECHNICIANS         | (3 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SALES WORKERS       | (4 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 1      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 1     |
| CRAFT WORKERS       | (6 )  | 1    | 0    | 8      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 9     |
| OPERATIVES          | (7 )  | 0    | 0    | 2      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 2     |
| LABORERS & HELPERS. | (8 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0    | 0    | 0      | 0     | 0     | 0     | 0    | 0   | 0      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 0     |
| TOTAL               | (10 ) | 1    | 0    | 12     | 0     | 0     | 0     | 0    | 0   | 1      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 14    |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0    | 12     | 0     | 0     | 0     | 0    | 0   | 1      | 0     | 0     | 0     | 0      | 0   | 0     | 0      | 14    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=FF6413-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHE - Schuyler  
221 W 13th St  
Schuyler Colfax  
NE 68661

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |        | ***** FEMALE ***** |       |       |       |       | TOTAL  |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------|--------------------|-------|-------|-------|-------|--------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE             | WHITE | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)    | (H)                | (I)   | (J)   | (K)   | (L)   | (M)    | (N)    | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TECHNICIANS         | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SALES WORKERS       | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 3                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 3   |
| OPERATIVES          | (7 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 3                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 3   |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 3   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4069-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Ainsworth  
136 N Main  
Ainsworth Brown  
NE 69210

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4070-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Albion  
2682 State Hwy 39  
Albion Boone  
NE 68620

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 8     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4071-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Alliance  
224 Black Hills Ave  
Alliance Box Butte  
NE 69301

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| OPERATIVES          | (7 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 6     | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 8   |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 6     | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 8   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4079-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Bridgeport  
910 Main St  
Bridgeport Morrill  
NE 69336

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4080-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Broken Bow  
79777 Highway 2  
Broken Bow Custer  
NE 68822

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4082-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Chadron  
108 Bordeaux St  
Chadron Dawes  
NE 69337

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4084-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Cozad  
712 W 2nd St  
Cozad Dawson  
NE 69130

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 1    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 1    | 0      | 6     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 8     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 2    | 0      | 9     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 11    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

EMAIL: Kristen.Basham@blackhillscorp.com

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4085-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Doniphan  
510 W Pine St  
Doniphan Hall  
NE 68832

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 4   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4089-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Gordon  
417 S Elm St  
Gordon Cherry  
NE 69343

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| OPERATIVES          | (7 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 2     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 2     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4094-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Hebron  
125 Barger Ave  
Hebron Thayer  
NE 68370

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4096-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Holdrege  
404 Grant St  
Holdrege Phelps  
NE 68949

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 11    | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 12    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 1      | 12    | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 14    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4097-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Imperial  
1243 Broadway  
Imperial Chase  
NE 69033

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4098-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Kearney  
4510 Airport Rd  
Kearney Buffalo  
NE 68847

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 10    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 12    |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 23    | 0     | 0     | 0     | 0    | 0     | 0      | 6     | 0     | 0     | 0     | 0   | 0   | 0      | 29    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 29    | 0     | 0     | 0     | 0    | 0     | 0      | 5     | 0     | 0     | 0     | 0   | 0   | 0      | 34    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4101-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - McCook  
10 Capple Dr  
McCook Red Willow  
NE 69001

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 5     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 5   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 6     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 6   |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 7     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 8   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4102-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Minden  
326 N Minden  
Minden Kearney  
NE 68959

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4104-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Ogallala  
603 E 2nd St  
Ogallala Keith  
NE 69153

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 6     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4105-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - O'Neill  
47292 N Westwood Ave  
ONeill Holt  
NE 68763

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4106-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Ord  
308 S 15th St  
Ord Valley  
NE 68862

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4108-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Plainview  
609 N 7th St  
Plainview Pierce  
NE 68769

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4112-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Red Cloud  
136 E 6th Avenue  
Red Cloud Webster  
NE 68970

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| OPERATIVES          | (7 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 2     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 2     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4113-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Scottsbluff  
3430 Immigrant Trail Dr  
Scottsbluff Scottsbluff  
NE 69361

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 1      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 5    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 5    | 1      | 11    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 19    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 5    | 1      | 12    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 20    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4115-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Sidney  
925 Greenwood Rd  
Sidney Cheyenne  
NE 69162

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS .....       | (2 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 4   |
| TECHNICIANS .....         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS .....       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT .....       | (5 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| CRAFT WORKERS .....       | (6 )  | 0    | 0      | 7     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 7   |
| OPERATIVES .....          | (7 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL (10 )               |       | 0    | 0      | 15    | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 17  |
| PREVIOUS YEAR TOTAL (11 ) |       | 0    | 0      | 16    | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 18  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4116-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - St Paul  
109 Farnum St  
St Paul Howard  
NE 68873

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4118-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGNE - Sutton  
711 N Industrial Blvd  
Sutton Clay  
NE 68979

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:K9MVEN3TWDN8

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| TECHNICIANS         | (3 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 1      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 6     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 6   |
| OPERATIVES          | (7 )  | 0     | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 12    | 0     | 0     | 0   | 0     | 0      | 1      | 0     | 0     | 0     | 0   | 0     | 0      | 13  |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 12    | 0     | 0     | 0   | 0     | 0      | 1      | 0     | 0     | 0     | 0   | 0     | 0      | 13  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6027-2  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Custer  
25153 Little Teton Rd  
Custer Custer  
SD 57730

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 4   |
| OPERATIVES          | (7 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 6     | 0     | 0     | 0   | 0     | 0      | 3      | 0     | 0     | 0     | 0   | 0     | 0      | 9   |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 8     | 0     | 0     | 0   | 0     | 0      | 3      | 0     | 0     | 0     | 0   | 0     | 0      | 11  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6045-2  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Deadwood  
425 Cliff St  
Deadwood Lawrence  
SD 57732

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=H00405-1  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - RC Service Center  
409 Deadwood Avenue  
Rapid City Pennington  
SD 57702

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 2    | 0      | 9     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 11    |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 11    | 0     | 0     | 0     | 0    | 1     | 3      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 15    |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 5      | 0     | 0     | 0     | 0     | 0   | 0   | 1      | 11    |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 36    | 0     | 0     | 0     | 2    | 1     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 40    |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 3    | 0      | 63    | 0     | 0     | 0     | 2    | 2     | 8      | 0     | 0     | 0     | 0     | 0   | 1   | 79     |       |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 2    | 0      | 59    | 0     | 0     | 0     | 2    | 2     | 8      | 0     | 0     | 0     | 0     | 0   | 1   | 74     |       |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6123-1  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Spearfish  
455 Hillsvie Rd  
Spearfish Lawrence  
SD 57783

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6141-5  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Sturgis - Otter Rd  
1251 Otter Rd  
Sturgis Meade  
SD 57785

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 9     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 13    | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 15    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 14    | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6037-1  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Hot Springs Ops Center  
12955 Quiet Sky Dr  
Hot Springs Fall River  
SD 57747

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|-------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| PROFESSIONALS       | (2 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| TECHNICIANS         | (3 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 5     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 5   |
| OPERATIVES          | (7 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               |       | (10 ) | 0      | 0     | 6     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 6   |
| PREVIOUS YEAR TOTAL |       | (11 ) | 0      | 0     | 6     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 6   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=BE6441-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. CLFP - Cheyenne W 24th St  
1301 W 24th St  
Cheyenne Laramie  
WY 82001

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:RULFPWW1CG99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 1    | 1      | 7     | 0     | 0     | 0     | 1    | 1     | 3      | 0     | 0     | 0     | 0     | 1   | 0   | 0      | 15    |  |  |  |       |
| PROFESSIONALS       | (2 )  | 2    | 0      | 13    | 0     | 0     | 1     | 0    | 0     | 5      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 21    |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 1    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 4      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 10   | 0      | 30    | 0     | 0     | 0     | 0    | 0     | 1      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 41    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 14   | 1      | 57    | 0     | 0     | 1     | 1    | 1     | 13     | 0     | 0     | 0     | 0     | 1   | 0   |        | 89    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 13   | 1      | 63    | 0     | 0     | 0     | 1    | 1     | 15     | 0     | 0     | 0     | 0     | 1   | 0   |        | 95    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=A41610-7  
NAICS= 212114

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. WYODAK - Gillette  
3338 N Garner Lake Rd  
Gillette Campbell  
WY 82716

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:P7MJJDMPWQ15

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 6     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 8     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 1      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 36    | 0     | 0     | 0     | 1    | 0     | 5      | 0     | 0     | 0     | 0     | 0   | 1   | 43     |       |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 1      | 44    | 0     | 0     | 0     | 1    | 0     | 9      | 0     | 0     | 0     | 0     | 0   | 1   | 56     |       |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 1      | 47    | 0     | 0     | 0     | 1    | 0     | 7      | 0     | 0     | 0     | 0     | 0   | 0   | 56     |       |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DT0993-1  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Newcastle West Main  
333 W Main St  
Newcastle Weston  
WY 82701

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=DQ6047-0  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 4

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Gillette Neil Simpson  
13151 Highway 51  
Gillette Campbell  
WY 82718

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 17    | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 18    |  |  |  |       |
| PROFESSIONALS       | (2 )  | 2    | 0      | 10    | 0     | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 16    |  |  |  |       |
| TECHNICIANS         | (3 )  | 2    | 0      | 3     | 1     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 6     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 1    | 0      | 58    | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 59    |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 5    | 0      | 89    | 1     | 0     | 0     | 0    | 0     | 0      | 7     | 0     | 0     | 0     | 0   | 0   | 0      | 102   |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 5    | 0      | 98    | 1     | 0     | 0     | 0    | 0     | 0      | 7     | 0     | 0     | 0     | 0   | 0   | 0      | 111   |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=FF6414-1  
NAICS= 221112

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHSC - Chey Prairie Gen Statn  
6711 HR Ranch Road  
Cheyenne Laramie  
WY 82007

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-Electric Generation

Unique Entity ID:DW2WZZCZK345

SECTION D-EMPLOYMENT DATA

|                           |            | MALE | FEMALE | ***** |       |       |       |     |     | MALE   | ***** |       |       |       |     |    | FEMALE | ***** |       |       |       |     |    | TOTAL  |     |
|---------------------------|------------|------|--------|-------|-------|-------|-------|-----|-----|--------|-------|-------|-------|-------|-----|----|--------|-------|-------|-------|-------|-----|----|--------|-----|
| JOB CATEGORIES            |            | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N |
|                           |            | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H) |        | (I)   | (J)   | (K)   | (L)   | (M) |    | (N)    |       |       |       |       |     |    |        | (O) |
| EXEC/SENIOR MGRS...       | (1.1)      |      | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| FIRST/MID-LVL MGRS.       | (1.2)      |      | 0      | 0     | 2     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 2   |
| PROFESSIONALS             | ..... (2 ) |      | 0      | 0     | 2     | 0     | 0     | 0   | 0   | 0      | 1     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 3   |
| TECHNICIANS               | ..... (3 ) |      | 0      | 0     | 2     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 2   |
| SALES WORKERS             | ..... (4 ) |      | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| ADMIN SUPPORT             | ..... (5 ) |      | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     | 0     | 0     | 0     | 0   | 0  | 0      | 1     | 0     | 0     | 0     | 0   | 0  | 0      | 1   |
| CRAFT WORKERS             | ..... (6 ) |      | 1      | 0     | 13    | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 14  |
| OPERATIVES                | ..... (7 ) |      | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| LABORERS & HELPERS.       | (8 )       |      | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| SERVICE WORKERS           | ... (9 )   |      | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 0   |
| TOTAL (10 )               |            |      | 1      | 0     | 19    | 0     | 0     | 0   | 0   | 0      | 2     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 22  |
| PREVIOUS YEAR TOTAL (11 ) |            |      | 1      | 0     | 20    | 0     | 0     | 0   | 0   | 0      | 1     | 0     | 0     | 0     | 0   | 0  | 0      | 0     | 0     | 0     | 0     | 0   | 0  | 0      | 22  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=FR3080-0  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHP - Upton  
801 Antelope Street  
Upton Weston  
WY 82730

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:T4BXAERGNX55

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4125-7  
NAICS= 221122

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. NWW - Cody  
2320 Mountain View Drive  
Cody Park  
WY 82414

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 1    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 2      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| CRAFT WORKERS ..... | (6 )  | 1    | 0      | 8     | 0     | 0     | 0     | 0   | 0     | 1      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 10  |
| OPERATIVES .....    | (7 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 2   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL               | (10 ) | 2    | 0      | 13    | 0     | 0     | 0     | 0   | 0     | 5      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 20  |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 12    | 0     | 0     | 0     | 0   | 0     | 5      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 18  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4126-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Casper  
1535 E Yellowstone Hwy  
Casper Natrona  
WY 82601

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 1     | 0      | 6     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0     | 0      | 7     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 6     | 0      | 8     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 14    |  |  |  |       |
| OPERATIVES          | (7 )  | 1     | 0      | 6     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 7     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               |       | (10 ) | 8      | 0     | 29    | 0     | 0     | 0    | 0     | 0      | 6     | 0     | 0     | 0     | 0   | 0   | 0      | 43    |  |  |  |       |
| PREVIOUS YEAR TOTAL |       | (11 ) | 7      | 0     | 29    | 0     | 0     | 0    | 0     | 0      | 6     | 0     | 0     | 0     | 0   | 0   | 0      | 42    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4127-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Douglas  
801 Updike St  
Douglas Converse  
WY 82633

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 4     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 4     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 1     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 7     | 0     | 0     | 0     | 0    | 1     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 10    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 7     | 0     | 0     | 0     | 1    | 1     | 2      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 11    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4128-4  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Gillette  
921 S Burma Ave  
Gillette Campbell  
WY 82718

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE  | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|-------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP  | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)   | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0     | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0     | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0     | 0      | 10    | 0     | 0     | 0     | 0    | 0     | 0      | 1     | 0     | 0     | 0     | 0   | 0   | 0      | 11    |  |  |  |       |
| OPERATIVES          | (7 )  | 0     | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0     | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               |       | (10 ) | 0      | 0     | 15    | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 19    |  |  |  |       |
| PREVIOUS YEAR TOTAL |       | (11 ) | 1      | 0     | 16    | 0     | 0     | 0    | 0     | 0      | 4     | 0     | 0     | 0     | 0   | 0   | 0      | 21    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=PH9304-0  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Hanna  
Miners Plaza #11  
Hanna Carbon  
WY 82327

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4133-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Laramie  
3702 Cherrywood West Loop  
Laramie Albany  
WY 82070

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |     |     |        | ***** FEMALE ***** |       |       |       |     |    |        | TOTAL |
|---------------------|-------|------|--------|------------------|-------|-------|-------|-----|-----|--------|--------------------|-------|-------|-------|-----|----|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | WHITE              | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N   |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G) | (H) | (I)    | (J)                | (K)   | (L)   | (M)   | (N) |    |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1                | 0     | 0     | 0     | 0   | 0   | 1      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 2     |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| TECHNICIANS         | (3 )  | 0    | 0      | 1                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| SALES WORKERS       | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 2      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 2     |
| CRAFT WORKERS       | (6 )  | 3    | 0      | 3                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 6     |
| OPERATIVES          | (7 )  | 1    | 0      | 2                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 3     |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| TOTAL               | (10 ) | 4    | 0      | 8                | 0     | 0     | 0     | 0   | 0   | 3      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 15    |
| PREVIOUS YEAR TOTAL | (11 ) | 3    | 0      | 5                | 0     | 0     | 0     | 0   | 0   | 4      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 12    |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4135-8  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Medicine Bow  
Oil Springs Compressor Station  
Medicine Bow Carbon  
WY 82329

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4136-7  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Newcastle  
925 S Summit  
New Castle Weston  
WY 82701

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4137-6  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Rawlins  
1411 McMicken St  
Rawlins Carbon  
WY 82301

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |        | ***** FEMALE ***** |       |       |       |       | TOTAL  |        |     |
|---------------------|-------|------|--------|------------------|-------|-------|-------|--------|--------------------|-------|-------|-------|-------|--------|--------|-----|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE             | WHITE | BLACK | NHOPI | ASIAN | NAT AM | 2+RACE | A-N |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G)    | (H)                | (I)   | (J)   | (K)   | (L)   | (M)    | (N)    | (O) |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 1                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 1   |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 1                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 1   |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 5                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 5   |
| OPERATIVES .....    | (7 )  | 1    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 1   |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 0   |
| TOTAL               | (10 ) | 1    | 0      | 7                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 8   |
| PREVIOUS YEAR TOTAL | (11 ) | 2    | 0      | 6                | 0     | 0     | 0     | 0      | 0                  | 0     | 0     | 0     | 0     | 0      | 0      | 8   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4138-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Riverton  
1044 South Railroad Ave  
Riverton Fremont  
WY 82501

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| PROFESSIONALS       | (2 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| TECHNICIANS         | (3 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| SALES WORKERS       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| CRAFT WORKERS       | (6 )  | 0    | 0      | 9     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 9     |  |  |  |       |
| OPERATIVES          | (7 )  | 0    | 0      | 5     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 5     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS     | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 19    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 21    |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 18    | 0     | 0     | 0     | 0    | 0     | 0      | 2     | 0     | 0     | 0     | 0   | 0   | 0      | 20    |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4142-3  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Sinclair  
22178 Wyoming Hwy 76  
Sinclair Carbon  
WY 82334

b. Y

c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-

Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** MALE ***** |       |       |       |     |     |        | ***** FEMALE ***** |       |       |       |     |    |        | TOTAL |
|---------------------|-------|------|--------|------------------|-------|-------|-------|-----|-----|--------|--------------------|-------|-------|-------|-----|----|--------|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | WHITE              | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N   |
|                     |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G) | (H) | (I)    | (J)                | (K)   | (L)   | (M)   | (N) |    |        | (O)   |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| OPERATIVES .....    | (7 )  | 1    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| TOTAL               | (10 ) | 1    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| PREVIOUS YEAR TOTAL | (11 ) | 1    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=GT4143-2  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Torrington  
1325 E M St  
Torrington Goshen  
WY 82240

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                     |       | MALE | FEMALE | ***** |       |       |       | MALE | ***** |        |       |       | ***** |       |     |     | FEMALE | ***** |  |  |  | TOTAL |
|---------------------|-------|------|--------|-------|-------|-------|-------|------|-------|--------|-------|-------|-------|-------|-----|-----|--------|-------|--|--|--|-------|
| JOB CATEGORIES      |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT  | AM    | 2+RACE | WHITE | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | A-N   |  |  |  |       |
|                     |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G)  | (H)   |        | (I)   | (J)   | (K)   | (L)   | (M) | (N) |        | (O)   |  |  |  |       |
| EXEC/SENIOR MGRS... | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| FIRST/MID-LVL MGRS. | (1.2) | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| PROFESSIONALS ..... | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TECHNICIANS .....   | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SALES WORKERS ..... | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| ADMIN SUPPORT ..... | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| CRAFT WORKERS ..... | (6 )  | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |
| OPERATIVES .....    | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 1     |  |  |  |       |
| LABORERS & HELPERS. | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| SERVICE WORKERS ... | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 0     |  |  |  |       |
| TOTAL               | (10 ) | 0    | 0      | 3     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 3     |  |  |  |       |
| PREVIOUS YEAR TOTAL | (11 ) | 0    | 0      | 2     | 0     | 0     | 0     | 0    | 0     | 0      | 0     | 0     | 0     | 0     | 0   | 0   | 0      | 2     |  |  |  |       |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)

EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

TITLE: Spec HR Compliance Sr

TELEPHONE NO: 605-800-1799

STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

CO=091250-5  
U=PH9305-1  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

ESTABLISHMENT REPORT-TYPE 8

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. BHGWY - Wheatland  
20 Rompoon Rd  
Wheatland Platte  
WY 82201

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:KPSTX464QE99

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** |       | MALE  | ***** |     | ***** |        | FEMALE | ***** |       |       |     | TOTAL |        |     |
|---------------------------|-------|------|--------|-------|-------|-------|-------|-----|-------|--------|--------|-------|-------|-------|-----|-------|--------|-----|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | WHITE  | BLACK | NHOPI | ASIAN | NAT | AM    | 2+RACE | A-N |
|                           |       | (A)  | (B)    | (C)   | (D)   | (E)   | (F)   | (G) | (H)   | (I)    | (J)    | (K)   | (L)   | (M)   | (N) |       |        | (O) |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| FIRST/MID-LVL MGRS.       | (1.2) | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| PROFESSIONALS .....       | (2 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TECHNICIANS .....         | (3 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SALES WORKERS .....       | (4 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| ADMIN SUPPORT .....       | (5 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| CRAFT WORKERS .....       | (6 )  | 0    | 0      | 3     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 3   |
| OPERATIVES .....          | (7 )  | 0    | 0      | 1     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 1   |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 0   |
| TOTAL (10 )               |       | 0    | 0      | 5     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 5   |
| PREVIOUS YEAR TOTAL (11 ) |       | 0    | 0      | 4     | 0     | 0     | 0     | 0   | 0     | 0      | 0      | 0     | 0     | 0     | 0   | 0     | 0      | 4   |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)

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STREET ADDRESS: 7001 Mount Rushmore Rd

CITY/ST: Rapid City SD

ZIP: 57709

REMARKS:

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                              |
|------------------------|----------------|------------------------------------------------------------------------------------------------------|
| 17                     |                | BHGAR - Blytheville - Hwy 150<br>3078 E State Hwy 150<br>Blytheville, Mississippi county<br>AR 72315 |
| 7                      |                | BHGAR - Mountain Home<br>1650 Fuller St<br>Mountain Home, Boone county<br>AR 72653                   |
| 2                      |                | BHGAR - Leachville<br>600 Main Street<br>Leachville, Mississippi county<br>AR 72438-0684             |
| 48                     |                | BHGAR - Ozark - Cataberry Run<br>2339 Cataberry Run Road<br>Ozark, Franklin county<br>AR 72949-0075  |
| 2                      |                | BHGAR - Piggott<br>385 S 3rd Avenue<br>Piggott, Clay county<br>AR 72454                              |
| 2                      |                | BHGAR - Siloam Springs<br>2550 N Country Club Road<br>Siloam Springs, Benton county<br>AR 72761      |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                  |
|------------------------|----------------|------------------------------------------------------------------------------------------|
| 25                     |                | BHGAR - Harrison-W Commercial<br>4100 W Commercial<br>Harrison, Boone county<br>AR 72601 |
| 24                     |                | BHE - Castle Rock<br>1769 Park Street<br>Castle Rock, Douglas county<br>CO 80109         |
| 27                     |                | BHE - Fountain<br>7060 Allegre St<br>Fountain, El Paso county<br>CO 80817                |
| 24                     |                | BHE - Palmer Lake<br>198 County Line Rd<br>Palmer Lake, El Paso county<br>CO 80133       |
| 3                      |                | BHE - Woodland Park<br>1089 Tamarac Pkwy<br>Woodland Park, Teller county<br>CO 80863     |
| 9                      |                | BHE - Burlington<br>2363 Beechcraft Ave<br>Burlington, Kit Carson county<br>CO 80807     |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                  |
|------------------------|----------------|------------------------------------------------------------------------------------------|
| 2                      |                | BHE - Limon<br>51241 County Rd 20 1/2<br>Limon, Lincoln county<br>CO 80828               |
| 23                     |                | BHE - Canon City Utility Dr<br>3110 Utility Dr<br>Canon City, Fremont county<br>CO 81212 |
| 15                     |                | BHE - Pueblo Lamkin St<br>210 Lamkin St<br>Pueblo, Pueblo county<br>CO 81003             |
| 10                     |                | BHE - Rocky Ford<br>1501 Maple Ave<br>Rocky Ford, Otero county<br>CO 81067               |
| 24                     |                | BHSC - Pueblo PAGS<br>4000 27th Lane<br>Pueblo, Pueblo county<br>CO 81001                |
| 1                      |                | BHGCO - Akron<br>1018 N Main St<br>Akron, Washington county<br>CO 80720                  |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                       |
|------------------------|----------------|-----------------------------------------------------------------------------------------------|
| 5                      |                | BHGCO - Basalt<br>50 Sunset Dr #6<br>Basalt, Eagle county<br>CO 81621                         |
| 5                      |                | BHGCO - Collbran<br>15519 59-1/2 Rd<br>Collbran, Mesa county<br>CO 81624                      |
| 12                     |                | BHGCO - Delta<br>580 E Hwy 92<br>Delta, Delta county<br>CO 81416-0490                         |
| 5                      |                | BHGCO - Eagle<br>801 Sawatch Rd<br>Eagle, Eagle county<br>CO 81631                            |
| 20                     |                | BHGCO - Frederick<br>5814 Ideal Dr<br>Frederick, Weld county<br>CO 80516                      |
| 28                     |                | BHGCO - Glenwood Springs<br>96 County Rd 160<br>Glenwood Springs, Garfield county<br>CO 81601 |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                    |
|------------------------|----------------|--------------------------------------------------------------------------------------------|
| 4                      |                | BHGCCO - Holyoke<br>1315 E Akron St<br>Holyoke, Phillips county<br>CO 80734                |
| 10                     |                | BHGCCO - Lajunta<br>705 W 5th St<br>La Junta, Otero county<br>CO 81050                     |
| 21                     |                | BHGCCO - Montrose<br>2183 E Main Street<br>Montrose, Montrose county<br>CO 81401           |
| 3                      |                | BHGCCO - Naturita<br>231 W Main St<br>Naturita, Montrose county<br>CO 81422                |
| 5                      |                | BHGCCO - Pagosa Springs<br>520 Cloman Blvd<br>Pagosa Springs, Archuleta county<br>CO 81147 |
| 1                      |                | BHGCCO - Ridgway<br>112 Village SQ W Ste 205<br>Ridgway, Ouray county<br>CO 81432-9238     |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                             |
|------------------------|----------------|-------------------------------------------------------------------------------------|
| 3                      |                | BHGCO - Telluride<br>313 Adams Ranch Rd<br>Telluride, San Miguel county<br>CO 81435 |
| 3                      |                | BHGCO - Wray<br>227 E 3rd<br>Wray, Yuma county<br>CO 80758-0335                     |
| 16                     |                | BHE - Decorah<br>1783 State Hwy 9<br>Decorah, Winneshiek county<br>IA 52101         |
| 9                      |                | BHE - Denison<br>3706 Timberline Drive<br>Denison, Crawford county<br>IA 51442      |
| 31                     |                | BHE - Dubuque<br>1015 Cedar Cross Rd<br>Dubuque, Dubuque county<br>IA 52003         |
| 14                     |                | BHE - Newton<br>110 N 4th Ave W<br>Newton, Jasper county<br>IA 50208                |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                               |
|------------------------|----------------|---------------------------------------------------------------------------------------|
| 17                     |                | BHE - Spencer<br>801 14th Ave E<br>Spencer, Clay county<br>IA 51301                   |
| 19                     |                | BHE - Webster City<br>225 E Commerce Dr<br>Webster City, Hamilton county<br>IA 50595  |
| 14                     |                | BHE - Manchester<br>116 N 13th St<br>Manchester, Delaware county<br>IA 52057          |
| 21                     |                | BHE - Grimes<br>1205 SW 37th St<br>Grimes, Polk county<br>IA 50111                    |
| 19                     |                | BHE - Garden City<br>1810 Buffalo Jones Ave<br>Garden City, Finney county<br>KS 67846 |
| 2                      |                | BHE - Hugoton<br>928 E 11th St<br>Hugoton, Stevens county<br>KS 67951                 |

# Establishments with Less Than Fifty Employees

| <b>Number of<br/>Employees</b> | <b>Major Activity</b> | <b>Address</b>                                                                 |
|--------------------------------|-----------------------|--------------------------------------------------------------------------------|
| 1                              |                       | BHE - Meade<br>142 West West Plains<br>Meade, Meade county<br>KS 67864         |
| 3                              |                       | BHE - Goodland<br>1903 Wyoming Ave<br>Goodland, Sherman county<br>KS 67735     |
| 36                             |                       | BHE - Lawrence<br>601 N Iowa Street<br>Lawrence, Douglas county<br>KS 66044    |
| 15                             |                       | BHE - Dodge City<br>3232 N 14th Ave<br>Dodge City, Ford county<br>KS 67801     |
| 14                             |                       | BHE - Liberal<br>1600 General Welch Blvd<br>Liberal, Seward county<br>KS 67901 |
| 5                              |                       | BHE - Auburn<br>72991 638a Avenue<br>Auburn, Nemaha county<br>NE 68305         |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                           |
|------------------------|----------------|---------------------------------------------------------------------------------------------------|
| 6                      |                | BHE - Beatrice<br>510 N Commerce St<br>Beatrice, Gage county<br>NE 68310                          |
| 4                      |                | BHE - Blair<br>1061 Grant St<br>Blair, Washington county<br>NE 68008                              |
| 8                      |                | BHE - Columbus<br>3132 E 18th St<br>Columbus, Platte county<br>NE 68601                           |
| 2                      |                | BHE - Fairbury<br>1304 Enterprise Ln<br>Fairbury, Jefferson county<br>NE 68352                    |
| 14                     |                | BHE - Norfolk<br>1220 S 20th Street<br>Norfolk, Madison county<br>NE 68701                        |
| 31                     |                | BHE - Papillion Valley Ridge<br>11526 Valley Ridge Rd<br>Papillion, Sarpy county<br>NE 68046-3030 |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                      |
|------------------------|----------------|------------------------------------------------------------------------------|
| 2                      |                | BHE - Plattsmouth<br>331 Lincoln Ave<br>Plattsmouth, Cass county<br>NE 68048 |
| 3                      |                | BHE - Wayne<br>711 Centennial Rd<br>Wayne, Wayne county<br>NE 68787          |
| 14                     |                | BHE - York<br>2822 N Nebraska Ave<br>York, York county<br>NE 68467           |
| 3                      |                | BHE - Schuyler<br>221 W 13th St<br>Schuyler, Colfax county<br>NE 68661       |
| 1                      |                | BHGNE - Ainsworth<br>136 N Main<br>Ainsworth, Brown county<br>NE 69210       |
| 9                      |                | BHGNE - Albion<br>2682 State Hwy 39<br>Albion, Boone county<br>NE 68620      |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                |
|------------------------|----------------|----------------------------------------------------------------------------------------|
| 8                      |                | BHGNE - Alliance<br>224 Black Hills Ave<br>Alliance, Box Butte county<br>NE 69301-3738 |
| 1                      |                | BHGNE - Bridgeport<br>910 Main St<br>Bridgeport, Morrill county<br>NE 69336            |
| 4                      |                | BHGNE - Broken Bow<br>79777 Highway 2<br>Broken Bow, Custer county<br>NE 68822         |
| 2                      |                | BHGNE - Chadron<br>108 Bordeaux St<br>Chadron, Dawes county<br>NE 69337                |
| 8                      |                | BHGNE - Cozad<br>712 W 2nd St<br>Cozad, Dawson county<br>NE 69130                      |
| 3                      |                | BHGNE - Doniphan<br>510 W Pine St<br>Doniphan, Hall county<br>NE 68832                 |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                      |
|------------------------|----------------|------------------------------------------------------------------------------|
| 2                      |                | BHGNE - Gordon<br>417 S Elm St<br>Gordon, Cherry county<br>NE 69343          |
| 3                      |                | BHGNE - Hebron<br>125 Barger Ave<br>Hebron, Thayer county<br>NE 68370        |
| 12                     |                | BHGNE - Holdrege<br>404 Grant St<br>Holdrege, Phelps county<br>NE 68949      |
| 4                      |                | BHGNE - Imperial<br>1243 Broadway<br>Imperial, Chase county<br>NE 69033-0697 |
| 29                     |                | BHGNE - Kearney<br>4510 Airport Rd<br>Kearney, Buffalo county<br>NE 68847    |
| 6                      |                | BHGNE - McCook<br>10 Capple Dr<br>McCook, Red Willow county<br>NE 69001      |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                          |
|------------------------|----------------|----------------------------------------------------------------------------------|
| 4                      |                | BHGNE - Minden<br>326 N Minden<br>Minden, Kearney county<br>NE 68959             |
| 7                      |                | BHGNE - Ogallala<br>603 E 2nd St<br>Ogallala, Keith county<br>NE 69153           |
| 4                      |                | BHGNE - O'Neill<br>47292 N Westwood Ave<br>O'Neill, Holt county<br>NE 68763-1835 |
| 3                      |                | BHGNE - Ord<br>308 S 15th St<br>Ord, Valley county<br>NE 68862                   |
| 4                      |                | BHGNE - Plainview<br>609 N 7th St<br>Plainview, Pierce county<br>NE 68769        |
| 2                      |                | BHGNE - Red Cloud<br>136 E 6th Avenue<br>Red Cloud, Webster county<br>NE 68970   |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                       |
|------------------------|----------------|-----------------------------------------------------------------------------------------------|
| 19                     |                | BHGNE - Scottsbluff<br>3430 Immigrant Trail Dr<br>Scottsbluff, Scottsbluff county<br>NE 69361 |
| 17                     |                | BHGNE - Sidney<br>925 Greenwood Rd<br>Sidney, Cheyenne county<br>NE 69162                     |
| 2                      |                | BHGNE - St Paul<br>109 Farnum St<br>St Paul, Howard county<br>NE 68873                        |
| 13                     |                | BHGNE - Sutton<br>711 N Industrial Blvd<br>Sutton, Clay county<br>NE 68979                    |
| 9                      |                | BHP - Custer<br>25153 Little Teton Rd<br>Custer, Custer county<br>SD 57730                    |
| 4                      |                | BHP - Deadwood<br>425 Cliff St<br>Deadwood, Lawrence county<br>SD 57732                       |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity      | Address                                                                                          |
|------------------------|---------------------|--------------------------------------------------------------------------------------------------|
| 4                      |                     | BHP - Spearfish<br>455 Hillview Rd<br>Spearfish, Lawrence county<br>SD 57783                     |
| 15                     |                     | BHP - Sturgis - Otter Rd<br>1251 Otter Rd<br>Sturgis, Meade county<br>SD 57785                   |
| 6                      |                     | BHP - Hot Springs Ops Center<br>12955 Quiet Sky Dr<br>Hot Springs, Fall River county<br>SD 57747 |
| 1                      |                     | BHP - Newcastle West Main<br>333 W Main St<br>Newcastle, Weston county<br>WY 82701               |
| 22                     | Electric Generation | BHSC - Chey Prairie Gen Statn<br>6711 HR Ranch Road<br>Cheyenne, Laramie county<br>WY 82007      |
| 1                      |                     | BHP - Upton<br>801 Antelope Street<br>Upton, Weston county<br>WY 82730                           |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                             |
|------------------------|----------------|-------------------------------------------------------------------------------------|
| 20                     |                | NWW - Cody<br>2320 Mountain View Drive<br>Cody, Park county<br>WY 82414             |
| 43                     |                | BHGKY - Casper<br>1535 E Yellowstone Hwy<br>Casper, Natrona county<br>WY 82601-2261 |
| 10                     |                | BHGKY - Douglas<br>801 Updike St<br>Douglas, Converse county<br>WY 82633            |
| 19                     |                | BHGKY - Gillette<br>921 S Burma Ave<br>Gillette, Campbell county<br>WY 82718        |
| 1                      |                | BHGKY - Hanna<br>Miners Plaza #11<br>Hanna, Carbon county<br>WY 82327-0486          |
| 15                     |                | BHGKY - Laramie<br>3702 Cherrywood West Loop<br>Laramie, Albany county<br>WY 82070  |

# Establishments with Less Than Fifty Employees

| Number of<br>Employees | Major Activity | Address                                                                                           |
|------------------------|----------------|---------------------------------------------------------------------------------------------------|
| 1                      |                | BHGKY - Medicine Bow<br>Oil Springs Compressor Station<br>Medicine Bow, Carbon county<br>WY 82329 |
| 2                      |                | BHGKY - Newcastle<br>925 S Summit<br>New Castle, Weston county<br>WY 82701                        |
| 8                      |                | BHGKY - Rawlins<br>1411 McMicken St<br>Rawlins, Carbon county<br>WY 82301                         |
| 21                     |                | BHGKY - Riverton<br>1044 South Railroad Ave<br>Riverton, Fremont county<br>WY 82501               |
| 1                      |                | BHGKY - Sinclair<br>22178 Wyoming Hwy 76<br>Sinclair, Carbon county<br>WY 82334                   |
| 3                      |                | BHGKY - Torrington<br>1325 E M St<br>Torrington, Goshen county<br>WY 82240-3521                   |

# Establishments with Less Than Fifty Employees

| <b>Number of<br/>Employees</b> | <b>Major Activity</b> | <b>Address</b> |
|--------------------------------|-----------------------|----------------|
|--------------------------------|-----------------------|----------------|

|   |  |  |
|---|--|--|
| 5 |  |  |
|---|--|--|

|                                                                            |
|----------------------------------------------------------------------------|
| BHGKY - Wheatland<br>20 Rompoon Rd<br>Wheatland, Platte county<br>WY 82201 |
|----------------------------------------------------------------------------|

**Total: 1091**

CO=091250-5  
U=091250-5  
NAICS= 221210

EQUAL EMPLOYMENT OPPORTUNITY  
2024 EMPLOYER INFORMATION REPORT EEO-1

CONSOLIDATED REPORT-TYPE 2

SECTION B-COMPANY IDENTIFICATION

1. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

2.a. Black Hills Corp. Headquarters  
7001 Mount Rushmore Rd  
Rapid City Pennington  
SD 57709

b. Y  
c. EI=460458824

SECTION C-TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.: - -

SECTION E-ESTABLISHMENT INFORMATION

1-  
Unique Entity ID:DW2WZZCZK345

SECTION D-EMPLOYMENT DATA

|                           |       | MALE | FEMALE | ***** MALE ***** |       |       |       |     |     |        | ***** FEMALE ***** |       |       |       |     |    |        | TOTAL |
|---------------------------|-------|------|--------|------------------|-------|-------|-------|-----|-----|--------|--------------------|-------|-------|-------|-----|----|--------|-------|
| JOB CATEGORIES            |       | HISP | HISP   | WHITE            | BLACK | NHOPI | ASIAN | NAT | AM  | 2+RACE | WHITE              | BLACK | NHOPI | ASIAN | NAT | AM | 2+RACE | A-N   |
|                           |       | (A)  | (B)    | (C)              | (D)   | (E)   | (F)   | (G) | (H) | (I)    | (J)                | (K)   | (L)   | (M)   | (N) |    |        | (O)   |
| EXEC/SENIOR MGRS...       | (1.1) | 0    | 0      | 15               | 0     | 0     | 0     | 0   | 0   | 5      | 0                  | 0     | 1     | 0     | 0   | 0  | 0      | 21    |
| FIRST/MID-LVL MGRS.       | (1.2) | 16   | 7      | 283              | 3     | 0     | 4     | 3   | 1   | 110    | 0                  | 0     | 2     | 1     | 1   | 1  | 1      | 431   |
| PROFESSIONALS .....       | (2 )  | 18   | 15     | 452              | 9     | 0     | 12    | 4   | 5   | 209    | 3                  | 1     | 4     | 2     | 4   | 4  | 4      | 738   |
| TECHNICIANS .....         | (3 )  | 4    | 1      | 31               | 1     | 0     | 0     | 1   | 0   | 5      | 1                  | 0     | 0     | 1     | 0   | 0  | 0      | 45    |
| SALES WORKERS .....       | (4 )  | 0    | 0      | 3                | 0     | 0     | 0     | 0   | 0   | 1      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 4     |
| ADMIN SUPPORT .....       | (5 )  | 33   | 51     | 83               | 10    | 0     | 1     | 3   | 3   | 205    | 7                  | 0     | 5     | 3     | 1   | 1  | 1      | 405   |
| CRAFT WORKERS .....       | (6 )  | 114  | 3      | 885              | 8     | 1     | 4     | 8   | 8   | 22     | 0                  | 0     | 0     | 0     | 0   | 1  | 1      | 1054  |
| OPERATIVES .....          | (7 )  | 11   | 0      | 96               | 0     | 0     | 0     | 0   | 1   | 1      | 1                  | 0     | 0     | 0     | 0   | 0  | 0      | 110   |
| LABORERS & HELPERS.       | (8 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 0      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 0     |
| SERVICE WORKERS ...       | (9 )  | 0    | 0      | 0                | 0     | 0     | 0     | 0   | 0   | 1      | 0                  | 0     | 0     | 0     | 0   | 0  | 0      | 1     |
| TOTAL (10 )               |       | 196  | 77     | 1848             | 31    | 1     | 21    | 19  | 18  | 559    | 12                 | 1     | 12    | 7     | 7   | 7  | 7      | 2809  |
| PREVIOUS YEAR TOTAL (11 ) |       | 195  | 79     | 1926             | 39    | 2     | 13    | 23  | 18  | 615    | 14                 | 1     | 12    | 8     | 9   | 9  | 9      | 2954  |

DATES OF PAYROLL PERIOD: 10/14/2024 THRU 10/27/2024

CERTIFICATION:

CERTIFYING OFFICIAL:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799

EEO-1 REPORT CONTACT PERSON:Kristen Basham (Kristen)  
EMAIL: Kristen.Basham@blackhillscorp.com

TITLE: Spec HR Compliance Sr TELEPHONE NO: 605-800-1799  
STREET ADDRESS: 7001 Mount Rushmore Rd  
CITY/ST: Rapid City SD ZIP: 57709

REMARKS: