

Proceeding 16A-0436E Black Hills Energy- Colorado Electric
2016 Electric Resource Plan Phase II 120 Day Report

Busch Ranch II

BHEG, LLC

Employment Metrics

Respondents shall include descriptions of each best value employment metric described below as it relates to the bid project.

The availability of training programs, including training through apprenticeship programs registered with the United States Department of Labor, Office of Apprenticeship and Training:

All jobs to be created during construction will be through sub-contractors. While BHC has registered apprenticeship programs, they are not applicable in this instance.

The employment of Colorado workers as compared to importation of out- of state Workers:

BHEG will endeavor to support the hiring of Colorado workers by our sub-contractors for construction. During the peak construction period, the Busch Ranch II project is expected to directly employ approximately 50 people. The ratio of in-state to out-of-state workers is dependent on the availability of qualified workers with the appropriate skill set. Further, these numbers do not include the potential indirect increase to employment in the local community from individuals in the service and materials sectors providing support to the construction workers. Nor does it include the additional turbine order from Vestas. Vestas will source most of the components of this project with Colorado manufactured components produced by approximately 4,000 employees located in Windsor, Brighton, and Pueblo, Colorado.

Long-term career opportunities:

The operation of this project is likely to create 6-10 long-term career opportunities for employees or sub-contractors with Black Hills. Currently, it is undecided whether such personnel would be employees of Black Hills or a contracted entity.

Industry-standard wages, health care, and pension benefits:

Black Hills Corporation offers competitive salaries within the industry and commensurate with experience. In addition, Black Hills Corporation and its affiliated companies (including BHEG) offers its employees with a range of employee benefits and programs that provide choices in coverage levels and costs that meet our employees' diverse needs. These plans and programs include: Health care benefits, supplemental benefits such as life insurance, disability benefits, flexible spending accounts, paid time off and holidays, 401(k), retiree medical, annual incentive plans, and tuition reimbursement programs.