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RETENTION AND ATTRACTION OF LINEMAN

Line Construction Turnover Rate



| 2019 | 2020 | 2021 | 2022 | 2023 |
|------|------|------|-------|------|
| 2.0% | 9.7% | 9.1% | 12.7% | 1.0% |

Retention



Leadership Trainings

Series of Labor Relations Trainings
Energizing Leadership Cohort



Building Relationship w/ Local Union

Encouraged candid conversations
Created various LOAs to address concerns

Attraction



Outreach

- Lineman Central
- PowerLineman

Updates to Job Postings

- What is important to the applicant?



Questions?