EXHIBIT A

MEAN Distinguished Service Award Program

Proposed for MEAN Board of Directors approval

1 Purpose

The Municipal Energy Agency of Nebraska (MEAN) Distinguished Service Award recognizes individuals whose leadership, service, and dedication have made a significant and lasting contribution to MEAN, NMPP Energy, its members, or public power. The award provides a formal and consistent means of honoring exceptional contributions that advance MEAN's mission and benefit its member communities.

2 Eligibility

Eligible individuals include current or former member representatives, elected or appointed officials, employees, and others whose contributions have directly advanced MEAN's mission. A nominee's position, employment status, or length of service alone does not establish eligibility for recognition; the nomination must demonstrate exceptional service or impact.

3 Selection standards

Nominees must demonstrate exceptional service or impact beyond the normal expectations of their role and a significant, lasting benefit related to MEAN's mission. In evaluating a nomination, the Executive Director or Board Chair will consider the following criteria as applicable to the individual's contributions:

Leadership. Provided sustained leadership, sound judgment, or strategic direction that strengthened MEAN, NMPP Energy, or its member utilities.

Service. Demonstrated extraordinary dedication beyond the normal expectations of an official role or position.

Impact. Produced a meaningful and lasting benefit for MEAN, NMPP Energy, its members, or public power.

Stewardship. Advanced the mission and values of the organization with integrity, collaboration, and a member-focused perspective.

Legacy. Left the organization, its programs, or its members better positioned for the future.

The Executive Director or Board Chair will evaluate the significance and results of the nominee's contributions as a whole. A nominee need not demonstrate every criterion to the same degree, but each nomination must establish why the contribution merits distinguished recognition.

Historical reference (informational only): Staff will provide a list of past recipients and their accomplishments to the Executive Director or Board Chair as background when considering nominees.

4 Nomination and approval process

1 Recommendations: MEAN members may informally recommend individuals to the Executive Director or Board Chair for consideration. Recommendations are not formal nominations.

2 Nomination: The Executive Director or Board Chair selects a nominee, confirms the established criteria are met, and prepares a brief summary of the nominee's contributions.

3 Board action: The Executive Director or Board Chair presents the nominee directly to the MEAN Board for consideration and formal approval.

4 Recognition: Following Board approval, the recipient is honored with a resolution or proclamation and commemorative plaque at an appropriate MEAN or NMPP Energy meeting or event.

5 Frequency and recognition

The award is discretionary and is not required to be presented annually.

Each recipient will be recognized through a Board resolution or proclamation describing the individual's contributions and a commemorative plaque. The Board will determine the appropriate presentation setting, which may be a MEAN or NMPP Energy meeting or event. The MEAN Board of Directors retains final approval authority.

6 Administration and effective date

MEAN staff will coordinate nomination materials, Board consideration, preparation of the recognition resolution or proclamation, and presentation arrangements. MEAN will retain a record of approved recipients and the contributions recognized.

This program takes effect upon adoption by the MEAN Board of Directors and may be amended by the Board.