

## MILLER PIPELINE FAQ

**1. What was announced?**

Starting on January 1, 2024, K.R. Swerdfeger and KS Energy will officially operate as one entity, Miller Pipeline. The Gas Distribution Division will expand its footprint across the United States with operations in over 23 states. This will provide new opportunities and will allow us to continue to deliver exceptional customer service.

**2. What does this mean for my job? Is my role changing?**

No. We expect minimum disruptions to operations during this transition. Current customer contracts remain, and operations will continue business as usual. The team members who have worked on integration over the last several months will continue to work together to implement process changes such as payroll and finance systems.

**3. Does this transition affect the services I receive from Human Resources, like my benefits or pay?** Your current benefits package with the union or company benefits will remain the same, and your existing Human Resources Team can be reached at 317-653-5357 and are available to answer any questions.

**4. Who will I report to after January 2, 2024?**

You will continue to report to your current supervisor.

**5. How do I view my paycheck?**

You will continue to view your paystub the same way you did before, but the only change is the employer will represent Miller Pipeline moving forward.

**6. What does the new organizational structure look like?**

K.R. Swerdfeger will continue to operate as the Mountain Region within Miller Pipeline, as it has for the last couple of years. KS Energy service territory and operations will be part of the Central Region within Miller Pipeline, with the addition of Missouri and Kansas (see page 2).

**7. Will this transition impact projects currently underway?**

We expect no impact on current projects as key customers are notified of the name changes, and our core services will remain.

**8. Will any locations close because of this transition?**

The headquarters will remain in Indianapolis, IN, with regional offices in New Berlin and Pueblo West. Over the next several weeks, you will begin to see updated outdoor signage and interior branding transition to reflect Miller Pipeline.

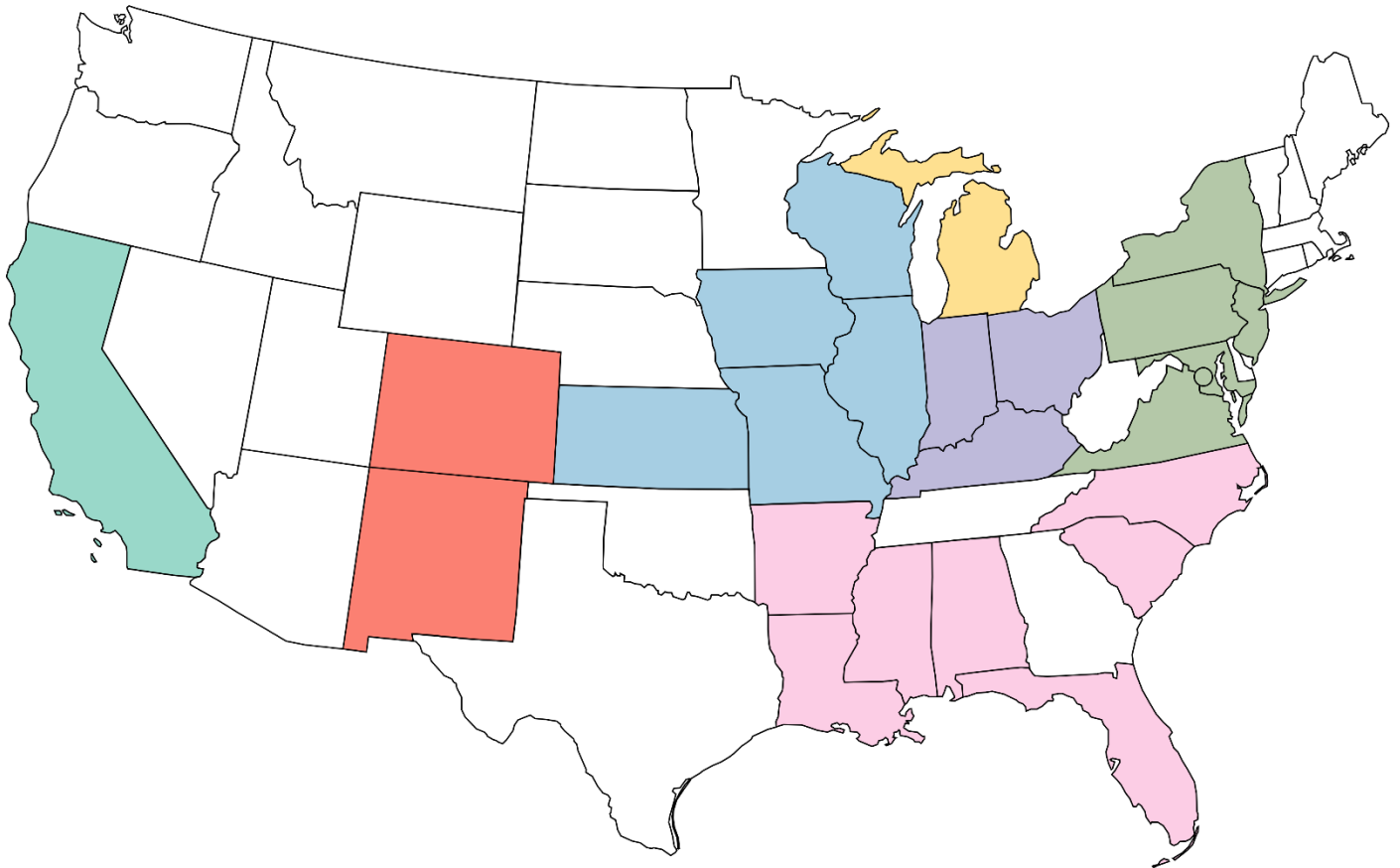
**9. Does this affect the current productivity tools we use?**









No. You will continue to use the current systems in place (WINS, heavy bid, etc.).

**10. Where can I direct my questions?**

If you have any questions about the announcement, please share them with your manager.

# MILLER PIPELINE REGIONS



- |   |   |
|---|---|
|  West Region (Kevin Miller)  |  East Region (Frank Bracht)        |
|  Midwest Region (Jim Wilson) |  Great Lakes Region (Josh Sargent) |
|  South Region (Chad Davis)   |  Mountain Region (Ray Swerdfeger)  |
|  Central Region (Chad Davis) |  MSD- All Regions (Chris Schuler)  |