

BEFORE THE NEW MEXICO PUBLIC REGULATION COMMISSION

**IN THE MATTER OF THE APPLICATION)
OF PUBLIC SERVICE COMPANY OF NEW)
MEXICO FOR REVISION OF ITS RETAIL)
ELECTRIC RATES PURSUANT TO ADVICE)
NOTICE NO. 595)**

Case No. 22-00270-UT

**PUBLIC SERVICE COMPANY OF NEW)
MEXICO,)**

Applicant)

_____)

DIRECT TESTIMONY

OF

ERIC CHAVEZ

December 5, 2022

NMPRC CASE NO. 22-00270-UT
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WITNESS FOR
PUBLIC SERVICE COMPANY OF NEW MEXICO

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AFFIRMATION

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I. INTRODUCTION AND PURPOSE

Q. PLEASE STATE YOUR NAME, POSITION, AND BUSINESS ADDRESS.

A. My name is Eric M. Chavez. I am a Communications Representative II for PNMR Services Company. I am testifying on behalf of Public Service Company of New Mexico (“PNM” or “Company”). My business address is 414 Silver Ave. SW, Albuquerque, NM 87102.

Q. PLEASE DESCRIBE YOUR RESPONSIBILITIES AS COMMUNICATIONS REPRESENTATIVE II.

A. As a Communications Representative, I am responsible for internal and external communications for PNM, including, but not limited to internal company communications and social media accounts. I work closely with the Communications team, as well as many other internal teams within the Company, to develop communications strategies to reach employees and customers. Please see PNM Exhibit EMC-1 for a summary of my education and experience.

Q. WHAT IS THE PURPOSE OF YOUR DIRECT TESTIMONY IN THIS CASE?

A. The purpose of my testimony is to support PNM’s July 2021 through June 2022 base period (“Base Period”) customer advertising expenses. These advertising expenses are incurred by PNM and PNMR and allocated through PNM’s cost of service model. PNM witness Sanders addresses the appropriate allocations of these

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1 expenses. Other than for general informational communications, PNM’s energy
2 efficiency program–specific advertising expenses are not included in this case
3 because they are tracked and recovered through PNM’s annual energy efficiency
4 budget and rate rider, which are separately approved by the Commission.

5

6 In my testimony, I discuss:

- 7 • 17.3.350 NMAC (“Rule 350”), including components of the advertising or
8 other communications expenses that are allowable (“Allowable
9 Expenditures”), and those that are unallowable (“Unallowable
10 Expenditures”) for ratemaking purposes as defined by Rule 350; and
- 11 • The total amount of Allowable Expenditures for the Base Period.

12 I also discuss how PNM used the Base Period Allowable Expenditures to determine
13 the Test Year advertising expenses.

14

15 **II. BASE PERIOD CUSTOMER ADVERTISING**

16

17 **Q. AS A PRELIMINARY MATTER, PLEASE EXPLAIN THE RATEMAKING**
18 **REQUIREMENTS FOR ADVERTISING EXPENSES IN RULE 350.**

19 **A.** Rule 350 establishes a uniform system for treating advertising expense items in
20 setting rates for utilities regulated by the Commission. Rule 350.9 specifically
21 addresses advertising expenses and defines which of those expenses may properly
22 be included in cost of service rates as Allowable Expenditures, and defines those

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1 expenses that should not be included in cost of service rates as Unallowable
2 Expenditures.

3
4 Rule 350.9(B) lists the kinds of expenses that are Allowable Expenditures, which
5 includes reasonable expenses for advertising that:

- 6 (1) Advises the ratepayers of matters of public safety, health, or emergency
7 situations;
- 8 (2) Advocates to ratepayers through factual data and advises their conservation
9 of energy resources and reduction of peak demand;
- 10 (3) Explains utility billing practices, services, and rates to ratepayers;
- 11 (4) Must be filed with governmental agencies or financial institutions
12 (including Annual Reports and stock prospectuses) other than
13 advertisements filed pursuant to (6) below;
- 14 (5) Advises customers of employment opportunities with the utility company;
- 15 (6) Provides information required to be made available to customers or
16 stockholders under state or federal law and regulation; or
- 17 (7) Otherwise results in a measurable reduction of operating costs and more
18 efficient utility service to ratepayers except as excluded by Rule
19 17.3.350.9(C) NMAC.

20
21 Rule 350.9(C) lists the kinds of expenses that are Unallowable Expenditures, and
22 excludes from rates advertising costs that:

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- 1 (1) Promote increases in the usage of energy or utility services;
- 2 (2) Except as required by state or federal law or regulations, promote the sale
- 3 of any goods or services from any specific company including, but not
- 4 limited to, the utility company or any subsidiary or affiliated company;
- 5 (3) Seek to establish a favorable public image of the company other than by
- 6 identifying it as the source of an allowable advertising expenditure as
- 7 defined in subsection (b);
- 8 (4) Advocate a position rather than providing factual information in any
- 9 advertisement allowable under subsection (b) [B]; or
- 10 (5) Justify a request for higher rates, or the need for plant expansion, or for any
- 11 particular addition to plant or service costs.

12

13 **Q. DO THE ADVERTISING COSTS REQUESTED BY PNM MEET THE**

14 **REQUIREMENTS OF THE RULE?**

15 **A.** Yes, each expenditure is an Allowable Expenditure under one or more of the criteria

16 in Rule 350. My testimony and supporting exhibits demonstrate that the

17 expenditures PNM has included in determining its cost of service are allowable

18 under Rule 350.9(B).

19

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1 **Q. HAVE YOU EXAMINED THE ADVERTISING EXPENSES REQUESTED**
2 **BY PNM DURING THE BASE PERIOD TO DETERMINE IF THESE**
3 **ADVERTISING EXPENSES ARE ALLOWABLE EXPENDITURES**
4 **UNDER RULE 350?**

5 **A.** Yes, I have and I compiled a summary of PNM's allowable Base Period advertising
6 expenses in PNM Exhibit EMC-2. The Allowable Expenditures that PNM incurred
7 during the Base Period are summarized by program and by exhibit reference.

8

9 **Q. WHAT IS THE TOTAL AMOUNT OF PNM BASE PERIOD**
10 **ADVERTISING EXPENSES THAT ARE ALLOWABLE EXPENDITURES**
11 **UNDER RULE 350?**

12 **A.** As summarized in PNM Exhibit EMC-2, the total Allowable Expenditures for PNM
13 that meet the criteria set forth in Rule 350.9(B) in the Base Period were \$818,352.
14 These costs are detailed in PNM Exhibits EMC-3 through EMC-6. Allowable
15 Expenditures are allocated to the PNM Retail jurisdiction, as discussed by PNM
16 Witness Sanders.

17

18 **Q. WHAT ARE THE PURPOSES OF THE ALLOWABLE EXPENSES?**

19 **A.** PNM supports several communications programs that promote: (1) the safe,
20 efficient use of electricity; (2) employment opportunities at PNM; (3) information
21 required under state or federal law and regulation; (4) how, when, and where to
22 contact PNM; and (5) specialized information for residential and business

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1 customers. The Allowable Expenditures associated with these programs set forth
2 in the attached PNM Exhibits EMC-3 through EMC-6.

3

4 **Q. PLEASE EXPLAIN WHICH OF THE EXHIBITS COVER THE**
5 **COMMUNICATIONS PROGRAMS THAT YOU JUST DESCRIBED.**

6 **A.** PNM utilizes regular bill inserts and other types of media and customer contacts
7 for customer communications that address: the safe, efficient use of electricity,
8 information about various electricity programs available to customers, information
9 about services and regulatory matters, and other specialized information for
10 residential and business customers. PNM Exhibits EMC-3 and EMC-4 provide
11 information and cost support for these customer communications.

12

13 PNM Exhibit EMC-5 provides support for communications relating to information
14 required under state or federal laws and regulations.

15

16 PNM Exhibit EMC-6 provides support for the advertising of employment
17 opportunities.

18

19 **Q. PLEASE DESCRIBE THE BASE PERIOD “ENERGY WORKS, BILL**
20 **INSERTS” EXPENSES IN PNM EXHIBIT EMC-3.**

21 **A.** PNM customers receive Energy Works each month with their bill; bill inserts are a
22 cost-effective means of communicating with customers. Throughout the year, the

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1 bill inserts include information about energy use, public safety, and contacting
2 PNM such as:

- 3 • How to contact PNM in different communities, including office hours;
- 4 • Accessing telecommunication devices for the deaf (TDD) and telephone
5 typewriter (TTY) telephone numbers for the hearing impaired;
- 6 • Public safety messages regarding outages, copper theft, and Call Before
7 You Dig;
- 8 • Budget Billing;
- 9 • Energy savings tips and energy efficiency programs;
- 10 • Payment options; and
- 11 • Required NMPRC information.

12 Sample copies of the Energy Works bill insert for the Base Period are included in
13 PNM Exhibit EMC-3.

14
15 **Q. HOW HAS PNM DETERMINED WHICH OF THE COSTS FOR THE**
16 **ENERGY WORKS AND OTHER BILL INSERTS SHOULD BE INCLUDED**
17 **IN THE BASE PERIOD EXPENSES?**

18 **A.** The Energy Works and other bill insert expenses that are included in the Base
19 Period Allowable Expenditures consist of the portion of the costs associated with
20 messages that directly meet the requirements in Rule 350.9(B)(1), (2), and (3) as
21 described earlier.

22

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1 **Q. HAS PNM INCLUDED THE TOTAL COSTS OF THE ENERGY WORKS**
2 **BILL INSERTS IN THE ALLOWABLE COSTS?**

3 **A.** No. The invoice samples in PNM Exhibit EMC-3 and some other exhibits are total
4 cost, including unallowable items. As further described in the following testimony,
5 PNM Exhibit EMC-3 adjusts the total cost for each month's bill insert to arrive at
6 the allowable cost.

7

8 **Q. WHAT IS THE PROCESS FOR DETERMINING THE ALLOWABLE**
9 **COSTS FOR THE ENERGY WORKS COMMUNICATIONS?**

10 **A.** The contents of the Energy Works bill inserts are examined to determine the
11 applicable percentage of allowable and excluded content. Applicable percentages
12 (derived as described below) of the total invoice costs are applied to arrive at the
13 total allowable cost.

14

15 In order to determine the percentage of allowable expense for Energy Works, the
16 allowable content area was determined for all inserts. The percentage of allowable
17 content was then multiplied by the total cost to arrive at the total allowable cost.

18 The total allowable cost for Energy Works is \$103,381. Energy Works does not
19 result in additional postage cost.

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1 **Q. WHAT TYPES OF INFORMATION ARE INCLUDED IN “CUSTOMER**
2 **COMMUNICATIONS” IN PNM EXHIBIT EMC-4**

3 **A.** This exhibit includes a variety of residential and business customer communication
4 efforts including printed collateral material, advertising, and electronic
5 communications. Examples include:

- 6 • PNM produces information available on PNM.com about a wide range of
7 customer options, including online payment, alerts and other program
8 options.

9 Samples of these materials and others, and the costs, are detailed in PNM Exhibit
10 EMC-4.

11

12 **Q. HOW DO THESE EXPENSES MEET THE RULE 350 CRITERIA?**

13 **A.** Expenses associated with Customer Communications are Allowable Expenditures
14 because the variety of information included is consistent with Rule 350.9(B)(1): it
15 advises about the safe, efficient use of electricity; (2) advocates conservation of
16 energy resources; (3) explains utility billing practices, services, and rates; and (4)
17 provides information that results in reduction of operating costs and more efficient
18 utility service.

19

20 **Q. HOW DOES PNM ENSURE THESE COSTS ARE REASONABLE?**

21 **A.** Costs to produce the electronic newsletter are controlled by contracting with a
22 company that produces electronic newsletters for several other companies. Their

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1 economies of scale make it cheaper than producing and emailing the newsletter
2 locally. Advertising is produced by local advertising agencies, and the costs to
3 produce the advertising are relatively modest and efficient. The media outlets
4 utilized to run advertising are chosen to reach as many customers as possible with
5 as little expense as possible. Also, many collateral materials are produced in-house,
6 further reducing the total cost.

7

8 **Q. WHAT ARE THE BASE PERIOD COSTS FOR CUSTOMER**
9 **COMMUNICATIONS OTHER THAN ENERGY WORK BILL INSERTS?**

10 **A.** The total Base Period allowable expenses for PNM Customer Communications are
11 \$80,087. Sample copies of invoices and materials are included in PNM Exhibit
12 EMC-4.

13

14 **Q. PLEASE DESCRIBE BASE PERIOD “INFORMATION REQUIRED**
15 **UNDER STATE OR FEDERAL LAW AND REGULATION” EXPENSES IN**
16 **PNM EXHIBIT EMC-5.**

17 **A.** There are several documents that PNM must produce to satisfy the requirements of
18 government agencies and financial institutions, including proxy materials to
19 investors and stockbrokers who then pass the materials on to investors and
20 stockholders. PNM does not have access to stockbrokers’ client lists. Further, the
21 Securities and Exchange Commission (“SEC”) requires PNM to disclose any

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1 material investor information via a news wire service. The total Base Period
2 allowable expense is \$447,200 as detailed in PNM Exhibit EMC-5.

3
4 Expenses associated with producing required government and financial institution
5 reports are Allowable Expenditures because these documents are consistent with
6 Rule 350.9(B)(4), and (6): reports that must be filed with government agencies or
7 financial institutions, and customer or stockholder information required under state
8 or federal law and regulation. The formats of the documents and methods of
9 information distribution are consistent with regulatory requirements, industry
10 standards and market expectations. Examples include:

- 11 • News releases;
- 12 • Annual meeting proxy distribution;
- 13 • Periodic webcast communications with the investment community; and
- 14 • Reproduction costs for SEC required documents.

15
16 **Q. PLEASE DESCRIBE BASE PERIOD “EMPLOYMENT**
17 **OPPORTUNITIES” EXPENSES, PNM EXHIBIT EMC-6.**

18 **A.** PNM periodically advertises employment opportunities at the Company in order to
19 attract qualified job applicants. Expenses associated with notification of
20 employment opportunities are Allowable Expenditures because they are consistent
21 with Rule 350.9(B)(5). All of the claimed expenses are reasonable and were direct
22 charges for employment vacancies, and therefore are recoverable costs. The total

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1 Base Period allowable expense is \$187,684, as detailed in PNM Exhibit EMC-6,
2 which includes sample invoicing materials and employment advertisements.

3

4 **Q. PLEASE DESCRIBE BASE PERIOD PNM ADVERTISING EXPENSES**
5 **THAT ARE NOT RECOVERABLE EXPENDITURES UNDER NMPRC**
6 **RULE 350.**

7 **A.** During the Base Period, PNM had approximately \$816,834 in advertising expenses
8 that do not meet the criteria under Rule 350.9(B). Examples of advertising that
9 were excluded from Base Period cost of service are:

- 10 • An image campaign in television, newspaper, outdoor and digital media.
- 11 • A campaign communicating information about the PNM rate case.
- 12 • Various sponsorship ads and social media ad production whose message
13 contents did not meet the qualifications of Rule 350.9(B).

14

15 **Q. IS PNM SEEKING TO RECOVER ANY OF THE ADVERTISING**
16 **EXPENSES RELATED TO THE PROPOSED MERGER BETWEEN PNM**
17 **RESOURCES INC. AND AVANGRID INC.?**

18 **A.** No. PNM removed all cost related to the proposed merger. Please see testimony of
19 PNM witness Sanders for more detail on this issue. All advertising expenses
20 associated with the proposed merger have been separately accounted.

21

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III. TEST PERIOD ADVERTISING EXPENSES

1
2
3 **Q. HOW DID PNM DETERMINE ITS ALLOWABLE TEST PERIOD**
4 **ADVERTISING EXPENSES?**

5 **A.** To arrive at an estimate of its Test Period advertising expenses, PNM first identified
6 the allowable and non-allowable advertising expenses during the Base Period. The
7 allowable Base Period advertising expenses are typical of PNM's recurrent
8 expenses to develop, publish and disseminate information to customers, the public
9 at large, to utility stockholders and governmental agencies. As described by PNM
10 witness Sanders, PNM applied a 4% escalation to the allowable Base Period
11 advertising expenses of \$818,352 to determine the allowable Test Period
12 advertising expenses of \$885,130. I believe the use of the 4% escalation is
13 reasonable considering PNM's recent experience with increases in the cost of
14 allowable advertising.

IV. CONCLUSION

15
16
17
18 **Q. WHAT IS YOUR OVERALL CONCLUSION REGARDING THE AMOUNT**
19 **OF ALLOWABLE ADVERTISING EXPENSES THAT IS INCLUDED IN**
20 **THE TEST PERIOD?**

21 **A.** The allowable advertising expenditures in the amount of \$885,130 included in the
22 Test Period represent a reasonable level of advertising expense, given PNM's
23 obligations to communicate various kinds of information under state and federal

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1 law, and in furtherance of PNM's responsibility to provide safe and adequate
2 service to its customers. My opinion is based on a review of allowable advertising
3 expenditures during the Base Period and previous years, and my knowledge of the
4 efforts PNM makes to control advertising costs. Based on the actual costs incurred
5 during the Base Period that meet the criteria for advertising in Rule 350, PNM's
6 Test Period allowable advertising expense are reasonable and consistent with
7 advertising spending over time.

8

9 **Q. DOES THIS CONCLUDE YOUR DIRECT TESTIMONY?**

10 **A.** Yes.

GCG#530067

Resume of Eric M. Chavez

PNM Exhibit EMC-1

Is contained in the following 1 page.

Eric M. Chavez

EDUCATION

Wabash College
B.A. English
Minor: Biology

Staff Writer, The Bachelor Wabash College Newspaper

WORK EXPERIENCE

Communications Representative, PNM Jan 2020-Present

- Develop/execute communications strategies
- Deliver addressed company issues to employees, clarify strategic issues and explain issues to external audiences, including media
- Research, write, and edit articles, speeches, news releases, and other communication documents for presentation to key internal and external stakeholders
- Develop strategies to enhance external recognition for positive corporate initiatives
- Plan, organize, and run community events sponsored by the company

Producer, The Colt Balok Show June 2019-Jan 2020

- Booked guests for interview, included working with publicists
- Planned segments, which included writing, coming up with questions, and preparing visual assets
- Managed employees on show-day, trained them on day-to-day tasks to help facilitate the show
- Helped manage social media accounts; Twitter, Facebook, Instagram, and YouTube

Expense Summary

PNM Exhibit EMC-2

Is contained in the following 1 page.

Summary of allowable expenditures		
Item Description	Total Costs	Allowable Costs
PNM exhibit EMC – 3 “Energy works, Bill inserts	\$148,936	\$103,381
PNM exhibit EMC – 4 “customer communications”	\$875,854	\$80,087
PNM exhibit EMC – 5 “Information Required under state or federal law and regulation”	\$447,200	\$447,200
PNM exhibit EMC – 6 “employment opportunities”	\$187,684	\$187,684
Total	\$1,659,674	\$818,352

Energy Works

PNM Exhibit EMC-3

Is contained in the following 24 pages.

DATE	ITEM DESCRIPTION	COST
6/29/2022	Bill Insert: PNM GNF Low Income	\$3,239
5/26/2022	Bill Insert: Covid Relief	\$3,105
4/21/2022	Bill Insert: Li-Heap - Covid Relief	\$2,856
2/25/2022	Bill Insert: Covid Relief/GNF	\$2,180
1/11/2022	Bill Insert: Covid Relief Financial Assistance	\$8,278
7/22/2021	Bill Insert: Renewable Energy Act Plan	\$21,549
TOTAL		\$41,207

DATE	PURPOSE	TOAL	ALLOWABLE	NON-ALLOWABLE
202205 for June-22	Captiva	\$10358	\$4,531	\$3,340
202205 for June-22	Art Services	\$678	\$296	\$218
202204 for May 2022	Captiva	\$10293	\$7,077	\$1,930
202204 for May 2022	Art Services	\$712	\$489	\$133
202204 for April 2022	Captiva	\$10422	\$3,257	\$5,862
202203 for April 2022	Art Services	\$729	\$227	\$410
202203 for March 2022	Captiva	\$10229	\$6,393	\$2,557
202202 for March 2022	Art Services	\$727	\$454	\$181
202201 for Feb 2022	Captiva	\$9816	\$4,908	\$3,681
202201 for Feb 2022	Art Services	\$727	\$363	\$272
202112 for Jan. 2022	Captiva	\$9759	\$1,219	\$4,879
202112 for Jan. 2022	Art Services	\$584	\$73	\$292
202112 for Dec. 2021	Captiva	\$9684	\$0	\$6,052
202111 for Dec. 2021	Art Services	\$755	\$0	\$472
202111 for Nov. 2021	Captiva	\$9778	\$0	\$6,111
202110 for Nov. 2021	Art Services	\$755	\$330	\$425
202109 for Oct. 2021	Captiva	\$10119	\$6,957	\$3,162
202109 for Oct. 2021	Art Services	\$941	\$647	\$294
202109 for Sept. 2021	Captiva	\$9731	\$6,690	\$3,041
202108 for Sept. 2021	Art Services	\$641	\$441	\$200
202107 for Aug. 2021	Captiva	\$9966	\$6,851	\$1,868
202107 for Aug. 2021	Art Services	\$884	\$607	\$165
202106 for July 2021	Captiva	\$9684	\$9,684	\$0
202106 for July 2021	Art Services	\$670	\$670	\$0
		TOTAL	\$62,164	-----

ALLOWABLE TOTAL	\$ 103,381
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Ticket #129351

Name **RAYMOND SANDOVAL** Date in **11/19/2021** Date needed **11/19/2021 anytime**
 Home center **7034** Mail stop **0605** Phone **(505) 241-2782** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0020-370-7034	62.5
001-182315-010-E1000004-555-1517	37.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	13.25	45	596.25	
Load	13.25	8.5	112.63	

*Tax rate **0.07875** Tax **46.95** Request total **\$755.83**

Ticket #129269

Name **MEAGHAN CAVANAUGH** Date in **10/25/2021** Date needed **10/25/2021 anytime**
 Home center **7034** Mail stop **0605** Phone **(505) 241-2781** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	43.75
7-923000-941-SSCA0020-370-7034	56.25

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____		_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____		_____		
Other 2	_____	_____		_____		
Other 3	_____	_____		_____		

Item	Hours	Rate	Total	Description
Design/production*	13.25	45	596.25	
Load	13.25	8.5	112.63	

*Tax rate **0.07875** Tax **46.95** Request total **\$755.83**

Ticket #129197

Name **MEAGHAN CAVANAUGH** Date in **9/27/2021** Date needed **9/27/2021 anytime**
 Home center **7034** Mail stop **0605** Phone **(505) 241-2781** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	68.75
7-923000-941-SSCA0020-370-7034	31.25

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	16.5	45	742.5	
Load	16.5	8.5	140.25	

*Tax rate **0.07875** Tax **58.47** Request total **\$941.22**

Ticket #129105

Name **MEAGHAN CAVANAUGH** Date in **8/26/2021** Date needed **8/26/2021** **anytime**
 Home center **7034** Mail stop **0605** Phone **(505) 241-2781** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	68.75
7-923000-941-SSCA0020-370-7034	31.25

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	11.25	45	506.25	
Load	11.25	8.5	95.63	

*Tax rate **0.07875** Tax **39.87** Request total **\$641.75**

Ticket #129002

Name **MEAGHAN CAVANAUGH** Date in **7/26/2021** Date needed **7/26/2021** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2781** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	68.75
7-923000-941-SSCA0020-370-7034	18.75
1-182315-010-E1000004-555-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions
E1000000

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	15.5	45	697.5	
Load	15.5	8.5	131.75	

*Tax rate **0.07875** Tax **54.93** Request total **\$884.18**

Ticket #128938

Name **MEAGHAN CAVANAUGH** Date in **6/25/2021** Date needed **6/25/2021** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2781** Originals **1** Copies **1**
 Document title **Energy Works**

Account **7-923000-941-SSCA0030-370-7034** Percent **100**

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	11.75	45	528.75	
Load	11.75	8.5	99.88	

*Tax rate **0.07875** Tax **41.64** Request total **\$670.27**

Ticket #128845

Name **MEAGHAN CAVANAUGH** Date in **5/24/2021** Date needed **5/24/2021** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2781** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	87.5
7-923000-941-SSCA0020-370-7034	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	10.25	45	461.25	
Load	10.25	8.5	87.13	

*Tax rate **0.07875** Tax **36.32** Request total **\$584.70**

Ticket #130029

Name **SHANNON JACKSON** Date in **7/26/2022** Date needed **7/26/2022** anytime
 Home center **1517** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **August Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	18.75
7-923000-941-SSCA0020-370-7034	68.75
001-182315-010-E1000004-555-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	Coil
Page size as is	Cardstock	DVD	Punch none	Comb
	Tabs		Staples none	Clear covers

Special instructions
E1000000

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	8.25	55	453.75	
Load	8.25	8.5	70.13	

*Tax rate **0.07750** Tax **35.17** Request total **\$559.05**

Ticket #129939

Name **SHANNON JACKSON** Date in **6/27/2022** Date needed **6/27/2022** anytime
 Home center **1517** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	18.75
7-923000-941-SSCA0020-370-7034	68.75
001-182315-010-E1000004-555-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	Coil
Page size as is	Cardstock	DVD	Punch none	Comb
	Tabs		Staples none	Clear covers

Special instructions
E1000000

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	11.5	55	632.5	
Load	11.5	8.5	97.75	

*Tax rate **0.07875** Tax **49.81** Request total **\$780.06**

Ticket #129870

Name **SHANNON JACKSON** Date in **5/26/2022** Date needed **5/26/2022** anytime
 Home center **1517** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **June Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	43.75
7-923000-941-SSCA0020-370-7034	32.25
001-182315-010-E1000004-555-1517	24

Prints	as is	Bond	yes	Laminate	Ink color	black	Fold	none
Paper color	white	Letterhead		CD	Pad	none	Coil	
Page size	as is	Cardstock		DVD	Punch	none	Comb	
		Tabs			Staples	none	Clear covers	

Special instructions
E1000000

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	10	55	550	
Load	10	8.5	85	

*Tax rate **0.07875** Tax **43.31** Request total **\$678.31**

Ticket #129801

Name **SHANNON JACKSON** Date in **4/27/2022** Date needed **4/27/2022** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **May Energyworks**

Account	Percent
7-923000-941-SSCA0030-370-7034	68.75
7-923000-941-SSCA0020-370-7034	18.75
001-182315-010-E1000004-555-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions
E1000000

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	10.5	55	577.5	
Load	10.5	8.5	89.25	

*Tax rate **0.07875** Tax **45.48** Request total **\$712.23**

Ticket #129708

Name **SHANNON JACKSON** Date in **3/29/2022** Date needed **3/29/2022** anytime
 Home center **7034** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	31.25
7-923000-941-SSCA0020-370-7034	56.25
001-182315-010-E1000004-555-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	Coil
Page size as is	Cardstock	DVD	Punch none	Comb
	Tabs		Staples none	Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	10.75	55	591.25	
Load	10.75	8.5	91.38	

*Tax rate **0.07875** Tax **46.56** Request total **\$729.19**

Ticket #129593

Name **SHANNON JACKSON** Date in **2/24/2022** Date needed **2/24/2022** anytime
 Home center **1517** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **March 2022 Energy Works**

Account	Percent
7-923000-941-SSCA0020-370-7034	25
7-923000-941-SSCA0030-370-7034	62.5
001-182315-010-E1000004-370-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	Coil
Page size as is	Cardstock	DVD	Punch none	Comb
	Tabs		Staples none	Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11			0.055			
Bond 11 x 17			0.07			
Color copies 8.5 x 11			0.39			
Color copies 11 x 17			0.59			
Cardstock 8.5 x 11			0.59			
Cardstock 11 x 17			0.69			
Tabs			0.95			
Bindings (coil)			1.15			
Bindings (comb)			0.95			
Bindings (clear covers)			1.5			
Multipart (2 part)			0.17			
Multipart (3 part)			0.27			
CD duplication			5			
Plotter						
Labor(hr x rate)			35			
Other 1						
Other 2						
Other 3						

Item	Hours	Rate	Total	Description
Design/production*	12.75	45	573.75	
Load	12.75	8.5	108.38	

*Tax rate **0.07875** Tax **45.18** Request total **\$727.31**

Ticket #129507

Name **SHANNON JACKSON** Date in **1/27/2022** Date needed **1/27/2022** anytime
 Home center **1517** Mail stop **0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **February Energy Works**

Account	Percent
7-923000-941-SSCA0030-370-7034	50
7-923000-941-SSCA0020-370-7034	37.5
001-182315-010-E1000004-555-1517	12.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions
E1000000

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	12.75	45	573.75	
Load	12.75	8.5	108.38	

*Tax rate **0.07875** Tax **45.18** Request total **\$727.31**

Ticket #129429

Name **SHANNON JACKSON** Date in **12/28/2021** Date needed **12/31/2021** anytime
 Home center **7034** Mail stop **MS0605** Phone **(505) 241-2529** Originals **1** Copies **1**
 Document title **Energy Works**

Account	Percent
007-923000-941-SSCA0030-370-7034	12.5
007-923000-941-SSCA0020-370-7034	50
001-182315-010-E1000004-555-1517	37.5

Prints as is	Bond yes	Laminate	Ink color black	Fold none
Paper color white	Letterhead	CD	Pad none	
Page size as is	Cardstock	DVD	Punch none	Coil
	Tabs		Staples none	Comb
				Clear covers

Special instructions

Item	Originals	Copies	Cost per	Total	Initials	Tax
Bond 8.5 x 11	_____	_____	0.055	_____		
Bond 11 x 17	_____	_____	0.07	_____		
Color copies 8.5 x 11	_____	_____	0.39	_____		
Color copies 11 x 17	_____	_____	0.59	_____		
Cardstock 8.5 x 11	_____	_____	0.59	_____		
Cardstock 11 x 17	_____	_____	0.69	_____		
Tabs	_____	_____	0.95	_____		
Bindings (coil)	_____	_____	1.15	_____		
Bindings (comb)	_____	_____	0.95	_____		
Bindings (clear covers)	_____	_____	1.5	_____		
Multipart (2 part)	_____	_____	0.17	_____		
Multipart (3 part)	_____	_____	0.27	_____		
CD duplication	_____	_____	5	_____		
Plotter	_____	_____	_____	_____		
Labor(hr x rate)	_____	_____	35	_____		
Other 1	_____	_____	_____	_____		
Other 2	_____	_____	_____	_____		
Other 3	_____	_____	_____	_____		

Item	Hours	Rate	Total	Description
Design/production*	10.25	45	461.25	
Load	10.25	8.5	87.13	

*Tax rate **0.07875** Tax **36.32** Request total **\$584.70**



7 tips to lower your electric bill

energyworks®

A monthly resource for PNM customers December 2021

Inside

- Tips to lower your electric bill
- Helping reduce carbon emissions
- A different kind of wrapping paper
- Duffles with Dignity
- Treecycling

PNM and CYFD launch Duffels with Dignity project

New partnership empowers kids coming into foster care

PNM and the New Mexico Children, Youth and Families Department (CYFD) recently announced a partnership to create the 'Duffels with Dignity' project. Nearly 2,000 children are currently in the state's foster care system and many of them do not own any luggage of their own. PNM and CYFD are working together to provide children in foster care new duffel bags which will be theirs to keep. The project will help instill a sense of dignity within each child as they navigate a transition which can be intimidating and frightening.

CYFD case workers typically don't have the resources to provide luggage for children to pack their belongings as part of their move to a temporary foster care setting. PNM approached CYFD to develop this project, seeking to donate nearly 1,200 duffel

bags to the department. PNM crews and CYFD staff shopped at local Walmart locations throughout the state to make sure that each duffel bag was filled with personal care products such as toothbrushes, toothpaste, soap, bubble bath, etc. Each duffel bag also includes a handwritten note of encouragement.

This project was developed by PNM employees with foster care near and dear to their hearts and who were looking to make a difference for kids in communities throughout the state. In New Mexico, we take care of one another and our hope is that this project will provide a little light for youth going through such a tough time in their lives.

Duffel bags will be distributed to CYFD offices and then children throughout New Mexico starting later this month.

Duffels with Dignity



"PNM recognized a need and stepped up to make a positive impact for kids in foster care. Being able to give a duffel bag filled with such lovingly selected items will surely bring a sense of pride and comfort to the children who receive them."

- Terry Locke, Deputy Secretary of CYFD

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The energy efficiency line on your bill pays for programs that save energy and avoid the cost of new electricity generation.

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TDD - TTY: 711

Call center hours: Monday-Friday, 7:30A.M.-6P.M. (For outages, call 24/7)

Call before you dig: 811

Email: pnm.customerservice@pnm.com

Chat: PNM.com

Text: Text #REG to 78766 to register. Msg and data rates may apply.

Treecycling

Once the holidays are over, please consider recycling your live Christmas tree.

PNM, along with the cities of Albuquerque and Rio Rancho will be offering free treecycling after the holidays.

Keep an eye on our website and social media for updates and information.



Lower your electric bill using these 7 tips.

The cold weather is here and so are higher fuel costs which means we may be seeing higher-than-normal electric bills. Here's some simple low-cost and no-cost tips to help keep your home warm and comfortable in an energy-efficient way. Rest knowing you're making smart decisions in managing your electricity bill.



1. Take advantage of sunlight. Heat your home naturally using our wonderful New Mexico sunlight by opening curtains on south-facing windows during the day. Remember to close them at night to prevent losing any heat.



2. Seal cracks, gaps, & air leaks. Add weather stripping & caulking around doors and windows, and attic entryways to reduce air leaks. Seal air leaks around utility cut-throughs for pipes, gaps around chimneys and recessed lights.



3. Clean or replace furnace filters. Clean or replace your furnace filters every three months. Dirty filters cause the motor on your furnace and air conditioner system to work harder and become less efficient.



4. Clean the flue on wood and pellet burning heaters. Maintaining your wood and pellet-burning heaters is important. Clean the flue vent and the inside of the appliance with a wire brush to ensure that your home is being heated efficiently.



5. Lower your thermostat. Find out how low you can set your thermostat and still feel comfortable. Start by setting it a couple of degrees lower than your normal setting and wear a favorite sweater or hoodie or snuggle with a blanket.



6. Use LED decorative lighting. Using LED string lights or laser light projectors may be a safer approach to holiday home decorating. LED string lights are cheaper and outdoor colorful laser projectors use less energy.



7. Install a smart thermostat. ENERGY STAR® estimates that you can save as much as 10 percent on heating and cooling costs by using a smart or programmable thermostat to manage heating and cooling your home.

Avoid surprise bill increases

Space heaters can be popular this time of year, but they can be dangerous to use and can cost you more than most other heating. One space heater on high for 6 hours a day can add approx. \$40 or more to your PNM bill. If you're going to use one, use it sparingly and turn it off before leaving the room.

Want more tips? Visit [PNM.com/tips#fall](https://www.pnm.com/tips#fall)

Helping nonprofits reduce carbon emissions



This month, PNM Resources Foundation is helping at least 40 nonprofits with funds to help reduce their energy use and put more money into their various important missions. New Mexico nonprofits are leading the way in making wise choices with energy efficient improvements to their buildings. Funded projects include efficient lighting, solar panel installations, updating heating and cooling systems, window coverings, ceiling fans, energy saving appliances, and much more.

The completion of these projects will not only save energy and money, but will also mean a cleaner, healthier environment for their staff and the people in the community they serve. The PNM Resources Foundation is putting a total of \$200,000 toward their efforts to help reduce carbon emissions. For a list of current and past impact-makers, visit [PNM.com/grants](https://www.pnm.com/grants)

A different kind of wrapping paper

You may notice a new look with some PNM vehicles on the roads in New Mexico. Since last year, PNM has been preparing for the next decade of electric transportation with a renewed commitment to electrifying our own fleet. Now, approximately 30 PNM electric fleet vehicles are wearing a new wrap that demonstrates our vision for an emissions-free future.

By 2025, 25% of all light duty vehicle purchases will be electric, and by 2030, 50% of all light duty vehicle purchases will be electric. This will help to increase the number of electrified vehicles in our own fleet and lower our carbon footprint by plugging in.



Power disconnections resuming soon



energyworks®

A monthly resource for PNM customers

July 2021

Inside

- Power disconnections resuming soon
- Storm safety
- Safety first
- Investing in reliability



Safety First



Safety is a top priority at PNM. The company's commitment to move the state forward is more than providing electricity, it also believes investing time and money in the state's communities helps New Mexico's future shine brighter. Supporting nonprofits brings hope, opportunity, and unity in a place where we all live, work, and raise our families. The PNM Resources Foundation recently awarded \$215,000 in grant money for 20 New Mexico nonprofits with programs working to increase community safety as communities throughout the state recover from the pandemic.

It's important to step back and look at how the pandemic has affected communities in a deeper way such as grief, anger, and violence. Grants range from \$10,000 to \$15,000 for each nonprofit and cover program costs to help deliver positive services that keep our community safe both now and in the future. Part of the vision of the PNM Resources Foundation is to support New Mexico organizations working to build stronger and safer communities, which includes mental and behavioral wellness programs for youth after the pandemic.

For a list of grant recipients, visit [PNM.com/2021-grants](https://www.pnm.com/2021-grants)



Investing in reliability



As communities in the PNM service area continue to grow, PNM has a responsibility to actively evaluate and build new infrastructure to meet the growing demands of customers and the communities we serve. As part of this constant commitment to serve customers with safe, reliable power, PNM recently energized a new distribution line in Valencia County. The addition of this new line and the upgraded structures will

help better serve customers, supports future expected growth in the area, and assists our responsibility to maintain safe and reliable operation of the electric grid.



PNM.com

Solar PV Program: [PNM.com/solar](https://www.pnm.com/solar)

Residential rebates & discounts: [PNM.com/rebates](https://www.pnm.com/rebates)

Business rebates & discounts: [PNM.com/bizrebates](https://www.pnm.com/bizrebates)

Energy tips & more: [PNM.com/save](https://www.pnm.com/save)

PNM Power Saver: [PNMPowerSaver.com](https://www.pnm.com/power-saver) 1-866-471-7906

Refrigerator Recycling: [PNM.com/fridge](https://www.pnm.com/fridge) - 1-877-838-1139

PNM Sky Blue: [PNM.com/PNMSkyBlue](https://www.pnm.com/skyblue)

Get your bill paperless via email: [PNM.com/paperless](https://www.pnm.com/paperless)

The energy efficiency line on your bill pays for programs that save energy and avoid the cost of new electricity generation.

Phone

Residential services: 1-888-DIAL-PNM (1-888-342-5766)

Payments: 1-844-PNM-PYMT (1-844-766-7968)

TDD – TTY: 711

Call center hours: Monday–Friday, 7:30A.M.–6P.M. (For outages, call 24/7)

Call before you dig: 811

Email: pnm.customerservice@pnm.com

Chat: [PNM.com](https://www.pnm.com)

Text: Text #REG to 78766 to register. Msg and data rates may apply.



Open meeting

Open to the Public:

Did you know that the New Mexico Public Regulation Commission meetings are open to the public? They're your chance to become informed and express your views on the various regulatory issues related to PNM. Copies of the NMPRC Open Meetings Policy and Notice are available at the Commission's office, 1120 Paseo De Peralta Santa Fe, NM 87505, or [nmprc.state.nm.us](https://www.nmprc.state.nm.us)

Power disconnections resuming soon

New Mexico is a place we live, work, and raise our families. Over the past year, PNM was not disconnecting power if you could not pay. This was a temporary emergency measure designed to help residential customers at the start of the pandemic.



Recently, the New Mexico Public Regulation Commission voted to end this measure, which means disconnections will resume as soon as Aug. 12, 2021, for past-due PNM residential customers. Unfortunately, a lot of customers have months of unpaid electric bills with a responsibility to still pay past-due balances.



We care about you and want to help. If you are behind on your PNM bill, we urge you to immediately contact us for help paying down, or possibly paying off, your past-due balances through financial relief assistance programs or getting on a payment plan to help avoid a shutoff situation.

Contact PNM at 855-364-2950 M-F from 7:30am-6pm for help.



Storm safety

- Put together an outage kit to stay prepared in the event of an outage. The kit should contain bottled water, non-perishable food, batteries, flashlights, a handheld radio and first aid kit.



- Have a backup plan to move yourself and your family, especially those with medical needs, to an alternate location in case you must evacuate or experience an extended power outage.

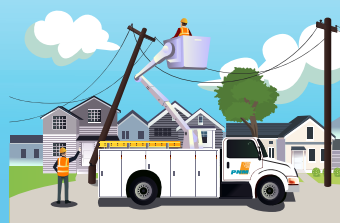


Monsoon season can bring severe storms throughout New Mexico. Preparedness is key to keep you and your family safe during storms and outages.

- If you or a family member uses medical equipment that requires electricity, talk to a doctor or health care provider about how you can prepare for its use during a power outage.



- Storms can bring power poles and lines down or blow trees into power lines. Consider all downed/sagging power lines and anything touching them energized and dangerous. Stay away and call PNM immediately at **888-DIAL-PNM**.



If you experience an outage, please report it by calling **888-DIAL-PNM**, online at **PNM.com/outage**, or text **#OUT to 78766**. Visit **PNM.com/safety** for more safety tips.

PNM Pueblo scholarships now available!



energyworks®

A monthly resource for PNM customers

May 2022

Inside

- New Pueblo scholarship
- Keeping New Mexicans sheltered
- Be the cool house this summer with savings
- 6 NM students advance to intl. competition
- Isotopes coupon

NMPRC Meetings are open to the public



Did you know that the N.M. Public Regulation Commission meetings are open to the public? They are your chance to become informed and express your views on the various regulatory issues related to PNM.

Copies of the NMPRC Open Meetings Policy and Notice are available at the Commission's office, 142 West Palace Avenue #300; Santa Fe, New Mexico 87501, or nm-prc.org. Copies are also available at PNM payment centers.

Is your account up to date? ✓

Occasionally, PNM may need to contact you, so it's important that the information we have for your account is current.

Review and update your information online at PNM.com/login or call **888-DIAL-PNM**, M-F, 7:30am-6pm.

6 NM students advance to international competition

Congratulations to the hundreds of 4-12 grade students who presented research projects this year and competed for the chance to move forward to the New Mexico State Science and Engineering Fair. Six students are representing New Mexico at the International Science and Engineering Fair in May.

PNM is a long-time supporter of the Central New Mexico STEM Research Challenge through funds, volunteer power and encouragement, especially in the Environmental-Earth Sciences and Energy categories.



PNM.com

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Text: Text #REG to 78766 to register. Msg and data rates may apply.

2022 Isotopes Ticket Offer

Buy one get one FREE!*



Albuquerque Isotopes vs.

<i>Sugar Land Space Cowboys</i>	<i>Tues., May 10</i>	<i>6:35 P.M.</i>
<i>Round Rock Express</i>	<i>Thurs., May 26</i>	<i>6:35 P.M.</i>
<i>Sugar Land Space Cowboys</i>	<i>Wed., June 29</i>	<i>6:35 P.M.</i>
<i>Las Vegas Aviators</i>	<i>Tues., July 26</i>	<i>6:35 P.M.</i>
<i>Round Rock Express</i>	<i>Thurs., Aug. 25</i>	<i>6:35 P.M.</i>
<i>El Paso Chihuahuas</i>	<i>Mon., Sept. 26</i>	<i>6:35 P.M.</i>

*Coupon is redeemable online at www.abqisotopes.com prior to game day. Use the password "PNM22" for online purchases. Coupon is also redeemable at the Isotopes Park Box Office before and on game day. Tickets must be purchased in multiples of two. Offer is subject to availability in Reserved Level seating and only valid for specified dates. No upgrades apply. *Schedule is subject to change.*

The energy efficiency line on your bill pays for programs that save energy and avoid the cost of new electricity generation.

PNM Pueblo scholarships now available!



PNM and the All Pueblo Council of Governors (APCG) together announced the creation of the new PNM Pueblo Scholarship Endowment Fund. The fund will support educational and professional development of Pueblo people starting this Fall 2022 college semester. PNM has committed \$1M to seed the creation of the endowment for the PNM Pueblo Scholarship Fund and has also committed \$50,000 annually to the fund for 4 years, to enable immediate scholarship accessibility. Eligible students from the Pueblos of Acoma, Cochiti, Isleta, Jemez, Laguna, Nambé, Ohkay Owingeh, Picuris, Pojoaque, Sandia, San Felipe, San Ildefonso, Santa Ana, Santa Clara, Santo Domingo, Taos, Tesuque, Zia, and Zuni may apply. More than 15 scholarships are available each year and range between \$2,000 to \$7,000 per year. For scholarship application guidelines, and to apply now, visit the American Indian Graduate Center (AIGC) at AIGCS.org



Keeping New Mexicans sheltered



No one has the resources to prevent homelessness alone, but the PNM Resources Foundation can play a powerful role in supporting nonprofits that work tirelessly to serve those on the verge of homelessness in New Mexico each and every day. Often, these organizations also provide the dignity of the wraparound care needed to stay healthy, happy, and housed. This month, \$290,000 in grants went to support nonprofits working to improve quality of life for New Mexicans and to help prevent homelessness. Visit PNM.com/2022-grants to learn more about the 29 nonprofits the PNM Resources Foundation is partnering with for their work toward improving the quality of life for the thousands and thousands of individuals struggling in New Mexico.



Be the cool house this summer with savings

As temperatures rise this summer, we all look for ways to cool off. We also don't want to pay higher electric bills. One way to control your cooling costs is to install a Wi-Fi-enabled Smart thermostat. PNM has rebates up to \$50. By choosing a qualifying device, you may be eligible to enroll in the PNM Power Saver Bring Your Own Thermostat program and receive an additional \$100 incentive for signing up.

Visit checkwithpnm.com/thermostats for more information.



Balloon safety



energyworks®

A monthly resource for PNM customers **September 2021**

Inside

- Balloon safety
- Power disconnections resume
- Empowering education
- Isotopes coupon

Empowering education

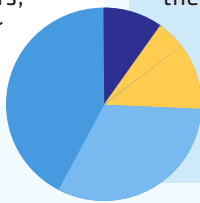
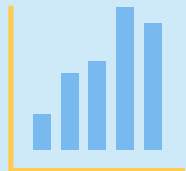
Last month PNM donated a total of \$225,000 to schools and nonprofits across New Mexico to benefit students and teachers statewide.

PNM contributed to tribal communities across the state that include pueblo community, public, tribally chartered schools and non-profit entities.

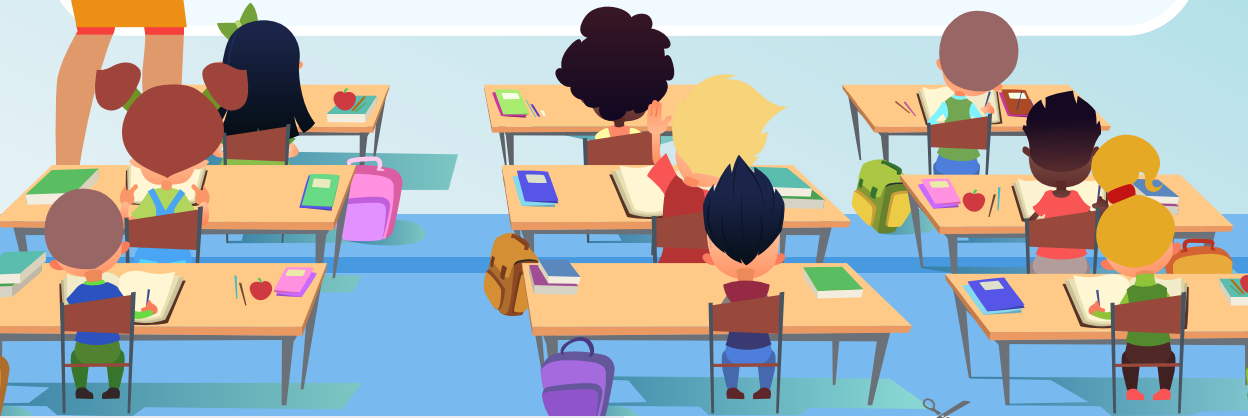
This money will also assist schools in the Jicarilla Apache, Mescalero Apache communities, Navajo Nation area chapters, and the greater Farmington area.



PNM contributed to Albuquerque, Rio Rancho, Valencia, and the northern and southern regions of the state to help schools and families as children return to traditional or hybrid education settings. A portion of this money will also go towards a teacher's appreciation fund, so that our amazing educators don't have to spend money out of their own pockets to fill their classrooms with necessary supplies.



On average, teachers spend more than \$1,600 of their own money to provide supplies for their classrooms.



PNM.com

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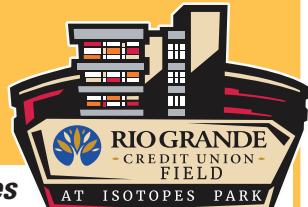
Chat: PNM.com

Text: Text #REG to 78766 to register. Msg and data rates may apply.

The energy efficiency line on your bill pays for programs that save energy and avoid the cost of new electricity generation.

2021 Isotopes Ticket Offer

Buy 1 get 1
FREE!*



Albuquerque Isotopes

vs.

El Paso Chihuahuas

Thurs., Sept. 9 5:05pm

El Paso Chihuahuas

Mon., Sept. 13 6:35pm

*Coupon is redeemable online at www.ticketmaster.com/pnm21 prior to game day. Use the password "PNM21" for online purchases. Coupon is also redeemable at the Isotopes Park Box Office before and on game day. Tickets must be purchased in multiples of two. Offer is subject to availability in Reserved Level seating and only valid for specified dates. No upgrades apply. Schedule is subject to change.

Balloon safety

As October approaches, hot air balloons prepare to fill our skies. Here are a few simple tips to ensure you enjoy the balloons safely.

If a balloon hits a power line, pole, or other electrical equipment, do not go near it or touch it. **Call 911** and call PNM at **888-DIAL-PNM** immediately.

Electricity seeks the nearest path to ground. An energized line that might not pose danger to a balloon hanging on one wire could become deadly if a single onlooker touches the ground and the balloon or tether at the same time.

When driving, pull over safely to view the balloons in the sky.

How PNM responds:

- PNM line crews are trained and experienced in assisting balloons entangled in poles and wires. Once we know the exact location of the incident:
- Crews determine the best approach to making the scene safe for first responders.
 - Once the scene is safe, first responders can provide rescue/first aid, if required, to balloon occupants.
 - Once everyone is safe, PNM crews will remove the balloon and perform any necessary repairs to power lines or equipment.



Power disconnections have resumed

For nearly a year and a half during the pandemic, PNM was not disconnecting power for residential customers who could not pay. As of last month, this moratorium came to an end and disconnections have resumed for PNM customers past-due on their electric bill.

Every business day, approximately 500-600 residential PNM customers across the state are facing disconnection, and we do not want you to be in this situation. Prior to disconnection, PNM will attempt to contact you multiple times and in different ways to help get you get caught back up again and avoid having your electricity turned off. There are three ways to avoid disconnection:

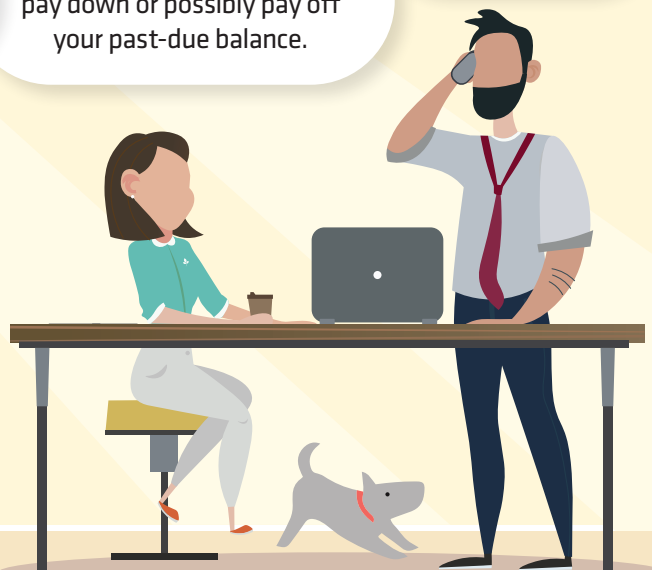
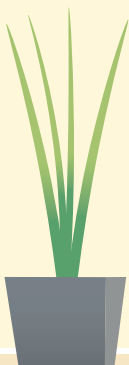
1. Contact PNM to get on a payment plan to pay over multiple months so you do not have to worry about bringing your account current with just one payment.

2. Contact PNM to obtain financial assistance to help pay down or possibly pay off your past-due balance.

3. Immediately pay your past-due balance in full.

For help paying your past-due PNM bill, apply online at **[PNM.com/help](https://www.pnm.com/help)** or call us at **855-364-2950** Monday-Friday, 7:30am - 6 pm.

In some cases, programs can be combined to maximize the amount of assistance you receive.



Customer Communications

PNM Exhibit EMC-4

Is contained in the following 9 pages.

¹ DATE	ITEM DESCRIPTION	COST
2022	Media: COVID Customer Relief 2022	\$2240
2021	COVID Relief Print & Radio Updates Q2 2021	\$393
2021	Media: In-Person Financial Assistance Events 2021	\$4523
2021	In-Person Financial Assistance Events Regional Production 2021	\$2323
2021	In-Person Financial Assistance Events Albuquerque Production 2021	\$1227
2022	Media: COVID Customer Relief 2022	\$4117
2021	COVID Relief Print & Radio Updates Q2 2021	\$823
2021	Media: In-Person Financial Assistance Events 2021	\$23655
2021	In-Person Financial Assistance Events Regional Production 2021	\$501
2021	In-Person Financial Assistance Events Albuquerque Production 2021	\$3272
2022	Media: COVID Customer Relief 2022	\$6182
2021	COVID Relief Print & Radio Updates Q2 2021	\$619
2022	Media: COVID Customer Relief 2022	\$9,071
2021	COVID Relief Print & Radio Updates Q2 2021	\$872
202206	Bill Help LV Print June 2022	\$321
202206	Media: Bill Help LV Print June 2022	\$470
	Planning, Management and Coordination	\$1,110
	Website Maintenance and Ongoing Updates 2019-2022	\$529
	Planning, Management and Coordination	\$1,048
	Website Maintenance and Ongoing Updates 2019-2022	\$567
	Planning, Management and Coordination	\$1,049
	Website Maintenance and Ongoing Updates 2019-2022	\$627
	Planning, Management and Coordination	\$1,046
	Website Maintenance and Ongoing Updates 2019-2022	\$361
	Planning, Management and Coordination	\$1,151
	Website Maintenance and Ongoing Updates 2019-2022	\$843
	Planning, Management and Coordination	\$1,055
	Planning, Management and Coordination	\$618
	Website Maintenance and Ongoing Updates 2019-2022	\$361
	Planning, Management and Coordination	\$891
	Website Maintenance and Ongoing Updates 2019-2022	\$361
	Planning, Management and Coordination	\$665
	Website Maintenance and Ongoing Updates 2019-2022	\$690
	Planning, Management and Coordination	\$754
	Website Maintenance and Ongoing Updates 2019-2022	\$678
	Planning, Management and Coordination	\$117
	Website Maintenance and Ongoing Updates 2019-2022	\$1,014
	Planning, Management and Coordination	\$735

¹ The allowable costs above excludes \$24,487 recorded to other income and deductions

	Website Maintenance and Ongoing Updates 2019-2022	\$693
202202	SPORTS PRIMO LLC	\$2500
ALLOWABLE TOTAL		\$80,087

Invoice # INV-20201
 Invoice Date 7/26/2021
 Due Date 8/25/2021
 Terms Net 30



Invoice
 3 Advertising
 1550 Mercantile Ave. NE, Suite 201
 Albuquerque, NM 87107

PNM
 Attn: Raymond Sandoval
 Main Offices
 414 Silver Avenue, SW
 Albuquerque, NM 87102

Division Name
 Project PNM-7513 - Media: COVID Customer Relief 2022

Media

Insertion Orders

Insertion Date	Vendor	Publication	Total Cost
Deming HeadLight 7/7/2021	NMPress	Deming HeadLight	267.15
<i>Total:</i>			\$267.15
Rio Rancho Observer 7/4/2021	ABQJOU	Rio Rancho Observer	714.71
7/25/2021	ABQJOU	Rio Rancho Observer	714.71
<i>Total:</i>			\$1,429.42
<i>Insertion Order Subtotal:</i>			\$1,696.57

Broadcast Orders

Date	Days	Time	Length	# Spots	Total Cost
Bravo Mic Communications (LCB) KDEM-FM					
7/5/2021 - 7/11/2021	MTuWThF	6:00 AM - 7:00 PM	30	20	240.00
<i>Total:</i>					\$240.00
SkyWest Media, LLC KPSA-FM					
7/12/2021 - 7/18/2021	MTuWThF	6:00 AM - 7:00 PM	30	20	140.00
<i>Total:</i>					\$140.00
<i>Broadcast Order Subtotal:</i>					\$380.00

	\$2,076.57 *
Invoice Subtotal	\$2,076.57
NM GRT	\$163.53
Invoice Total	\$2,240.10
Less Applied Payments	\$2,240.10
Amount Due	\$0.00

Questions? Please call 505.293.2333.

Invoice # INV-20202
Invoice Date 7/26/2021
Due Date 8/25/2021
Terms Net 30



Invoice

3 Advertising
1550 Mercantile Ave. NE, Suite 201
Albuquerque, NM 87107

PNM
Attn: Raymond Sandoval
Main Offices
414 Silver Avenue, SW
Albuquerque, NM 87102

Division Name
Project PNM-7793 - COVID Relief Print & Radio Updates Q2 2021

Management/Coordination/Delivery	\$364.50 *
	Invoice Subtotal <u>\$364.50</u>
	NM GRT <u>\$28.70</u>
	Invoice Total <u>\$393.20</u>
	Less Applied Payments <u>\$393.20</u>
	Amount Due <u>\$0.00</u>

Questions? Please call 505.293.2333.

Invoice # INV-20205
Invoice Date 7/26/2021
Due Date 8/25/2021
Terms Net 30



Invoice

3 Advertising
1550 Mercantile Ave. NE, Suite 201
Albuquerque, NM 87107

PNM
Attn: Raymond Sandoval
Main Offices
414 Silver Avenue, SW
Albuquerque, NM 87102

Division Name

Project PNM-7894 - In-Person Financial Assistance Events Albuquerque Production 2021

Management/Coordination	\$310.50 *
Creative Direction	\$372.00 *
Copywriting/Concepting	\$306.25 *
Art Direction/Design	\$148.50 *
Invoice Subtotal	\$1,137.25
NM GRT	\$89.56
Invoice Total	\$1,226.81
Less Applied Payments	\$1,226.81
Amount Due	\$0.00

Questions? Please call 505.293.2333.

Invoice # INV-21325
Invoice Date 6/29/2022
Due Date 7/29/2022
Terms Net 30



Invoice

3 Advertising
1550 Mercantile Ave. NE, Suite 201
Albuquerque, NM 87107

PNM
Attn: Raymond Sandoval
Main Offices
414 Silver Avenue, SW
Albuquerque, NM 87102

Division Name
Project PNM-8241 - Bill Help LV Print June 2022

Management/Coordination	\$87.75 *
Creative Direction	\$87.50 *
Art Direction/Design	\$122.50 *
Invoice Subtotal	<hr/> \$297.75
NM GRT	\$23.45
Invoice Total	<hr/> \$321.20
Less Applied Payments	\$321.20
Amount Due	<hr/> \$0.00

Questions? Please call 505.293.2333.

Everyone
needs help
sometimes.
We'll help
pay your
power bill.

There are many people struggling to make ends meet due to job loss and other challenges throughout this pandemic. PNM wants to help. The PNM COVID Customer Relief Fund is helping eligible customers pay down, or even pay off, past-due electric bills. **Call PNM at 855-364-2950, Monday through Friday from 7:30 am – 6 pm, to apply. Visit [PNM.com/help](https://www.pnm.com/help) for complete eligibility information. Deadline to apply is November 15, 2021.**

Eligible small business and nonprofit PNM customers may also apply for bill help.



Together for New Mexico.

Get help paying your PNM bill at one of our in-person financial assistance events this August.

If you are struggling to pay your PNM bill, join us on:

**August 17 and 18:
East Central Health & Social Service Center,
7525 Zuni Road SE, 1 to 4 pm**

**August 24 and 25:
John Marshall Health & Services Center,
1500 Walter Street SE, 1 to 4 pm**

Please bring proof of all household income, IDs for everyone in the home, and your PNM bill. If you cannot attend the PNM financial assistance event, call PNM at 855-364-2950 Monday - Friday from 7:30 am - 6 pm or apply online at [PNM.com/help](https://www.pnm.com/help)



Together for New Mexico.

Friday, June 10, PNM is helping Las Vegas residents pay past-due PNM bills.

Everyone needs help sometimes. If you have a past-due PNM bill, we may be help you pay it down, or even pay it off. On Friday, June 10, the PNM Good Neighbor Fund will be at the Samaritan House at 501 7th Street, Las Vegas, NM 87701, from 11 am - 1 pm. Bring your PNM bill, proof of income and identification for everyone living in your home, and a copy of your 2021-2022 Low-Income Home Energy Assistance Program (LIHEAP) approval letter, if available. Help paying rent will also be available at today's event. Bring your lease, past-due rent, and eviction notice, if applicable. Missed today's event? **Contact PNM online at [PNM.com/help](https://www.pnm.com/help) or call 855-364-2950 Monday – Friday from 7:30 am – 6 pm to apply for assistance.**



Together for New Mexico.

Information Required Under State or Federal Law and Regulation

PNM Exhibit EMC-5

Is contained in the following 15 pages.

DATE	ITEM DESCRIPTION	COST
202108	Earnings Presentations	\$383
202202	Tabs	\$31
202203	March 23-25 Investor Booklets	\$243
202203	March 2022 Investor Booklets	\$201
202204	April 2022 Investor Meetings	\$263
202205	May 2022 Investor Booklets	\$162
202206	Q1 2022 Earnings Presentation	\$173
202206	June Investor Meeting Booklets	\$158
202111	Tabs	\$11
202202	Q3 2021 Earnings Booklets	\$140
202202	2021 Earnings & 2022-23 Guidance	\$226
202111	Say Technologies	\$50
202205	02/03/2022 - CONFERENCE CALLS	\$5,068
202204	Various IR & Shareholder Expen	\$65,315
202205	Glass Lewis	\$4,000
202206	Georgeson	\$4,554
202205	05/10/2022 ANNUAL MEETING	\$263
202205	PROXY MAILING - ANNUAL MEETING	\$758
202205	ANNUAL SSL CERTIFICATE LICENSE	\$323
202110	AUG 2021 - SERVICES/EXPENSES	\$5,868
202205	PROCESSING/SERVICES FEES	\$14,349
202201	DEC 2021 - SERVICES & EXPENSES	\$9,524
202205	Broadridge	\$979
202206	Mediant Communications	\$80
202109	Computershare	\$6,095
202206	MAY 2022 - SERVICES & EXPENSES	\$5,493
202203	MAY 2021 MEETING	\$31,162
202110	SEP 2021 - SERVICES & EXPENSES	\$5,997
202112	SERVICE & EXPENSES - OCT 2021	\$3,766
202108	JUL 2021 SERVICES & EXPENSES	\$4,045
202203	2022 ANN FEES - COMMON STOCK	\$100,427
202112	SERVICES & EXPENSES - NOV 2021	\$5,664
202205	DOMESTIC WIRE FLAT FEE CONTRAC	\$7,281
202202	Services and Expenses Jan 2022	\$3,813
202206	MAY 2022 - SERVICES/FEES	\$42,265
202205	APR 2022 - SERVICES & EXPENSES	\$3,906

DATE	ITEM DESCRIPTION	COST
202205	VOTE RETURNS - ANNUAL MEETING	\$1,027
202205	ANNUAL MEETING	\$26,923
202203	FEB 2022 - SERVICES & EXPENSES	\$3,887
202107	JUNE 2021 - SERVICE & EXPENSES	\$6,879
202205	MAR 2022 - SERVICES & EXPENSES	\$10,784
202202	FEES/EXPENSES 05/10/22 ANN MTG	\$12,500
202203	Cision	\$7,281
202202	A&J	\$133
202111	DOMESTIC WIRE FLAT FEE/SUB RNW	\$7,281
202112	Broadridge	\$339
202112	Cision	\$7,281
202107	NYSE	\$23,180
202109	Cision	\$7,088
202206	Cision	\$7,281
202201	DOMESTIC WIRE FLAT FEE CONTRAC	\$7,281
202201	MANUFACTURING - FORM DEFA14A	\$339
202205	Third Party Shareholder Record	\$25
202205	Third Party Shareholder Record	\$25
202107	DOMESTIC WIRE FLAT FEE/SUBSCRI	\$7,087
202112	ANN WEBHOSTING&MAINTENANCE	\$19,417
202206	IR CALLS - 04/28/2022	\$712
202206	060122-053123 - SUBSCRIPTION R	\$9,000
202202	PRODUCTS AND SERVICES	\$73,709
202205	22-00015-UT FINANCE CASE	\$391
202112	21-00031-UT & 21-00158-UT: NMP	\$638
202109	NMPRC Mandated Customer Notice	\$456
202108	21-00031-UT: Facebook (311.37)	\$313
202110	Print Ad in ABQ Journal (Job	\$645
202109	21-00031-UT: Facebook (311.37)	\$313
202205	2023 IRP Notice of Public Adv	\$131
202205	2023 IRP Notice of Public Adv	\$136
202205	2023 IRP Notice of Public Adv	\$110
202111	21-00031-UT & 21-00158-UT: NMP	\$638
ALLOWABLE TOTAL		\$447,200

FINAL - REGISTERED SHARELINK INVOICE



Bill To :

Attn: Goodman Lisa
PNM RESOURCES, INC.
414 SILVER AVENUE SW
ALBUQUERQUE NM 87102

REMITTANCE INSTRUCTIONS	
WIRE TRANSFERS IN USD	
BANK OF AMERICA, NEW YORK, NY ACH ABA #: 021 200 339 FED ABA #: 026 009 593 ACCOUNT# : 000 189 000 775 SWIFT CODE: BOFAUS3N Please Reference Your CUSIP # and Invoice #	
CHECKS IN USD	
BROADRIDGE ICS PO BOX 416423 BOSTON MA 02241 Please Reference Your CUSIP # and Invoice # FEDERAL ID #22-3844417	
BILLING & PAYMENT INQUIRIES: (631) 254-7422 BSG.INVOICES@BROADRIDGE.COM	

Invoice	
164923	
Invoice Date	Job Mail Date
26-MAY-22	05-APR-22
Purchase Order Number	
CUSIP #	Job #
MC5810	Multiple
Terms	Due Date
N30	25-JUN-22

THE MAY 2022 MEETING FOR
PNM RESOURCES, INC.

Description	Charges
SERVICE FEE	8000.00
ANCILLARY SERVICES	9250.00
OTHER POSTAGE CHARGES	40.00
PRINT CHARGES	22123.25
VOTE RETURNS	168.84
FULFILLMENT	69.18
THIRD-PARTY EXPENSES	711.87
Subtotal	40,363.14

CREDITS/DEBITS	\$0.00
PREPAID AMOUNTS	(\$0.00)
SALES TAX	\$1,902.28
INVOICE TOTAL DUE	\$42,265.42



REMITTANCE:

BROADRIDGE ICS
PO BOX 416423
BOSTON MA 02241
Wire Transfer in USD: BANK OF AMERICA, NEW YORK, NY
SWIFT CODE: BOFAUS3N
FED ABA #: 026 009 593 OR ACH ABA #: 021 200 339
ACCOUNT#: 000 189 000 775

TERMS: N30

CUSIP #	JOB #	INVOICE #	INVOICE DATE	DUE DATE
MC5810	Multiple	164923	26-MAY-22	25-JUN-22

PNM RESOURCES, INC.

Please return this portion with your payment in USD.
Include your CUSIP number on your check made payable to: **BROADRIDGE**

Invoice Total Due - USD 42,265.42

AMOUNT ENCLOSED

FINAL - REGISTERED SHARELINK INVOICE

Page: 2 of 4

BREAKDOWN OF CHARGES

	ITEM COUNT	ITEM CHARGE	CHARGES	TOTAL
SERVICE FEE				
MASTER TABULATION	1	2,500.0000	2500.0000	
INSPECTOR OF ELECTIONS	1	2,500.0000	2500.0000	
PROXYVOTE - A LA CARTE per standard contract Proxy Vote Registered and Ben Custom message on Proxy Vote pages	1	3,000.0000	3000.0000	
			SUBTOTAL SERVICE FEE	8,000.00
ANCILLARY SERVICES				
VIRTUAL SHAREHOLDER MEETING	1	5,000.0000	5000.0000	
VIRTUAL SHAREHOLDER MEETING: ADDITIONAL SERVICES VSM - Prior day(s)	2	1,500.0000	3000.0000	
VIRTUAL SHAREHOLDER MEETING: ADDITIONAL SERVICES VSM - Transcription Services	1	750.0000	750.0000	
VIRTUAL SHAREHOLDER MEETING: 12 MONTH POST-MEETING ARCHIVE		500.0000	500.0000	
			SUBTOTAL ANCILLARY SERVICES	9,250.00
OTHER POSTAGE CHARGES				
CLIENT COURIER CHARGES		40.0000	40.0000	
			SUBTOTAL OTHER POSTAGE CHARGES	40.00
PRINT CHARGES				
PRINT CHARGE Proxy Statement	1	5,559.0000	5559.0000	
PRINT CHARGE Shareholder Letter	1	2,277.5000	2277.5000	
PRINT CHARGE 10-K	1	13,034.2500	13034.2500	
PRINT PREFLIGHT Proxy Statement		185.0000	185.0000	
PRINT PREFLIGHT 10-K		150.0000	150.0000	
PRINT SHIPPING Shareholder Letter	1	917.5000	917.5000	
			SUBTOTAL PRINT CHARGES	22,123.25
VOTE RETURNS				
BUSINESS REPLY ENVELOPE	178	0.5790	103.0600	
INTERNET	561	0.0980	54.9800	
TELEPHONE	60	0.1800	10.8000	
			SUBTOTAL VOTE RETURNS	168.84
FULFILLMENT				
FULFILLMENT BUSINESS REPLY ENVELOPE	8	0.0275	0.2200	
FULFILLMENT ENVELOPES	8	0.0838	0.6700	
FULFILLMENT FORMS	8	0.0638	0.5100	
FULFILLMENT POSTAGE	8	8.4725	67.7800	
			SUBTOTAL FULFILLMENT	69.18
THIRD-PARTY EXPENSES				
INSPECTOR OF ELECTIONS DISBURSEMENTS		711.8700	711.8700	
			SUBTOTAL THIRD-PARTY EXPENSES	711.87
			SUBTOTAL ALL CHARGES	40,363.14

ISSUER NAME : PNM RESOURCES, INC.
 INVOICE NUMBER : 164923
 CUSIP # MC5810
 INVOICE DATE : 26-MAY-2022
 JOB # Multiple

FINAL - REGISTERED SHARELINK INVOICE

Page: 3 of 4

SALES TAX INFORMATION SHEET

STATE	TAX	STATE	TAX
Alabama	4.79	Arizona	49.15
Arkansas	3.24	Colorado	53.72
Connecticut	11.38	District of Columbia	0.63
Florida	43.03	Georgia	15.04
Hawaii	4.13	Idaho	3.41
Illinois	23.50	Indiana	8.85
Iowa	9.80	Kansas	9.48
Kentucky	3.64	Louisiana	8.06
Maine	4.34	Maryland	11.38
Massachusetts	18.14	Michigan	21.04
Minnesota	11.66	Mississippi	2.71
Missouri	0.98	Nebraska	7.89
Nevada	10.05	New Jersey	40.46
New Mexico	1,181.16	North Carolina	12.83
North Dakota	1.61	Ohio	37.23
Oklahoma	10.48	Pennsylvania	25.46
Rhode Island	3.76	South Carolina	6.85
South Dakota	3.07	Tennessee	11.69
Texas	169.60	Utah	10.32
Vermont	3.98	Washington	35.35
West Virginia	5.52	Wyoming	2.87
		SALES TAX TOTAL	\$1,902.28

ISSUER NAME : PNM RESOURCES, INC.
INVOICE NUMBER : 164923
CUSIP # MC5810
INVOICE DATE : 26-MAY-2022
JOB # Multiple

This invoice represents the work completed for the processing of your **REGISTERED AND/OR PLAN SHAREHOLDERS**. PLEASE NOTE THAT THERE MAY BE ADDITIONAL INVOICES FORTHCOMING FOR SERVICES SUCH AS PRINTING, RETURN VOTES AND/OR PASS THROUGH EXPENSES THAT ARE NOT INCLUDED ON THIS INVOICE.

Below is a brief description of terms that may appear on this invoice:

- **Administration Fee** - contracted fee for services
- **Sharelink Processing Fee** - processing of shareholder files, printing of registered/plan proxy cards, inserting and mailing of proxy packages.
- **Electronic Distribution Processing Fee** - fees related to the electronic distribution (e-delivery) of shareholder materials.
- **Elimination Fee** - mail suppressions (summary processing/consolidation/householding) that reduce printing and postage costs by eliminating the need to send multiple packages to individuals or households
- **800# Voting Setup Fee** - setup of telephone voting option
- **Internet Voting Setup Fee** - setup of Internet web site voting option
- **Master Tabulation Fee** - tabulation of registered/plan votes
- **Inspector of Elections** - fee for Inspector services and attendance at the annual meeting
- **Inspector of Elections Disbursements** - pass through expenses related to Inspector travel, lodging, etc.
- **Non-Broadridge Search and Distribution** - Broadridge is an agent of approximately 98% of the over 800 banks and brokers. This fee represents the search and distribution of materials to the remaining banks and brokers that are not currently Broadridge clients. It does not include the non-Broadridge banks and brokers' proxy charges, which are billed directly by the service providers.
- **Notice and Access Processing Fee** - fee includes data processing, creation of " the Notice " , Standard Landing Page and Shareowner Portal, view material link, standard vote, and standard shareowner fulfillment option.
- **Ancillary Services** - fees relate to services you have chosen Broadridge to provide. These may include: Electronic Document Conversion, Web Hosting, Inventory Management, Open Enrollment, the development of a Custom Landing Page, Custom Voting Page, Shareowner Portal, and Virtual Shareholder Meeting.
- **Additional Files** - fees for additional files above the standard contractual allotment
- **Hand Insert Additional Charges** - any fees relating to manual insertion of material
- **Courier** - shipping expenses for mailing materials per client instructions
- **Shipping Requests** - pass through of shipping expenses for mailing materials to non-Broadridge service providers or mailing of surplus materials
- **BRE Vote Return** - shareholder vote returns by mail (Business Reply Envelope) billed at current USPS rates
- **Telephone Vote Return** - shareholder vote returns by telephone
- **Internet Vote Return** - shareholder vote returns by Internet
- **Programming Hours** - fees for additional systems resources
- **Duplicate Package Requests** - fees for the fulfillment of duplicate shareholder material requests
- **Print Charges** - services related to producing a printed document (i.e. proxy statement, 10K or annual report)

If you have any questions regarding this invoice please contact your client service representative or Broadridge Finance at BSG.Invoices@Broadridge.com.

ALBUQUERQUE JOURNAL

THE SUNDAY JOURNAL

ALBUQUERQUE PUBLISHING COMPANY
7777 Jefferson St. NE, Albuquerque, NM 87109 | 505.823.7777

ADVERTISING INVOICE and STATEMENT

10	11	12	14	13	15	16	17	18	19
START	STOP	INVOICE NUMBER	DESCRIPTION	PRODUCT	SAU SIZE	BILLED UNITS	TIMES RUN	RATE	AMOUNT
			Balance Forward						\$1,383.04
07/19		P291884	Payment - Credit Card 072135						(\$1,383.04)
07/01		MFC-906637-0701	Finance Charge						\$20.75
07/08	07/08	10001521304-0708 21-00143-UT RPS	This ad has PDF Ad Content Use VP button to View Tax 006 003.923000.755.RENEW0000.RNWO0000.370.6004	Albuquerque Journal	8.00 x 18.4500	147.6	1	\$8.12	\$1,198.86
07/08	07/08	10001521304-0708 21-00143-UT RPS	This ad has PDF Ad Content Use VP button to View Tax	ABQJournal online	8.00 x 18.4500	147.6	0	\$0.00	\$216.70
07/17	07/17	10001522225-0717 21-00081-UT FB PPA III - OCM	BEFORE THE NEW MEXICO PUBLIC REGULATION COMMISSION IN THE Tax	Albuquerque Journal	4.00 x 9.2500	37		\$10.93	\$404.24
									\$31.83
		PREVIOUS AMOUNT OWED:		\$1,383.04					
		NEW CHARGES THIS PERIOD:		\$1,819.80					
		NEW TAXES THIS PERIOD:		\$143.31					
		CASH THIS PERIOD:		(\$1,383.04)					
		DEBIT ADJUSTMENTS THIS PERIOD:		\$20.75					
		CREDIT ADJUSTMENTS THIS PERIOD:		\$0.00					

1293.27
 233.77
 1527.04
 436.07
 20.75
 456.82

20.75
 1293.
 233.7
 436.07
 436.07
 20.75

We appreciate your business.
Dormancy Charge: Unclaimed credits will be charged the lesser of \$25 or the balance after 3 years.

INVOICE AND STATEMENT OF ACCOUNT

AGING OF PAST DUE AMOUNTS

* UNAPPLIED AMOUNTS ARE INCLUDED IN TOTAL AMOUNT DUE



21	CURRENT NET AMOUNT	22	30 DAYS	60 DAYS	Over 90 DAYS	* UNAPPLIED AMOUNT	23	TOTAL AMOUNT DUE
	\$1,983.86		\$0.00	\$0.00	\$0.00	\$0.00		\$1,983.86

24	ADVERTISER INFORMATION			
SALES REP/PHONE #	1	2	3	4
Advertising Dept	BILLING PERIOD	BILLED ACCOUNT NUMBER	ADVERTISER/CLIENT NUMBER	ADVERTISER/CLIENT NAME
	07/01/2021 - 07/31/2021	1046898	1046898	P N M RESOURCES

To pay by credit card, call (505)823-3220
 To place your retail ad, call (505)823-3300
 To place your classified ad, call (505)823-4444
 To inquire about your account balance, call (505)823-3220
 To subscribe to the Journal, call (505)823-4400

TERMS: Due upon receipt. If payment is not received within 30 days from statement date, a finance charge of 1.5% (18% per annum) will be assessed.

PLEASE DETACH AND RETURN LOWER PORTION WITH YOUR REMITTANCE

ALBUQUERQUE PUBLISHING COMPANY
7777 JEFFERSON ST NE
ALBUQUERQUE, NM 87109

Address Service Requested

ADVERTISER/CLIENT NAME	
P N M RESOURCES	
BILLING PERIOD	TOTAL AMOUNT DUE
07/01/2021 - 07/31/2021	\$1,983.86

BILLING DATE	PAGE #	BILLED ACCOUNT NUMBER	ADVERTISER/CLIENT NUMBER	TERMS OF PAYMENT	Amount Enclosed
07/31/2021	1 of 1	1046898	1046898	Due upon receipt	

We accept Mastercard, VISA, American Express and Discover Card

BILLING ACCOUNT NAME AND ADDRESS	REMITTANCE ADDRESS
----------------------------------	--------------------

P N M RESOURCES
DONNA HOLLIDAY
414 SILVER AVE SW
ALBUQUERQUE, NM 87102

ALBUQUERQUE PUBLISHING COMPANY
PO BOX 561281
DENVER, CO 80256-1281

000000010468983737373737373737370000198386010023

ALBUQUERQUE JOURNAL

THE SUNDAY JOURNAL

ALBUQUERQUE PUBLISHING COMPANY
7777 Jefferson St. NE, Albuquerque, NM 87109 | 505.823.7777

ADVERTISING INVOICE and STATEMENT

10	11	12	14	13	15	16	17	18	19
START	STOP	INVOICE NUMBER	DESCRIPTION	PRODUCT	SAU SIZE	BILLED UNITS	TIMES RUN	RATE	AMOUNT
			Balance Forward						\$1,481.08
05/26		P289495	Payment - Credit Card 010833						(\$1,481.08)
05/06		MFC-899002-0506	Finance Charge						\$8.24
05/05	05/05	10001516150-0505	BEFORE THE NEW MEXICO PUBLIC REGULATION COMMISSION IN THE Tax	Albuquerque Journal	2.00 x 12.4000	24.8		\$11.64	\$288.64
									\$22.73
05/19	05/19	10001517206-0519	This ad has PDF Ad Content Use VP button to View Tax	Albuquerque Journal	5.00 x 20.5000	102.5	1	\$8.12	\$832.30
									\$65.54
05/19	05/19	10001517206-0519	This ad has PDF Ad Content Use VP button to View Tax	ABQJournal online	5.00 x 20.5000	102.5	0	\$0.00	\$153.50
									\$12.09
PREVIOUS AMOUNT OWED:				\$1,481.08					
NEW CHARGES THIS PERIOD:				\$1,274.44					
NEW TAXES THIS PERIOD:				\$100.36					
CASH THIS PERIOD:				(\$1,481.08)					
DEBIT ADJUSTMENTS THIS PERIOD:				\$8.24					
CREDIT ADJUSTMENTS THIS PERIOD:				\$0.00					
We appreciate your business.									
Dormancy Charge: Unclaimed credits will be charged the lesser of \$25 or the balance after 3 years.									

Handwritten notes:
FBPPA 11121-00031-UT
PVI 21-00083-UT
\$11.35
1063

INVOICE AND STATEMENT OF ACCOUNT

AGING OF PAST DUE AMOUNTS

* UNAPPLIED AMOUNTS ARE INCLUDED IN TOTAL AMOUNT DUE



21	CURRENT NET AMOUNT	22	30 DAYS	60 DAYS	Over 90 DAYS	* UNAPPLIED AMOUNT	23	TOTAL AMOUNT DUE
	\$1,383.04		\$0.00	\$0.00	\$0.00	\$0.00		\$1,383.04

ADVERTISER INFORMATION							
1	BILLING PERIOD	8	BILLED ACCOUNT NUMBER	7	ADVERTISER/CLIENT NUMBER	2	ADVERTISER/CLIENT NAME
Advertising Dept	05/01/2021 - 05/31/2021		1046898		1046898		P N M RESOURCES

To pay by credit card, call (505)823-3220
To place your retail ad, call (505)823-3300
To place your classified ad, call (505)823-4444
To inquire about your account balance, call (505)823-3220
To subscribe to the Journal, call (505)823-4400

TERMS: Due upon receipt. If payment is not received within 30 days from statement date, a finance charge of 1.5% (18% per annum) will be assessed.

PLEASE DETACH AND RETURN LOWER PORTION WITH YOUR REMITTANCE

ALBUQUERQUE PUBLISHING COMPANY
7777 JEFFERSON ST NE
ALBUQUERQUE, NM 87109

Address Service Requested

ADVERTISER/CLIENT NAME			
P N M RESOURCES			
BILLING PERIOD		TOTAL AMOUNT DUE	
05/01/2021 - 05/31/2021		\$1,383.04	
BILLING DATE	PAGE #	BILLED ACCOUNT NUMBER	ADVERTISER/CLIENT NUMBER
05/31/2021	1 of 1	1046898	1046898
TERMS OF PAYMENT			Amount Enclosed
Due upon receipt			

We accept Mastercard, VISA, American Express and Discover Card

BILLING ACCOUNT NAME AND ADDRESS	REMITTANCE ADDRESS

P N M RESOURCES
DONNA HOLLIDAY
414 SILVER AVE SW
ALBUQUERQUE, NM 87102

ALBUQUERQUE PUBLISHING COMPANY
PO BOX 561281
DENVER, CO 80256-1281

000000104689837377373737370000138304010029

ALBUQUERQUE JOURNAL

THE SUNDAY JOURNAL

ALBUQUERQUE PUBLISHING COMPANY
7777 Jefferson St. NE, Albuquerque, NM 87109

Payment Receipt

Monday, July 19, 2021

Transaction Type: Payment

Order Number:

Payment Method: Credit Card

Bad Debt: -

Credit Card Number: xxxxxxxxxxxx3342

Credit Card Expire Date: 4/28/2024

Payment Amount: 1,383.04

Reference Number: 072135

Charge to Company: Albuquerque Publishing Company

Category: ROB

Credit to Transaction Number: P291884

Invoice Text:

Invoice Notes:

Customer Type: Local Commercial

Customer Category: Taxable

Customer Status:

Customer Group: Default

Customer Trade:

Account Number: 1046898

Phone Number: 5052412700

Company / Individual: Company

Customer Name: P N M RESOURCES

Customer Address: DONNA HOLLIDAY
414 SILVER AVE SW

ALBUQUERQUE

NM

87102


USA

Check Number: 072135

Routing Number:

* 313,246 = Facebook PPA
21-00031-UT = 066.003.923000.00000000.00000000.370.6004
\$1069.78 = Palo Verde
21-00083-UT = 066.003.186000.724.72442020.10083183.370.6004

El Paso Times | Ruidoso News
Alamogordo Daily News | Las Cruces Sun News.
Farmington Daily Times | Silver City Sun News
Carlsbad Current Argus. | Deming Headlight
PART OF THE USA TODAY NETWORK

ACCOUNT NAME PNM Regulatory Policy		ACCOUNT # 378194	PAGE # 1 of 1
INVOICE # 0004019848	BILLING PERIOD Jul 1- Jul 31, 2021	PAYMENT DUE DATE August 20, 2021	
PREPAY (Memo Info) \$0.00	UNAPPLIED (included in amt due) \$0.00	TOTAL AMOUNT DUE \$638.35	
BILLING ACCOUNT NAME AND ADDRESS PNM REGULATORY POLICY REGULATORY POLICY PNM CORPORATE 414 SILVER AVE SW ALBUQUERQUE, NM 87102-3226 		BILLING INQUIRIES/ADDRESS CHANGES 1-877-736-7612 or smb@ccc.gannett.com	FEDERAL ID 06-1684210
<p>Terms and Conditions: Past due accounts are subject to interest at the rate of 18% per annum or the maximum legal rate (whichever is less). Advertiser claims for a credit related to rates incorrectly invoiced or paid must be submitted in writing to Publisher within 30 days of the invoice date or the claim will be waived. Any credit towards future advertising must be used within 30 days of issuance or the credit will be forfeited. All funds payable in US dollars.</p>			

00003781940000000000000040198480006383512780

Contact abgspecial@gannett.com to sign-up for the convenience of having your invoice e-mailed to you. Once signed up you can also enjoy the convenience of making online payments.

Date	Description	Amount
7/1/21	Balance Forward	\$667.07
7/6/21	PAYMENT- THANK YOU (CCC)	-\$667.07

Package Advertising:

Start-End Date	Description	PO Number	Package Cost
7/7/21-7/7/21	0004809519 BEFORE THE NEW MEXICO P NM-Las Cruces Gross Receipts Tax		\$589.36 \$48.99

3rd Facebook -

pd
11/3/21

PLEASE DETACH AND RETURN THIS PORTION WITH YOUR PAYMENT

El Paso Times Ruidoso News Alamogordo Daily News Las Cruces Sun News. Farmington Daily Times Silver City Sun News Carlsbad Current Argus. Deming Headlight <small>PART OF THE USA TODAY NETWORK</small>		ACCOUNT NAME PNM Regulatory Policy	PAYMENT DUE DATE August 20, 2021	AMOUNT PAID		
		ACCOUNT NUMBER 378194	INVOICE NUMBER 0004019848			
CURRENT DUE \$638.35	30 DAYS PAST DUE \$0.00	60 DAYS PAST DUE \$0.00	90 DAYS PAST DUE \$0.00	120+ DAYS PAST DUE \$0.00	UNAPPLIED PAYMENTS \$0.00	TOTAL AMOUNT DUE \$638.35
REMITTANCE ADDRESS (Include Account# & Invoice# on check) El Paso Times PO Box 677890 Dallas, TX 75267-7890			TO PAY WITH CREDIT CARD PLEASE FILL OUT BELOW: <input type="checkbox"/> VISA <input type="checkbox"/> MASTERCARD <input type="checkbox"/> DISCOVER <input type="checkbox"/> AMEX Card Number _____ Exp Date ____/____/____ CVV Code _____ Signature _____ Date _____			

00003781940000000000000040198480006383512780



Investor Services

Computershare Inc.
Dept CH 16934
Palatine, IL 60055-9228
Corporate Office 1-866-524-0690
www.computershare.com

PNM RESOURCES, INC.
Lisa Goodman.
Alvarado Square
MS 2602
Albuquerque NM 87158

Relationship Manager Tiffany Skiles
Telephone +1 303 262 0621
Reference Number

Account Number	PNM01	Invoice Date	11 November 2021
Invoice Number	US_CSSI2157583	Due Date	11 December 2021

Services and expenses for the period of October 2021

Maintenance	Holders	Annual Rate	Amount
Maintenance	8,141		
Stock Transfer Administration Fee			\$2,945.64
Expenses	Quantity	Rate	Amount
Telephone Expenses			\$377.52
eDelivery Services	11	\$0.30	\$3.30
RPO Remails	20	\$0.61	\$12.20
Records Retention			\$14.58
Shareholder Authentication	9	\$0.50	\$4.50
Certificate Mailing - Production			\$0.07
Fulfillment Package	10	\$2.50	\$25.00
General Communications Mailings - Production			\$61.82
General Communications Mailings - Domestic Postage			\$135.88
Dividend, Statement, Tax and Due Diligence Mailings - Production			\$50.00
Dividend, Statement, Tax and Due Diligence Mailings - Domestic Postage			\$2.90
- Dividend / Payment Mailings	5		
		Subtotal	\$3,633.41
		Total Sales and Use Tax	\$271.76
		Total Amount Due	\$3,905.17



Investor Services

Computershare Inc.
Dept CH 16934
Palatine, IL 60055-9228
Corporate Office 1-866-524-0690
www.computershare.com

PNM RESOURCES, INC.
Lisa Goodman.
Alvarado Square
MS 2602
Albuquerque NM 87158

Relationship Manager Tiffany Skiles
Telephone +1 303 262 0621
Reference Number

Account Number	PNM01	Invoice Date	11 November 2021
Invoice Number	US_CSSI2157583	Due Date	11 December 2021

Services and expenses for the period of October 2021

******* Remittance Copy *******

******* Please Return With Payment *******

Please reference your Invoice Number and Client Name on your Remittance

Account Number PNM01
Invoice Number US_CSSI2157583
Total Amount Due \$3,905.17
Amount Paid \$

Remit Check Payments to:
Computershare, Inc.
Dept CH 16934
Palatine, IL 60055-6934

Wire Payments to:
HSBC Bank, N.A.
ABA 021001088
ACH routing: 022000020
CHIP ABA#: 0108
Swift Address: MRMDUS33
Computershare, Inc.
A/C 000183482



Investor Services

Computershare Inc.
Dept CH 16934
Palatine, IL 60055-9228
Corporate Office 1-866-524-0690
www.computershare.com

PNM RESOURCES, INC.
Lisa Goodman.
Alvarado Square
MS 2602
Albuquerque NM 87158

Relationship Manager Tiffany Skiles
Telephone +1 303 262 0621
Reference Number

Account Number	PNM01	Invoice Date	08 March 2022
Invoice Number	US_CSSI2226991	Due Date	07 April 2022

Services and expenses for the period of February 2022

Maintenance	Holders	Annual Rate	Amount
Maintenance	7,664		
Stock Transfer Administration Fee			\$2,945.64
Expenses	Quantity	Rate	Amount
Miscellaneous Expenses	11	\$0.61	\$6.71
eDelivery Services	201	\$0.30	\$60.30
Telephone Expenses			\$368.28
Records Retention			\$14.58
Shareholder Authentication	22	\$0.50	\$11.00
General Communications Mailings - Production			\$98.35
General Communications Mailings - Domestic Postage			\$180.88
General Communications Mailings - Foreign Postage			\$1.30
Dividend, Statement, Tax and Due Diligence Mailings - Production			\$96.87
Dividend, Statement, Tax and Due Diligence Mailings - Domestic Postage			\$191.40
Dividend, Statement, Tax and Due Diligence Mailings - Foreign Postage			\$1.30
- Tax Mailings	331		
		Subtotal	\$3,976.61
		Total Sales and Use Tax	\$285.37
		Total Amount Due	\$4,261.98



Investor Services

Computershare Inc.
Dept CH 16934
Palatine, IL 60055-9228
Corporate Office 1-866-524-0690
www.computershare.com

PNM RESOURCES, INC.
Lisa Goodman.
Alvarado Square
MS 2602
Albuquerque NM 87158

Relationship Manager Tiffany Skiles
Telephone +1 303 262 0621
Reference Number

Account Number	PNM01	Invoice Date	08 March 2022
Invoice Number	US_CSSI2226991	Due Date	07 April 2022

Services and expenses for the period of February 2022

******* Remittance Copy *******

******* Please Return With Payment *******

Please reference your Invoice Number and Client Name on your Remittance

Account Number	PNM01	Remit Check Payments to:
Invoice Number	US_CSSI2226991	Computershare, Inc.
Total Amount Due	\$4,261.98	Dept CH 16934
Amount Paid	<input type="text"/>	Palatine, IL 60055-6934

Wire Payments to:
HSBC Bank, N.A.
ABA 021001088
ACH routing: 022000020
CHIP ABA#: 0108
Swift Address: MRMDUS33
Computershare, Inc.
A/C 000183482

INVOICE

Invoice number: SIN130001926



PNM Resources Inc
Lisa Goodman
Alvarado Square
Albuquerque, NM 87158-0905
USA

Investis Digital, Inc.
240 W 37th Street
7th Floor
New York, 10018
New York

<https://www.investisdigital.com>

+1 646 766 9000

Invoicing@Investisdigital.com

Cust. Sales Tax No -

Date of Invoice	Period From	Period To	PO Number
12/08/2021	12/08/2021	12/07/2022	
Invoice number	Internal Reference	Account Number	Contact
SIN130001926	INV-059105	INVE13-PNMS01	Emmanuel SegarraOtero

Description	Total
Annual Webhosting & Maintenance for PNM Resources Corporate site Inclusive of: -Site infrastructure & security -Webhosting -IR Tools & monitoring -Data license fees -CMS w/ user access -Connect.ID Intelligence -Ongoing support via 50 maintenance hours, per annum - 4x Quarterly Earning Webcasts	18,000.00
Total \$	18,000.00

Terms are strictly **30 days from Date of Invoice**
USD payments should be made to:

Bank Account Name HSBC Bank USA NA - Investis Inc.
Bank Account No. 104000104
Routing number: 022000020
Branch Identifier Code (BIC): MRMDUS33
ABA Number: 021001088

Remittance advices should be sent to remittance@investisdigital.com

Employment Opportunities

PNM Exhibit EMC-6

Is contained in the following 42 pages.

DATE	ITEM DESCRIPTION	COST
6/22/2022 11:10	OT NERC CIP Coordinator	\$495
6/9/2022 12:06	ACCOUNTANT SR	\$450
	LINEMAN (Silver City- NM) -	
6/15/2022 12:04	Extended	\$425
6/22/2022 10:59	Craft Supervisor (Albuquerque)	\$399
6/22/2022 11:16	GIS Program Analyst	\$399
6/22/2022 11:26	Lead Programmer Analyst	\$399
	Distribution Operations Center	
6/22/2022 11:32	Manager	\$399
6/9/2022 12:06	ACCOUNTANT SR	\$240
	EIM Load & Reconciliation Analyst I -	
6/17/2022 18:07	II	\$25
6/9/2022 12:06	ACCOUNTANT SR	\$15
6/22/2022 10:59	Craft Supervisor (Albuquerque)	\$15
6/22/2022 11:10	OT NERC CIP Coordinator	\$15
6/22/2022 11:16	GIS Program Analyst	\$15
6/22/2022 11:26	Lead Programmer Analyst	\$15
	Distribution Operations Center	
6/22/2022 11:32	Manager	\$15
	LINEMAN (Silver City- NM) -	
6/15/2022 12:04	Extended	\$10
	LINEMAN - Alamogordo- NM -	
6/15/2022 12:21	extended	\$10
	EIM Load & Reconciliation Analyst I -	
6/17/2022 17:06	II	\$10
6/17/2022 17:10	JOURNEYMAN METERMAN	\$5
	PRINCIPAL TECHNOLOGIST -	
5/12/2022 11:06	Extended	\$595
5/24/2022 10:34	OT/SCADA SYSTEMS SR SPECIALIST	\$595
5/25/2022 11:55	ENGINEER I - IV	\$495
	ENGINEER I - III (Albuquerque- NM) -	
5/19/2022 15:14	extended	\$482
	EIM Load & Reconciliation Analyst I -	
5/5/2022 10:44	II	\$450
5/16/2022 11:09	Customer Experience Manager	\$450
5/24/2022 10:34	OT/SCADA SYSTEMS SR SPECIALIST	\$450
5/25/2022 11:55	ENGINEER I - IV	\$450
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$450
5/4/2022 11:45	Journeyman Lineman	\$425
5/5/2022 12:58	Engineer I- II- III or IV	\$399
5/16/2022 11:09	Customer Experience Manager	\$399

DATE	ITEM DESCRIPTION	COST
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$399
5/31/2022 14:26	ENGINEER I - IV - Extended	\$399
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$379
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$375
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$350
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$335
5/11/2022 11:23	ENGINEER I - IV - Extended	\$299
5/19/2022 15:02	ENGINEER I - III (Albuquerque- NM) - extended	\$299
5/25/2022 11:55	ENGINEER I - IV	\$299
5/16/2022 11:09	Customer Experience Manager	\$240
5/19/2022 15:02	ENGINEER I - III (Albuquerque- NM) - extended	\$179
5/25/2022 11:55	ENGINEER I - IV	\$179
5/25/2022 12:11	Sourcing Analyst I- II- Sr	\$55
5/25/2022 11:55	ENGINEER I - IV	\$45
5/19/2022 15:02	ENGINEER I - III (Albuquerque- NM) - extended	\$40
5/11/2022 11:23	ENGINEER I - IV - Extended	\$35
5/16/2022 11:09	Customer Experience Manager	\$35
5/5/2022 10:44	EIM Load & Reconciliation Analyst I - II	\$30
5/5/2022 12:58	Engineer I- II- III or IV	\$25
5/4/2022 11:45	Journeyman Lineman	\$15
5/24/2022 10:34	OT/SCADA SYSTEMS SR SPECIALIST	\$15
5/12/2022 11:06	PRINCIPAL TECHNOLOGIST - Extended	\$10
5/10/2022 9:09	Supply Chain Analyst I- II- Sr	\$5
5/16/2022 14:17	NM Ops Project Manager Coordinator (repost)	\$5
5/19/2022 15:14	ENGINEER I - III (Albuquerque- NM) - extended	\$5
5/27/2022 11:49	DAMAGE PREVENTION REP (Santa Fe- NM) 0-12 months to 24+ months	\$5
5/31/2022 14:26	ENGINEER I - IV - Extended	\$5
4/1/2022 11:29	PRINCIPAL TECHNOLOGIST - Extended	\$595
4/1/2022 11:36	Principal Technologist	\$595
4/1/2022 11:36	Principal Technologist	\$450

DATE	ITEM DESCRIPTION	COST
4/5/2022 16:49	LINEMAN (Transmission Lineman) - (3 positions) Extended Human Resources Strategy	\$450
4/6/2022 11:30	Consultant Financial Management Project	\$450
4/12/2022 14:11	Manager	\$450
4/13/2022 9:59	Tax Analyst II - Sr	\$450
4/13/2022 10:07	ENERGY SETTLEMENT ANALYST I/ II - extended	\$450
4/29/2022 10:03	Environmental Scientist I- II or Sr.	\$450
4/1/2022 11:06	LINEMAN (Silver City- NM) - Extended	\$425
4/1/2022 11:18	Journeyman Lineman	\$425
4/5/2022 16:49	LINEMAN (Transmission Lineman) - (3 positions) Extended Human Resources Strategy	\$425
4/6/2022 11:30	Consultant	\$399
4/29/2022 11:01	Technical Program Manager	\$399
4/27/2022 12:31	ACCOUNTANT II	\$350
4/5/2022 16:49	LINEMAN (Transmission Lineman) - (3 positions) Extended Human Resources Strategy	\$300
4/6/2022 11:30	Consultant Human Resources Strategy	\$240
4/6/2022 11:30	Consultant	\$199
4/29/2022 10:03	Environmental Scientist I- II or Sr.	\$99
4/29/2022 10:03	Environmental Scientist I- II or Sr.	\$30
4/5/2022 16:49	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$25
4/5/2022 17:14	SUMMER INTERN (3 Positions) - Extended Human Resources Strategy	\$25
4/6/2022 11:30	Consultant SUMMER INTERN (3 Positions) -	\$25
4/27/2022 12:00	Extended	\$25
4/1/2022 11:06	LINEMAN (Silver City- NM) - Extended	\$15
4/1/2022 11:18	Journeyman Lineman	\$15
4/1/2022 11:29	PRINCIPAL TECHNOLOGIST - Extended	\$15
4/1/2022 11:36	Principal Technologist	\$15

DATE	ITEM DESCRIPTION	COST
	Financial Management Project	
4/12/2022 14:11	Manager	\$10
4/13/2022 9:59	Tax Analyst II - Sr	\$10
	ENERGY SETTLEMENT ANALYST I/ II -	
4/13/2022 10:07	extended	\$10
4/27/2022 12:31	ACCOUNTANT II	\$10
4/29/2022 11:01	Technical Program Manager	\$10
	ENGINEERING TECH I-II-SR (Santa	
4/5/2022 16:57	Fe- NM) - Extended	\$5
4/7/2022 10:54	WAREHOUSEMAN 0-6 months	\$5
	ENGINEERING TECH I-II-SR (Santa	
4/11/2022 11:22	Fe- NM) - Extended	\$5
	PRINCIPAL TECHNOLOGIST -	
3/16/2022 11:34	Extended	\$595
3/30/2022 10:27	OT/SCADA SYSTEMS SR SPECIALIST	\$595
3/3/2022 10:43	ENGINEER I - IV - Extended	\$495
3/3/2022 11:25	Engineer I-IV	\$495
3/29/2022 10:13	System Operator Manager	\$450
3/30/2022 10:27	OT/SCADA SYSTEMS SR SPECIALIST	\$450
	Call Center Agent - \$16.50-\$18/hour	
3/30/2022 13:56	- Full-Time	\$450
	Call Center Agent - \$16.50-\$18/hour	
3/30/2022 16:09	- Full-Time	\$450
	SR ENERGY SETTLEMENT ANALYST -	
3/31/2022 10:18	Extended	\$450
3/3/2022 11:33	ENGINEER I - IV - Extended	\$399
3/4/2022 11:01	Strategic Account Manager	\$399
	SOURCING ANALYST I-SR /	
3/7/2022 8:55	SOURCING CONSULTANT	\$399
3/16/2022 11:45	SR. DATA PROTECTION ANALYST	\$399
3/16/2022 18:03	SR. DATA PROTECTION ANALYST	\$399
	CRAFT SUPERVISOR - PM Shift	
3/17/2022 9:24	(Metro Line T & D) - Extended	\$399
3/24/2022 1:17	Segment Analyst	\$399
3/29/2022 10:13	System Operator Manager	\$399
	Product Development Project	
3/1/2022 13:00	Manager	\$350
3/3/2022 11:33	ENGINEER I - IV - Extended	\$350
3/4/2022 11:01	Strategic Account Manager	\$350
	SOURCING ANALYST I-SR /	
3/7/2022 8:55	SOURCING CONSULTANT	\$350

DATE	ITEM DESCRIPTION	COST
3/7/2022 9:00	ENERGY SETTLEMENT ANALYST I/ II - extended	\$350
3/7/2022 9:07	SR ENERGY SETTLEMENT ANALYST - Extended	\$350
3/8/2022 17:04	Customer Experience Advisor I (Full-Time) - Pay Rate: \$16.50-\$18/hour	\$350
3/8/2022 17:17	Power Production Team Manager II (Afton Plant- near Las Cruces- NM)	\$350
3/9/2022 10:39	AUDITOR / SR AUDITOR	\$350
3/15/2022 14:24	Real Time Trader I- II or Sr.	\$350
3/15/2022 14:24	Real Time Trader I- II or Sr.	\$350
3/16/2022 11:34	PRINCIPAL TECHNOLOGIST - Extended	\$350
3/16/2022 11:45	SR. DATA PROTECTION ANALYST	\$350
3/16/2022 18:03	SR. DATA PROTECTION ANALYST	\$350
3/16/2022 20:12	Power Prescheduler	\$350
3/17/2022 9:24	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$350
3/24/2022 1:17	Segment Analyst	\$350
3/24/2022 1:51	Craft Supervisor - Las Cruces- NM (Relo Available)	\$350
3/25/2022 17:47	8 Temporary Job Openings - Generation Operations - 4 month assignment (San Juan Generating Station)	\$350
3/17/2022 9:24	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$349
3/29/2022 10:27	ENGINEER I - III (Albuquerque- NM) - extended	\$295
3/1/2022 13:00	Product Development Project Manager	\$240
3/21/2022 17:02	Attorney II- III or IV	\$96
3/22/2022 9:54	Administrator I or II - Law Department	\$78
3/29/2022 10:27	ENGINEER I - III (Albuquerque- NM) - extended	\$35
3/4/2022 11:01	Strategic Account Manager	\$25
3/15/2022 14:24	Real Time Trader I- II or Sr.	\$25
3/15/2022 14:24	Real Time Trader I- II or Sr.	\$25

DATE	ITEM DESCRIPTION	COST
3/8/2022 17:04	Customer Experience Advisor I (Full-Time) - Pay Rate: \$16.50-\$18/hour	\$20
3/8/2022 17:17	Power Production Team Manager II (Afton Plant- near Las Cruces- NM)	\$20
3/17/2022 9:24	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$20
3/30/2022 13:56	Call Center Agent - \$16.50-\$18/hour - Full-Time	\$20
3/3/2022 10:43	ENGINEER I - IV - Extended	\$15
3/3/2022 11:25	Engineer I-IV	\$15
3/3/2022 11:33	ENGINEER I - IV - Extended	\$15
3/7/2022 8:55	SOURCING ANALYST I-SR / SOURCING CONSULTANT PRINCIPAL TECHNOLOGIST -	\$15
3/16/2022 11:34	Extended	\$15
3/16/2022 11:45	SR. DATA PROTECTION ANALYST	\$15
3/16/2022 18:03	SR. DATA PROTECTION ANALYST	\$15
3/24/2022 1:17	Segment Analyst	\$15
3/29/2022 10:13	System Operator Manager	\$15
3/30/2022 10:27	OT/SCADA SYSTEMS SR SPECIALIST Product Development Project	\$15
3/1/2022 13:00	Manager	\$10
3/7/2022 9:00	ENERGY SETTLEMENT ANALYST I/ II - extended	\$10
3/7/2022 9:07	SR ENERGY SETTLEMENT ANALYST - Extended	\$10
3/9/2022 10:39	AUDITOR / SR AUDITOR	\$10
3/16/2022 20:12	Power Prescheduler	\$10
3/24/2022 1:51	Craft Supervisor - Las Cruces- NM (Relo Available)	\$10
3/25/2022 17:47	8 Temporary Job Openings - Generation Operations - 4 month assignment (San Juan Generating Station)	\$10
3/31/2022 10:18	SR ENERGY SETTLEMENT ANALYST - Extended	\$10
3/3/2022 11:28	DIVISION FORESTER I	\$5
3/8/2022 9:32	CONSTRUCTION & MAINTENANCE PROJECT MANAGER SUPERVISOR	\$5
3/9/2022 10:12	Large Construction & Maintenance Project Manager II	\$5

DATE	ITEM DESCRIPTION	COST
3/14/2022 10:08	ENGINEERING TECH I-II-SR (Santa Fe- NM) - Extended	\$5
3/17/2022 9:09	Field Coordinator	\$5
3/17/2022 19:04	Administrator I or II - Law Department	\$5
3/24/2022 10:46	Director- Project Management (Large Construction)	\$5
3/24/2022 11:07	ENGINEER I - IV (Alamogordo- NM) extended	\$5
3/24/2022 11:17	ENGINEER I - IV (Deming- NM) - extended	\$5
3/24/2022 11:26	ENGINEER I - IV (Santa Fe- NM) - extended	\$5
3/24/2022 11:34	ENGINEER I - IV - Extended	\$5
3/24/2022 11:41	ENGINEER IV (Albuq- NM) - Extended	\$5
3/29/2022 10:05	Sr. Telecom Engineer - extended	\$5
3/30/2022 16:09	Call Center Agent - \$16.50-\$18/hour - Full-Time	\$5
3/17/2022 19:19	Attorney II- III or IV	\$5
2/7/2022 10:21	Telecom Engineer I- II- III or Sr.	\$495
2/14/2022 16:01	ENGINEER I - IV - Extended	\$495
2/19/2022 11:41	Programmer Analyst- I- II- Sr. or Lead (Location Options: Albuquerque- NM or Lewisville- TX)	\$495
2/21/2022 10:48	ENGINEER I - IV	\$495
2/24/2022 12:45	ENGINEER I - IV - Extended	\$495
2/24/2022 17:44	Resource Planning Analyst I- II or Sr - -OR-- Sr. Resource Planning Project Manager	\$482
2/8/2022 12:43	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$425
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$425
2/7/2022 10:21	Telecom Engineer I- II- III or Sr.	\$399
2/7/2022 14:42	GIS Coordinator	\$399
2/7/2022 14:51	GIS Programmer Analyst or Sr. or Lead	\$399
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$399
2/9/2022 15:51	SR PRODUCTION SUPPORT ANALYST (Albuquerque- NM)	\$399

DATE	ITEM DESCRIPTION	COST
2/14/2022 16:01	ENGINEER I - IV - Extended ENGINEER I - IV (Alamogordo- NM)	\$399
2/15/2022 13:03	extended CRAFT SUPERVISOR (Albuquerque) -	\$399
2/17/2022 11:34	extended Programmer Analyst- I- II- Sr. or Lead (Location Options:	\$399
2/19/2022 11:41	Albuquerque- NM or Lewisville- TX) Resource Planning Analyst I- II or Sr - -OR-- Sr. Resource Planning Project	\$399
2/24/2022 17:44	Manager	\$399
2/25/2022 20:36	Right of Way Agent I- II or Sr.	\$399
2/25/2022 20:36	Right of Way Agent I- II or Sr. Customer Experience Advisor I (Full-	\$375
2/2/2022 10:48	Time) - Pay Rate: \$16.50-\$18/hour	\$350
2/3/2022 13:35	ENGINEER I - IV - Extended AREA MANAGER II (T & D Line	\$350
2/3/2022 13:54	Operations) Repost CRAFT SUPERVISOR - PM Shift	\$350
2/3/2022 14:14	(Metro Line T & D) - Extended ENGINEER I - IV (Alamogordo- NM)	\$350
2/3/2022 14:20	extended Administrator I or II - Law	\$350
2/4/2022 13:29	Department	\$350
2/7/2022 10:21	Telecom Engineer I- II- III or Sr.	\$350
2/7/2022 10:21	Telecom Engineer I- II- III or Sr.	\$350
2/7/2022 14:42	GIS Coordinator GIS Programmer Analyst or Sr. or	\$350
2/7/2022 14:51	Lead	\$350
2/7/2022 18:30	SOURCING ANALYST I - Sr SR PRODUCTION SUPPORT ANALYST	\$350
2/9/2022 15:51	(Albuquerque- NM) Transportation Electrification	\$350
2/10/2022 19:43	Program Specialist (TEP) Program Manager of Transportation	\$350
2/10/2022 19:51	Electrification Program (TEP)	\$350
2/14/2022 16:01	ENGINEER I - IV - Extended ENGINEER I - IV (Alamogordo- NM)	\$350
2/15/2022 13:03	extended	\$350

DATE	ITEM DESCRIPTION	COST
2/17/2022 11:34	CRAFT SUPERVISOR (Albuquerque) - extended	\$350
2/17/2022 11:34	CRAFT SUPERVISOR (Albuquerque) - extended	\$350
2/19/2022 11:41	Programmer Analyst- I- II- Sr. or Lead (Location Options: Albuquerque- NM or Lewisville- TX)	\$350
2/21/2022 10:10	Principal Infrastructure Architect	\$350
2/21/2022 10:33	Engineer I-III	\$350
2/21/2022 10:48	ENGINEER I - IV	\$350
2/21/2022 10:48	ENGINEER I - IV	\$350
2/24/2022 17:44	Resource Planning Analyst I- II or Sr - -OR-- Sr. Resource Planning Project Manager	\$350
2/25/2022 20:36	Right of Way Agent I- II or Sr.	\$350
2/17/2022 11:34	CRAFT SUPERVISOR (Albuquerque) - extended	\$349
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$325
2/8/2022 12:43	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$300
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$300
2/17/2022 11:34	CRAFT SUPERVISOR (Albuquerque) - extended	\$300
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$299
2/7/2022 10:21	Telecom Engineer I- II- III or Sr. AREA MANAGER II (T & D Line	\$295
2/9/2022 13:50	Operations) Repost	\$295
2/14/2022 16:01	ENGINEER I - IV - Extended ENGINEER I - IV (Alamogordo- NM)	\$295
2/15/2022 13:03	extended	\$295
2/21/2022 10:48	ENGINEER I - IV	\$295
2/7/2022 14:42	GIS Coordinator	\$240
2/7/2022 14:51	GIS Programmer Analyst or Sr. or Lead	\$240
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$240
2/10/2022 19:43	Transportation Electrification Program Specialist (TEP)	\$240

DATE	ITEM DESCRIPTION	COST
2/10/2022 19:51	Program Manager of Transportation Electrification Program (TEP) Web Business Analyst or Web	\$240
2/19/2022 12:09	Business Specialist	\$240
2/17/2022 11:34	CRAFT SUPERVISOR (Albuquerque) - extended	\$220
2/8/2022 12:43	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$195
2/14/2022 16:01	ENGINEER I - IV - Extended	\$179
2/23/2022 16:15	ENGINEER I - IV - Extended	\$50
2/24/2022 17:44	Resource Planning Analyst I- II or Sr - -OR-- Sr. Resource Planning Project Manager	\$50
2/7/2022 10:21	Telecom Engineer I- II- III or Sr.	\$45
2/21/2022 10:48	ENGINEER I - IV	\$45
2/24/2022 12:45	ENGINEER I - IV - Extended	\$45
2/19/2022 11:41	Programmer Analyst- I- II- Sr. or Lead (Location Options: Albuquerque- NM or Lewisville- TX)	\$40
2/11/2022 15:34	Administrator I or II - Law Department	\$35
2/9/2022 13:50	AREA MANAGER II (T & D Line Operations) Repost	\$35
2/14/2022 16:01	ENGINEER I - IV - Extended	\$35
2/15/2022 13:03	ENGINEER I - IV (Alamogordo- NM) extended	\$35
2/17/2022 11:34	CRAFT SUPERVISOR (Albuquerque) - extended	\$30
2/21/2022 10:57	Engineer I-III	\$25
2/24/2022 12:45	ENGINEER I - IV - Extended	\$20
2/25/2022 12:18	ENGINEER I - IV - Extended	\$20
2/25/2022 20:36	Right of Way Agent I- II or Sr. Customer Experience Advisor I (Full-	\$20
2/2/2022 10:48	Time) - Pay Rate: \$16.50-\$18/hour	\$15
2/7/2022 14:42	GIS Coordinator	\$15
2/7/2022 14:51	GIS Programmer Analyst or Sr. or Lead	\$15
2/8/2022 12:43	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$15

DATE	ITEM DESCRIPTION	COST
2/9/2022 15:51	SR PRODUCTION SUPPORT ANALYST (Albuquerque- NM)	\$10
2/10/2022 19:43	Transportation Electrification Program Specialist (TEP)	\$10
2/10/2022 19:51	Program Manager of Transportation Electrification Program (TEP)	\$10
2/3/2022 13:54	AREA MANAGER II (T & D Line Operations) Repost	\$5
2/3/2022 14:14	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$5
2/3/2022 14:20	ENGINEER I - IV (Alamogordo- NM) extended	\$5
2/4/2022 13:29	Administrator I or II - Law Department	\$5
2/7/2022 18:30	SOURCING ANALYST I - Sr	\$5
2/14/2022 12:05	SOURCING ANALYST I - Sr Web Business Analyst or Web	\$5
2/19/2022 12:09	Business Specialist	\$5
2/21/2022 10:10	Principal Infrastructure Architect	\$5
2/21/2022 10:33	Engineer I-III	\$5
2/24/2022 13:00	DIVISION FORESTER I	\$5
1/24/2022 17:01	Attorney II- III or IV	\$499
1/12/2022 18:22	ENGINEER I - IV - Extended	\$495
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$425
1/18/2022 9:37	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$425
1/3/2022 14:52	GIS WEB ADMIN ANALYST I - LEAD - extended	\$399
1/3/2022 19:26	Call Center Analyst	\$399
1/5/2022 9:15	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$399
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$399
1/5/2022 12:01	Land Surveyor or Sr. Land Surveyor	\$399
1/6/2022 9:32	ENGINEER I - IV (Alamogordo- NM) extended	\$399
1/12/2022 18:22	ENGINEER I - IV - Extended	\$399
1/18/2022 9:23	CRAFT SUPERVISOR (Albuquerque) - extended	\$399
1/21/2022 9:55	Tax Analyst II - Sr	\$399
1/21/2022 11:05	Right of Way Agent I- II or Sr.	\$399

DATE	ITEM DESCRIPTION	COST
1/21/2022 11:25	Attorney II- III or IV	\$399
1/21/2022 11:52	Customer Experience Manager	\$399
1/21/2022 15:19	OT/SCADA NETWORK & SECURITY SPECIALIST / Sr (Extended)	\$399
1/21/2022 15:30	SR OT/SCADA SYSTEM SPECIALIST SR	\$399
1/24/2022 10:02	GIS WEB ADMIN ANALYST I - LEAD - extended	\$399
1/25/2022 9:27	ENGINEER I - IV (Deming- NM) - extended	\$399
1/27/2022 10:18	Principal Infrastructure Architect Customer Experience Revenue	\$399
1/3/2022 12:27	Support Representative GIS WEB ADMIN ANALYST I - LEAD -	\$350
1/3/2022 12:31	extended	\$350
1/3/2022 14:47	ENGINEER I - IV - Extended	\$350
1/3/2022 14:50	Principal Infrastructure Architect	\$350
1/3/2022 19:26	Call Center Analyst CRAFT SUPERVISOR - PM Shift	\$350
1/5/2022 9:15	(Metro Line T & D) - Extended CRAFT SUPERVISOR - PM Shift	\$350
1/5/2022 9:15	(Metro Line T & D) - Extended	\$350
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$350
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$350
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$350
1/5/2022 12:01	Land Surveyor or Sr. Land Surveyor ENGINEER I - IV (Alamogordo- NM)	\$350
1/6/2022 9:32	extended Real Time Trader I- II or Sr. (3 job	\$350
1/10/2022 15:04	openings) HR Analyst I- II or Sr. -	\$350
1/12/2022 12:20	Compensation and HRIS Focus	\$350
1/12/2022 18:22	ENGINEER I - IV - Extended	\$350
1/13/2022 9:53	SR ACCOUNTANT SR PRODUCTION SUPPORT ANALYST	\$350
1/13/2022 10:03	(Albuquerque- NM) CRAFT SUPERVISOR (Albuquerque) -	\$350
1/18/2022 9:23	extended	\$350

DATE	ITEM DESCRIPTION	COST
1/18/2022 9:23	CRAFT SUPERVISOR (Albuquerque) - extended	\$350
1/18/2022 9:23	CRAFT SUPERVISOR (Albuquerque) - extended	\$350
1/18/2022 9:37	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$350
1/18/2022 9:55	PRICING ANALYST SR / LEAD	\$350
1/21/2022 9:55	Tax Analyst II - Sr	\$350
1/21/2022 11:05	Right of Way Agent I- II or Sr.	\$350
1/21/2022 11:25	Attorney II- III or IV	\$350
1/21/2022 11:52	Customer Experience Manager	\$350
1/21/2022 15:19	OT/SCADA NETWORK & SECURITY SPECIALIST / Sr (Extended)	\$350
1/21/2022 15:30	SR OT/SCADA SYSTEM SPECIALIST SR	\$350
1/24/2022 10:02	GIS WEB ADMIN ANALYST I - LEAD - extended	\$350
1/27/2022 10:18	Principal Infrastructure Architect NM Ops Project Manager	\$350
1/31/2022 15:41	Coordinator (repost)	\$350
1/18/2022 9:23	CRAFT SUPERVISOR (Albuquerque) - extended	\$349
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$325
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$300
1/18/2022 9:23	CRAFT SUPERVISOR (Albuquerque) - extended	\$300
1/18/2022 9:37	JOURNEYMAN SUBSTATION ELECTRICIAN (Silver City- NM)	\$300
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$299
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$295
1/6/2022 9:32	ENGINEER I - IV (Alamogordo- NM) extended	\$295
1/12/2022 18:22	ENGINEER I - IV - Extended	\$295
1/12/2022 12:09	HR Analyst I- II or Sr. - Benefits Focus	\$249
1/3/2022 15:50	ICE- Journeyman Gas Plant (Afton Plant - Las Cruces- NM)	\$240
1/5/2022 9:27	AREA MANAGER II (T & D Line Operations) Repost	\$240

DATE	ITEM DESCRIPTION	COST
1/5/2022 12:01	Land Surveyor or Sr. Land Surveyor CRAFT SUPERVISOR (Albuquerque) -	\$240
1/18/2022 9:23	extended	\$240
1/21/2022 11:55	Customer Experience Manager	\$240
1/12/2022 18:22	ENGINEER I - IV - Extended CRAFT SUPERVISOR (Albuquerque) -	\$220
1/18/2022 9:23	extended	\$220
1/5/2022 12:01	Land Surveyor or Sr. Land Surveyor HR Analyst I- II or Sr. - Benefits	\$199
1/12/2022 12:09	Focus HR Analyst I- II or Sr. -	\$199
1/12/2022 12:20	Compensation and HRIS Focus JOURNEYMAN SUBSTATION	\$199
1/18/2022 9:37	ELECTRICIAN (Silver City- NM) SR OT/SCADA SYSTEM SPECIALIST	\$195
1/21/2022 15:30	SR	\$195
1/25/2022 15:55	Tax Analyst II - Sr GIS WEB ADMIN ANALYST I - LEAD -	\$56
1/3/2022 14:52	extended AREA MANAGER II (T & D Line	\$50
1/5/2022 9:27	Operations) Repost GIS WEB ADMIN ANALYST I - LEAD -	\$50
1/24/2022 10:02	extended GIS WEB ADMIN ANALYST I - LEAD -	\$50
1/24/2022 10:02	extended ENGINEER I - IV (Alamogordo- NM)	\$45
1/6/2022 9:32	extended	\$40
1/12/2022 18:22	ENGINEER I - IV - Extended CRAFT SUPERVISOR (Albuquerque) -	\$40
1/18/2022 9:23	extended OT/SCADA NETWORK & SECURITY	\$40
1/21/2022 15:19	SPECIALIST / Sr (Extended) SR OT/SCADA SYSTEM SPECIALIST	\$40
1/21/2022 15:30	SR	\$40
1/27/2022 10:18	Principal Infrastructure Architect JOURNEYMAN SUBSTATION	\$30
1/18/2022 9:37	ELECTRICIAN (Silver City- NM) GIS WEB ADMIN ANALYST I - LEAD -	\$25
1/24/2022 10:02	extended	\$25
1/25/2022 16:29	Attorney II- III or IV	\$22
1/3/2022 19:26	Call Center Analyst	\$20
1/5/2022 12:01	Land Surveyor or Sr. Land Surveyor	\$20

DATE	ITEM DESCRIPTION	COST
1/31/2022 15:56	ENGINEER I (Rotational Engineer) 2 positions	\$20
1/31/2022 16:10	SUMMER INTERN (7 positions)	\$20
1/31/2022 16:20	SUMMER INTERN (3 Positions) - Extended	\$20
1/3/2022 14:52	GIS WEB ADMIN ANALYST I - LEAD - extended	\$15
1/5/2022 9:15	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$15
1/27/2022 10:00	ENGINEER I - IV - Extended	\$15
1/4/2022 10:56	ICE- Journeyman Gas Plant (Afton Plant - Las Cruces- NM)	\$10
1/12/2022 12:09	HR Analyst I- II or Sr. - Benefits Focus	\$10
1/12/2022 12:20	HR Analyst I- II or Sr. - Compensation and HRIS Focus	\$10
1/21/2022 9:55	Tax Analyst II - Sr	\$10
1/21/2022 11:05	Right of Way Agent I- II or Sr.	\$10
1/21/2022 11:25	Attorney II- III or IV	\$10
1/21/2022 11:52	Customer Experience Manager	\$10
1/3/2022 12:27	Customer Experience Revenue Support Representative	\$5
1/3/2022 12:31	GIS WEB ADMIN ANALYST I - LEAD - extended	\$5
1/3/2022 14:47	ENGINEER I - IV - Extended	\$5
1/3/2022 14:50	Principal Infrastructure Architect	\$5
1/3/2022 15:50	ICE- Journeyman Gas Plant (Afton Plant - Las Cruces- NM)	\$5
1/10/2022 15:04	Real Time Trader I- II or Sr. (3 job openings)	\$5
1/13/2022 9:53	SR ACCOUNTANT	\$5
1/13/2022 10:03	SR PRODUCTION SUPPORT ANALYST (Albuquerque- NM)	\$5
1/18/2022 9:55	PRICING ANALYST SR / LEAD	\$5
1/21/2022 11:55	Customer Experience Manager	\$5
1/24/2022 17:01	Attorney II- III or IV	\$5
1/25/2022 9:27	ENGINEER I - IV (Deming- NM) - extended	\$5
1/31/2022 15:41	NM Ops Project Manager Coordinator (repost)	\$5
1/31/2022 17:11	SUMMER INTERN (3 Positions) - Extended	\$5

DATE	ITEM DESCRIPTION	COST
1/31/2022 17:17	SUMMER INTERN (7 positions) ENGINEER I (Rotational Engineer) 2	\$5
1/31/2022 17:22	positions	\$5
12/7/2021 10:38	ENGINEER I - IV - Extended	\$495
12/30/2021 12:57	JOURNEYMAN LINEMAN	\$425
12/7/2021 10:38	ENGINEER I - IV - Extended	\$399
12/7/2021 12:33	Principal Infrastructure Architect	\$399
12/14/2021 12:25	Technical Recruiter	\$399
12/14/2021 12:38	Talent Acquisition Manager	\$399
12/21/2021 13:14	SOURCING ANALYST I - Sr Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$399
12/21/2021 13:14	SOURCING ANALYST I - Sr	\$379
12/21/2021 13:14	SOURCING ANALYST I - Sr GIS WEB ADMIN ANALYST I - LEAD - extended	\$375
12/1/2021 17:20	extended	\$350
12/7/2021 10:38	ENGINEER I - IV - Extended	\$350
12/7/2021 10:38	ENGINEER I - IV - Extended	\$350
12/7/2021 12:33	Principal Infrastructure Architect	\$350
12/14/2021 12:25	Technical Recruiter	\$350
12/14/2021 12:38	Talent Acquisition Manager	\$350
12/20/2021 14:00	Environmental Scientist I- II or Sr.	\$350
12/21/2021 13:14	SOURCING ANALYST I - Sr	\$350
12/21/2021 13:14	SOURCING ANALYST I - Sr Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$350
12/29/2021 11:02	NM or Lewisville- TX)	\$350
12/30/2021 12:57	JOURNEYMAN LINEMAN	\$350

DATE	ITEM DESCRIPTION	COST
12/21/2021 13:14	SOURCING ANALYST I - Sr	\$335
12/7/2021 10:38	ENGINEER I - IV - Extended	\$299
12/7/2021 10:38	ENGINEER I - IV - Extended	\$295
12/14/2021 12:25	Technical Recruiter	\$240
12/14/2021 12:38	Talent Acquisition Manager	\$240
12/7/2021 10:38	ENGINEER I - IV - Extended	\$220
12/14/2021 12:25	Technical Recruiter	\$199
12/14/2021 12:38	Talent Acquisition Manager	\$199
12/21/2021 13:14	SOURCING ANALYST I - Sr	\$199
12/20/2021 14:00	Environmental Scientist I- II or Sr.	\$99
12/7/2021 10:38	ENGINEER I - IV - Extended	\$70
12/1/2021 17:29	GIS WEB ADMIN ANALYST I - LEAD - extended	\$50
12/21/2021 13:14	SOURCING ANALYST I - Sr	\$50
12/7/2021 12:33	Principal Infrastructure Architect	\$30
12/1/2021 17:29	GIS WEB ADMIN ANALYST I - LEAD - extended	\$25
12/29/2021 11:02	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$25
12/14/2021 12:25	Technical Recruiter	\$20
12/14/2021 12:38	Talent Acquisition Manager	\$20
12/1/2021 17:29	GIS WEB ADMIN ANALYST I - LEAD - extended	\$10
12/20/2021 14:00	Environmental Scientist I- II or Sr.	\$10
12/30/2021 12:57	JOURNEYMAN LINEMAN	\$10
12/1/2021 17:20	GIS WEB ADMIN ANALYST I - LEAD - extended	\$5
11/21/2021 14:11	ENGINEER I - IV - Extended	\$495
11/24/2021 13:54	Engineering Supervisor (Metro Distribution)	\$495
11/1/2021 13:46	SOURCING ANALYST I - Sr	\$399

DATE	ITEM DESCRIPTION	COST
11/3/2021 15:57	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$399
11/3/2021 16:24	Customer Experience Manager	\$399
11/3/2021 16:24	NETWORK SPECIALIST I-II-III-SR Sr Telecommunications Engineer	\$399
11/3/2021 16:41	(OSP)	\$399
11/11/2021 9:49	Energy Settlement Analyst I or II	\$399
11/11/2021 9:53	Forward Power Trading Manager	\$399
11/11/2021 9:59	Technical Recruiter	\$399
11/11/2021 10:05	Talent Acquisition Manager	\$399
11/12/2021 9:38	Call Center Analyst Director- Project Management (Large Construction)	\$399
11/18/2021 10:33		\$399
11/21/2021 14:11	ENGINEER I - IV - Extended Engineering Supervisor (Metro Distribution)	\$399
11/24/2021 13:54	Engineering Supervisor (Abq Electric Svc Ctr)	\$399
11/30/2021 13:00		\$399
11/1/2021 13:46	SOURCING ANALYST I - Sr	\$379
11/1/2021 13:46	SOURCING ANALYST I - Sr	\$375
11/1/2021 13:46	SOURCING ANALYST I - Sr	\$350
11/2/2021 9:36	SOURCING ANALYST I - Sr	\$350
11/3/2021 15:57	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$350
11/3/2021 15:57	CRAFT SUPERVISOR - PM Shift (Metro Line T & D) - Extended	\$350
11/3/2021 16:24	Customer Experience Manager	\$350
11/3/2021 16:24	NETWORK SPECIALIST I-II-III-SR Sr Telecommunications Engineer	\$350
11/3/2021 16:41	(OSP)	\$350
11/3/2021 21:08	Engineer I- II- III or IV (Transmission Planning)	\$350
11/4/2021 11:27	EIM LOAD & RECONCILIATION ANALYST I/II	\$350
11/9/2021 11:10	HR Analyst (ADA Focus) Customer Experience Advisor I (Full- Time) - Pay Rate: \$16.50-\$18/hour	\$350
11/9/2021 14:56		\$350
11/9/2021 17:51	Environmental Scientist I- II or Sr.	\$350
11/11/2021 9:49	Energy Settlement Analyst I or II	\$350
11/11/2021 9:53	Forward Power Trading Manager	\$350

DATE	ITEM DESCRIPTION	COST
11/11/2021 9:59	Technical Recruiter	\$350
11/11/2021 10:05	Talent Acquisition Manager	\$350
11/12/2021 9:38	Call Center Analyst	\$350
11/18/2021 10:33	Director- Project Management (Large Construction)	\$350
11/18/2021 10:33	Director- Project Management (Large Construction)	\$350
11/21/2021 14:11	ENGINEER I - IV - Extended	\$350
11/21/2021 14:11	ENGINEER I - IV - Extended	\$350
11/22/2021 14:38	ICE- Journeyman Gas Plant (Afton Plant - Las Cruces- NM)	\$350
11/24/2021 13:54	Engineering Supervisor (Metro Distribution)	\$350
11/2/2021 9:36	SOURCING ANALYST I - Sr Director- Project Management	\$335
11/18/2021 10:33	(Large Construction) Engineer I- II- III or IV (Transmission Planning)	\$325
11/3/2021 21:08	Director- Project Management (Large Construction)	\$300
11/18/2021 10:33	Engineering Supervisor (Metro Distribution)	\$300
11/24/2021 13:54	Director- Project Management (Large Construction)	\$300
11/18/2021 10:33	(Large Construction)	\$299
11/21/2021 14:11	ENGINEER I - IV - Extended	\$299
11/21/2021 14:11	ENGINEER I - IV - Extended	\$295
11/24/2021 13:54	Engineering Supervisor (Metro Distribution)	\$295
11/9/2021 17:34	HR Analyst I- II or Sr. - Benefits Focus	\$249
11/9/2021 17:42	HR Analyst I- II or Sr. - Compensation and HRIS Focus	\$249
11/3/2021 16:48	Customer Experience Manager	\$240
11/11/2021 9:59	Technical Recruiter	\$240
11/11/2021 10:05	Talent Acquisition Manager	\$240
11/18/2021 10:33	Director- Project Management (Large Construction)	\$240
11/24/2021 13:54	Engineering Supervisor (Metro Distribution)	\$240
11/21/2021 14:11	ENGINEER I - IV - Extended	\$220
11/30/2021 13:00	Engineering Supervisor (Abq Electric Svc Ctr)	\$220

DATE	ITEM DESCRIPTION	COST
11/9/2021 11:10	HR Analyst (ADA Focus)	\$199
	HR Analyst I- II or Sr. - Benefits	
11/9/2021 17:34	Focus	\$199
	HR Analyst I- II or Sr. -	
11/9/2021 17:42	Compensation and HRIS Focus	\$199
11/11/2021 9:59	Technical Recruiter	\$199
11/11/2021 10:05	Talent Acquisition Manager	\$199
11/9/2021 17:51	Environmental Scientist I- II or Sr.	\$99
11/1/2021 13:46	SOURCING ANALYST I - Sr	\$50
	SYSTEM FORESTER & ASSET	
11/9/2021 10:01	MANAGER	\$50
11/21/2021 14:11	ENGINEER I - IV - Extended	\$50
	Director- Project Management	
11/18/2021 10:33	(Large Construction)	\$35
	Engineering Supervisor (Metro	
11/24/2021 13:54	Distribution)	\$30
	EIM LOAD & RECONCILIATION	
11/4/2021 11:27	ANALYST I/II	\$25
11/9/2021 17:51	Environmental Scientist I- II or Sr.	\$25
11/11/2021 9:59	Technical Recruiter	\$20
11/11/2021 10:05	Talent Acquisition Manager	\$20
11/12/2021 9:38	Call Center Analyst	\$20
	CRAFT SUPERVISOR - PM Shift	
11/3/2021 15:57	(Metro Line T & D) - Extended	\$15
	Customer Experience Advisor I (Full-	
11/9/2021 14:56	Time) - Pay Rate: \$16.50-\$18/hour	\$15
11/19/2021 15:09	ENGINEER I - IV - Extended	\$15
11/2/2021 9:36	SOURCING ANALYST I - Sr	\$10
11/3/2021 16:24	Customer Experience Manager	\$10
11/3/2021 16:24	NETWORK SPECIALIST I-II-III-SR	\$10
	Sr Telecommunications Engineer	
11/3/2021 16:41	(OSP)	\$10
	Engineer I- II- III or IV (Transmission	
11/3/2021 21:08	Planning)	\$10
	SYSTEM FORESTER & ASSET	
11/9/2021 10:01	MANAGER	\$10
11/9/2021 11:10	HR Analyst (ADA Focus)	\$10
	HR Analyst I- II or Sr. - Benefits	
11/9/2021 17:34	Focus	\$10

DATE	ITEM DESCRIPTION	COST
	HR Analyst I- II or Sr. -	
11/9/2021 17:42	Compensation and HRIS Focus	\$10
11/11/2021 9:49	Energy Settlement Analyst I or II	\$10
11/11/2021 9:53	Forward Power Trading Manager	\$10
11/30/2021 13:00	Engineering Supervisor (Abq Electric Svc Ctr)	\$10
11/3/2021 16:48	Customer Experience Manager	\$5
11/10/2021 15:59	SOURCING ANALYST I - Sr	\$5
11/12/2021 11:43	SYSTEM FORESTER & ASSET MANAGER	\$5
11/22/2021 14:38	ICE- Journeyman Gas Plant (Afton Plant - Las Cruces- NM)	\$5
10/27/2021 10:24	Engineer I- II- III or IV (Transmission Planning)	\$495
10/5/2021 14:27	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$425
10/8/2021 9:46	LINEMAN (3 positions) - Extended	\$425
10/1/2021 10:53	REGULATORY PROJECT MANAGER II - SR	\$399
10/5/2021 11:44	Low Income Outreach Project Manager	\$399
10/8/2021 10:07	SOURCING ANALYST I - Sr	\$399
10/8/2021 10:12	Principal Infrastructure Architect	\$399
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$399
10/19/2021 13:11	GIS WEB ADMIN ANALYST I - LEAD - extended	\$399
10/20/2021 11:40	CRAFT SUPERVISOR (Transmission Substation)	\$399
10/20/2021 11:54	AREA MANAGER II (T & D Line Operations) Repost	\$399
10/20/2021 12:03	CRAFT SUPERVISOR	\$399
10/31/2021 17:52	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$399
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$395
10/5/2021 15:07	SOURCING ANALYST I - Sr	\$379
10/8/2021 10:07	SOURCING ANALYST I - Sr	\$379
10/8/2021 10:07	SOURCING ANALYST I - Sr	\$375

DATE	ITEM DESCRIPTION	COST
10/5/2021 14:27	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$365
10/8/2021 9:46	LINEMAN (3 positions) - Extended	\$365
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$365
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$365
10/1/2021 10:53	REGULATORY PROJECT MANAGER II - SR Low Income Outreach Project Manager	\$350
10/5/2021 11:44	ASSET ACCOUNTING MANAGER Web Business Analyst or Web Business Specialist	\$350
10/7/2021 10:12	ASSET ACCOUNTING MANAGER Web Business Analyst or Web Business Specialist	\$350
10/7/2021 14:56	LINEMAN (3 positions) - Extended	\$350
10/8/2021 9:46	SOURCING ANALYST I - Sr	\$350
10/8/2021 10:12	Principal Infrastructure Architect	\$350
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$350
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$350
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$350
10/19/2021 13:11	GIS WEB ADMIN ANALYST I - LEAD - extended	\$350
10/20/2021 11:40	CRAFT SUPERVISOR (Transmission Substation)	\$350
10/20/2021 11:40	CRAFT SUPERVISOR (Transmission Substation)	\$350
10/20/2021 11:54	AREA MANAGER II (T & D Line Operations) Repost	\$350
10/20/2021 11:54	AREA MANAGER II (T & D Line Operations) Repost	\$350
10/20/2021 12:03	CRAFT SUPERVISOR	\$350
10/20/2021 12:03	CRAFT SUPERVISOR	\$350
10/26/2021 10:22	OT/SCADA NETWORK & SECURITY SPECIALIST / Sr (Extended)	\$350
10/27/2021 10:24	Engineer I- II- III or IV (Transmission Planning)	\$350
10/31/2021 17:52	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$350

DATE	ITEM DESCRIPTION	COST
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$325
10/5/2021 14:27	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$300
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$300
10/20/2021 11:40	CRAFT SUPERVISOR (Transmission Substation)	\$300
10/20/2021 11:54	AREA MANAGER II (T & D Line Operations) Repost	\$300
10/20/2021 12:03	CRAFT SUPERVISOR	\$300
10/27/2021 10:24	Engineer I- II- III or IV (Transmission Planning)	\$299
10/27/2021 10:24	Engineer I- II- III or IV (Transmission Planning)	\$295
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$278
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$249
10/1/2021 10:53	REGULATORY PROJECT MANAGER II - SR	\$240
10/7/2021 14:24	Journeyman Communication (Silver City- NM)	\$240
10/27/2021 10:24	Engineer I- II- III or IV (Transmission Planning)	\$220
10/5/2021 14:27	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$195
10/8/2021 9:46	LINEMAN (3 positions) - Extended	\$195
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$161
10/8/2021 10:07	SOURCING ANALYST I - Sr	\$50
10/14/2021 12:04	JOURNEYMAN COMMUNICATION (Albuquerque- NM)	\$50
10/19/2021 13:11	GIS WEB ADMIN ANALYST I - LEAD - extended	\$50
10/27/2021 10:24	Engineer I- II- III or IV (Transmission Planning)	\$45
10/8/2021 9:46	LINEMAN (3 positions) - Extended	\$35
10/26/2021 10:22	OT/SCADA NETWORK & SECURITY SPECIALIST / Sr (Extended)	\$35
10/5/2021 12:56	ENGINEER I (Engineering Rotational Program)	\$25

DATE	ITEM DESCRIPTION	COST
10/5/2021 14:27	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$25
10/19/2021 13:11	GIS WEB ADMIN ANALYST I - LEAD - extended	\$25
10/7/2021 14:56	Web Business Analyst or Web Business Specialist	\$20
10/19/2021 13:11	GIS WEB ADMIN ANALYST I - LEAD - extended	\$20
10/20/2021 11:40	CRAFT SUPERVISOR (Transmission Substation)	\$20
10/20/2021 11:54	AREA MANAGER II (T & D Line Operations) Repost	\$20
10/20/2021 12:03	CRAFT SUPERVISOR	\$20
10/1/2021 10:53	REGULATORY PROJECT MANAGER II - SR	\$15
10/5/2021 11:44	Low Income Outreach Project Manager	\$10
10/8/2021 10:12	Principal Infrastructure Architect Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$10
10/5/2021 15:02	SOURCING ANALYST I - Sr	\$5
10/5/2021 15:07	SOURCING ANALYST I - Sr	\$5
10/7/2021 10:12	ASSET ACCOUNTING MANAGER	\$5
10/7/2021 14:24	Journeyman Communication (Silver City- NM)	\$5
9/1/2021 13:38	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$425
9/16/2021 10:26	LINEMAN (3 positions) - Extended	\$425
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$425
9/1/2021 13:30	TEAM MANAGER II (T & D Engineering)	\$399
9/15/2021 16:58	Resource Planning Analyst I- II or Sr - -OR-- Sr. Resource Planning Project Manager	\$399
9/22/2021 17:10	ENGINEER I - IV (Ruidoso & Alamogordo NM)	\$399
9/23/2021 10:45	Energy Settlement Analyst I or II	\$399
9/23/2021 16:56	REGIONAL TRANS ORGANIZATION / MARKET MANAGER	\$399

DATE	ITEM DESCRIPTION	COST
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$399
9/29/2021 13:45	Land Surveyor or Sr. Land Surveyor	\$399
9/27/2021 17:07	SOURCING ANALYST I - Sr	\$379
9/29/2021 13:45	Land Surveyor or Sr. Land Surveyor	\$375
9/1/2021 13:38	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$365
9/16/2021 10:26	LINEMAN (3 positions) - Extended	\$365
9/23/2021 16:56	REGIONAL TRANS ORGANIZATION / MARKET MANAGER	\$365
9/1/2021 13:30	TEAM MANAGER II (T & D Engineering)	\$350
9/1/2021 13:38	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$350
9/8/2021 10:09	SR PRODUCTION SUPPORT ANALYST (Albuquerque- NM)	\$350
9/9/2021 12:08	Accountant I or II	\$350
9/14/2021 10:51	Real Time Trader I or II	\$350
9/15/2021 16:58	Resource Planning Analyst I- II or Sr - Manager	\$350
9/16/2021 9:49	-OR-- Sr. Resource Planning Project ACCOUNTANT SR	\$350
9/16/2021 10:26	LINEMAN (3 positions) - Extended	\$350
9/22/2021 16:50	EIM LOAD & RECONCILIATION ANALYST I/II	\$350
9/22/2021 17:10	ENGINEER I - IV (Ruidoso & Alamogordo NM)	\$350
9/23/2021 16:56	REGIONAL TRANS ORGANIZATION / MARKET MANAGER	\$350
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$350
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$350
9/28/2021 13:43	ACCOUNTANT II or Sr	\$350
9/28/2021 15:42	Journeyman Communication (Silver City- NM)	\$350
9/28/2021 18:07	Customer Experience Advisor (Full-Time) - Pay Rate: \$16.50-\$18/hour	\$350
9/29/2021 13:45	Land Surveyor or Sr. Land Surveyor	\$350

DATE	ITEM DESCRIPTION	COST
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$325
9/1/2021 13:30	TEAM MANAGER II (T & D Engineering)	\$300
9/16/2021 10:26	LINEMAN (3 positions) - Extended	\$300
9/23/2021 16:56	REGIONAL TRANS ORGANIZATION / MARKET MANAGER	\$300
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$300
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$299
9/1/2021 13:30	TEAM MANAGER II (T & D Engineering)	\$295
9/22/2021 17:10	ENGINEER I - IV (Ruidoso & Alamogordo NM)	\$295
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$295
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$240
9/1/2021 13:30	TEAM MANAGER II (T & D Engineering)	\$220
9/16/2021 10:26	LINEMAN (3 positions) - Extended	\$195
9/23/2021 17:08	AREA MANAGER II (T & D Line Operations) Repost	\$45
9/1/2021 13:30	TEAM MANAGER II (T & D Engineering)	\$40
9/16/2021 10:26	LINEMAN (3 positions) - Extended	\$25
9/22/2021 16:50	EIM LOAD & RECONCILIATION ANALYST I/II	\$25
9/22/2021 17:10	ENGINEER I - IV (Ruidoso & Alamogordo NM)	\$25
9/29/2021 13:45	Land Surveyor or Sr. Land Surveyor	\$25
9/1/2021 13:38	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$20
9/23/2021 16:56	REGIONAL TRANS ORGANIZATION / MARKET MANAGER	\$20
9/8/2021 10:09	SR PRODUCTION SUPPORT ANALYST (Albuquerque- NM)	\$15
9/9/2021 12:08	Accountant I or II	\$15
9/23/2021 10:45	Energy Settlement Analyst I or II	\$15

DATE	ITEM DESCRIPTION	COST
9/28/2021 15:42	Journeyman Communication (Silver City- NM)	\$15
9/28/2021 18:07	Customer Experience Advisor (Full-Time) - Pay Rate: \$16.50-\$18/hour Resource Planning Analyst I- II or Sr - -OR-- Sr. Resource Planning Project	\$15
9/15/2021 16:58	Manager	\$10
9/14/2021 10:51	Real Time Trader I or II	\$5
9/16/2021 9:49	ACCOUNTANT SR	\$5
9/27/2021 17:07	SOURCING ANALYST I - Sr	\$5
9/28/2021 13:43	ACCOUNTANT II or Sr	\$5
8/3/2021 14:22	TEAM MANAGER II (Extended) Engineering Supervisor (Metro Distribution)	\$495
8/6/2021 19:02	Distribution)	\$495
8/25/2021 10:36	LINEMAN (Santa Fe- NM) 2 positions	\$425
8/3/2021 14:22	TEAM MANAGER II (Extended) CONTROLLER GROUP PROJECT	\$399
8/4/2021 13:43	MANAGER TRANSMISSION CONTRACT	\$399
8/6/2021 11:25	ADMINISTRATOR I - Sr Engineering Supervisor (Metro Distribution)	\$399
8/6/2021 19:02	Distribution)	\$399
8/20/2021 11:29	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$399
8/24/2021 10:28	Land Surveyor or Sr. Land Surveyor	\$399
8/24/2021 12:23	SOURCING ANALYST I - Sr	\$399
8/25/2021 14:08	Principal Infrastructure Architect	\$399
8/24/2021 12:23	SOURCING ANALYST I - Sr	\$375
8/6/2021 11:32	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$365
8/11/2021 11:36	LINEMAN (3 positions) - Extended	\$365
8/25/2021 10:36	LINEMAN (Santa Fe- NM) 2 positions	\$365
8/3/2021 14:22	TEAM MANAGER II (Extended) CONTROLLER GROUP PROJECT	\$350
8/4/2021 13:43	MANAGER	\$350
8/5/2021 10:57	ACCOUNTANT II or Sr TRANSMISSION CONTRACT	\$350
8/6/2021 11:25	ADMINISTRATOR I - Sr	\$350

DATE	ITEM DESCRIPTION	COST
8/6/2021 19:02	Engineering Supervisor (Metro Distribution)	\$350
8/11/2021 11:55	SR OT/SCADA SYSTEM SPECIALIST	\$350
8/13/2021 10:43	ENGINEER I - IV - Distribution	\$350
8/20/2021 11:29	Engineering Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$350
8/24/2021 10:28	Land Surveyor or Sr. Land Surveyor	\$350
8/24/2021 12:23	SOURCING ANALYST I - Sr	\$350
8/25/2021 10:36	LINEMAN (Santa Fe- NM) 2 positions	\$350
8/25/2021 14:08	Principal Infrastructure Architect	\$350
8/26/2021 11:32	Customer Experience Advisor (Full-Time)	\$350
8/6/2021 11:32	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$300
8/6/2021 19:02	Engineering Supervisor (Metro Distribution)	\$300
8/11/2021 11:36	LINEMAN (3 positions) - Extended	\$300
8/13/2021 10:43	ENGINEER I - IV - Distribution	\$300
8/13/2021 10:43	Engineering	\$300
8/25/2021 10:36	LINEMAN (Santa Fe- NM) 2 positions	\$300
8/6/2021 19:02	Engineering Supervisor (Metro Distribution)	\$295
8/13/2021 10:43	ENGINEER I - IV - Distribution	\$295
8/13/2021 10:43	Engineering	\$295
8/6/2021 19:02	Engineering Supervisor (Metro Distribution)	\$240
8/6/2021 11:32	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$195
8/11/2021 11:36	LINEMAN (3 positions) - Extended	\$195
8/6/2021 19:02	Engineering Supervisor (Metro Distribution)	\$55
8/3/2021 14:22	TEAM MANAGER II (Extended)	\$45
8/13/2021 10:43	ENGINEER I - IV - Distribution	\$35
8/13/2021 10:43	Engineering	\$35
8/3/2021 14:22	TEAM MANAGER II (Extended)	\$30
8/20/2021 11:29	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$30
8/24/2021 12:23	SOURCING ANALYST I - Sr	\$30

DATE	ITEM DESCRIPTION	COST
8/25/2021 10:36	LINEMAN (Santa Fe- NM) 2 positions	\$30
8/6/2021 11:32	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$20
8/24/2021 10:28	Land Surveyor or Sr. Land Surveyor	\$20
8/24/2021 12:33	ENGINEER I - IV	\$20
8/11/2021 11:36	LINEMAN (3 positions) - Extended	\$15
8/26/2021 11:32	Customer Experience Advisor (Full- Time)	\$15
8/4/2021 13:43	CONTROLLER GROUP PROJECT MANAGER	\$10
8/6/2021 11:25	TRANSMISSION CONTRACT ADMINISTRATOR I - Sr	\$10
8/25/2021 14:08	Principal Infrastructure Architect	\$10
8/5/2021 10:57	ACCOUNTANT II or Sr	\$5
8/11/2021 11:55	SR OT/SCADA SYSTEM SPECIALIST	\$5
8/27/2021 10:46	SR	\$5
8/31/2021 12:44	MAIL SYSTEMS CLERK	\$5
7/20/2021 14:14	GIS WEB ADMIN ANALYST I - LEAD - extended	\$5
7/7/2021 14:50	Engineer I- II- III or IV (Transmission Planning)	\$495
7/9/2021 10:19	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$425
7/15/2021 10:09	LINEMAN (3 positions) - Extended	\$425
7/19/2021 12:58	LINEMAN (Deming- NM)	\$425
7/30/2021 16:38	LINEMAN (Santa Fe- NM) 2 positions	\$425
7/7/2021 17:36	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$425
7/9/2021 14:18	Right of Way Agent I- II or Sr. NERC REGULATORY COMPLIANCE	\$399
7/13/2021 10:43	PROJECT MANAGER / SR (Extended)	\$399
7/19/2021 11:22	SR OT/SCADA SYSTEM SPECIALIST	\$399
7/19/2021 11:29	SR	\$399
7/20/2021 14:26	Programmer Analyst I- II or Sr. (Location Option: Albuquerque- NM or Lewisville- TX)	\$399
	JOURNEYMAN RELAY	\$399
	Sourcing Analyst I- II- Sr or Sourcing Consultant	\$399

DATE	ITEM DESCRIPTION	COST
7/21/2021 14:08	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$399
7/22/2021 13:27	TRANSMISSION CONTRACT ADMINISTRATOR I - Sr	\$399
7/28/2021 10:31	SR SR OT/SCADA SYSTEM SPECIALIST	\$399
7/29/2021 11:31	ENGINEER I - IV (Ruidoso & Alamogordo NM)	\$399
7/30/2021 16:30	INFORMATION SECURITY ANALYST LINEMAN (Transmission Lineman) -	\$399
7/7/2021 14:50	(3 positions) Extended	\$365
7/9/2021 10:19	LINEMAN (3 positions) - Extended	\$365
7/15/2021 10:09	LINEMAN (Deming- NM)	\$365
7/19/2021 12:58	LINEMAN (Santa Fe- NM) 2 positions BUILDING MAINTENANCE	\$365
7/7/2021 12:10	TECHNICIAN II - Extended	\$350
7/7/2021 17:36	Right of Way Agent I- II or Sr.	\$350
7/7/2021 18:33	Accountant I or II Customer Experience Advisor (Full- Time)	\$350
7/8/2021 18:55	Time)	\$350
7/9/2021 10:19	LINEMAN (3 positions) - Extended NERC REGULATORY COMPLIANCE	\$350
7/9/2021 14:18	PROJECT MANAGER / SR (Extended) SR OT/SCADA SYSTEM SPECIALIST	\$350
7/13/2021 10:43	SR OT/SCADA NETWORK & SECURITY	\$350
7/14/2021 12:09	SPECIALIST / Sr (Extended) Programmer Analyst I- II or Sr. (Location Option: Albuquerque- NM or Lewisville- TX)	\$350
7/19/2021 11:22	or Lewisville- TX)	\$350
7/19/2021 12:58	LINEMAN (Santa Fe- NM) 2 positions Engineer I- II- III or IV (Transmission Planning)	\$350
7/20/2021 14:14	Planning)	\$350
7/20/2021 14:26	Sourcing Analyst I- II- Sr or Sourcing Consultant	\$350
7/21/2021 14:08	Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$350
7/22/2021 13:27	TRANSMISSION CONTRACT ADMINISTRATOR I - Sr	\$350

DATE	ITEM DESCRIPTION	COST
	BUILDING MAINTENANCE	
7/23/2021 12:39	TECHNICIAN II - Extended	\$350
	SR OT/SCADA SYSTEM SPECIALIST	
7/28/2021 10:31	SR	\$350
	ENGINEER I - IV (Ruidoso &	
7/29/2021 11:31	Alamogordo NM)	\$350
	NERC REGULATORY COMPLIANCE	
7/29/2021 14:05	PROJECT MANAGER / SR (Extended)	\$350
7/30/2021 16:30	INFORMATION SECURITY ANALYST	\$350
	LINEMAN (Transmission Lineman) -	
7/30/2021 16:38	(3 positions) Extended	\$350
	LINEMAN (Transmission Lineman) -	
7/30/2021 16:38	(3 positions) Extended	\$350
	LINEMAN (Transmission Lineman) -	
7/7/2021 14:50	(3 positions) Extended	\$300
7/9/2021 10:19	LINEMAN (3 positions) - Extended	\$300
7/15/2021 10:09	LINEMAN (Deming- NM)	\$300
7/19/2021 12:58	LINEMAN (Santa Fe- NM) 2 positions	\$300
	Engineer I- II- III or IV (Transmission	
7/20/2021 14:14	Planning)	\$299
	Engineer I- II- III or IV (Transmission	
7/20/2021 14:14	Planning)	\$295
	ENGINEER I - IV (Ruidoso &	
7/29/2021 11:31	Alamogordo NM)	\$295
	Sourcing Analyst I- II- Sr or Sourcing	
7/20/2021 14:26	Consultant	\$279
	Engineer I- II- III or IV (Transmission	
7/20/2021 14:14	Planning)	\$220
	Sourcing Analyst I- II- Sr or Sourcing	
7/20/2021 14:26	Consultant	\$199
7/21/2021 13:05	Human Resources Consultant	\$199
	LINEMAN (Transmission Lineman) -	
7/7/2021 14:50	(3 positions) Extended	\$195
7/9/2021 10:19	LINEMAN (3 positions) - Extended	\$195
7/15/2021 10:09	LINEMAN (Deming- NM)	\$195
7/13/2021 11:19	Corporate Tax Project Manager	\$60
	Engineer I- II- III or IV (Transmission	
7/20/2021 14:14	Planning)	\$45
	Sourcing Analyst I- II- Sr or Sourcing	
7/20/2021 14:26	Consultant	\$40

DATE	ITEM DESCRIPTION	COST
7/9/2021 10:19	LINEMAN (3 positions) - Extended	\$25
7/15/2021 10:09	LINEMAN (Deming- NM)	\$25
7/29/2021 11:31	ENGINEER I - IV (Ruidoso & Alamogordo NM)	\$25
7/7/2021 14:50	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$20
7/19/2021 11:22	Programmer Analyst I- II or Sr. (Location Option: Albuquerque- NM or Lewisville- TX)	\$20
7/19/2021 11:29	JOURNEYMAN RELAY	\$20
7/19/2021 12:58	LINEMAN (Santa Fe- NM) 2 positions	\$20
7/30/2021 16:37	LINEMAN (Transmission Lineman) - (3 positions) Extended	\$20
7/8/2021 18:55	Customer Experience Advisor (Full-Time)	\$15
7/14/2021 12:09	OT/SCADA NETWORK & SECURITY SPECIALIST / Sr (Extended)	\$15
7/7/2021 17:36	Right of Way Agent I- II or Sr. NERC REGULATORY COMPLIANCE	\$10
7/9/2021 14:18	PROJECT MANAGER / SR (Extended)	\$10
7/13/2021 10:43	SR OT/SCADA SYSTEM SPECIALIST	\$10
7/21/2021 14:08	SR Programmer Analyst I- II or Sr. (Location Options: Albuquerque- NM or Lewisville- TX)	\$10
7/22/2021 13:27	TRANSMISSION CONTRACT	\$10
7/28/2021 10:31	ADMINISTRATOR I - Sr	\$10
7/30/2021 16:30	SR OT/SCADA SYSTEM SPECIALIST	\$10
7/7/2021 12:10	SR	\$10
7/7/2021 18:33	INFORMATION SECURITY ANALYST	\$10
7/15/2021 10:09	BUILDING MAINTENANCE	\$5
7/15/2021 16:32	TECHNICIAN II - Extended	\$5
7/21/2021 13:05	Accountant I or II	\$5
7/23/2021 12:39	Corporate Tax Project Manager	\$5
7/29/2021 14:05	Physical Security Technology Specialist	\$5
	Human Resources Consultant	\$5
	BUILDING MAINTENANCE	\$5
	TECHNICIAN II - Extended	\$5
	NERC REGULATORY COMPLIANCE	\$5
	PROJECT MANAGER / SR (Extended)	\$5
	Allowable Total	\$187,684

LINEMAN (Silver City, NM) - Extended

Silver City, New Mexico
Req Id: 6087386 | Job Id: 28859918
Created On: 01/26/2022

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Location: Silver City, New Mexico, 88061

Contact Email:

Function: Facilities

Industry:

Job Description:

PNM Resources

Job ID: 6087386
Date: 05/03/2022
Location: PNM, Silver City
Full/Part Time: Full-Time
Regular/Temporary: Regular

Posting Deadline

POSTED UNTIL FILLED

Department: Silver City Line Department

JOB DESCRIPTION

This position is covered by NERC CIP cyber security standards. Prior to being hired, promoted, or transferred into the position, the candidate must successfully pass a Personnel Risk Assessment, which includes identity verification and a criminal background check. Prior to being granted unescorted access to cyber secure areas, the candidate must attend cyber security training; supplemental training for certain PNMR Energy/Generation/Plant Management Systems and annual cyber security training will be required. **DEPARTMENT:** TRANSMISSION AND DISTRIBUTION

DUTIES: Under general directive supervision of working foreman or district foreman depending on assignment and location.

Directs apprentices, skilled, and semi-skilled workers engaged in the construction, operation, and maintenance of overhead transmission and distribution lines and substations; may perform various duties by being assigned to investigating and correcting customer complaints; installing or cutting out service or meters; setting special meters as voltage, current, demand, or others; maintenance of street lights or other related duties which are consistent with his qualifications. Receives work instructions of a general nature and performs all assignments with established procedures.

Performs construction duties by erecting and setting poles and towers; attaching necessary crossarms, transformers, circuit breakers, cut-outs, lightning arrestors, anchors, guys; stringing, sagging, insulating, attaching, and connecting conductors; installation of underground systems including circuit, laterals, vaults, and grounds; installation of underground cable, transformers, switch boxes, and similar equipment.

Installs or may assist in cable construction by testing and tracing circuits in power systems; makes various types of connections between electrical conductors; insulates conductors properly for the voltage conditions under which they are to operate; seals cable joints within a waterproof housing such as lead sleeve wiped onto the lead-sheathed cables entering the joint; bonds and grounds lead-sheathed cables of all voltages; makes electrical connections between conductors and various types of equipment such as transformers, potheads, and terminal boxes; as required, may weatherproof or fireproof cables.

Performs various distribution duties by testing for and locating electrical trouble on circuits; makes permanent or temporary repairs to restore services as quickly as is consistent with safety; restores equipment to normal operating condition; patrols and inspects equipment, making minor repairs and reporting equipment in need of major repairs; makes emergency cut-ins and cut-outs.

Installs and removes lightening arrestors; fuses disconnecting switches, oil and air breakers switches, and related overhead line devices.

Installs and services transformers; tests transformers in service by induction coil devices and makes replacement when necessary.

Installs street lighting equipment and replaces cables, poles, conduits, and auxiliary equipment.

Instructs personnel in the proper and safe way to perform their duties and instructs and trains new men in the use of tools and equipment; provides safety training instructions and is responsible for the general safety of personnel and in the administering of first aid to injured persons when necessary; caution and use of safety devices such as rubber protective equipment and hot-line tools; conforms with all safety rules and policies as established by the Company.

Performs other related and assigned duties.

QUALIFICATIONS:

- High School diploma or equivalent.
- Completion of an accredited Lineman Apprentice Program or possess current journeyman lineman certification.
- Ability to use aerial lifts and line trucks.
- Ability to read switching procedures and electrical one line.
- Ability to successfully complete written and practical skills assessment evaluation.
- Experience in rubber glove and hot stock live line work.
- Basic knowledge of wire stringing and associated equipment.
- Basic knowledge of rigging.
- Ability to read and related to construction drawings and specifications.
- Must pass a background check.
- Must have a valid Commercial Drivers Class A License and insurable driving record.
- Candidates must also pass required DOT employment tests, e.g. physical examinations.

ENVIRONMENTAL/PHYSICAL DEMANDS:

This position requires frequent standing, walking, lifting/carrying (up to 50 pounds frequently, up to 100 pounds occasionally) pushing, reaching, handling, use of fine dexterity, kneeling, crouching, bending, twisting, and climbing. Occasional balancing and rarely requires sitting; continuous balancing required climbing poles, towers, ladders and in other aspects of the job. May be required to work in all weather conditions.

JOB DESCRIPTION CONTINUED

This job description must be read in concert with the Administrative Section of the Union Job Description Manual.

SALARY RANGE

Salary Grade: U32
\$45.85 per hour

DOT STATEMENT

This position performs one or more covered or "safety sensitive" tasks that are regulated by the Department of Transportation's (DOT) natural gas pipeline or commercial motor vehicle driver related regulations. Both types of jobs require that all individuals meet specific criteria, training, and pre-employment qualifications as defined by the DOT, which may include physical examinations and/or successful background information as required for the specific job.

EQUAL OPPORTUNITY STATEMENT

PNM Resources and affiliates are Equal Opportunity/Affirmative Action employers. Women, minorities, disabled individuals and veterans are encouraged to apply.



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INVOICE - UNPAID

Hello Juliet Maez,

Thank you for your business. Below is an invoice for your order made on **11/12/2021 9:38:00 AM ET**.

Monthly Billed Clients: This confirmation can be kept for your records. This order will be included in your Monthly Consolidated Invoice and does not need payment remitted at this time.

Invoice / Order #: 24282162
Order Date: 11/12/2021 9:38:00 AM ET
PO / IO: 1506
Payment Terms: 30 Days (Due: 12/12/2021)
Status: **Unpaid - Please submit payment**

CLIENT	PAYMENT DETAILS	TOTAL
Juliet Maez PNMR Services Company	Invoice - Unpaid	\$699.00
ITEMS	SUBTOTAL	
JobTarget.com-4 Credits Requisition Name: 6087259 Job Title: Call Center Analyst Job ID: 28413538 Item #: 88797185	Cost:	\$20.00
Central New Mexico Community College- Job Posting Requisition Name: 6087259 Job Title: Call Center Analyst Job ID: 28413538 Item #: 88797186 Duration: 30 Days	JT Posting Credits: Cost:	\$0.00 1
The University of New Mexico-Job Post Requisition Name: 6087259 Job Title: Call Center Analyst Job ID: 28413538 Item #: 88797187 Duration: 30 Days	JT Posting Credits: Cost:	\$0.00 1
LinkedIn-Single Job Posting Requisition Name: 6087259 Job Title: Call Center Analyst Job ID: 28413538 Item #: 88797188 Duration: 30 Days	JT Posting Credits: Retail: JT Discount: Cost:	\$399.00 \$70.00 \$329.00 1
Indeed-\$350 Posting Budget - 24 Days Requisition Name: 6087259 Job Title: Call Center Analyst Job ID: 28413538 Item #: 88797189 Duration: 24 Days	JT Posting Credits: Retail: Cost:	\$350.00 \$350.00 1

ITEMS	SUBTOTAL
Twitter-Twitter Feed Job Posting Requisition Name: 6087259 Job Title: Call Center Analyst Job ID: 28413538 Item #: 88797190 Duration: 365 Days	Cost: \$0.00
Job Site Subtotal:	\$699.00
JT Posting Credits Used:	4
Total JobTarget Savings:	\$70.00
Total Payment Due:	\$699.00
<p>**PLEASE NOTE OUR NEW REMITTANCE ADDRESS**</p> <p><i>POSTAL MAIL:</i> JobTarget, LLC Dept CH 16743 Palatine, IL 60055 - 6743 USA</p> <p><i>ELECTRONIC:</i> Bank: Silicon Valley Bank Rout #: 3302165960 Swift Code: SVBKUS6S(International only) Acct Name: Jobtarget</p> <p>Please reference the invoice number with your payment. Checks should be made payable to Jobtarget, LLC. Thank you for your business.</p> <p>Payment is due by 12/12/2021. If payment is not received by the posted due date, your account will become subject to an interest charge of 1.5% per month (18% annually) on the balance. Payments on delinquent accounts will be applied to the oldest outstanding balance. Please call 860-288-5429, if you have any questions concerning this invoice.</p>	



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INVOICE - UNPAID

Hello Frederica Romero,

Thank you for your business. Below is an invoice for your order made on **5/4/2022 11:45:00 AM ET**.

Monthly Billed Clients: This confirmation can be kept for your records. This order will be included in your Monthly Consolidated Invoice and does not need payment remitted at this time.

Invoice / Order #: 25482586
Order Date: 5/4/2022 11:45:00 AM ET
PO / IO: 1304
Payment Terms: 30 Days (Due: 06/03/2022)
Status: **Unpaid - Please submit payment**

CLIENT	PAYMENT DETAILS	TOTAL
Frederica Romero PNMR Services Company NULL, NULL NULL, NULL, NULL NULL	Invoice - Unpaid	\$440.00
ITEMS	SUBTOTAL	
JobTarget.com-3 Credits Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 112005027	Cost:	\$15.00
Northwest Lineman College-Job Post Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 112005030 Duration: 60 Days	Cost: JT Posting Credits:	\$0.00 1
Twitter-Twitter Feed Job Posting Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 112005033 Duration: 365 Days	Cost: JT Posting Credits:	\$0.00 1
Powerlineman.com-30 Day Employment posting Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 112005034 Duration: 30 Days	Retail: Cost: JT Posting Credits:	\$425.00 \$425.00 1
Job Site Subtotal:		\$440.00
JT Posting Credits Used:		3
Total Payment Due:		\$440.00

****PLEASE NOTE OUR NEW REMITTANCE ADDRESS****

POSTAL MAIL:

JobTarget, LLC
Dept CH 16743
Palatine, IL 60055 - 6743 USA

ELECTRONIC:

Bank: Silicon Valley Bank
Rout #: 3302165960
Swift Code: SVBKUS6S(International only)
Acct Name: Jobtarget

Please reference the invoice number with your payment. Checks should be made payable to Jobtarget, LLC. Thank you for your business.

Payment is due by **06/03/2022**. If payment is not received by the posted due date, your account will become subject to an interest charge of 1.5% per month (18% annually) on the balance. Payments on delinquent accounts will be applied to the oldest outstanding balance. Please call **860-288-5429**, if you have any questions concerning this invoice.

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15 Thames Street, 2nd Floor, Groton, CT 06340

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Hello Frederica Romero,

Thank you for your business. Below is an invoice for your order made on **4/1/2022 11:18:00 AM ET**.

Monthly Billed Clients: This confirmation can be kept for your records. This order will be included in your Monthly Consolidated Invoice and does not need payment remitted at this time.

Invoice / Order #: 25203451
Order Date: 4/1/2022 11:18:00 AM ET
PO / IO: 1304
Payment Terms: 30 Days (Due: 05/01/2022)
Status: **Unpaid - Please submit payment**

CLIENT	PAYMENT DETAILS	TOTAL
Frederica Romero PNMR Services Company	Invoice - Unpaid	\$440.00
ITEMS	SUBTOTAL	
JobTarget.com-3 Credits Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 106769787	Cost:	\$15.00
Northwest Lineman College-Job Post Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 106769788 Duration: 60 Days	JT Posting Credits: Cost:	1 \$0.00
Twitter-Twitter Feed Job Posting Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 106769791 Duration: 365 Days	JT Posting Credits: Cost:	1 \$0.00
Powerlineman.com-30 Day Employment posting Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 106769793 Duration: 30 Days	JT Posting Credits: Retail: Cost:	1 \$425.00 \$425.00
OFCCP Media Package-Media Package Requisition Name: Journeyman Lineman Job Title: Journeyman Lineman Job ID: 29252414 Item #: 106769796 Duration: 30 Days	JT Discount: Retail: Cost:	\$295.00 \$295.00 \$0.00

Job Site Subtotal:	\$440.00
JT Posting Credits Used:	3

Total Payment Due:	\$440.00
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****PLEASE NOTE OUR NEW REMITTANCE ADDRESS****

POSTAL MAIL:

JobTarget, LLC
Dept CH 16743
Palatine, IL 60055 - 6743 USA

ELECTRONIC:

Bank: Silicon Valley Bank
Rout #: 3302165960
Swift Code: SVBKUS6S(International only)
Acct Name: Jobtarget

Please reference the invoice number with your payment. Checks should be made payable to Jobtarget, LLC. Thank you for your business.

Payment is due by **05/01/2022**. If payment is not received by the posted due date, your account will become subject to an interest charge of 1.5% per month (18% annually) on the balance. Payments on delinquent accounts will be applied to the oldest outstanding balance. Please call **860-288-5429**, if you have any questions concerning this invoice.

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INVOICE - UNPAID

Hello Frederica Romero,

Thank you for your business. Below is an invoice for your order made on **6/15/2022 12:04:00 PM ET**.

Monthly Billed Clients: This confirmation can be kept for your records. This order will be included in your Monthly Consolidated Invoice and does not need payment remitted at this time.

Invoice / Order #: 25804527
Order Date: 6/15/2022 12:04:00 PM ET
PO / IO: 1304
Payment Terms: 30 Days (Due: 07/15/2022)
Status: **Unpaid - Please submit payment**

CLIENT	PAYMENT DETAILS	TOTAL
Frederica Romero PNMR Services Company NULL, NULL NULL, NULL, NULL NULL	Invoice - Unpaid	\$435.00
ITEMS	SUBTOTAL	
JobTarget.com-2 Credits Requisition Name: 6087386 Job Title: LINEMAN (Silver City, NM) - Extended Job ID: 28859918 Item #: 117404550	Cost:	\$10.00
Northwest Lineman College-Job Post Requisition Name: 6087386 Job Title: LINEMAN (Silver City, NM) - Extended Job ID: 28859918 Item #: 117404551 Duration: 60 Days	Cost: JT Posting Credits:	\$0.00 1
Powerlineman.com-30 Day Employment posting Requisition Name: 6087386 Job Title: LINEMAN (Silver City, NM) - Extended Job ID: 28859918 Item #: 117404554 Duration: 30 Days	Retail: Cost: JT Posting Credits:	\$425.00 \$425.00 1
Job Site Subtotal:		\$435.00
JT Posting Credits Used:		2
Total Payment Due:		\$435.00

****PLEASE NOTE OUR NEW REMITTANCE ADDRESS****

POSTAL MAIL:
 JobTarget, LLC
 Dept CH 16743
 Palatine, IL 60055 - 6743 USA

ELECTRONIC:

Bank: Silicon Valley Bank
Rout #: 3302165960
Swift Code: SVBKUS6S(International only)
Acct Name: Jobtarget

Please reference the invoice number with your payment. Checks should be made payable to Jobtarget, LLC. Thank you for your business.

Payment is due by **07/15/2022**. If payment is not received by the posted due date, your account will become subject to an interest charge of 1.5% per month (18% annually) on the balance. Payments on delinquent accounts will be applied to the oldest outstanding balance. Please call **860-288-5429**, if you have any questions concerning this invoice.

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BEFORE THE NEW MEXICO PUBLIC REGULATION COMMISSION

**IN THE MATTER OF THE APPLICATION)
OF PUBLIC SERVICE COMPANY OF NEW)
MEXICO FOR REVISION OF ITS RETAIL)
ELECTRIC RATES PURSUANT TO ADVICE)
NOTICE NO. 595)
)
PUBLIC SERVICE COMPANY OF NEW)
MEXICO,)
)
Applicant)**

Case No. 22-00270-UT

SELF AFFIRMATION

ERIC CHAVEZ, Communications Representative II, PNMR Services Company,
upon penalty of perjury under the laws of the State of New Mexico, affirm and state: I have read
the foregoing **Direct Testimony of Eric Chavez** and it is true and accurate based on my own
personal knowledge and belief.

Dated this 5th day of December, 2022.

/s/ Eric Chavez
ERIC CHAVEZ